

JEA
Hurricane Irma
September 04, 2017 - October 18, 2017

**Project Worksheet
Summary**

Description	Estimated Amount (A)	FEMA PW Amount (B)
PW 1A & 1B: Category B - Emergency Protective Measures (#30981 & #30984)	\$ 2,500,000.00	TBD
PW 2: Category F - Electric Permanent Restoration - T&D (#30987)	22,500,000.00	TBD
PW 3: Category F - Electric Permanent Restoration - SJRPP (#30993)	80,665.57	TBD
PW 4: Category F - Electric Permanent Restoration - Northside Generating Station (#31002)	600,000.00	TBD
PW 5: Category F - Water / Wastewater Permanent Restoration (#31005)	3,500,000.00	TBD
PW 6 : Category E - Facilities Permanent Restoration (#31009)	800,000.00	TBD
PW 7: Category B - Emergency Protective Measures - SJRPP (#31014)	223,127.50	TBD
PW 8: Category F - Media Towers (#31017)	TBD	TBD
Total	\$ 30,203,793.07	TBD

Notes:

(A) Amount reflects current estimated amount per documentation and information received through 3/20/18. Amount is subject to change pending receipt of additional documentation, further review, and grant closeout.

(B) Project Worksheets have not yet been received from FEMA as the recovery process is still in the project development stage. JEA is working with FEMA to gather and provide documentation for the development of Project Worksheets associated with Irma. Federal cost share is 75% for all PWs except PW 1A and PW 7 which is 100%. State cost share is 12.5%.

ISR_NO	JOB TYPE	ISR CIRCUIT	ISR INCIDENT SUBSTATION	COUNTY	FEMA DAMAGE C	CUST ADDRESS	STUCTURE ADDRESS
EL-20170909-000006	LO	410	GRAND PARK	DUVAL	\$546.00		
EL-20170909-000008	TLWH	408	NORTHSHORE	DUVAL	\$842.00		
EL-20170909-000010	WLOW	445	NORTHWEST JAX	DUVAL	\$300.00		
EL-20170909-000011	TLWH	311	HAMILTON ST	DUVAL	\$371.00		
EL-20170909-000013	TLWH	308	HAMILTON ST	DUVAL	\$371.00		
EL-20170909-000014	SLOT	547	BAYMEADOWS	DUVAL	\$1 800.00		
EL-20170909-000015	LO	216	FOREST BV	DUVAL	\$917.00		
EL-20170909-000017	TLWH	349	NAVAL AIR STATION	DUVAL	\$842.00		
EL-20170909-000018	LO	563	NEPTUNE BEACH	DUVAL	\$2 613.00		
EL-20170909-000019	WAAP	563	NEPTUNE BEACH	DUVAL	\$981.00		
EL-20170909-000021	LO	563	NEPTUNE BEACH	DUVAL	\$3 159.00		
EL-20170909-000022	TLPP	559	OAKWOOD VILLA	DUVAL	\$371.00		
EL-20170909-000023	TLWH	472	BROOKLYN	DUVAL	\$1 352.00		
EL-20170909-000024	TDWP	509	MANDARIN	DUVAL	\$842.00		
EL-20170909-000025	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00		
EL-20170909-000026	TLWH	434	MERRILL RD	DUVAL	\$981.00		
EL-20170909-000027	VRFC	542	SOUTHPOINT	DUVAL	\$981.00		
EL-20170909-000029	TLWH	587	HUNTER RD	DUVAL	\$981.00		
EL-20170909-000031	TLWH	459	NORTHWEST JAX	DUVAL	\$981.00		
EL-20170909-000034	WDBR	407	NORTHSHORE	DUVAL	\$1 961.00		
EL-20170909-000035	TLPP	451	RIBAUT	DUVAL	\$371.00		
EL-20170909-000037	WDNL	390	CECIL FIELD	DUVAL	\$981.00		
EL-20170909-000038	LO	437	LANE AV	DUVAL	\$785.00		
EL-20170909-000039	LPAR	496	GARDEN CITY	DUVAL	\$981.00		
EL-20170909-000041	LPAR	426	RITTER PARK	DUVAL	\$981.00		
EL-20170909-000042	FLIC	389	CECIL FIELD	DUVAL	\$185.00		
EL-20170909-000043	LO	468	HUNTER RD	DUVAL	\$546.00		
EL-20170909-000045	TLWH	536	UNIVERSITY	DUVAL	\$981.00		
EL-20170909-000046	POLB	496	GARDEN CITY	DUVAL	\$1 288.00		
EL-20170909-000047	LO	447	RANDALL ST	DUVAL	\$917.00		
EL-20170909-000049	POLB	450	RIBAUT	DUVAL	\$1 463.00		
EL-20170909-000050	LO	445	NORTHWEST JAX	DUVAL	\$917.00		
EL-20170909-000054	POLB	389	CECIL FIELD	DUVAL	\$1 834.00		
EL-20170909-000055	LO	450	RIBAUT	DUVAL	\$1 092.00		
EL-20170909-000057	TREC	497	GARDEN CITY	DUVAL	\$981.00		
EL-20170909-000060	LBD	563	NEPTUNE BEACH	DUVAL	\$981.00		
EL-20170909-000061	FLIC	459	NORTHWEST JAX	DUVAL	\$371.00		
EL-20170909-000062	TLPP	445	NORTHWEST JAX	DUVAL	\$371.00		
EL-20170909-000063	LO	389	CECIL FIELD	DUVAL	\$842.00		
EL-20170909-000064	WDNL	451	RIBAUT	DUVAL	\$981.00		
EL-20170909-000065	POLB	431	MERRILL RD	DUVAL	\$917.00		
EL-20170909-000066	WLOW	587	HUNTER RD	DUVAL	\$981.00		
EL-20170909-000067	TXOH	308	HAMILTON ST	DUVAL	\$3 861.00		
EL-20170909-000068	TDWP	418	PICKETTville	DUVAL	\$5 261.00		
EL-20170909-000069	WLOW	443	SOUTHSIDE PLANT	DUVAL	\$842.00		
EL-20170909-000071	WAAP	517	POWERS AV	DUVAL	\$1 100.00		
EL-20170909-000073	TLWH	3804	COLLEGE ST	DUVAL	\$1 352.00		
EL-20170909-000074	INIT	430	RITTER PARK	DUVAL	\$1 089.00		
EL-20170909-000075	PROT	441	ROBINWOOD ACRES	DUVAL	\$2 500.00		
EL-20170909-000077	TXOH	447	RANDALL ST	DUVAL	\$842.00		
EL-20170909-000080	TXOH	438	LANE AV	DUVAL	\$546.00		
EL-20170909-000082	INIT	430	RITTER PARK	DUVAL	\$11 022.00		
EL-20170909-000084	LO	509	MANDARIN	DUVAL	\$5 793.00		
EL-20170909-000087	PHBC	586	HUNTER RD	DUVAL	\$2 900.00		
EL-20170909-000088	OTHR	366	STARRATT	DUVAL	\$1 500.00		
EL-20170909-000089	POLB	349	NAVAL AIR STATION	DUVAL	\$1 638.00		
EL-20170909-000090	LO	317	JAX HEIGHTS	DUVAL	\$1 606.00		
EL-20170909-000091	LO	433	MERRILL RD	DUVAL	\$1 600.00		
EL-20170909-000092	POLB	409	GRAND PARK	DUVAL	\$4 861.00		
EL-20170909-000093	LO	462	PICKETTville	DUVAL	\$546.00		
EL-20170909-000094	LPAR	317	JAX HEIGHTS	DUVAL	\$1 352.00		
EL-20170909-000095	POLB	438	LANE AV	DUVAL	\$546.00		
EL-20170909-000096	STAS	506	SAN SOUCI	DUVAL	\$11 022.00		
EL-20170909-000100	WDLP	310	HAMILTON ST	DUVAL	\$4 000.00		
EL-20170910-000003	LO	416	NORTHSIDE GEN	DUVAL	\$3 861.00		
EL-20170910-000004	LO	433	MERRILL RD	DUVAL	\$1 600.00		
EL-20170910-000005	LO	416	NORTHSIDE GEN	DUVAL	\$917.00		
EL-20170910-000006	INIT	209	GREENLAND	DUVAL	\$185.00		
EL-20170910-000007	LO	457	NORTHWEST JAX	DUVAL	\$842.00		
EL-20170910-000008	POLB	448	RANDALL ST	DUVAL	\$4 461.00		
EL-20170910-000009	TDWP	349	NAVAL AIR STATION	DUVAL	\$1 352.00		
EL-20170910-000011	LO	430	RITTER PARK	DUVAL	\$3 861.00		
EL-20170910-000012	LO	408	NORTHSHORE	DUVAL	\$800.00		
EL-20170910-000013	INIT	408	NORTHSHORE	DUVAL	\$1 200.00		
EL-20170910-000014	LO	443	SOUTHSIDE PLANT	DUVAL	\$1 834.00		
EL-20170910-000015	LO	565	NEPTUNE BEACH	DUVAL	\$746.00		
EL-20170910-000016	WAAP	578	ARLINGTON	DUVAL	\$4 500.00		
EL-20170910-000017	LO	446	RANDALL ST	DUVAL	\$1 092.00		
EL-20170910-000018	LO	497	GARDEN CITY	DUVAL	\$1 467.00		
EL-20170910-000020	LO	446	RANDALL ST	DUVAL	\$546.00		
EL-20170910-000021	POLB	501	SAN SOUCI	DUVAL	\$1 463.00		
EL-20170910-000022	LO	200	CENTER PARK	DUVAL	\$917.00		
EL-20170910-000023	WLOW	409	GRAND PARK	DUVAL	\$981.00		
EL-20170910-000026	LO	312	HAMILTON ST	DUVAL	\$1 194.00		

EL-20170910-000027	TDWP	536	UNIVERSITY	DUVAL	\$4 842.00
EL-20170910-000028	LO	450	RIBAULT	DUVAL	\$1 463.00
EL-20170910-000029	LO	426	RITTER PARK	DUVAL	\$546.00
EL-20170910-000030	LO	513	POWERS AV	DUVAL	\$917.00
EL-20170910-000031	LO	352	NAVAL AIR STATION	DUVAL	\$917.00
EL-20170910-000032	LO	440	SOUTHSIDE PLANT	DUVAL	\$971.00
EL-20170910-000033	LO	418	PICKETTVILLE	DUVAL	\$200.00
EL-20170910-000034	LO	418	PICKETTVILLE	DUVAL	\$3 848.00
EL-20170910-000035	LO	328	HERLONG	DUVAL	\$546.00
EL-20170910-000036	LO	407	NORTHSHORE	DUVAL	\$2 300.00
EL-20170910-000042	INIT	200	CENTER PARK	DUVAL	\$2 359.00
EL-20170910-000043	POLB	497	GARDEN CITY	DUVAL	\$1 491.00
EL-20170910-000044	POLB	512	POWERS AV	DUVAL	\$546.00
EL-20170910-000045	LO	501	SAN SOUCI	DUVAL	\$1 092.00
EL-20170910-000046	WDNL	367	STARRATT	DUVAL	\$1 352.00
EL-20170910-000047	LO	535	UNIVERSITY	DUVAL	\$646.00
EL-20170910-000048	INIT	568	SAN PABLO	DUVAL	\$917.00
EL-20170910-000049	INIT	366	STARRATT	DUVAL	\$1 111.00
EL-20170910-000051	LO	5202	HERSCHEL ST	DUVAL	\$1 181.00
EL-20170910-000052	LO	328	HERLONG	DUVAL	\$1 000.00
EL-20170910-000055	LO	577	ARLINGTON	DUVAL	\$917.00
EL-20170910-000057	SLOT	569	SAN PABLO	DUVAL	\$1 800.00
EL-20170910-000058	LO	583	SWITZERLAND	SIC	\$546.00
EL-20170910-000060	LO	430	RITTER PARK	DUVAL	\$917.00
EL-20170910-000063	TDWP	325	FIRESTONE	DUVAL	\$981.00
EL-20170910-000068	LO	415	NORTHSIDE GEN	DUVAL	\$6 400.00
EL-20170910-000069	LO	521	MANDARIN	DUVAL	\$4 842.00
EL-20170910-000070	LO	296	BARTRAM	SIC	\$1 200.00
EL-20170910-000071	LO	443	SOUTHSIDE PLANT	DUVAL	\$917.00
EL-20170910-000074	INIT	389	CECIL FIELD	DUVAL	\$842.00
EL-20170910-000076	SLOT	522	MANDARIN	DUVAL	\$600.00
EL-20170910-000078	LO	349	NAVAL AIR STATION	DUVAL	\$1 838.00
EL-20170910-000079	LO	511	MANDARIN	DUVAL	\$917.00
EL-20170910-000080	POLB	512	POWERS AV	DUVAL	\$1 924.00
EL-20170910-000081	LO	331	HERLONG	DUVAL	\$1 683.00
EL-20170910-000082	SLOO	536	UNIVERSITY	DUVAL	\$600.00
EL-20170910-000084	OTH1	409	GRAND PARK	DUVAL	\$2 500.00
EL-20170910-000086	LO	8202	ST JOHNS PARK	DUVAL	\$4 394.00
EL-20170910-000087	OTH1	409	GRAND PARK	DUVAL	\$2 500.00
EL-20170910-000088	TLWH	317	JAX HEIGHTS	DUVAL	\$371.00
EL-20170910-000089	POLB	391	BEEGLY HEIGHTS	DUVAL	\$917.00
EL-20170910-000090	LO	393	BEEGLY HEIGHTS	DUVAL	\$1 500.00
EL-20170910-000092	TLPP	352	NAVAL AIR STATION	DUVAL	\$917.00
EL-20170910-000093	TREC	446	RANDALL ST	DUVAL	\$981.00
EL-20170910-000094	TLWH	409	GRAND PARK	DUVAL	\$842.00
EL-20170910-000095	LO	557	OAKWOOD VILLA	DUVAL	\$917.00
EL-20170910-000096	WDLP	352	NAVAL AIR STATION	DUVAL	\$917.00
EL-20170910-000097	TDWP	352	NAVAL AIR STATION	DUVAL	\$3 200.00
EL-20170910-000098	WAAP	349	NAVAL AIR STATION	DUVAL	\$1 898.00
EL-20170910-000099	POLB	434	MERRILL RD	DUVAL	\$842.00
EL-20170910-000100	LPAR	594	MAYPORT	DUVAL	\$981.00
EL-20170910-000101	WDLP	471	BROOKLYN	DUVAL	\$371.00
EL-20170910-000103	TDWP	479	ARLINGTON	DUVAL	\$1 352.00
EL-20170910-000104	POLB	311	HAMILTON ST	DUVAL	\$1 838.00
EL-20170910-000105	LO	308	HAMILTON ST	DUVAL	\$546.00
EL-20170910-000106	INIT	574	SOUTHEAST JAX	DUVAL	\$842.00
EL-20170910-000108	LO	430	RITTER PARK	DUVAL	\$2 666.00
EL-20170910-000109	LO	578	ARLINGTON	DUVAL	\$9 800.00
EL-20170910-000110	POLB	367	STARRATT	DUVAL	\$1 000.00
EL-20170910-000111	POLB	447	RANDALL ST	DUVAL	\$2 576.00
EL-20170910-000112	POLB	448	RANDALL ST	DUVAL	\$2 380.00
EL-20170910-000113	LO	390	CECIL FIELD	DUVAL	\$2 470.00
EL-20170910-000114	LO	446	RANDALL ST	DUVAL	\$1 092.00
EL-20170910-000115	WDLP	7203	ORTEGA	DUVAL	\$5 314.00
EL-20170910-000116	LO	512	POWERS AV	DUVAL	\$1 092.00
EL-20170910-000120	LO	577	ARLINGTON	DUVAL	\$1 046.00
EL-20170910-000121	LO	409	GRAND PARK	DUVAL	\$917.00
EL-20170910-000124	POLB	553	ROBINWOOD ACRES	DUVAL	\$1 042.00
EL-20170910-000125	LO	512	POWERS AV	DUVAL	\$2 295.00
EL-20170910-000126	LO	389	CECIL FIELD	DUVAL	\$1 778.00
EL-20170910-000127	LO	322	FIRESTONE	DUVAL	\$1 588.00
EL-20170910-000128	WDLP	352	NAVAL AIR STATION	DUVAL	\$1 900.00
EL-20170910-000130	TLWH	504	SAN SOUCI	DUVAL	\$981.00
EL-20170910-000133	INIT	416	NORTHSIDE GEN	DUVAL	\$855.00
EL-20170910-000134	TLWH	506	SAN SOUCI	DUVAL	\$981.00
EL-20170910-000136	INIT	567	SAN PABLO	DUVAL	\$2 500.00
EL-20170910-000138	INIT	457	NORTHWEST JAX	DUVAL	\$371.00
EL-20170910-000139	LO	390	CECIL FIELD	DUVAL	\$2 470.00
EL-20170910-000144	POLB	444	SOUTHSIDE PLANT	DUVAL	\$1 092.00
EL-20170910-000146	LO	393	BEEGLY HEIGHTS	DUVAL	\$1 100.00
EL-20170910-000147	POLB	446	RANDALL ST	DUVAL	\$917.00
EL-20170910-000148	INIT	531	CRAVEN RD	DUVAL	\$842.00
EL-20170910-000149	INIT	426	RITTER PARK	DUVAL	\$917.00
EL-20170910-000151	LO	297	BARTRAM	SIC	\$746.00
EL-20170910-000152	WDLP	328	HERLONG	DUVAL	\$4 500.00

EL-20170910-000153	LO	417	PICKETTVILLE	DUVAL	\$917.00
EL-20170910-000154	LO	443	SOUTHSIDE PLANT	DUVAL	\$917.00
EL-20170910-000158	LO	450	RIBAUT	DUVAL	\$1 484.00
EL-20170910-000160	LO	316	JAX HEIGHTS	DUVAL	\$2 046.00
EL-20170910-000162	LO	333	WESTLAKE	DUVAL	\$1 092.00
EL-20170910-000164	LO	323	FIRESTONE	DUVAL	\$1 100.00
EL-20170910-000165	WDLP	580	FT CAROLINE	DUVAL	\$1 352.00
EL-20170910-000166	LO	446	RANDALL ST	DUVAL	\$917.00
EL-20170910-000175	LO	513	POWERS AV	DUVAL	\$1 800.00
EL-20170910-000176	LO	468	HUNTER RD	DUVAL	\$1 463.00
EL-20170910-000177	WDLP	443	SOUTHSIDE PLANT	DUVAL	\$1 924.00
EL-20170910-000179	INIT	426	ITTER PARK	DUVAL	\$3 500.00
EL-20170910-000183	LO	311	HAMILTON ST	DUVAL	\$471.00
EL-20170910-000184	LO	328	HERLONG	DUVAL	\$917.00
EL-20170910-000185	LO	311	HAMILTON ST	DUVAL	\$917.00
EL-20170910-000188	INIT	218	MT PLEASANT	DUVAL	\$8 200.00
EL-20170910-000189	LO	499	GARDEN CITY	DUVAL	\$917.00
EL-20170910-000190	LO	367	STARRATT	DUVAL	\$1 659.00
EL-20170910-000191	LO	496	GARDEN CITY	DUVAL	\$546.00
EL-20170910-000192	POLB	393	BEEGLY HEIGHTS	DUVAL	\$546.00
EL-20170910-000193	POLB	447	RANDALL ST	DUVAL	\$546.00
EL-20170910-000195	LO	597	HARTLEY RD	DUVAL	\$546.00
EL-20170910-000196	LO	209	GREENLAND	DUVAL	\$546.00
EL-20170910-000197	WLOW	322	FIRESTONE	DUVAL	\$981.00
EL-20170910-000198	LO	448	RANDALL ST	DUVAL	\$1 638.00
EL-20170910-000199	LO	209	GREENLAND	DUVAL	\$1 638.00
EL-20170910-000201	SLOF	451	RIBAUT	DUVAL	\$600.00
EL-20170910-000203	WD8R	578	ARLINGTON	DUVAL	\$1 670.00
EL-20170910-000204	WDNL	444	SOUTHSIDE PLANT	DUVAL	\$371.00
EL-20170910-000205	LO	323	FIRESTONE	DUVAL	\$4 407.00
EL-20170910-000206	LPAR	352	NAVAL AIR STATION	DUVAL	\$4 860.00
EL-20170910-000208	LO	323	FIRESTONE	DUVAL	\$1 352.00
EL-20170910-000209	TDWP	325	FIRESTONE	DUVAL	\$400.00
EL-20170910-000210	WDLP	352	NAVAL AIR STATION	CLAY	\$1 834.00
EL-20170910-000212	TDWP	556	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170910-000215	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170910-000216	TLPP	447	RANDALL ST	DUVAL	\$842.00
EL-20170910-000217	INIT	465	KENNEDY	DUVAL	\$3 673.00
EL-20170910-000218	TLWH	203	CENTER PARK	DUVAL	\$842.00
EL-20170910-000221	LO	556	OAKWOOD VILLA	DUVAL	\$546.00
EL-20170910-000235	WLOW	329	HERLONG	DUVAL	\$981.00
EL-20170910-000236	WDLP	317	JAX HEIGHTS	DUVAL	\$981.00
EL-20170910-000238	LO	352	NAVAL AIR STATION	CLAY	\$4 500.00
EL-20170910-000239	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170910-000245	LO	447	RANDALL ST	DUVAL	\$1 433.00
EL-20170910-000246	LO	322	FIRESTONE	DUVAL	\$5 846.00
EL-20170910-000251	INIT	461	PICKETTVILLE	DUVAL	\$5 278.00
EL-20170910-000252	INIT	5202	HERSCHEL ST	DUVAL	\$842.00
EL-20170910-000253	TLPP	7204	ORTEGA	DUVAL	\$842.00
EL-20170910-000256	TLWH	411	RANDALL ST	DUVAL	\$1 100.00
EL-20170910-000257	TLWH	450	RIBAUT	DUVAL	\$1 352.00
EL-20170910-000258	FREQ	486	PAXON	DUVAL	\$3 861.00
EL-20170910-000259	TLPP	390	CECIL FIELD	DUVAL	\$1 352.00
EL-20170910-000260	SLOF	431	MERRILL RD	DUVAL	\$800.00
EL-20170910-000261	FREQ	557	OAKWOOD VILLA	DUVAL	\$3 861.00
EL-20170910-000262	TLWH	443	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170910-000263	SLOT	527	PHILLIPS HY	DUVAL	\$1 800.00
EL-20170910-000265	SLOF	299	BARTRAM	DUVAL	\$600.00
EL-20170910-000266	SLOF	393	BEEGLY HEIGHTS	DUVAL	\$600.00
EL-20170910-000267	LO	367	STARRATT	DUVAL	\$1 484.00
EL-20170910-000269	WLOW	349	NAVAL AIR STATION	DUVAL	\$500.00
EL-20170910-000270	LO	367	STARRATT	DUVAL	\$981.00
EL-20170910-000271	TLWH	443	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170910-000272	INIT	366	STARRATT	DUVAL	\$371.00
EL-20170910-000273	SLOF	230	POINT MEADOWS	DUVAL	\$600.00
EL-20170910-000274	WLOW	486	PAXON	DUVAL	\$546.00
EL-20170910-000276	TLWH	391	BEEGLY HEIGHTS	DUVAL	\$600.00
EL-20170910-000277	SLOT	323	FIRESTONE	DUVAL	\$1 800.00
EL-20170910-000279	OTH1	367	STARRATT	DUVAL	\$371.00
EL-20170910-000280	TLPP	328	HERLONG	DUVAL	\$1 352.00
EL-20170910-000281	TLWH	468	HUNTER RD	DUVAL	\$981.00
EL-20170910-000282	TLWH	451	RIBAUT	DUVAL	\$1 352.00
EL-20170910-000283	WLOW	328	HERLONG	DUVAL	\$981.00
EL-20170910-000284	SLOT	457	NORTHWEST JAX	DUVAL	\$1 800.00
EL-20170910-000285	TLWH	439	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170910-000286	TLWH	522	MANDARIN	DUVAL	\$1 352.00
EL-20170910-000287	TLWH	433	MERRILL RD	DUVAL	\$1 352.00
EL-20170910-000288	TLWH	437	LANE AV	DUVAL	\$981.00
EL-20170910-000289	TLPP	390	CECIL FIELD	DUVAL	\$1 352.00
EL-20170910-000290	TLWH	509	MANDARIN	DUVAL	\$1 352.00
EL-20170910-000291	WLOW	536	UNIVERSITY	DUVAL	\$570.00
EL-20170910-000292	WLOW	448	RANDALL ST	DUVAL	\$500.00
EL-20170910-000293	SLOT	441	ROBINWOOD ACRES	DUVAL	\$600.00
EL-20170910-000294	TLWH	577	ARLINGTON	DUVAL	\$981.00
EL-20170911-000001	TLPP	311	HAMILTON ST	DUVAL	\$1 000.00

EL-20170911-000002	SLOT	298	BARTRAM	SIC	\$600.00
EL-20170911-000005	TLWH	461	PICKETTVILLE	DUVAL	\$981.00
EL-20170911-000006	TLWH	430	RITTER PARK	DUVAL	\$1 352.00
EL-20170911-000007	TLWH	597	HARTLEY RD	DUVAL	\$981.00
EL-20170911-000009	TLWH	328	HERLONG	DUVAL	\$1 352.00
EL-20170911-000010	WDBR	410	GRAND PARK	DUVAL	\$4 842.00
EL-20170911-000011	TLWH	349	NAVAL AIR STATION	DUVAL	\$1 352.00
EL-20170911-000012	WLOW	441	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170911-000013	FREQ	317	JAX HEIGHTS	DUVAL	\$3 861.00
EL-20170911-000014	TLWH	411	RANDALL ST	DUVAL	\$1 352.00
EL-20170911-000016	TLWH	463	KENNEDY	DUVAL	\$1 352.00
EL-20170911-000018	TLPP	362	NORMANDY	DUVAL	\$1 352.00
EL-20170911-000019	FREQ	448	RANDALL ST	DUVAL	\$3 861.00
EL-20170911-000020	WLOW	463	KENNEDY	DUVAL	\$7 508.00
EL-20170911-000021	WLOW	6306	MC DUFF AV	DUVAL	\$500.00
EL-20170911-000022	ALOP	504	SAN SOUCI	DUVAL	\$600.00
EL-20170911-000023	FREQ	360	NORMANDY	DUVAL	\$3 861.00
EL-20170911-000024	TLPP	446	RANDALL ST	DUVAL	\$500.00
EL-20170911-000035	WDBR	430	RITTER PARK	DUVAL	\$981.00
EL-20170911-000040	FREQ	365	STARRATT	DUVAL	\$3 861.00
EL-20170911-000041	WLOW	322	FIRESTONE	DUVAL	\$600.00
EL-20170911-000042	TLPP	324	FIRESTONE	DUVAL	\$4 737.00
EL-20170911-000043	WLOW	446	RANDALL ST	DUVAL	\$842.00
EL-20170911-000045	WLOW	307	HAMILTON ST	DUVAL	\$500.00
EL-20170911-000046	TLPP	328	HERLONG	DUVAL	\$3 000.00
EL-20170911-000048	FREQ	461	PICKETTVILLE	DUVAL	\$3 861.00
EL-20170911-000049	FREQ	451	RIBAUT	DUVAL	\$3 861.00
EL-20170911-000070	TLPP	431	MERRILL RD	DUVAL	\$1 352.00
EL-20170911-000071	TLWH	501	SAN SOUCI	DUVAL	\$981.00
EL-20170911-000072	TLWH	431	MERRILL RD	DUVAL	\$1 352.00
EL-20170911-000073	WLOW	527	PHILLIPS HY	DUVAL	\$917.00
EL-20170911-000075	WLOW	308	HAMILTON ST	DUVAL	\$2 333.00
EL-20170911-000076	TLWH	322	FIRESTONE	DUVAL	\$900.00
EL-20170911-000078	FREQ	410	GRAND PARK	DUVAL	\$3 861.00
EL-20170911-000079	FREQ	568	SAN PABLO	DUVAL	\$3 861.00
EL-20170911-000082	WLOW	417	PICKETTVILLE	DUVAL	\$1 352.00
EL-20170911-000083	TLWH	409	GRAND PARK	DUVAL	\$1 352.00
EL-20170911-000084	TLWH	468	HUNTER RD	DUVAL	\$1 352.00
EL-20170911-000085	INIT	354	BRANDY BRANCH	DUVAL	\$4 500.00
EL-20170911-000086	LO	354	BRANDY BRANCH	DUVAL	\$2 100.00
EL-20170911-000087	INIT	354	BRANDY BRANCH	DUVAL	\$4 500.00
EL-20170911-000107	LPAR	329	HERLONG	DUVAL	\$981.00
EL-20170911-000109	LO	329	HERLONG	DUVAL	\$1 352.00
EL-20170911-000117	TLWH	408	NORTHSHORE	DUVAL	\$1 352.00
EL-20170911-000124	FREQ	480	ARLINGTON	DUVAL	\$3 861.00
EL-20170911-000125	INIT	435	LANE AV	DUVAL	\$3 861.00
EL-20170911-000137	TXOH	437	LANE AV	DUVAL	\$917.00
EL-20170911-000141	LO	437	LANE AV	DUVAL	\$500.00
EL-20170911-000143	LO	437	LANE AV	DUVAL	\$546.00
EL-20170911-000145	LO	437	LANE AV	DUVAL	\$1 352.00
EL-20170911-000167	FLUC	360	NORMANDY	DUVAL	\$185.00
EL-20170911-000181	TLWH	586	HUNTER RD	DUVAL	\$1 352.00
EL-20170911-000182	INIT	363	NORMANDY	DUVAL	\$35 000.00
EL-20170911-000189	LO	363	NORMANDY	DUVAL	\$2 200.00
EL-20170911-000191	LO	363	NORMANDY	DUVAL	\$546.00
EL-20170911-000193	FREQ	501	SAN SOUCI	DUVAL	\$3 861.00
EL-20170911-000195	TLWH	580	FT CAROLINE	DUVAL	\$1 352.00
EL-20170911-000196	INIT	417	PICKETTVILLE	DUVAL	\$6 957.00
EL-20170911-000197	FREQ	308	HAMILTON ST	DUVAL	\$3 861.00
EL-20170911-000204	LO	418	PICKETTVILLE	DUVAL	\$981.00
EL-20170911-000207	LO	418	PICKETTVILLE	DUVAL	\$546.00
EL-20170911-000223	LO	461	PICKETTVILLE	DUVAL	\$500.00
EL-20170911-000225	LO	461	PICKETTVILLE	DUVAL	\$7 200.00
EL-20170911-000227	LO	461	PICKETTVILLE	DUVAL	\$1 527.00
EL-20170911-000233	TXOH	334	WESTLAKE	DUVAL	\$1 500.00
EL-20170911-000235	INIT	334	WESTLAKE	DUVAL	\$1 500.00
EL-20170911-000236	LO	334	WESTLAKE	DUVAL	\$2 500.00
EL-20170911-000237	LO	334	WESTLAKE	DUVAL	\$1 500.00
EL-20170911-000239	LO	333	WESTLAKE	DUVAL	\$1 500.00
EL-20170911-000254	FREQ	443	SOUTHSIDE PLANT	DUVAL	\$3 861.00
EL-20170911-000255	TLWH	366	STARRATT	DUVAL	\$1 352.00
EL-20170911-000256	INIT	486	PAXON	DUVAL	\$3 302.00
EL-20170911-000257	WDBR	486	PAXON	DUVAL	\$981.00
EL-20170911-000259	POLB	486	PAXON	DUVAL	\$1 732.00
EL-20170911-000260	LO	486	PAXON	DUVAL	\$546.00
EL-20170911-000261	LO	486	PAXON	DUVAL	\$981.00
EL-20170911-000263	LO	486	PAXON	DUVAL	\$546.00
EL-20170911-000264	LO	486	PAXON	DUVAL	\$1 235.00
EL-20170911-000265	INIT	486	PAXON	DUVAL	\$546.00
EL-20170911-000267	TLWH	513	POWERS AV	DUVAL	\$1 352.00
EL-20170911-000268	LO	485	PAXON	DUVAL	\$2 300.00
EL-20170911-000269	LO	485	PAXON	DUVAL	\$1 723.00
EL-20170911-000271	LO	485	PAXON	DUVAL	\$981.00
EL-20170911-000272	LO	485	PAXON	DUVAL	\$1 977.00
EL-20170911-000273	LO	485	PAXON	DUVAL	\$1 977.00

EL-20170911-000274	LO	485	PAXON	DUVAL	\$917.00
EL-20170911-000276	TDWP	479	ARLINGTON	DUVAL	\$1 352.00
EL-20170911-000278	LO	479	ARLINGTON	DUVAL	\$842.00
EL-20170911-000279	WLOW	522	MANDARIN	DUVAL	\$500.00
EL-20170911-000280	WDLP	479	ARLINGTON	DUVAL	\$371.00
EL-20170911-000283	WDLP	479	ARLINGTON	DUVAL	\$371.00
EL-20170911-000295	LO	311	HAMILTON ST	DUVAL	\$1 000.00
EL-20170911-000297	LO	311	HAMILTON ST	DUVAL	\$500.00
EL-20170911-000298	POLB	479	ARLINGTON	DUVAL	\$546.00
EL-20170911-000299	LO	311	HAMILTON ST	DUVAL	\$500.00
EL-20170911-000305	LO	311	HAMILTON ST	DUVAL	\$842.00
EL-20170911-000307	WDLP	480	ARLINGTON	DUVAL	\$842.00
EL-20170911-000318	LO	480	ARLINGTON	DUVAL	\$500.00
EL-20170911-000324	WDBR	577	ARLINGTON	DUVAL	\$500.00
EL-20170911-000325	FLIC	577	ARLINGTON	DUVAL	\$370.00
EL-20170911-000335	LO	578	ARLINGTON	DUVAL	\$546.00
EL-20170911-000355	INIT	570	FT CAROLINE	DUVAL	\$1 484.00
EL-20170911-000356	PHBC	570	FT CAROLINE	DUVAL	\$1 800.00
EL-20170911-000357	INIT	570	FT CAROLINE	DUVAL	\$842.00
EL-20170911-000375	LO	571	FT CAROLINE	DUVAL	\$1 352.00
EL-20170911-000381	WAAP	571	FT CAROLINE	DUVAL	\$500.00
EL-20170911-000382	FREQ	499	GARDEN CITY	DUVAL	\$3 861.00
EL-20170911-000383	TLWH	439	SOUTHSHORE PLANT	DUVAL	\$1 352.00
EL-20170911-000396	LO	580	FT CAROLINE	DUVAL	\$546.00
EL-20170911-000405	LO	580	FT CAROLINE	DUVAL	\$546.00
EL-20170911-000408	LO	431	MERRILL RD	DUVAL	\$1 100.00
EL-20170911-000415	WAIT	431	MERRILL RD	DUVAL	\$1 352.00
EL-20170911-000416	WDBR	432	MERRILL RD	DUVAL	\$500.00
EL-20170911-000419	WDBR	432	MERRILL RD	DUVAL	\$981.00
EL-20170911-000452	WDNL	424	MERRILL RD	DUVAL	\$981.00
EL-20170911-000455	TDWP	434	MERRILL RD	DUVAL	\$546.00
EL-20170911-000458	LO	434	MERRILL RD	DUVAL	\$1 100.00
EL-20170911-000460	LO	434	MERRILL RD	DUVAL	\$981.00
EL-20170911-000464	LO	556	OAKWOOD VILLA	DUVAL	\$546.00
EL-20170911-000472	WDBR	557	OAKWOOD VILLA	DUVAL	\$1 352.00
EL-20170911-000475	TLWH	537	UNIVERSITY	DUVAL	\$1 352.00
EL-20170911-000479	LO	559	OAKWOOD VILLA	DUVAL	\$917.00
EL-20170911-000491	WAAP	535	UNIVERSITY	DUVAL	\$981.00
EL-20170911-000498	WAAH	536	UNIVERSITY	DUVAL	\$981.00
EL-20170911-000503	WBAH	536	UNIVERSITY	DUVAL	\$981.00
EL-20170911-000506	WBAH	536	UNIVERSITY	DUVAL	\$981.00
EL-20170911-000507	WDBR	537	UNIVERSITY	DUVAL	\$1 638.00
EL-20170911-000509	WDBR	537	UNIVERSITY	DUVAL	\$981.00
EL-20170911-000520	LO	200	CENTER PARK	DUVAL	\$981.00
EL-20170911-000529	FREQ	503	SAN SOUCI	DUVAL	\$3 861.00
EL-20170911-000530	INIT	203	CENTER PARK	DUVAL	\$371.00
EL-20170911-000531	LO	203	CENTER PARK	DUVAL	\$371.00
EL-20170911-000533	LO	203	CENTER PARK	DUVAL	\$371.00
EL-20170911-000534	LO	203	CENTER PARK	DUVAL	\$1 500.00
EL-20170911-000535	LO	203	CENTER PARK	DUVAL	\$1 500.00
EL-20170911-000536	LO	203	CENTER PARK	DUVAL	\$371.00
EL-20170911-000540	INIT	594	MAYPORT	DUVAL	\$842.00
EL-20170911-000541	LO	594	MAYPORT	DUVAL	\$1 484.00
EL-20170911-000543	LO	594	MAYPORT	DUVAL	\$842.00
EL-20170911-000544	LO	594	MAYPORT	DUVAL	\$842.00
EL-20170911-000545	LO	594	MAYPORT	DUVAL	\$842.00
EL-20170911-000547	LO	594	MAYPORT	DUVAL	\$842.00
EL-20170911-000549	LO	594	MAYPORT	DUVAL	\$842.00
EL-20170911-000552	LO	594	MAYPORT	DUVAL	\$842.00
EL-20170911-000553	LO	594	MAYPORT	DUVAL	\$842.00
EL-20170911-000555	LO	594	MAYPORT	DUVAL	\$842.00
EL-20170911-000556	LO	594	MAYPORT	DUVAL	\$842.00
EL-20170911-000557	LO	594	MAYPORT	DUVAL	\$842.00
EL-20170911-000558	LO	218	MT PLEASANT	DUVAL	\$842.00
EL-20170911-000559	LO	218	MT PLEASANT	DUVAL	\$842.00
EL-20170911-000561	LO	218	MT PLEASANT	DUVAL	\$842.00
EL-20170911-000563	LO	218	MT PLEASANT	DUVAL	\$842.00
EL-20170911-000566	WDBR	218	MT PLEASANT	DUVAL	\$6 058.00
EL-20170911-000569	LO	218	MT PLEASANT	DUVAL	\$842.00
EL-20170911-000573	LO	219	MT PLEASANT	DUVAL	\$842.00
EL-20170911-000586	INIT	223	MT PLEASANT	DUVAL	\$371.00
EL-20170911-000599	WDNL	563	NEPTUNE BEACH	DUVAL	\$371.00
EL-20170911-000602	LO	360	NORMANDY	DUVAL	\$371.00
EL-20170911-000619	LO	563	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170911-000632	LO	567	SAN PABLO	DUVAL	\$2 295.00
EL-20170911-000633	LO	567	SAN PABLO	DUVAL	\$1 500.00
EL-20170911-000635	LPAR	567	SAN PABLO	DUVAL	\$981.00
EL-20170911-000636	LO	567	SAN PABLO	DUVAL	\$1 400.00
EL-20170911-000637	INIT	568	SAN PABLO	DUVAL	\$842.00
EL-20170911-000638	LO	568	SAN PABLO	DUVAL	\$7 500.00
EL-20170911-000639	INIT	568	SAN PABLO	DUVAL	\$1 500.00
EL-20170911-000642	LO	568	SAN PABLO	DUVAL	\$1 800.00
EL-20170911-000645	LO	294	BARTRAM	SIC	\$842.00
EL-20170911-000646	LO	294	BARTRAM	SIC	\$3 861.00
EL-20170911-000648	LO	294	BARTRAM	SIC	\$842.00

EL-20170911-000649	INIT	295	BARTRAM	SIC	\$842.00
EL-20170911-000650	INIT	296	BARTRAM	SIC	\$714.00
EL-20170911-000651	LO	296	BARTRAM	SIC	\$842.00
EL-20170911-000653	INIT	296	BARTRAM	SIC	\$714.00
EL-20170911-000654	LO	297	BARTRAM	SIC	\$1 500.00
EL-20170911-000657	LO	297	BARTRAM	SIC	\$1 500.00
EL-20170911-000666	LO	297	BARTRAM	SIC	\$1 500.00
EL-20170911-000670	LO	297	BARTRAM	SIC	\$842.00
EL-20170911-000672	TLPP	329	HERLONG	DUVAL	\$842.00
EL-20170911-000690	LO	298	BARTRAM	SIC	\$842.00
EL-20170911-000692	LO	299	BARTRAM	DUVAL	\$842.00
EL-20170911-000749	WLOW	457	NORTHWEST JAX	DUVAL	\$1 500.00
EL-20170911-000751	INIT	301	ORANGE PARK	CLAY	\$714.00
EL-20170911-000752	LO	301	ORANGE PARK	CLAY	\$18 265.00
EL-20170911-000754	LO	301	ORANGE PARK	CLAY	\$981.00
EL-20170911-000755	LO	301	ORANGE PARK	CLAY	\$1 500.00
EL-20170911-000766	LO	301	ORANGE PARK	CLAY	\$842.00
EL-20170911-000769	LO	301	ORANGE PARK	CLAY	\$3 159.00
EL-20170911-000771	TLPP	595	HARTLEY RD	DUVAL	\$842.00
EL-20170911-000773	FREQ	323	FIRESTONE	DUVAL	\$3 861.00
EL-20170911-000774	TLWH	322	FIRESTONE	DUVAL	\$300.00
EL-20170911-000775	INIT	222	MT PLEASANT	DUVAL	\$842.00
EL-20170911-000776	LO	222	MT PLEASANT	DUVAL	\$842.00
EL-20170911-000778	LO	222	MT PLEASANT	DUVAL	\$842.00
EL-20170911-000781	LO	222	MT PLEASANT	DUVAL	\$842.00
EL-20170911-000785	LO	222	MT PLEASANT	DUVAL	\$842.00
EL-20170911-000787	TLWH	570	FT CAROLINE	DUVAL	\$981.00
EL-20170911-000788	TLWH	530	CRAVEN RD	DUVAL	\$981.00
EL-20170911-000805	LO	418	PICKETVILLE	DUVAL	\$3 848.00
EL-20170911-000811	TLWH	577	ARLINGTON	DUVAL	\$981.00
EL-20170911-000812	TLWH	317	JAX HEIGHTS	DUVAL	\$981.00
EL-20170911-000825	LO	553	ROBINWOOD ACRES	DUVAL	\$546.00
EL-20170911-000828	WLOW	311	HAMILTON ST	DUVAL	\$500.00
EL-20170911-000834	LO	553	ROBINWOOD ACRES	DUVAL	\$500.00
EL-20170911-000835	LO	553	ROBINWOOD ACRES	DUVAL	\$500.00
EL-20170911-000837	LO	553	ROBINWOOD ACRES	DUVAL	\$546.00
EL-20170911-000843	WLOW	553	ROBINWOOD ACRES	DUVAL	\$500.00
EL-20170911-000844	TLWH	530	CRAVEN RD	DUVAL	\$981.00
EL-20170911-000848	LO	366	STARRATT	DUVAL	\$981.00
EL-20170911-000858	FREQ	568	SAN PABLO	DUVAL	\$3 861.00
EL-20170911-000860	TLWH	583	SWITZERLAND	SIC	\$981.00
EL-20170911-000861	TLWH	363	NORMANDY	DUVAL	\$1 484.00
EL-20170911-000865	TLPP	305	ORANGE PARK	CLAY	\$371.00
EL-20170911-000866	ALOP	564	NEPTUNE BEACH	DUVAL	\$600.00
EL-20170911-000868	FREQ	445	NORTHWEST JAX	DUVAL	\$3 861.00
EL-20170911-000869	TLWH	586	HUNTER RD	DUVAL	\$1 352.00
EL-20170911-000870	TLWH	556	OAKWOOD VILLA	DUVAL	\$1 352.00
EL-20170911-000871	TLWH	527	PHILLIPS HY	DUVAL	\$1 352.00
EL-20170911-000872	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170911-000875	TLPP	580	FT CAROLINE	DUVAL	\$842.00
EL-20170911-000876	TLWH	553	ROBINWOOD ACRES	DUVAL	\$1 352.00
EL-20170911-000877	TLPP	563	NEPTUNE BEACH	DUVAL	\$371.00
EL-20170911-000878	TLWH	586	HUNTER RD	DUVAL	\$981.00
EL-20170911-000879	TLPP	437	LANE AV	DUVAL	\$842.00
EL-20170911-000880	TLWH	521	MANDARIN	DUVAL	\$1 352.00
EL-20170911-000881	TLPP	580	FT CAROLINE	DUVAL	\$842.00
EL-20170911-000882	TLWH	557	OAKWOOD VILLA	DUVAL	\$1 352.00
EL-20170911-000883	TLPP	472	BROOKLYN	DUVAL	\$842.00
EL-20170911-000884	TLPP	450	RIBAUT	DUVAL	\$981.00
EL-20170911-000886	TLPP	366	STARRATT	DUVAL	\$1 484.00
EL-20170911-000887	WLOW	362	NORMANDY	DUVAL	\$500.00
EL-20170911-000889	TLWH	203	CENTER PARK	DUVAL	\$1 352.00
EL-20170911-000890	SLOT	570	FT CAROLINE	DUVAL	\$600.00
EL-20170911-000891	TLPP	362	NORMANDY	DUVAL	\$842.00
EL-20170911-000892	TLPP	297	BARTRAM	SIC	\$1 200.00
EL-20170911-000893	TLWH	459	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170911-000894	TLWH	543	SOUTHPOINT	DUVAL	\$1 352.00
EL-20170911-000895	TLWH	328	HERLONG	DUVAL	\$842.00
EL-20170911-000896	TLPP	496	GARDEN CITY	DUVAL	\$842.00
EL-20170911-000897	TLWH	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170911-000898	FREQ	433	MERRILL RD	DUVAL	\$3 861.00
EL-20170911-000899	TLWH	450	RIBAUT	DUVAL	\$1 352.00
EL-20170911-000900	TLPP	486	PAKOW	DUVAL	\$371.00
EL-20170911-000902	TLWH	301	ORANGE PARK	CLAY	\$842.00
EL-20170911-000903	TLPP	360	NORMANDY	DUVAL	\$981.00
EL-20170911-000905	TLPP	301	ORANGE PARK	CLAY	\$842.00
EL-20170911-000907	TLPP	209	GREENLAND	DUVAL	\$981.00
EL-20170911-000910	TLWH	447	RANDALL ST	DUVAL	\$1 352.00
EL-20170911-000911	TLWH	450	RIBAUT	DUVAL	\$1 352.00
EL-20170911-000912	DLPE	365	STARRATT	DUVAL	\$981.00
EL-20170911-000913	TLPP	564	NEPTUNE BEACH	DUVAL	\$2 009.00
EL-20170911-000914	TLWH	571	FT CAROLINE	DUVAL	\$981.00
EL-20170911-000915	TLWH	594	MAYPORT	DUVAL	\$1 352.00
EL-20170911-000917	WLOW	451	RIBAUT	DUVAL	\$2 606.00
EL-20170911-000918	TLWH	469	HUNTER RD	DUVAL	\$1 352.00

EL-20170911-000919	TLWH	209	GREENLAND	DUVAL	\$981.00
EL-20170911-000921	TLWH	472	BROOKLYN	DUVAL	\$1 352.00
EL-20170911-000922	TLPP	366	STARRATT	DUVAL	\$842.00
EL-20170911-000923	TLPP	567	SAN PABLO	DUVAL	\$842.00
EL-20170911-000925	METD	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170911-000926	WLOW	506	SAN SOUCI	DUVAL	\$371.00
EL-20170911-000927	TLWH	556	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170911-000928	TLPP	299	BARTRAM	DUVAL	\$981.00
EL-20170911-000929	TLWH	472	BROOKLYN	DUVAL	\$1 352.00
EL-20170911-000930	FREQ	496	GARDEN CITY	DUVAL	\$3 861.00
EL-20170911-000931	TLWH	433	MERRILL RD	DUVAL	\$1 352.00
EL-20170911-000933	TLWH	432	MERRILL RD	DUVAL	\$981.00
EL-20170911-000934	TLPP	426	RITTER PARK	DUVAL	\$1 352.00
EL-20170911-000938	INIT	366	STARRATT	DUVAL	\$18 000.00
EL-20170911-000939	TLWH	503	SAN SOUCI	DUVAL	\$981.00
EL-20170911-000940	SLOT	538	UNIVERSITY	DUVAL	\$600.00
EL-20170911-000942	TLWH	530	Craven Rd	DUVAL	\$1 352.00
EL-20170911-000944	WLOW	468	HUNTER RD	DUVAL	\$500.00
EL-20170911-000946	WLOW	583	SWITZERLAND	SIC	\$500.00
EL-20170911-000947	TLPP	510	MANDARIN	DUVAL	\$842.00
EL-20170911-000948	TLPP	512	POWERS AV	DUVAL	\$371.00
EL-20170911-000949	TLPP	317	JAX HEIGHTS	DUVAL	\$842.00
EL-20170911-000950	TLWH	494	IMESON	DUVAL	\$981.00
EL-20170911-000951	TLPP	445	NORTHWEST JAX	DUVAL	\$842.00
EL-20170911-000953	TLPP	439	SOUTHSIDE PLANT	DUVAL	\$842.00
EL-20170911-000954	TLWH	310	HAMILTON ST	DUVAL	\$981.00
EL-20170911-000955	TLWH	559	OAKWOOD VILLA	DUVAL	\$1 352.00
EL-20170911-000957	TLWH	441	ROBINWOOD ACRES	DUVAL	\$1 352.00
EL-20170911-000959	WLOW	354	BRANDY BRANCH	DUVAL	\$1 961.00
EL-20170911-000960	TLWH	328	HERLONG	DUVAL	\$1 352.00
EL-20170911-000963	TLWH	513	POWERS AV	DUVAL	\$981.00
EL-20170911-000964	TLWH	463	KENNEDY	DUVAL	\$1 352.00
EL-20170911-000965	TLPP	589	Craven Rd	DUVAL	\$371.00
EL-20170911-000966	TLWH	9103	21ST & HUBBARD	DUVAL	\$1 352.00
EL-20170911-000967	WLOW	426	RITTER PARK	DUVAL	\$981.00
EL-20170911-000968	TLPP	390	CECIL FIELD	DUVAL	\$1 484.00
EL-20170911-000969	TLWH	530	Craven Rd	DUVAL	\$1 352.00
EL-20170911-000970	SLOT	207	GREENLAND	DUVAL	\$600.00
EL-20170911-000971	TLWH	352	NAVAL AIR STATION	DUVAL	\$842.00
EL-20170911-000972	TLPP	310	HAMILTON ST	DUVAL	\$900.00
EL-20170911-000973	FREQ	553	ROBINWOOD ACRES	DUVAL	\$3 861.00
EL-20170911-000974	TLWH	506	SAN SOUCI	DUVAL	\$981.00
EL-20170911-000975	TLWH	587	HUNTER RD	DUVAL	\$981.00
EL-20170911-000976	TLWH	209	GREENLAND	DUVAL	\$981.00
EL-20170911-000977	TLWH	479	ARLINGTON	DUVAL	\$1 352.00
EL-20170911-000978	TLWH	4701	FAIRFAX	DUVAL	\$1 352.00
EL-20170911-000979	WLOW	451	RIBAUT	DUVAL	\$371.00
EL-20170911-000980	LO	416	NORTHSIDE GEN	DUVAL	\$5 300.00
EL-20170911-000982	TLWH	441	ROBINWOOD ACRES	DUVAL	\$1 352.00
EL-20170911-000983	SLOT	218	MT PLEASANT	DUVAL	\$1 800.00
EL-20170911-000984	TLPP	411	RANDALL ST	DUVAL	\$500.00
EL-20170911-000985	WLOW	324	FIRESTONE	DUVAL	\$981.00
EL-20170911-000986	TLWH	9103	21ST & HUBBARD	DUVAL	\$981.00
EL-20170911-000987	TLPP	586	HUNTER RD	DUVAL	\$842.00
EL-20170911-000988	SLOF	363	NORMANDY	DUVAL	\$600.00
EL-20170911-000989	SLOF	363	NORMANDY	DUVAL	\$600.00
EL-20170911-000992	OTHR	297	BARTRAM	SIC	\$842.00
EL-20170911-000993	TLPP	311	HAMILTON ST	DUVAL	\$371.00
EL-20170911-000996	INIT	575	SOUTHEAST JAX	DUVAL	\$1 484.00
EL-20170911-000997	TLWH	513	POWERS AV	DUVAL	\$981.00
EL-20170911-001000	WLOW	308	HAMILTON ST	DUVAL	\$981.00
EL-20170911-001001	TLPP	496	GARDEN CITY	DUVAL	\$371.00
EL-20170911-001003	TLPP	504	SAN SOUCI	DUVAL	\$842.00
EL-20170911-001004	TLWH	513	POWERS AV	DUVAL	\$1 352.00
EL-20170911-001005	TLWH	501	SAN SOUCI	DUVAL	\$1 352.00
EL-20170911-001006	SLOT	445	NORTHWEST JAX	DUVAL	\$600.00
EL-20170911-001007	WLOW	512	POWERS AV	DUVAL	\$981.00
EL-20170911-001008	SLOT	433	MERRILL RD	DUVAL	\$1 800.00
EL-20170911-001009	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170911-001010	TLWH	516	POWERS AV	DUVAL	\$1 352.00
EL-20170911-001011	OTHR	497	GARDEN CITY	DUVAL	\$7 844.00
EL-20170911-001012	TLWH	5201	HERSCHEL ST	DUVAL	\$1 352.00
EL-20170911-001014	TLWH	7201	ORTEGA	DUVAL	\$1 352.00
EL-20170911-001015	WLOW	501	SAN SOUCI	DUVAL	\$371.00
EL-20170911-001016	TLWH	446	RANDALL ST	DUVAL	\$1 352.00
EL-20170911-001017	TLWH	509	MANDARIN	DUVAL	\$981.00
EL-20170911-001018	TDPM	468	HUNTER RD	DUVAL	\$981.00
EL-20170911-001019	SLOT	596	HARTLEY RD	DUVAL	\$600.00
EL-20170911-001022	WLOW	418	PICKETTVILLE	DUVAL	\$371.00
EL-20170911-001023	TLPP	501	SAN SOUCI	DUVAL	\$500.00
EL-20170911-001025	TLWH	570	FT CAROLINE	DUVAL	\$1 352.00
EL-20170911-001026	TLWH	8001	ROSSELLE ST	DUVAL	\$1 352.00
EL-20170911-001027	TLWH	439	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170911-001029	WLOW	474	BROOKLYN	DUVAL	\$981.00
EL-20170911-001031	TDWP	578	ARLINGTON	DUVAL	\$1 800.00

EL-20170911-001032	TLWH	404	GRAND PARK	DUVAL	\$371.00
EL-20170911-001033	TLWH	571	FT CAROLINE	DUVAL	\$981.00
EL-20170911-001034	TLPP	570	FT CAROLINE	DUVAL	\$842.00
EL-20170911-001035	TLWH	451	RIBAUT	DUVAL	\$1 352.00
EL-20170911-001036	METD	328	HERLONG	DUVAL	\$400.00
EL-20170911-001037	TLWH	313	JAX HEIGHTS	DUVAL	\$1 352.00
EL-20170911-001038	TLWH	520	MANDARIN	DUVAL	\$1 352.00
EL-20170911-001039	SL0T	223	MT PLEASANT	DUVAL	\$600.00
EL-20170911-001040	TLPP	512	POWERS AV	DUVAL	\$500.00
EL-20170911-001041	WLOW	520	MANDARIN	DUVAL	\$500.00
EL-20170911-001042	TLWH	407	NORTHSHORE	DUVAL	\$842.00
EL-20170911-001045	TLWH	6307	MC DUFF AV	DUVAL	\$981.00
EL-20170911-001046	SLOF	486	PAXON	DUVAL	\$1 800.00
EL-20170911-001048	TLPP	301	ORANGE PARK	CLAY	\$371.00
EL-20170911-001049	TLWH	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170911-001050	TLWH	445	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170911-001053	WLOW	328	HERLONG	DUVAL	\$1 352.00
EL-20170911-001054	TLWH	200	CENTER PARK	DUVAL	\$371.00
EL-20170911-001055	TLPP	451	RIBAUT	DUVAL	\$1 352.00
EL-20170911-001056	TLPP	571	FT CAROLINE	DUVAL	\$500.00
EL-20170911-001058	ALOP	186	CHURCH ST	DUVAL	\$185.00
EL-20170911-001060	TLWH	578	ARLINGTON	DUVAL	\$1 352.00
EL-20170911-001061	WDBR	390	CECIL FIELD	DUVAL	\$1 000.00
EL-20170911-001062	WLOW	448	RANDALL ST	DUVAL	\$981.00
EL-20170911-001066	TLWH	568	SAN PABLO	DUVAL	\$1 352.00
EL-20170911-001068	TLWH	317	JAX HEIGHTS	DUVAL	\$3 500.00
EL-20170911-001069	TLWH	571	FT CAROLINE	DUVAL	\$981.00
EL-20170911-001071	TLWH	440	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170911-001072	TLWH	480	ARLINGTON	DUVAL	\$1 352.00
EL-20170911-001073	TLWH	308	HAMILTON ST	DUVAL	\$371.00
EL-20170911-001075	TLWH	404	GRAND PARK	DUVAL	\$1 352.00
EL-20170911-001076	RCIR	390	CECIL FIELD	DUVAL	\$1 000.00
EL-20170911-001077	TLWH	330	HERLONG	DUVAL	\$1 352.00
EL-20170911-001082	TLWH	438	LANE AV	DUVAL	\$981.00
EL-20170911-001085	TLWH	554	ROBINWOOD ACRES	DUVAL	\$1 352.00
EL-20170911-001086	WDBR	510	MANDARIN	DUVAL	\$28 000.00
EL-20170911-001089	TLWH	407	NORTHSHORE	DUVAL	\$1 352.00
EL-20170911-001090	TLPP	407	NORTHSHORE	DUVAL	\$1 352.00
EL-20170911-001091	WLOW	434	MERRILL RD	DUVAL	\$981.00
EL-20170911-001092	TLPP	418	PICKETTVILLE	DUVAL	\$1 352.00
EL-20170911-001093	TLWH	418	PICKETTVILLE	DUVAL	\$371.00
EL-20170911-001094	TLPP	468	HUNTER RD	DUVAL	\$500.00
EL-20170911-001098	METD	580	FT CAROLINE	DUVAL	\$450.00
EL-20170911-001099	TLWH	434	MERRILL RD	DUVAL	\$1 352.00
EL-20170911-001100	INIT	536	UNIVERSITY	DUVAL	\$630.00
EL-20170911-001101	TLPP	297	BARTRAM	SIC	\$842.00
EL-20170911-001102	SLOF	577	ARLINGTON	DUVAL	\$1 200.00
EL-20170911-001103	TLWH	446	RANDALL ST	DUVAL	\$981.00
EL-20170911-001104	TLPP	480	ARLINGTON	DUVAL	\$842.00
EL-20170911-001106	TLPP	537	UNIVERSITY	DUVAL	\$842.00
EL-20170911-001108	TLPP	448	RANDALL ST	DUVAL	\$842.00
EL-20170911-001109	TLPP	485	PAXON	DUVAL	\$1 352.00
EL-20170911-001110	FREQ	451	RIBAUT	DUVAL	\$3 861.00
EL-20170911-001111	TLWH	407	NORTHSHORE	DUVAL	\$371.00
EL-20170911-001114	TLWH	404	GRAND PARK	DUVAL	\$371.00
EL-20170911-001121	WDLP	451	RIBAUT	DUVAL	\$9 360.00
EL-20170911-001122	TLWH	408	NORTHSHORE	DUVAL	\$371.00
EL-20170911-001123	TLWH	434	MERRILL RD	DUVAL	\$1 352.00
EL-20170911-001124	TLWH	328	HERLONG	DUVAL	\$842.00
EL-20170911-001125	TLPP	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170911-001126	TLPP	331	HERLONG	DUVAL	\$746.00
EL-20170911-001127	TLWH	437	LANE AV	DUVAL	\$981.00
EL-20170911-001129	TLWH	407	NORTHSHORE	DUVAL	\$1 352.00
EL-20170911-001130	WDLP	451	RIBAUT	DUVAL	\$6 058.00
EL-20170911-001131	TLWH	209	GREENLAND	DUVAL	\$1 352.00
EL-20170911-001132	TDWP	366	STARRATT	DUVAL	\$7 420.00
EL-20170911-001133	TLWH	334	WESTLAKE	DUVAL	\$371.00
EL-20170911-001134	OTHR	451	RIBAUT	DUVAL	\$4 597.00
EL-20170911-001135	TLWH	451	RIBAUT	DUVAL	\$1 352.00
EL-20170911-001137	TLPP	366	STARRATT	DUVAL	\$1 352.00
EL-20170911-001138	TLWH	362	NORMANDY	DUVAL	\$1 352.00
EL-20170911-001141	TLPP	308	HAMILTON ST	DUVAL	\$842.00
EL-20170911-001142	TLWH	446	RANDALL ST	DUVAL	\$981.00
EL-20170911-001143	TLPP	393	BEGHLY HEIGHTS	DUVAL	\$1 100.00
EL-20170911-001144	DLHR	520	MANDARIN	DUVAL	\$981.00
EL-20170911-001145	TLPP	459	NORTHWEST JAX	DUVAL	\$371.00
EL-20170911-001146	TLPP	209	GREENLAND	DUVAL	\$842.00
EL-20170911-001147	TLPP	438	LANE AV	DUVAL	\$371.00
EL-20170911-001148	TLWH	443	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170911-001149	PBDN	363	NORMANDY	DUVAL	\$13 494.00
EL-20170911-001150	TLPP	512	POWERS AV	DUVAL	\$842.00
EL-20170911-001152	TLWH	443	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170911-001153	TLPP	325	FIRESTONE	DUVAL	\$1 962.00
EL-20170911-001154	TLPP	390	CECIL FIELD	DUVAL	\$842.00
EL-20170911-001155	WLOW	504	SAN SOUCI	DUVAL	\$500.00

EL-20170911-001156	TLWH	432	MERRILL RD	DUVAL	\$1 352.00
EL-20170911-001158	WDLP	580	FT CAROLINE	DUVAL	\$8 700.00
EL-20170911-001159	TLPP	323	FIRESTONE	DUVAL	\$1 352.00
EL-20170911-001160	LO	363	NORMANDY	DUVAL	\$5 400.00
EL-20170911-001162	TLWH	474	BROOKLYN	DUVAL	\$1 352.00
EL-20170911-001163	WLOW	530	CRAVEN RD	DUVAL	\$7 699.00
EL-20170911-001164	TLWH	440	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170911-001165	LO	568	SAN PABLO	DUVAL	\$689.00
EL-20170911-001167	TLWH	389	CECIL FIELD	DUVAL	\$1 352.00
EL-20170911-001168	TLWH	537	UNIVERSITY	DUVAL	\$1 352.00
EL-20170911-001170	TLPP	308	HAMILTON ST	DUVAL	\$1 352.00
EL-20170911-001172	TLWH	391	BEEGLY HEIGHTS	DUVAL	\$1 352.00
EL-20170911-001175	SLOT	564	NEPTUNE BEACH	DUVAL	\$1 800.00
EL-20170911-001176	TLPP	317	JAX HEIGHTS	DUVAL	\$842.00
EL-20170911-001178	TLPP	448	RANDALL ST	DUVAL	\$371.00
EL-20170911-001179	OTHR	325	FIRESTONE	DUVAL	\$546.00
EL-20170911-001181	TLWH	407	NORTHSHORE	DUVAL	\$842.00
EL-20170911-001182	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170911-001183	TLWH	527	PHILLIPS HY	DUVAL	\$981.00
EL-20170911-001184	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170911-001185	TLPP	365	STARRATT	DUVAL	\$4 452.00
EL-20170911-001187	TLWH	506	SAN SOUCI	DUVAL	\$1 352.00
EL-20170911-001188	TLWH	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170911-001189	TLPP	571	FT CAROLINE	DUVAL	\$842.00
EL-20170911-001192	TLWH	410	GRAND PARK	DUVAL	\$500.00
EL-20170911-001193	TLWH	468	HUNTER RD	DUVAL	\$981.00
EL-20170911-001194	TLPP	409	GRAND PARK	DUVAL	\$371.00
EL-20170911-001195	TLWH	322	FIRESTONE	DUVAL	\$1 352.00
EL-20170911-001196	SLOT	510	MANDARIN	DUVAL	\$600.00
EL-20170911-001197	OTHR	472	BROOKLYN	DUVAL	\$1 800.00
EL-20170911-001199	TLWH	328	HERLONG	DUVAL	\$1 352.00
EL-20170911-001200	TLPP	308	HAMILTON ST	DUVAL	\$3 511.00
EL-20170911-001201	TLWH	446	RANDALL ST	DUVAL	\$1 352.00
EL-20170911-001202	TLWH	408	NORTHSHORE	DUVAL	\$842.00
EL-20170911-001203	TLPP	317	JAX HEIGHTS	DUVAL	\$842.00
EL-20170911-001206	INIT	557	OAKWOOD VILLA	DUVAL	\$500.00
EL-20170911-001211	WDBR	557	OAKWOOD VILLA	DUVAL	\$842.00
EL-20170911-001214	TLPP	203	CENTER PARK	DUVAL	\$371.00
EL-20170911-001219	INIT	535	UNIVERSITY	DUVAL	\$1 300.00
EL-20170911-001223	TLWH	6304	MC DUFF AV	DUVAL	\$1 352.00
EL-20170911-001227	LO	580	FT CAROLINE	DUVAL	\$981.00
EL-20170911-001231	TDWP	365	STARRATT	DUVAL	\$371.00
EL-20170911-001232	INIT	569	SAN PABLO	DUVAL	\$1 100.00
EL-20170911-001233	TLWH	468	HUNTER RD	DUVAL	\$981.00
EL-20170911-001238	TLWH	530	CRAVEN RD	DUVAL	\$981.00
EL-20170911-001239	TLWH	471	BROOKLYN	DUVAL	\$981.00
EL-20170911-001241	SLOT	209	GREENLAND	DUVAL	\$1 800.00
EL-20170911-001242	OTHR	365	STARRATT	DUVAL	\$19 000.00
EL-20170911-001244	LO	203	CENTER PARK	DUVAL	\$2 100.00
EL-20170911-001247	INIT	202	CENTER PARK	DUVAL	\$371.00
EL-20170911-001251	WDBR	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170911-001252	LO	457	NORTHWEST JAX	DUVAL	\$1 000.00
EL-20170911-001272	LO	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170911-001276	UTUW	141	WATER ST	DUVAL	\$370.00
EL-20170911-001286	WLOW	390	CECIL FIELD	DUVAL	\$842.00
EL-20170911-001287	WLOW	317	JAX HEIGHTS	DUVAL	\$842.00
EL-20170911-001288	TLWH	471	BROOKLYN	DUVAL	\$1 352.00
EL-20170911-001290	TLWH	530	CRAVEN RD	DUVAL	\$981.00
EL-20170911-001291	WLOW	450	RIBAUT	DUVAL	\$842.00
EL-20170911-001292	SLOT	201	CENTER PARK	DUVAL	\$600.00
EL-20170911-001298	TXOH	501	SAN SOUCI	DUVAL	\$3 861.00
EL-20170911-001310	WDBR	501	SAN SOUCI	DUVAL	\$981.00
EL-20170911-001316	LO	501	SAN SOUCI	DUVAL	\$981.00
EL-20170911-001328	TLWH	441	ROBINWOOD ACRES	DUVAL	\$1 352.00
EL-20170911-001333	WDBR	506	SAN SOUCI	DUVAL	\$842.00
EL-20170911-001336	WLOW	308	HAMILTON ST	DUVAL	\$981.00
EL-20170911-001337	TLPP	434	MERRILL RD	DUVAL	\$842.00
EL-20170911-001338	TLWH	352	NAVAL AIR STATION	DUVAL	\$1 352.00
EL-20170911-001339	TLPP	459	NORTHWEST JAX	DUVAL	\$842.00
EL-20170911-001340	ALOP	430	RITTER PARK	DUVAL	\$185.00
EL-20170911-001345	WDBR	554	ROBINWOOD ACRES	DUVAL	\$842.00
EL-20170911-001346	WLOW	411	RANDALL ST	DUVAL	\$981.00
EL-20170911-001350	TLPP	530	CRAVEN RD	DUVAL	\$842.00
EL-20170911-001351	LO	362	NORMANDY	DUVAL	\$2 613.00
EL-20170911-001357	LO	216	FOREST BV	DUVAL	\$981.00
EL-20170911-001361	LO	547	BAYMEADOWS	DUVAL	\$4 500.00
EL-20170911-001364	TLPP	547	BAYMEADOWS	DUVAL	\$500.00
EL-20170911-001365	LPAR	547	BAYMEADOWS	DUVAL	\$981.00
EL-20170911-001371	LO	545	BAYMEADOWS	DUVAL	\$981.00
EL-20170911-001378	WDLP	331	HERLONG	DUVAL	\$746.00
EL-20170911-001384	SLOT	451	RIBAUT	DUVAL	\$600.00
EL-20170911-001385	TLWH	328	HERLONG	DUVAL	\$1 352.00
EL-20170911-001387	TDWP	503	SAN SOUCI	DUVAL	\$842.00
EL-20170911-001389	TLPP	389	CECIL FIELD	DUVAL	\$842.00
EL-20170911-001390	TLWH	553	ROBINWOOD ACRES	DUVAL	\$1 352.00

EL-20170911-001394	OTHR	222	MT PLEASANT	DUVAL	\$27 378.00
EL-20170911-001395	TLPP	389	CECIL FIELD	DUVAL	\$842.00
EL-20170911-001396	TLPP	434	MERRILL RD	DUVAL	\$842.00
EL-20170911-001397	TLWH	322	FIRESTONE	DUVAL	\$1 352.00
EL-20170911-001398	WLOW	559	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170911-001399	TLPP	530	CRAVEN RD	DUVAL	\$842.00
EL-20170911-001400	TLPP	417	PICKETTVILLE	DUVAL	\$500.00
EL-20170911-001401	TLWH	563	NEPTUNE BEACH	DUVAL	\$1 352.00
EL-20170911-001403	WLOW	209	GREENLAND	DUVAL	\$371.00
EL-20170911-001404	TLPP	445	NORTHWEST JAX	DUVAL	\$500.00
EL-20170911-001405	TLWH	311	HAMILTON ST	DUVAL	\$981.00
EL-20170911-001406	TLWH	330	HERLONG	DUVAL	\$842.00
EL-20170911-001407	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170911-001408	TDPM	6304	MC DUFF AV	DUVAL	\$1 352.00
EL-20170911-001410	TLPP	308	HAMILTON ST	DUVAL	\$371.00
EL-20170911-001411	TLPP	580	FT CAROLINE	DUVAL	\$1 484.00
EL-20170911-001412	TLWH	7201	ORTEGA	DUVAL	\$981.00
EL-20170911-001413	TLWH	537	UNIVERSITY	DUVAL	\$1 352.00
EL-20170911-001414	TLPP	469	HUNTER RD	DUVAL	\$371.00
EL-20170911-001415	TLPP	511	MANDARIN	DUVAL	\$842.00
EL-20170911-001416	TLWH	571	FT CAROLINE	DUVAL	\$981.00
EL-20170911-001417	PBCN	595	HARTLEY RD	DUVAL	\$5 500.00
EL-20170911-001419	TLWH	430	RITTER PARK	DUVAL	\$1 352.00
EL-20170911-001421	TLPP	310	HAMILTON ST	DUVAL	\$371.00
EL-20170911-001422	WLOW	506	SAN SOUCI	DUVAL	\$500.00
EL-20170911-001423	TLWH	594	MAYPORT	DUVAL	\$1 352.00
EL-20170911-001425	TLWH	360	NORMANDY	DUVAL	\$842.00
EL-20170911-001427	TLPP	294	BARTRAM	SIC	\$842.00
EL-20170911-001428	TLWH	498	GARDEN CITY	DUVAL	\$1 352.00
EL-20170911-001429	TLWH	501	SAN SOUCI	DUVAL	\$1 352.00
EL-20170911-001431	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170911-001432	TLWH	567	SAN PABLO	DUVAL	\$1 352.00
EL-20170911-001433	TLWH	497	GARDEN CITY	DUVAL	\$1 352.00
EL-20170911-001435	WLOW	5201	HERSCHEL ST	DUVAL	\$500.00
EL-20170911-001436	TLWH	513	POWERS AV	DUVAL	\$1 352.00
EL-20170911-001437	TLWH	209	GREENLAND	DUVAL	\$1 924.00
EL-20170911-001439	TLWH	521	MANDARIN	DUVAL	\$981.00
EL-20170911-001440	TLWH	450	RIBAUT	DUVAL	\$1 352.00
EL-20170911-001442	TLWH	450	RIBAUT	DUVAL	\$1 352.00
EL-20170911-001444	WLOW	557	OAKWOOD VILLA	DUVAL	\$500.00
EL-20170911-001445	TLPP	468	HUNTER RD	DUVAL	\$371.00
EL-20170911-001446	WLOW	328	HERLONG	DUVAL	\$981.00
EL-20170911-001447	TLWH	367	STARRATT	DUVAL	\$1 352.00
EL-20170911-001448	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170911-001450	TLWH	479	ARLINGTON	DUVAL	\$981.00
EL-20170911-001451	WDLP	365	STARRATT	DUVAL	\$1 378.00
EL-20170911-001453	TLWH	530	CRAVEN RD	DUVAL	\$1 352.00
EL-20170911-001455	TLWH	407	NORTHSHORE	DUVAL	\$1 352.00
EL-20170911-001456	TLPP	461	PICKETTVILLE	DUVAL	\$371.00
EL-20170911-001457	TLWH	583	SWITZERLAND	SIC	\$1 352.00
EL-20170911-001459	TLWH	311	HAMILTON ST	DUVAL	\$981.00
EL-20170911-001460	TLPP	496	GARDEN CITY	DUVAL	\$842.00
EL-20170911-001461	TLPP	409	GRAND PARK	DUVAL	\$981.00
EL-20170911-001462	TLPP	439	SOUTHSIDE PLANT	DUVAL	\$842.00
EL-20170911-001463	TLPP	571	FT CAROLINE	DUVAL	\$842.00
EL-20170911-001464	TLWH	445	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170911-001465	TDWP	331	HERLONG	DUVAL	\$1 353.00
EL-20170911-001466	TLWH	297	BARTRAM	SIC	\$1 352.00
EL-20170911-001468	TLWH	472	BROOKLYN	DUVAL	\$981.00
EL-20170911-001469	TLWH	325	FIRESTONE	DUVAL	\$1 352.00
EL-20170911-001470	TLWH	457	NORTHWEST JAX	DUVAL	\$371.00
EL-20170911-001475	WDBR	430	RITTER PARK	DUVAL	\$1 100.00
EL-20170911-001476	WDLP	430	RITTER PARK	DUVAL	\$981.00
EL-20170911-001483	WDBR	430	RITTER PARK	DUVAL	\$981.00
EL-20170911-001485	TXOH	430	RITTER PARK	DUVAL	\$981.00
EL-20170911-001488	SLOT	589	CRAVEN RD	DUVAL	\$1 800.00
EL-20170911-001489	INIT	426	RITTER PARK	DUVAL	\$917.00
EL-20170911-001491	TLPP	209	GREENLAND	DUVAL	\$371.00
EL-20170911-001492	TLPP	587	HUNTER RD	DUVAL	\$981.00
EL-20170911-001493	TLWH	433	MERRILL RD	DUVAL	\$1 352.00
EL-20170911-001495	OTHR	3801	COLLEGE ST	DUVAL	\$600.00
EL-20170911-001498	TLWH	537	UNIVERSITY	DUVAL	\$1 352.00
EL-20170911-001499	TLWH	8001	ROSSELLE ST	DUVAL	\$1 352.00
EL-20170911-001500	TLWH	597	HARTLEY RD	DUVAL	\$981.00
EL-20170911-001501	TLWH	594	MAYPORT	DUVAL	\$1 352.00
EL-20170911-001502	METD	496	GARDEN CITY	DUVAL	\$450.00
EL-20170911-001503	TLWH	451	RIBAUT	DUVAL	\$981.00
EL-20170911-001505	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170911-001506	WDBR	352	NAVAL AIR STATION	DUVAL	\$1 352.00
EL-20170911-001507	POLB	352	NAVAL AIR STATION	DUVAL	\$546.00
EL-20170911-001510	TLWH	408	NORTHSHORE	DUVAL	\$842.00
EL-20170911-001515	INIT	349	NAVAL AIR STATION	DUVAL	\$4 000.00
EL-20170911-001542	WDBR	349	NAVAL AIR STATION	DUVAL	\$6 000.00
EL-20170911-001546	LO	349	NAVAL AIR STATION	DUVAL	\$1 000.00
EL-20170911-001550	TXOH	349	NAVAL AIR STATION	DUVAL	\$3 861.00

EL-20170911-001563	WLOW	457	NORTHWEST JAX	DUVAL	\$400.0
EL-20170911-001576	ALOP	393	BEEGHLY HEIGHTS	DUVAL	\$600.0
EL-20170911-001582	WLOW	410	GRAND PARK	DUVAL	\$917.0
EL-20170911-001594	WDBR	390	CECIL FIELD	DUVAL	\$842.0
EL-20170911-001595	WDBR	390	CECIL FIELD	DUVAL	\$1 500.0
EL-20170911-001599	TLWH	463	KENNEDY	DUVAL	\$1 352.0
EL-20170911-001600	WDBR	390	CECIL FIELD	DUVAL	\$546.0
EL-20170911-001601	TLWH	455	NORTHWEST JAX	DUVAL	\$1 352.0
EL-20170911-001605	WDBR	8204	ST JOHNS PARK	DUVAL	\$981.0
EL-20170911-001614	WDBR	8003	ROSSELLE ST	DUVAL	\$1 100.0
EL-20170911-001616	LO	8001	ROSSELLE ST	DUVAL	\$500.0
EL-20170911-001622	POLB	447	RANDALL ST	DUVAL	\$546.0
EL-20170911-001624	WLOW	511	MANDARIN	DUVAL	\$981.0
EL-20170911-001625	LO	446	RANDALL ST	DUVAL	\$842.0
EL-20170911-001630	WDBR	411	RANDALL ST	DUVAL	\$4 553.0
EL-20170911-001632	TLWH	468	HUNTER RD	DUVAL	\$981.0
EL-20170911-001633	TLPP	409	GRAND PARK	DUVAL	\$1 100.0
EL-20170911-001634	LO	355	BRANDY BRANCH	DUVAL	\$4 500.0
EL-20170911-001635	FREQ	406	NORTHSHORE	DUVAL	\$981.0
EL-20170911-001636	WDBR	354	BRANDY BRANCH	DUVAL	\$1 100.0
EL-20170911-001637	TLPP	416	NORTHSIDE GEN	DUVAL	\$371.0
EL-20170911-001640	PBDN	329	HERLONG	DUVAL	\$3 500.0
EL-20170911-001642	TLPP	325	FIRESTONE	DUVAL	\$371.0
EL-20170911-001644	LO	435	LANE AV	DUVAL	\$981.0
EL-20170911-001648	WDBR	360	NORMANDY	DUVAL	\$842.0
EL-20170911-001655	TLWH	408	NORTHSHORE	DUVAL	\$371.0
EL-20170911-001657	WDBR	361	NORMANDY	DUVAL	\$500.0
EL-20170911-001660	TLWH	446	RANDALL ST	DUVAL	\$1 352.0
EL-20170911-001664	TLPP	296	BARTRAM	SIC	\$1 000.0
EL-20170911-001665	LO	362	NORMANDY	DUVAL	\$546.0
EL-20170911-001667	WDBR	363	NORMANDY	DUVAL	\$500.0
EL-20170911-001669	LO	363	NORMANDY	DUVAL	\$842.0
EL-20170911-001672	TLWH	559	OAKWOOD VILLA	DUVAL	\$1 352.0
EL-20170911-001673	LO	486	PAXON	DUVAL	\$1 723.0
EL-20170911-001674	TDWP	430	RITTER PARK	DUVAL	\$6 957.0
EL-20170911-001675	LO	486	PAXON	DUVAL	\$1 723.0
EL-20170911-001676	LO	485	PAXON	DUVAL	\$917.0
EL-20170911-001677	WDBR	485	PAXON	DUVAL	\$917.0
EL-20170911-001678	LO	485	PAXON	DUVAL	\$917.0
EL-20170911-001679	TLPP	459	NORTHWEST JAX	DUVAL	\$842.0
EL-20170911-001680	TLPP	465	KENNEDY	DUVAL	\$371.0
EL-20170911-001681	SLOT	391	BEEGHLY HEIGHTS	DUVAL	\$3 600.0
EL-20170911-001683	WLOW	457	NORTHWEST JAX	DUVAL	\$1 352.0
EL-20170911-001684	SLOT	391	BEEGHLY HEIGHTS	DUVAL	\$3 600.0
EL-20170911-001690	POLB	589	CRAVEN RD	DUVAL	\$546.0
EL-20170911-001698	TLPP	390	CECIL FIELD	DUVAL	\$1 500.0
EL-20170911-001700	TLPP	431	MERRILL RD	DUVAL	\$1 352.0
EL-20170911-001701	TLWH	468	HUNTER RD	DUVAL	\$1 352.0
EL-20170911-001702	TLWH	448	RANDALL ST	DUVAL	\$981.0
EL-20170911-001705	WDNL	495	IMESON	DUVAL	\$1 142.0
EL-20170911-001709	TLPP	530	CRAVEN RD	DUVAL	\$371.0
EL-20170911-001710	TLPP	434	MERRILL RD	DUVAL	\$842.0
EL-20170911-001711	TDLPM	494	IMESON	DUVAL	\$1 800.0
EL-20170911-001712	DLHR	512	POWERS AV	DUVAL	\$185.0
EL-20170911-001713	OTHR	430	RITTER PARK	DUVAL	\$6 957.0
EL-20170911-001714	TLPP	317	JAX HEIGHTS	DUVAL	\$842.0
EL-20170911-001715	TDWP	393	BEEGHLY HEIGHTS	DUVAL	\$500.0
EL-20170911-001717	TLWH	457	NORTHWEST JAX	DUVAL	\$400.0
EL-20170911-001718	TLPP	512	POWERS AV	DUVAL	\$1 484.0
EL-20170911-001719	TLWH	349	NAVAL AIR STATION	DUVAL	\$842.0
EL-20170911-001720	WARC	459	NORTHWEST JAX	DUVAL	\$2 100.0
EL-20170911-001721	TLPP	324	FIRESTONE	DUVAL	\$3 882.0
EL-20170911-001723	TLPP	561	NEPTUNE BEACH	DUVAL	\$371.0
EL-20170911-001724	WDLP	459	NORTHWEST JAX	DUVAL	\$689.0
EL-20170911-001725	TLWH	451	RIBAUT	DUVAL	\$1 352.0
EL-20170911-001726	TDWP	307	HAMILTON ST	DUVAL	\$371.0
EL-20170911-001727	TLPP	216	FOREST BV	DUVAL	\$371.0
EL-20170911-001728	TLWH	512	POWERS AV	DUVAL	\$1 352.0
EL-20170911-001729	TLWH	323	FIRESTONE	DUVAL	\$842.0
EL-20170911-001730	TLWH	513	POWERS AV	DUVAL	\$1 352.0
EL-20170911-001731	SLOT	295	BARTRAM	SIC	\$1 800.0
EL-20170911-001732	TDWP	331	HERLONG	DUVAL	\$1 352.0
EL-20170911-001733	TLPP	577	ARLINGTON	DUVAL	\$371.0
EL-20170911-001734	TLPP	428	RITTER PARK	DUVAL	\$842.0
EL-20170911-001735	WLOW	209	GREENLAND	DUVAL	\$981.0
EL-20170911-001736	TLWH	577	ARLINGTON	DUVAL	\$1 352.0
EL-20170911-001737	SLOF	516	POWERS AV	DUVAL	\$600.0
EL-20170911-001738	TLPP	501	SAN SOUCI	DUVAL	\$371.0
EL-20170911-001739	TLWH	468	HUNTER RD	DUVAL	\$1 352.0
EL-20170911-001740	WLOW	451	RIBAUT	DUVAL	\$981.0
EL-20170911-001741	TLPP	8204	ST JOHNS PARK	DUVAL	\$842.0
EL-20170911-001742	TLPP	411	RANDALL ST	DUVAL	\$500.0
EL-20170911-001743	WLOW	409	GRAND PARK	DUVAL	\$500.0
EL-20170911-001744	TLWH	556	OAKWOOD VILLA	DUVAL	\$981.0
EL-20170911-001745	OTH1	313	JAX HEIGHTS	DUVAL	\$7 722.0

EL-20170911-001746	DLHR	322	FIRESTONE	DUVAL	\$185.00
EL-20170911-001747	TLPP	408	NORTHSHORE	DUVAL	\$842.00
EL-20170911-001748	WLOW	349	NAVAL AIR STATION	DUVAL	\$1 000.00
EL-20170911-001749	WLOW	563	NEPTUNE BEACH	DUVAL	\$842.00
EL-20170911-001750	TLPP	308	HAMILTON ST	DUVAL	\$371.00
EL-20170911-001751	TLPP	417	PICKETTVILLE	DUVAL	\$842.00
EL-20170911-001752	LO	485	PAXON	DUVAL	\$546.00
EL-20170911-001753	LO	360	NORMANDY	DUVAL	\$1 100.00
EL-20170911-001757	TLPP	513	POWERS AV	DUVAL	\$371.00
EL-20170911-001758	LO	333	WESTLAKE	DUVAL	\$842.00
EL-20170911-001759	WDBR	333	WESTLAKE	DUVAL	\$1 100.00
EL-20170911-001760	WBAH	333	WESTLAKE	DUVAL	\$1 100.00
EL-20170911-001761	SLOF	554	ROBINWOOD ACRES	DUVAL	\$600.00
EL-20170911-001762	WDBR	333	WESTLAKE	DUVAL	\$1 500.00
EL-20170911-001770	TLPP	535	UNIVERSITY	DUVAL	\$842.00
EL-20170911-001775	TLPP	418	PICKETTVILLE	DUVAL	\$842.00
EL-20170911-001780	TDWP	447	RANDALL ST	DUVAL	\$842.00
EL-20170911-001782	LO	441	ROBINWOOD ACRES	DUVAL	\$1 100.00
EL-20170911-001784	LO	441	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170911-001787	TLWH	363	NORMANDY	DUVAL	\$1 352.00
EL-20170911-001789	TLWH	485	PAXON	DUVAL	\$981.00
EL-20170911-001790	TDWP	329	HERLONG	DUVAL	\$842.00
EL-20170911-001791	WAWG	317	JAX HEIGHTS	DUVAL	\$5 758.00
EL-20170911-001792	WLOW	328	HERLONG	DUVAL	\$400.00
EL-20170911-001794	TLPP	328	HERLONG	DUVAL	\$842.00
EL-20170911-001795	TLPP	496	GARDEN CITY	DUVAL	\$2 943.00
EL-20170911-001796	LO	501	SAN SOUCI	DUVAL	\$981.00
EL-20170911-001797	TDWP	496	GARDEN CITY	DUVAL	\$842.00
EL-20170911-001799	LO	501	SAN SOUCI	DUVAL	\$981.00
EL-20170911-001801	LO	501	SAN SOUCI	DUVAL	\$1 352.00
EL-20170911-001806	WLOW	434	MERRILL RD	DUVAL	\$3 861.00
EL-20170911-001808	LO	504	SAN SOUCI	DUVAL	\$2 009.00
EL-20170911-001815	SLOT	509	MANDARIN	DUVAL	\$1 800.00
EL-20170911-001816	WLOW	594	MAYPORT	DUVAL	\$1 352.00
EL-20170911-001817	TLPP	415	NORTHSIDE GEN	DUVAL	\$842.00
EL-20170911-001824	TLWH	496	GARDEN CITY	DUVAL	\$981.00
EL-20170911-001825	TDWP	202	CENTER PARK	DUVAL	\$17 880.00
EL-20170911-001826	TLWH	450	RIBAUT	DUVAL	\$981.00
EL-20170911-001827	TLPP	323	FIRESTONE	DUVAL	\$842.00
EL-20170911-001828	DLHR	535	UNIVERSITY	DUVAL	\$185.00
EL-20170911-001829	TLWH	8202	ST JOHNS PARK	DUVAL	\$981.00
EL-20170911-001830	TLPP	580	FT CAROLINE	DUVAL	\$371.00
EL-20170911-001831	METD	498	GARDEN CITY	DUVAL	\$450.00
EL-20170911-001832	WLOW	330	HERLONG	DUVAL	\$500.00
EL-20170911-001833	TLWH	437	LANE AV	DUVAL	\$1 352.00
EL-20170911-001834	TLWH	446	RANDALL ST	DUVAL	\$981.00
EL-20170911-001836	TLPP	407	NORTHSHORE	DUVAL	\$981.00
EL-20170911-001838	TLPP	308	HAMILTON ST	DUVAL	\$842.00
EL-20170911-001839	TLPP	463	KENNEDY	DUVAL	\$842.00
EL-20170911-001840	LO	305	ORANGE PARK	CLAY	\$2 000.00
EL-20170911-001841	TLWH	571	FT CAROLINE	DUVAL	\$1 352.00
EL-20170911-001842	WDBR	304	ORANGE PARK	CLAY	\$2 756.00
EL-20170911-001843	TLPP	367	STARRATT	DUVAL	\$842.00
EL-20170911-001844	INIT	304	ORANGE PARK	CLAY	\$2 009.00
EL-20170911-001845	LO	304	ORANGE PARK	CLAY	\$546.00
EL-20170911-001846	TLPP	418	PICKETTVILLE	DUVAL	\$842.00
EL-20170911-001853	LO	393	BEEGLY HEIGHTS	DUVAL	\$546.00
EL-20170911-001855	LO	393	BEEGLY HEIGHTS	DUVAL	\$500.00
EL-20170911-001861	LO	393	BEEGLY HEIGHTS	DUVAL	\$2 300.00
EL-20170911-001865	POLB	393	BEEGLY HEIGHTS	DUVAL	\$546.00
EL-20170911-001867	INIT	487	BLOUNT ISLAND	DUVAL	\$3 000.00
EL-20170911-001874	LO	497	GARDEN CITY	DUVAL	\$546.00
EL-20170911-001877	LO	497	GARDEN CITY	DUVAL	\$981.00
EL-20170911-001880	WDBR	497	GARDEN CITY	DUVAL	\$842.00
EL-20170911-001887	LO	304	ORANGE PARK	CLAY	\$3 861.00
EL-20170911-001889	LO	303	ORANGE PARK	CLAY	\$981.00
EL-20170911-001892	TLWH	410	GRAND PARK	DUVAL	\$371.00
EL-20170911-001893	TLWH	366	STARRATT	DUVAL	\$1 352.00
EL-20170911-001894	TLWH	431	MERRILL RD	DUVAL	\$1 352.00
EL-20170911-001895	TLWH	480	ARLINGTON	DUVAL	\$1 352.00
EL-20170911-001896	TLPP	530	CRIVEN RD	DUVAL	\$842.00
EL-20170911-001897	TLPP	6302	MC DUFF AV	DUVAL	\$842.00
EL-20170911-001898	TLPP	404	GRAND PARK	DUVAL	\$842.00
EL-20170911-001899	TLPP	404	GRAND PARK	DUVAL	\$500.00
EL-20170911-001900	SLOT	565	NEPTUNE BEACH	DUVAL	\$600.00
EL-20170911-001901	TLPP	451	RIBAUT	DUVAL	\$371.00
EL-20170911-001902	TLWH	411	RANDALL ST	DUVAL	\$842.00
EL-20170911-001903	TLWH	317	JAX HEIGHTS	DUVAL	\$842.00
EL-20170911-001904	TLPP	557	OAKWOOD VILLA	DUVAL	\$371.00
EL-20170911-001905	TLPP	448	RANDALL ST	DUVAL	\$371.00
EL-20170911-001906	TLPP	323	FIRESTONE	DUVAL	\$842.00
EL-20170911-001907	TLWH	511	MANDARIN	DUVAL	\$1 352.00
EL-20170911-001909	TLPP	468	HUNTER RD	DUVAL	\$371.00
EL-20170911-001910	TLPP	430	RITTER PARK	DUVAL	\$500.00
EL-20170911-001911	TLPP	553	ROBINWOOD ACRES	DUVAL	\$842.00

EL-20170911-001912	SLOT	325	FIRESTONE	DUVAL	\$2 300.00
EL-20170911-001913	TLWH	365	STARRATT	DUVAL	\$981.00
EL-20170911-001915	TLPP	554	ROBINWOOD ACRES	DUVAL	\$842.00
EL-20170911-001916	TLPP	450	RIBAUT	DUVAL	\$371.00
EL-20170911-001919	TLWH	450	RIBAUT	DUVAL	\$1 352.00
EL-20170911-001923	TLPP	389	CECIL FIELD	DUVAL	\$371.00
EL-20170911-001925	LPAR	501	SAN SOUCI	DUVAL	\$981.00
EL-20170911-001926	TLPP	323	FIRESTONE	DUVAL	\$842.00
EL-20170911-001928	TLWH	321	FIRESTONE	DUVAL	\$981.00
EL-20170911-001929	INIT	484	PAXON	DUVAL	\$7 000.00
EL-20170911-001930	SLOF	496	GARDEN CITY	DUVAL	\$600.00
EL-20170911-001931	LO	418	PICKETTVILLE	DUVAL	\$1 500.00
EL-20170911-001932	TLWH	331	HERLONG	DUVAL	\$1 352.00
EL-20170911-001933	TLPP	323	FIRESTONE	DUVAL	\$842.00
EL-20170911-001934	PBDN	367	STARRATT	DUVAL	\$6 846.00
EL-20170911-001935	LO	418	PICKETTVILLE	DUVAL	\$1 500.00
EL-20170911-001936	WLOW	485	PAXON	DUVAL	\$981.00
EL-20170911-001937	LO	418	PICKETTVILLE	DUVAL	\$12 279.00
EL-20170911-001938	WDBR	418	PICKETTVILLE	DUVAL	\$546.00
EL-20170911-001941	TLWH	586	HUNTER RD	DUVAL	\$1 352.00
EL-20170911-001942	WLOW	597	HARTLEY RD	DUVAL	\$842.00
EL-20170911-001943	WDBR	537	UNIVERSITY	DUVAL	\$500.00
EL-20170911-001944	TLPP	447	RANDALL ST	DUVAL	\$842.00
EL-20170911-001945	SLOT	510	MANDARIN	DUVAL	\$600.00
EL-20170911-001947	TLPP	457	NORTHWEST JAX	DUVAL	\$842.00
EL-20170911-001948	SLOT	521	MANDARIN	DUVAL	\$1 800.00
EL-20170911-001949	LO	535	UNIVERSITY	DUVAL	\$850.00
EL-20170911-001951	SLOT	521	MANDARIN	DUVAL	\$1 800.00
EL-20170911-001953	TLPP	323	FIRESTONE	DUVAL	\$842.00
EL-20170911-001956	WDBR	559	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170911-001961	WDBR	538	UNIVERSITY	DUVAL	\$3 861.00
EL-20170911-001963	TLWH	410	GRAND PARK	DUVAL	\$842.00
EL-20170911-001964	LO	434	MERRILL RD	DUVAL	\$546.00
EL-20170911-001966	WDBR	434	MERRILL RD	DUVAL	\$1 100.00
EL-20170911-001968	TLPP	367	STARRATT	DUVAL	\$842.00
EL-20170911-001975	WLOW	522	MANDARIN	DUVAL	\$842.00
EL-20170911-001976	WLOW	516	POWERS AV	DUVAL	\$981.00
EL-20170911-001979	LO	580	FT CAROLINE	DUVAL	\$871.00
EL-20170911-001980	WDBR	580	FT CAROLINE	DUVAL	\$500.00
EL-20170911-001983	LO	579	FT CAROLINE	DUVAL	\$1 000.00
EL-20170911-001984	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170911-001985	TLPP	390	CECIL FIELD	DUVAL	\$842.00
EL-20170911-001986	WDBR	580	FT CAROLINE	DUVAL	\$3 500.00
EL-20170911-001987	TLPP	437	LANE AV	DUVAL	\$842.00
EL-20170911-001988	INIT	310	HAMILTON ST	DUVAL	\$4 444.00
EL-20170911-001990	TLWH	331	HERLONG	DUVAL	\$1 352.00
EL-20170911-001995	TLPP	426	RITTER PARK	DUVAL	\$546.00
EL-20170911-001996	TLWH	586	HUNTER RD	DUVAL	\$1 352.00
EL-20170911-001998	TLWH	463	KENNEDY	DUVAL	\$1 352.00
EL-20170911-001999	WLOW	445	NORTHWEST JAX	DUVAL	\$981.00
EL-20170911-002000	TLPP	323	FIRESTONE	DUVAL	\$842.00
EL-20170911-002004	TLPP	367	STARRATT	DUVAL	\$1 500.00
EL-20170911-002005	TLWH	430	RITTER PARK	DUVAL	\$981.00
EL-20170911-002008	LO	568	SAN PABLO	DUVAL	\$1 500.00
EL-20170911-002011	TLWH	437	LANE AV	DUVAL	\$1 352.00
EL-20170911-002013	INIT	568	SAN PABLO	DUVAL	\$1 500.00
EL-20170911-002014	TLPP	323	FIRESTONE	DUVAL	\$842.00
EL-20170911-002017	INIT	567	SAN PABLO	DUVAL	\$842.00
EL-20170911-002019	WLOW	349	NAVAL AIR STATION	DUVAL	\$1 000.00
EL-20170911-002028	LO	567	SAN PABLO	DUVAL	\$1 500.00
EL-20170911-002033	LO	222	MT PLEASANT	DUVAL	\$842.00
EL-20170911-002034	TLPP	367	STARRATT	DUVAL	\$1 834.00
EL-20170911-002036	INIT	218	MT PLEASANT	DUVAL	\$842.00
EL-20170911-002043	LO	295	BARTRAM	SIC	\$842.00
EL-20170911-002044	LO	295	BARTRAM	SIC	\$842.00
EL-20170911-002045	LO	294	BARTRAM	SIC	\$842.00
EL-20170911-002047	TLWH	410	GRAND PARK	DUVAL	\$917.00
EL-20170911-002048	TLPP	430	RITTER PARK	DUVAL	\$371.00
EL-20170911-002049	WDBR	367	STARRATT	DUVAL	\$842.00
EL-20170911-002051	INIT	367	STARRATT	DUVAL	\$2 500.00
EL-20170911-002053	LO	365	STARRATT	DUVAL	\$1 200.00
EL-20170911-002058	TLPP	429	RITTER PARK	DUVAL	\$917.00
EL-20170911-002064	LO	430	RITTER PARK	DUVAL	\$5 661.00
EL-20170911-002066	TLPP	210	GREENLAND	SIC	\$842.00
EL-20170911-002067	LO	429	RITTER PARK	DUVAL	\$1 924.00
EL-20170911-002068	TLPP	426	RITTER PARK	DUVAL	\$1 800.00
EL-20170911-002069	LO	426	RITTER PARK	DUVAL	\$917.00
EL-20170911-002070	WDBR	451	RIBAUT	DUVAL	\$1 924.00
EL-20170911-002072	WAIT	451	RIBAUT	DUVAL	\$371.00
EL-20170911-002073	POLB	451	RIBAUT	DUVAL	\$3 302.00
EL-20170911-002075	WDBR	451	RIBAUT	DUVAL	\$1 924.00
EL-20170911-002076	LO	451	RIBAUT	DUVAL	\$1 924.00
EL-20170911-002077	WDBR	451	RIBAUT	DUVAL	\$2 666.00
EL-20170911-002078	WDBR	451	RIBAUT	DUVAL	\$2 666.00
EL-20170911-002079	LO	451	RIBAUT	DUVAL	\$1 924.00

EL-20170911-002080	WDBR	451	RIBAUT	DUVAL	\$2 666.00
EL-20170911-002081	WDBR	451	RIBAUT	DUVAL	\$981.00
EL-20170911-002082	LO	451	RIBAUT	DUVAL	\$917.00
EL-20170911-002084	LO	426	RITTER PARK	DUVAL	\$5 785.00
EL-20170911-002085	TLPP	530	CRAVEN RD	DUVAL	\$842.00
EL-20170911-002086	WLOW	494	IMESON	DUVAL	\$500.00
EL-20170911-002087	WLOW	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170911-002096	TDWP	310	HAMILTON ST	DUVAL	\$842.00
EL-20170911-002102	LO	426	RITTER PARK	DUVAL	\$546.00
EL-20170911-002105	TLPP	522	MANDARIN	DUVAL	\$842.00
EL-20170911-002106	WDBR	450	RIBAUT	DUVAL	\$1 100.00
EL-20170911-002107	WDBR	450	RIBAUT	DUVAL	\$1 942.00
EL-20170911-002108	LO	450	RIBAUT	DUVAL	\$842.00
EL-20170911-002109	WDBR	450	RIBAUT	DUVAL	\$842.00
EL-20170911-002110	LO	450	RIBAUT	DUVAL	\$842.00
EL-20170911-002111	LO	450	RIBAUT	DUVAL	\$29 963.00
EL-20170911-002112	LO	450	RIBAUT	DUVAL	\$2 800.00
EL-20170911-002113	LO	450	RIBAUT	DUVAL	\$842.00
EL-20170911-002114	TLWH	409	GRAND PARK	DUVAL	\$1 352.00
EL-20170911-002115	INIT	450	RIBAUT	DUVAL	\$842.00
EL-20170911-002116	POLB	450	RIBAUT	DUVAL	\$4 876.00
EL-20170911-002118	INIT	450	RIBAUT	DUVAL	\$842.00
EL-20170911-002119	TXOH	450	RIBAUT	DUVAL	\$1 288.00
EL-20170911-002120	LO	450	RIBAUT	DUVAL	\$1 288.00
EL-20170911-002121	LO	450	RIBAUT	DUVAL	\$1 288.00
EL-20170911-002122	WDLP	450	RIBAUT	DUVAL	\$2 516.00
EL-20170911-002123	POLB	450	RIBAUT	DUVAL	\$6 564.00
EL-20170911-002124	WDLP	450	RIBAUT	DUVAL	\$4 190.00
EL-20170911-002125	WDBR	416	NORTHSIDE GEN	DUVAL	\$1 352.00
EL-20170911-002126	LO	494	IMESON	DUVAL	\$842.00
EL-20170911-002128	LO	494	IMESON	DUVAL	\$842.00
EL-20170911-002133	LO	495	IMESON	DUVAL	\$371.00
EL-20170911-002137	TLPP	494	IMESON	DUVAL	\$842.00
EL-20170911-002144	SLOT	510	MANDARIN	DUVAL	\$600.00
EL-20170911-002145	WLOW	331	HERLONG	DUVAL	\$981.00
EL-20170911-002147	TLWH	297	BARTRAM	SIC	\$1 352.00
EL-20170911-002148	TLPP	447	RANDALL ST	DUVAL	\$842.00
EL-20170911-002149	TLPP	553	ROBINWOOD ACRES	DUVAL	\$842.00
EL-20170911-002150	WLOW	580	FT CAROLINE	DUVAL	\$917.00
EL-20170911-002151	TLPP	457	NORTHWEST JAX	DUVAL	\$842.00
EL-20170911-002152	WLOW	561	NEPTUNE BEACH	DUVAL	\$3 861.00
EL-20170911-002153	SLOT	536	UNIVERSITY	DUVAL	\$600.00
EL-20170911-002154	TDWP	325	FIRESTONE	DUVAL	\$842.00
EL-20170911-002158	WDBR	317	JAX HEIGHTS	DUVAL	\$2 500.00
EL-20170911-002159	TDWP	325	FIRESTONE	DUVAL	\$842.00
EL-20170911-002160	TDWP	367	STARRATT	DUVAL	\$1 800.00
EL-20170911-002175	TLWH	468	HUNTER RD	DUVAL	\$981.00
EL-20170911-002176	TLWH	354	BRANDY BRANCH	DUVAL	\$1 352.00
EL-20170911-002178	LO	430	RITTER PARK	DUVAL	\$1 100.00
EL-20170911-002183	WLOW	418	PICKETTVILLE	DUVAL	\$500.00
EL-20170911-002187	TLPP	430	RITTER PARK	DUVAL	\$842.00
EL-20170911-002188	WLOW	365	STARRATT	DUVAL	\$1 352.00
EL-20170911-002189	TLWH	426	RITTER PARK	DUVAL	\$842.00
EL-20170911-002190	TLWH	468	HUNTER RD	DUVAL	\$1 352.00
EL-20170911-002191	TLWH	390	CECIL FIELD	DUVAL	\$1 352.00
EL-20170911-002195	WDBR	511	MANDARIN	DUVAL	\$500.00
EL-20170911-002198	LO	511	MANDARIN	DUVAL	\$842.00
EL-20170911-002211	LO	583	SWITZERLAND	SIC	\$546.00
EL-20170911-002212	LO	583	SWITZERLAND	SIC	\$5 400.00
EL-20170911-002216	TLWH	498	GARDEN CITY	DUVAL	\$1 352.00
EL-20170911-002217	TLPP	513	POWERS AV	DUVAL	\$2 613.00
EL-20170911-002223	LO	585	SWITZERLAND	SIC	\$546.00
EL-20170911-002230	TLWH	577	ARLINGTON	DUVAL	\$1 352.00
EL-20170911-002231	WDBR	521	MANDARIN	DUVAL	\$500.00
EL-20170911-002232	TXOH	520	MANDARIN	DUVAL	\$6 564.00
EL-20170911-002236	LO	522	MANDARIN	DUVAL	\$500.00
EL-20170911-002244	TLPP	209	GREENLAND	DUVAL	\$371.00
EL-20170911-002251	TLWH	587	HUNTER RD	DUVAL	\$981.00
EL-20170911-002253	POLB	511	MANDARIN	DUVAL	\$546.00
EL-20170911-002262	LO	509	MANDARIN	DUVAL	\$6 957.00
EL-20170911-002271	WDBR	509	MANDARIN	DUVAL	\$500.00
EL-20170911-002277	TLWH	447	RANDALL ST	DUVAL	\$1 352.00
EL-20170911-002281	POLB	597	HARTLEY RD	DUVAL	\$1 484.00
EL-20170911-002282	WDBR	597	HARTLEY RD	DUVAL	\$500.00
EL-20170911-002283	LO	597	HARTLEY RD	DUVAL	\$546.00
EL-20170911-002289	TLWH	511	MANDARIN	DUVAL	\$981.00
EL-20170911-002290	INIT	596	HARTLEY RD	DUVAL	\$28 000.00
EL-20170911-002291	LO	596	HARTLEY RD	DUVAL	\$2 666.00
EL-20170911-002293	LO	596	HARTLEY RD	DUVAL	\$842.00
EL-20170911-002294	LO	596	HARTLEY RD	DUVAL	\$842.00
EL-20170911-002295	LO	596	HARTLEY RD	DUVAL	\$842.00
EL-20170911-002297	TDWP	457	NORTHWEST JAX	DUVAL	\$842.00
EL-20170911-002299	TXOH	597	HARTLEY RD	DUVAL	\$3 861.00
EL-20170911-002301	TLWH	471	BROOKLYN	DUVAL	\$1 352.00
EL-20170911-002302	TLPP	7201	ORTEGA	DUVAL	\$500.00

EL-20170911-002304	LO	596	HARTLEY RD	DUVAL	\$1 500.00
EL-20170911-002306	LO	596	HARTLEY RD	DUVAL	\$546.00
EL-20170911-002309	INIT	209	GREENLAND	DUVAL	\$371.00
EL-20170911-002310	POLB	209	GREENLAND	DUVAL	\$1 100.00
EL-20170911-002318	TXOH	209	GREENLAND	DUVAL	\$842.00
EL-20170911-002321	WDBR	209	GREENLAND	DUVAL	\$371.00
EL-20170911-002324	LO	209	GREENLAND	DUVAL	\$917.00
EL-20170911-002326	INIT	209	GREENLAND	DUVAL	\$371.00
EL-20170911-002327	SLOT	299	BARTRAM	DUVAL	\$1 800.00
EL-20170911-002328	TLWH	8001	ROSSELLE ST	DUVAL	\$981.00
EL-20170911-002330	LO	208	GREENLAND	DUVAL	\$371.00
EL-20170911-002332	LO	208	GREENLAND	DUVAL	\$1 100.00
EL-20170911-002333	LO	589	CrAVEN RD	DUVAL	\$842.00
EL-20170911-002335	LO	589	CrAVEN RD	DUVAL	\$842.00
EL-20170911-002336	POLB	588	CrAVEN RD	DUVAL	\$4 500.00
EL-20170911-002340	LO	207	GREENLAND	DUVAL	\$371.00
EL-20170911-002341	INIT	531	CrAVEN RD	DUVAL	\$1 042.00
EL-20170911-002344	LO	299	BARTRAM	DUVAL	\$842.00
EL-20170911-002346	TLPP	512	POWERS AV	DUVAL	\$981.00
EL-20170911-002348	WAAH	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170911-002352	WDBR	443	SOUTHSIDE PLANT	DUVAL	\$3 861.00
EL-20170911-002356	TLWH	448	RANDALL ST	DUVAL	\$1 352.00
EL-20170911-002357	TLPP	310	HAMILTON ST	DUVAL	\$842.00
EL-20170911-002358	TLPP	499	GARDEN CITY	DUVAL	\$842.00
EL-20170911-002360	TDWP	520	MANDARIN	DUVAL	\$842.00
EL-20170911-002361	TDWP	520	MANDARIN	DUVAL	\$842.00
EL-20170911-002365	TDWP	520	MANDARIN	DUVAL	\$842.00
EL-20170911-002367	TLWH	317	JAX HEIGHTS	DUVAL	\$842.00
EL-20170911-002368	TLWH	426	RITTER PARK	DUVAL	\$917.00
EL-20170911-002370	TDWP	511	MANDARIN	DUVAL	\$842.00
EL-20170911-002373	TDWP	325	FIRESTONE	DUVAL	\$842.00
EL-20170911-002374	TLPP	433	MERRILL RD	DUVAL	\$371.00
EL-20170911-002376	TLWH	389	CECIL FIELD	DUVAL	\$371.00
EL-20170911-002377	TLPP	496	GARDEN CITY	DUVAL	\$1 484.00
EL-20170911-002380	INIT	415	NORTHSIDE GEN	DUVAL	\$9 800.00
EL-20170911-002383	TLPP	405	NORTHSHORE	DUVAL	\$842.00
EL-20170911-002385	SLOT	329	HERLONG	DUVAL	\$1 800.00
EL-20170911-002386	TLWH	322	FIRESTONE	DUVAL	\$842.00
EL-20170911-002388	SLOT	536	UNIVERSITY	DUVAL	\$600.00
EL-20170911-002389	TLWH	328	HERLONG	DUVAL	\$842.00
EL-20170911-002391	TLWH	390	CECIL FIELD	DUVAL	\$842.00
EL-20170911-002392	TDWP	325	FIRESTONE	DUVAL	\$1 200.00
EL-20170911-002393	WLOW	450	RIBAULT	DUVAL	\$981.00
EL-20170911-002394	TLWH	459	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170911-002396	TLWH	536	UNIVERSITY	DUVAL	\$981.00
EL-20170911-002397	SLOT	314	JAX HEIGHTS	DUVAL	\$600.00
EL-20170911-002398	TLWH	589	CrAVEN RD	DUVAL	\$1 352.00
EL-20170911-002399	TLPP	437	LANE AV	DUVAL	\$842.00
EL-20170911-002400	TDWP	203	CENTER PARK	DUVAL	\$2 298.00
EL-20170911-002402	TLWH	513	POWERS AV	DUVAL	\$981.00
EL-20170911-002403	WLOW	527	PHILLIPS HY	DUVAL	\$917.00
EL-20170911-002404	TLWH	531	CrAVEN RD	DUVAL	\$1 352.00
EL-20170911-002406	TLWH	310	HAMILTON ST	DUVAL	\$842.00
EL-20170911-002409	TLPP	512	POWERS AV	DUVAL	\$1 352.00
EL-20170911-002411	TLWH	311	HAMILTON ST	DUVAL	\$842.00
EL-20170911-002412	SLOO	527	PHILLIPS HY	DUVAL	\$600.00
EL-20170911-002413	TLPP	391	BEEGHLY HEIGHTS	DUVAL	\$371.00
EL-20170911-002414	PBDN	304	ORANGE PARK	CLAY	\$4 841.00
EL-20170911-002416	TLWH	494	IMESON	DUVAL	\$1 352.00
EL-20170911-002417	TLWH	310	HAMILTON ST	DUVAL	\$981.00
EL-20170911-002422	TLWH	430	RITTER PARK	DUVAL	\$1 352.00
EL-20170911-002423	WLOW	570	FT CAROLINE	DUVAL	\$842.00
EL-20170911-002424	TLPP	389	CECIL FIELD	DUVAL	\$842.00
EL-20170911-002425	SLOT	567	SAN PABLO	DUVAL	\$600.00
EL-20170911-002428	TLWH	506	SAN SOUCI	DUVAL	\$1 352.00
EL-20170911-002429	TLWH	486	PAXON	DUVAL	\$1 352.00
EL-20170911-002430	TLPP	390	CECIL FIELD	DUVAL	\$3 200.00
EL-20170911-002433	TLPP	535	UNIVERSITY	DUVAL	\$842.00
EL-20170911-002439	SLOT	596	HARTLEY RD	DUVAL	\$600.00
EL-20170911-002440	SLOF	324	FIRESTONE	DUVAL	\$600.00
EL-20170911-002442	SLOT	310	HAMILTON ST	DUVAL	\$1 800.00
EL-20170911-002444	OTHR	297	BARTRAM	SIC	\$1 100.00
EL-20170911-002445	TLWH	209	GREENLAND	DUVAL	\$1 352.00
EL-20170911-002446	TLPP	520	MANDARIN	DUVAL	\$4 320.00
EL-20170911-002448	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170911-002449	TLWH	450	RIBAULT	DUVAL	\$1 352.00
EL-20170911-002450	SLOT	209	GREENLAND	DUVAL	\$1 800.00
EL-20170911-002452	TLWH	328	HERLONG	DUVAL	\$1 352.00
EL-20170911-002454	TLWH	512	POWERS AV	DUVAL	\$1 352.00
EL-20170911-002455	TDWP	417	PICKETTVILLE	DUVAL	\$2 295.00
EL-20170911-002456	TLPP	325	FIRESTONE	DUVAL	\$371.00
EL-20170911-002457	SLOT	329	HERLONG	DUVAL	\$600.00
EL-20170911-002458	WDBR	446	RANDALL ST	DUVAL	\$981.00
EL-20170911-002460	WLOW	587	HUNTER RD	DUVAL	\$500.00
EL-20170911-002466	SLOF	448	RANDALL ST	DUVAL	\$600.00

EL-20170911-002467	TLPP	417	PICKETVILLE	DUVAL	\$1 352.00
EL-20170911-002468	TLPP	501	SAN SOUCI	DUVAL	\$842.00
EL-20170911-002469	SLOF	445	NORTHWEST JAX	DUVAL	\$600.00
EL-20170911-002470	METM	575	SOUTHEAST JAX	DUVAL	\$981.00
EL-20170911-002471	TLWH	445	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170911-002472	SLOF	527	PHILLIPS HY	DUVAL	\$600.00
EL-20170911-002473	TDWP	569	SAN PABLO	DUVAL	\$981.00
EL-20170911-002474	TDPM	409	GRAND PARK	DUVAL	\$842.00
EL-20170911-002476	TDWP	570	FT CAROLINE	DUVAL	\$2 226.00
EL-20170911-002479	SLOF	472	BROOKLYN	DUVAL	\$600.00
EL-20170911-002480	TLPP	457	NORTHWEST JAX	DUVAL	\$371.00
EL-20170911-002484	TDWP	580	FT CAROLINE	DUVAL	\$2 226.00
EL-20170911-002487	TLWH	334	WESTLAKE	DUVAL	\$371.00
EL-20170911-002489	TLWH	439	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170911-002490	SLOF	446	RANDALL ST	DUVAL	\$600.00
EL-20170911-002491	TLWH	537	UNIVERSITY	DUVAL	\$1 352.00
EL-20170911-002492	TLPP	455	NORTHWEST JAX	DUVAL	\$371.00
EL-20170911-002493	WLOW	450	RIBAULT	DUVAL	\$1 942.00
EL-20170911-002496	TLWH	317	JAX HEIGHTS	DUVAL	\$842.00
EL-20170911-002497	TLPP	512	POWERS AV	DUVAL	\$371.00
EL-20170911-002507	OTHR	223	MT PLEASANT	DUVAL	\$1 484.00
EL-20170911-002510	OTHR	496	GARDEN CITY	DUVAL	\$18 000.00
EL-20170911-002513	METO	566	HUNTER RD	DUVAL	\$450.00
EL-20170911-002514	TDPM	310	HAMILTON ST	DUVAL	\$3 500.00
EL-20170911-002515	TLPP	553	ROBINWOOD ACRES	DUVAL	\$842.00
EL-20170911-002516	SLOT	506	SAN SOUCI	DUVAL	\$600.00
EL-20170911-002519	WLOW	587	HUNTER RD	DUVAL	\$500.00
EL-20170911-002520	WLOW	209	GREENLAND	DUVAL	\$2 295.00
EL-20170911-002523	WLOW	430	RITTER PARK	DUVAL	\$1 924.00
EL-20170911-002526	TLPP	349	NAVAL AIR STATION	DUVAL	\$842.00
EL-20170911-002527	TLPP	430	RITTER PARK	DUVAL	\$1 100.00
EL-20170911-002528	TLWH	480	ARLINGTON	DUVAL	\$981.00
EL-20170911-002530	TLWH	307	HAMILTON ST	DUVAL	\$371.00
EL-20170911-002532	LO	163	GEORGIA ST	DUVAL	\$2 756.00
EL-20170911-002533	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170911-002534	TLWH	432	MERRILL RD	DUVAL	\$981.00
EL-20170911-002535	TLPP	450	RIBAULT	DUVAL	\$371.00
EL-20170911-002536	DLPE	222	MT PLEASANT	DUVAL	\$185.00
EL-20170911-002537	PROT	360	NORMANDY	DUVAL	\$2 500.00
EL-20170911-002538	TLWH	328	HERLONG	DUVAL	\$917.00
EL-20170911-002539	TLWH	417	PICKETVILLE	DUVAL	\$842.00
EL-20170911-002541	TLWH	328	HERLONG	DUVAL	\$546.00
EL-20170911-002543	TLPP	457	NORTHWEST JAX	DUVAL	\$1 500.00
EL-20170911-002544	SLOF	432	MERRILL RD	DUVAL	\$371.00
EL-20170911-002545	TDWP	504	SAN SOUCI	DUVAL	\$1 484.00
EL-20170911-002546	TLWH	503	SAN SOUCI	DUVAL	\$1 352.00
EL-20170911-002547	TLPP	430	RITTER PARK	DUVAL	\$371.00
EL-20170911-002548	TDWP	556	OAKWOOD VILLA	DUVAL	\$842.00
EL-20170911-002549	TLWH	310	HAMILTON ST	DUVAL	\$1 352.00
EL-20170911-002550	TLWH	494	IMESON	DUVAL	\$1 352.00
EL-20170911-002551	INIT	390	CECIL FIELD	DUVAL	\$3 848.00
EL-20170911-002553	WLOW	310	HAMILTON ST	DUVAL	\$1 352.00
EL-20170911-002554	TLPP	310	HAMILTON ST	DUVAL	\$842.00
EL-20170911-002555	WLOW	437	LANE AV	DUVAL	\$500.00
EL-20170911-002556	SLOT	294	BARTRAM	SIC	\$4 461.00
EL-20170911-002557	TLPP	297	BARTRAM	SIC	\$4 603.00
EL-20170911-002558	TLPP	494	IMESON	DUVAL	\$842.00
EL-20170911-002559	TLPP	301	ORANGE PARK	CLAY	\$371.00
EL-20170911-002560	WAAP	360	NORMANDY	DUVAL	\$6 957.00
EL-20170911-002561	SLOF	589	CRAVEN RD	DUVAL	\$600.00
EL-20170911-002562	SLOF	434	MERRILL RD	DUVAL	\$600.00
EL-20170911-002563	TLPP	325	FIRESTONE	DUVAL	\$3 000.00
EL-20170911-002564	TLWH	480	ARLINGTON	DUVAL	\$1 352.00
EL-20170911-002565	WDBR	308	HAMILTON ST	DUVAL	\$19 240.00
EL-20170911-002566	WDBR	308	HAMILTON ST	DUVAL	\$981.00
EL-20170911-002569	TLPP	564	NEPTUNE BEACH	DUVAL	\$4 393.00
EL-20170911-002573	TDWP	426	RITTER PARK	DUVAL	\$2 772.00
EL-20170911-002574	WBAP	430	RITTER PARK	DUVAL	\$3 511.00
EL-20170911-002575	TDWP	365	STARRATT	DUVAL	\$10 932.00
EL-20170911-002576	TLPP	323	FIRESTONE	DUVAL	\$1 042.00
EL-20170911-002579	SLOT	323	FIRESTONE	DUVAL	\$600.00
EL-20170911-002580	TLPP	506	SAN SOUCI	DUVAL	\$371.00
EL-20170911-002581	TLPP	362	NORMANDY	DUVAL	\$1 400.00
EL-20170912-000001	LO	308	HAMILTON ST	DUVAL	\$12 846.00
EL-20170912-000002	INIT	328	HERLONG	DUVAL	\$162.00
EL-20170912-000005	WDBR	480	ARLINGTON	DUVAL	\$500.00
EL-20170912-000007	LO	480	ARLINGTON	DUVAL	\$842.00
EL-20170912-000012	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170912-000014	INIT	448	RANDALL ST	DUVAL	\$1 200.00
EL-20170912-000015	PLEA	447	RANDALL ST	DUVAL	\$842.00
EL-20170912-000016	TLWH	437	LANE AV	DUVAL	\$1 352.00
EL-20170912-000017	TLWH	311	HAMILTON ST	DUVAL	\$981.00
EL-20170912-000018	LO	581	SWITZERLAND	SIC	\$13 780.00
EL-20170912-000021	WAAP	497	GARDEN CITY	DUVAL	\$2 516.00
EL-20170912-000037	TLPP	513	POWERS AV	DUVAL	\$1 352.00

EL-20170912-000038	WDBR	365	STARRATT	DUVAL	\$1 527.00
EL-20170912-000039	TLPP	497	GARDEN CITY	DUVAL	\$371.00
EL-20170912-000041	WDBR	506	SAN SOUCI	DUVAL	\$917.00
EL-20170912-000043	SLOF	404	GRAND PARK	DUVAL	\$600.00
EL-20170912-000044	INIT	416	NORTHSIDE GEN	DUVAL	\$32 998.00
EL-20170912-000045	WLOW	530	CRAVEN RD	DUVAL	\$842.00
EL-20170912-000046	TDWP	431	MERRILL RD	DUVAL	\$842.00
EL-20170912-000047	TXOL	578	ARLINGTON	DUVAL	\$3 861.00
EL-20170912-000049	TLWH	417	PICKETTVILLE	DUVAL	\$546.00
EL-20170912-000050	WDBR	511	MANDARIN	DUVAL	\$500.00
EL-20170912-000051	OTHR	7601	PARK & KING	DUVAL	\$981.00
EL-20170912-000052	TLWH	499	GARDEN CITY	DUVAL	\$981.00
EL-20170912-000054	TDWP	409	GRAND PARK	DUVAL	\$981.00
EL-20170912-000055	TLWH	328	HERLONG	DUVAL	\$1 352.00
EL-20170912-000056	WDLP	325	FIRESTONE	DUVAL	\$4 680.00
EL-20170912-000057	TDWP	433	MERRILL RD	DUVAL	\$2 800.00
EL-20170912-000060	WDLP	430	RITTER PARK	DUVAL	\$2 216.00
EL-20170912-000063	SLOT	409	GRAND PARK	DUVAL	\$600.00
EL-20170912-000066	LO	415	NORTHSIDE GEN	DUVAL	\$1 100.00
EL-20170912-000067	LO	450	RIBAUT	DUVAL	\$1 942.00
EL-20170912-000068	SLOF	512	POWERS AV	DUVAL	\$600.00
EL-20170912-000069	LO	557	OSKWOOD VILLA	DUVAL	\$4 500.00
EL-20170912-000070	TDWP	349	NAVAL AIR STATION	DUVAL	\$1 481.00
EL-20170912-000071	WDBR	389	CECIL FIELD	DUVAL	\$4 500.00
EL-20170912-000072	TDWP	7201	ORTEGA	DUVAL	\$3 000.00
EL-20170912-000073	TDWP	308	HAMILTON ST	DUVAL	\$1 352.00
EL-20170912-000074	TDWP	328	HERLONG	DUVAL	\$4 842.00
EL-20170912-000075	INIT	464	KENNEDY	DUVAL	\$13 022.00
EL-20170912-000078	WDBR	442	ROBINWOOD ACRES	DUVAL	\$3 500.00
EL-20170912-000082	TLPP	485	PAXON	DUVAL	\$871.00
EL-20170912-000090	TLWH	203	CENTER PARK	DUVAL	\$981.00
EL-20170912-000091	LBO	366	STARRATT	DUVAL	\$500.00
EL-20170912-000098	WDBR	365	STARRATT	DUVAL	\$1 352.00
EL-20170912-000101	SLOT	366	STARRATT	DUVAL	\$600.00
EL-20170912-000102	FREQ	438	LANE AV	DUVAL	\$546.00
EL-20170912-000103	SLOT	564	NEPTUNE BEACH	DUVAL	\$600.00
EL-20170912-000104	WLOW	580	FT CAROLINE	DUVAL	\$500.00
EL-20170912-000105	SLOO	565	NEPTUNE BEACH	DUVAL	\$600.00
EL-20170912-000110	TLWH	522	MANDARIN	DUVAL	\$1 352.00
EL-20170912-000112	SLOF	537	UNIVERSITY	DUVAL	\$981.00
EL-20170912-000113	TLPP	501	SAN SOUCI	DUVAL	\$371.00
EL-20170912-000114	WDBR	361	NORMANDY	DUVAL	\$2 367.00
EL-20170912-000115	TLPP	463	KENNEDY	DUVAL	\$842.00
EL-20170912-000116	WDBR	570	FT CAROLINE	DUVAL	\$500.00
EL-20170912-000118	TLWH	325	FIRESTONE	DUVAL	\$1 352.00
EL-20170912-000120	EFIR	472	BROOKLYN	DUVAL	\$7 100.00
EL-20170912-000122	POLB	565	NEPTUNE BEACH	DUVAL	\$546.00
EL-20170912-000125	INIT	564	NEPTUNE BEACH	DUVAL	\$8 786.00
EL-20170912-000126	TDWP	520	MANDARIN	DUVAL	\$842.00
EL-20170912-000127	TLWH	475	BROOKLYN	DUVAL	\$1 352.00
EL-20170912-000128	TDWP	520	MANDARIN	DUVAL	\$842.00
EL-20170912-000131	TLWH	360	NORMANDY	DUVAL	\$1 898.00
EL-20170912-000132	TLWH	480	ARLINGTON	DUVAL	\$981.00
EL-20170912-000133	TDWP	520	MANDARIN	DUVAL	\$842.00
EL-20170912-000134	LO	459	NORTHWEST JAX	DUVAL	\$546.00
EL-20170912-000135	TDWP	520	MANDARIN	DUVAL	\$842.00
EL-20170912-000137	TDWP	520	MANDARIN	DUVAL	\$842.00
EL-20170912-000138	WLOW	328	HERLONG	DUVAL	\$981.00
EL-20170912-000140	POLB	445	NORTHWEST JAX	DUVAL	\$546.00
EL-20170912-000141	TXOH	408	NORTHSHORE	DUVAL	\$546.00
EL-20170912-000142	WLOW	561	NEPTUNE BEACH	DUVAL	\$500.00
EL-20170912-000143	POLB	407	NORTHSHORE	DUVAL	\$546.00
EL-20170912-000144	WDBR	407	NORTHSHORE	DUVAL	\$1 352.00
EL-20170912-000146	WAAP	405	NORTHSHORE	DUVAL	\$500.00
EL-20170912-000150	TLWH	393	BEEGLY HEIGHTS	DUVAL	\$842.00
EL-20170912-000151	WDLP	410	GRAND PARK	DUVAL	\$500.00
EL-20170912-000158	WLOW	535	UNIVERSITY	DUVAL	\$981.00
EL-20170912-000161	OTHR	468	HUNTER RD	DUVAL	\$1 000.00
EL-20170912-000165	TLWH	563	NEPTUNE BEACH	DUVAL	\$1 352.00
EL-20170912-000167	LO	209	GREENLAND	DUVAL	\$1 100.00
EL-20170912-000168	TLPP	561	NEPTUNE BEACH	DUVAL	\$842.00
EL-20170912-000169	TLPP	360	NORMANDY	DUVAL	\$1 100.00
EL-20170912-000170	TLWH	511	MANDARIN	DUVAL	\$1 352.00
EL-20170912-000172	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170912-000174	LO	499	GARDEN CITY	DUVAL	\$981.00
EL-20170912-000178	INIT	499	GARDEN CITY	DUVAL	\$6 000.00
EL-20170912-000179	LBO	499	GARDEN CITY	DUVAL	\$981.00
EL-20170912-000184	SLOT	457	NORTHWEST JAX	DUVAL	\$600.00
EL-20170912-000189	LO	497	GARDEN CITY	DUVAL	\$2 516.00
EL-20170912-000194	LO	393	BEEGLY HEIGHTS	DUVAL	\$981.00
EL-20170912-000198	OTHR	311	HAMILTON ST	DUVAL	\$981.00
EL-20170912-000201	LO	301	ORANGE PARK	CLAY	\$35 166.00
EL-20170912-000202	WDBR	349	NAVAL AIR STATION	DUVAL	\$1 100.00
EL-20170912-000203	LO	311	HAMILTON ST	DUVAL	\$1 100.00
EL-20170912-000205	LO	325	FIRESTONE	DUVAL	\$1 200.00

EL-20170912-000206	LO	325	FIRESTONE	DUVAL	\$3 500.00
EL-20170912-000207	LO	325	FIRESTONE	DUVAL	\$1 200.00
EL-20170912-000208	LO	325	FIRESTONE	DUVAL	\$4 800.00
EL-20170912-000211	WDBR	325	FIRESTONE	DUVAL	\$1 500.00
EL-20170912-000213	TLWH	447	RANDALL ST	DUVAL	\$1 352.00
EL-20170912-000214	WDBR	325	FIRESTONE	DUVAL	\$981.00
EL-20170912-000215	WDLP	494	IMESON	DUVAL	\$5 300.00
EL-20170912-000223	LO	322	FIRESTONE	DUVAL	\$2 000.00
EL-20170912-000225	TLPP	578	ARLINGTON	DUVAL	\$842.00
EL-20170912-000226	WDBR	321	FIRESTONE	DUVAL	\$4 737.00
EL-20170912-000227	WDBR	390	CECIL FIELD	DUVAL	\$1 352.00
EL-20170912-000229	LO	390	CECIL FIELD	DUVAL	\$1 500.00
EL-20170912-000232	POLB	390	CECIL FIELD	DUVAL	\$546.00
EL-20170912-000233	WDBR	390	CECIL FIELD	DUVAL	\$2 100.00
EL-20170912-000239	LO	559	OAKWOOD VILLA	DUVAL	\$4 842.00
EL-20170912-000243	LO	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170912-000244	LO	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170912-000246	LO	557	OAKWOOD VILLA	DUVAL	\$500.00
EL-20170912-000249	LO	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170912-000251	LO	433	MERRILL RD	DUVAL	\$371.00
EL-20170912-000254	TLWH	577	ARLINGTON	DUVAL	\$1 352.00
EL-20170912-000255	TDPM	409	GRAND PARK	DUVAL	\$1 352.00
EL-20170912-000256	WDBR	580	FT CAROLINE	DUVAL	\$1 235.00
EL-20170912-000258	TDWP	430	RITTER PARK	DUVAL	\$1 609.00
EL-20170912-000262	LO	578	ARLINGTON	DUVAL	\$3 861.00
EL-20170912-000265	LO	480	ARLINGTON	DUVAL	\$981.00
EL-20170912-000266	TLWH	328	HERLONG	DUVAL	\$8 000.00
EL-20170912-000276	LO	564	NEPTUNE BEACH	DUVAL	\$371.00
EL-20170912-000277	LO	564	NEPTUNE BEACH	DUVAL	\$371.00
EL-20170912-000278	LO	564	NEPTUNE BEACH	DUVAL	\$371.00
EL-20170912-000279	LO	569	SAN PABLO	DUVAL	\$1 500.00
EL-20170912-000281	LO	569	SAN PABLO	DUVAL	\$1 500.00
EL-20170912-000282	LO	569	SAN PABLO	DUVAL	\$1 500.00
EL-20170912-000283	LO	569	SAN PABLO	DUVAL	\$1 500.00
EL-20170912-000284	LO	569	SAN PABLO	DUVAL	\$1 500.00
EL-20170912-000286	LO	568	SAN PABLO	DUVAL	\$1 800.00
EL-20170912-000287	LO	567	SAN PABLO	DUVAL	\$1 200.00
EL-20170912-000288	LO	563	NEPTUNE BEACH	DUVAL	\$546.00
EL-20170912-000291	LO	222	MT PLEASANT	DUVAL	\$842.00
EL-20170912-000292	TXUG	561	NEPTUNE BEACH	DUVAL	\$4 800.00
EL-20170912-000294	LO	561	NEPTUNE BEACH	DUVAL	\$546.00
EL-20170912-000300	INIT	218	MT PLEASANT	DUVAL	\$546.00
EL-20170912-000301	TLWH	496	GARDEN CITY	DUVAL	\$981.00
EL-20170912-000302	LO	203	CENTER PARK	DUVAL	\$1 500.00
EL-20170912-000303	LO	202	CENTER PARK	DUVAL	\$371.00
EL-20170912-000304	LO	202	CENTER PARK	DUVAL	\$371.00
EL-20170912-000305	LO	202	CENTER PARK	DUVAL	\$371.00
EL-20170912-000306	LO	200	CENTER PARK	DUVAL	\$842.00
EL-20170912-000307	LO	200	CENTER PARK	DUVAL	\$1 924.00
EL-20170912-000308	LO	200	CENTER PARK	DUVAL	\$371.00
EL-20170912-000309	TLWH	322	FIRESTONE	DUVAL	\$1 352.00
EL-20170912-000310	WDBR	200	CENTER PARK	DUVAL	\$842.00
EL-20170912-000311	TLWH	325	FIRESTONE	DUVAL	\$1 200.00
EL-20170912-000312	WDBR	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170912-000318	WDBR	459	NORTHWEST JAX	DUVAL	\$1 606.00
EL-20170912-000323	TLWH	468	HUNTER RD	DUVAL	\$1 352.00
EL-20170912-000326	LO	455	NORTHWEST JAX	DUVAL	\$546.00
EL-20170912-000335	LO	445	NORTHWEST JAX	DUVAL	\$546.00
EL-20170912-000337	TLWH	312	HAMILTON ST	DUVAL	\$1 482.00
EL-20170912-000343	LO	445	NORTHWEST JAX	DUVAL	\$500.00
EL-20170912-000344	WDBR	445	NORTHWEST JAX	DUVAL	\$842.00
EL-20170912-000346	LO	408	NORTHSHORE	DUVAL	\$546.00
EL-20170912-000347	WDBR	408	NORTHSHORE	DUVAL	\$981.00
EL-20170912-000349	WDBR	408	NORTHSHORE	DUVAL	\$1 100.00
EL-20170912-000351	LO	408	NORTHSHORE	DUVAL	\$981.00
EL-20170912-000353	WDBR	408	NORTHSHORE	DUVAL	\$1 500.00
EL-20170912-000355	WDBR	407	NORTHSHORE	DUVAL	\$981.00
EL-20170912-000356	LO	407	NORTHSHORE	DUVAL	\$3 861.00
EL-20170912-000357	WDBR	407	NORTHSHORE	DUVAL	\$1 379.00
EL-20170912-000361	WDBR	407	NORTHSHORE	DUVAL	\$1 100.00
EL-20170912-000362	LO	407	NORTHSHORE	DUVAL	\$981.00
EL-20170912-000363	LO	407	NORTHSHORE	DUVAL	\$1 100.00
EL-20170912-000365	WLOW	459	NORTHWEST JAX	DUVAL	\$500.00
EL-20170912-000366	TLPP	571	FT CAROLINE	DUVAL	\$842.00
EL-20170912-000367	TDWP	430	RITTER PARK	DUVAL	\$1 609.00
EL-20170912-000368	LO	407	NORTHSHORE	DUVAL	\$546.00
EL-20170912-000369	LO	407	NORTHSHORE	DUVAL	\$546.00
EL-20170912-000370	LO	407	NORTHSHORE	DUVAL	\$842.00
EL-20170912-000373	LO	406	NORTHSHORE	DUVAL	\$842.00
EL-20170912-000375	WDBR	405	NORTHSHORE	DUVAL	\$1 100.00
EL-20170912-000376	LO	405	NORTHSHORE	DUVAL	\$842.00
EL-20170912-000377	WDBR	407	NORTHSHORE	DUVAL	\$1 352.00
EL-20170912-000378	TDWP	468	HUNTER RD	DUVAL	\$842.00
EL-20170912-000380	WDBR	465	KENNEDY	DUVAL	\$1 352.00
EL-20170912-000381	LO	465	KENNEDY	DUVAL	\$981.00

EL-20170912-000382	WDBR	463	KENNEDY	DUVAL	\$1 352.00
EL-20170912-000385	TXOH	463	KENNEDY	DUVAL	\$1 288.00
EL-20170912-000390	LO	463	KENNEDY	DUVAL	\$1 100.00
EL-20170912-000391	WDBR	463	KENNEDY	DUVAL	\$546.00
EL-20170912-000394	LO	409	GRAND PARK	DUVAL	\$542.00
EL-20170912-000395	LO	409	GRAND PARK	DUVAL	\$542.00
EL-20170912-000396	LO	409	GRAND PARK	DUVAL	\$917.00
EL-20170912-000397	LO	409	GRAND PARK	DUVAL	\$542.00
EL-20170912-000398	LO	409	GRAND PARK	DUVAL	\$542.00
EL-20170912-000399	LO	409	GRAND PARK	DUVAL	\$542.00
EL-20170912-000400	LO	409	GRAND PARK	DUVAL	\$542.00
EL-20170912-000401	LO	409	GRAND PARK	DUVAL	\$371.00
EL-20170912-000404	LO	404	GRAND PARK	DUVAL	\$917.00
EL-20170912-000412	TLWH	513	POWERS AV	DUVAL	\$981.00
EL-20170912-000413	TREC	390	CECIL FIELD	DUVAL	\$1 352.00
EL-20170912-000415	SLOF	432	MERRILL RD	DUVAL	\$600.00
EL-20170912-000418	SLOF	432	MERRILL RD	DUVAL	\$600.00
EL-20170912-000419	TLPP	559	OAKWOOD VILLA	DUVAL	\$371.00
EL-20170912-000420	TLWH	530	CRAVEN RD	DUVAL	\$981.00
EL-20170912-000421	WDLP	216	FOREST BV	DUVAL	\$2 905.00
EL-20170912-000422	DLTT	411	RANDALL ST	DUVAL	\$981.00
EL-20170912-000424	WDNL	331	HERLONG	DUVAL	\$981.00
EL-20170912-000426	TLWH	446	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170912-000427	WLOW	308	HAMILTON ST	DUVAL	\$3 511.00
EL-20170912-000428	TLWH	462	PICKETTVILLE	DUVAL	\$1 352.00
EL-20170912-000430	TLWH	415	NORTHSIDE GEN	DUVAL	\$981.00
EL-20170912-000431	LO	461	PICKETTVILLE	DUVAL	\$10 439.00
EL-20170912-000434	TLWH	437	LANE AV	DUVAL	\$981.00
EL-20170912-000435	TLWH	471	BROOKLYN	DUVAL	\$1 352.00
EL-20170912-000439	LO	521	MANDARIN	DUVAL	\$500.00
EL-20170912-000440	TLPP	389	CECIL FIELD	DUVAL	\$842.00
EL-20170912-000445	LO	522	MANDARIN	DUVAL	\$1 042.00
EL-20170912-000446	TLWH	446	RANDALL ST	DUVAL	\$981.00
EL-20170912-000448	WDBR	520	MANDARIN	DUVAL	\$842.00
EL-20170912-000450	WDBR	511	MANDARIN	DUVAL	\$981.00
EL-20170912-000452	DLTT	468	HUNTER RD	DUVAL	\$981.00
EL-20170912-000453	TLWH	446	RANDALL ST	DUVAL	\$1 352.00
EL-20170912-000454	TLPP	6307	MC DUFF AV	DUVAL	\$1 352.00
EL-20170912-000461	WDBR	210	GREENLAND	SIC	\$1 924.00
EL-20170912-000462	WDBR	210	GREENLAND	DUVAL	\$1 924.00
EL-20170912-000463	LO	209	GREENLAND	DUVAL	\$917.00
EL-20170912-000464	LO	209	GREENLAND	DUVAL	\$4 157.00
EL-20170912-000465	WDBR	209	GREENLAND	DUVAL	\$1 924.00
EL-20170912-000466	LO	209	GREENLAND	DUVAL	\$371.00
EL-20170912-000467	LO	209	GREENLAND	DUVAL	\$917.00
EL-20170912-000468	LO	209	GREENLAND	DUVAL	\$1 100.00
EL-20170912-000469	LO	209	GREENLAND	DUVAL	\$917.00
EL-20170912-000470	WDBR	209	GREENLAND	DUVAL	\$981.00
EL-20170912-000471	LO	209	GREENLAND	DUVAL	\$917.00
EL-20170912-000472	LO	209	GREENLAND	DUVAL	\$371.00
EL-20170912-000473	LO	209	GREENLAND	DUVAL	\$371.00
EL-20170912-000474	LO	208	GREENLAND	DUVAL	\$2 500.00
EL-20170912-000476	LO	589	CRAVEN RD	DUVAL	\$842.00
EL-20170912-000479	LO	589	CRAVEN RD	DUVAL	\$1 800.00
EL-20170912-000481	LO	589	CRAVEN RD	DUVAL	\$1 500.00
EL-20170912-000483	LO	588	CRAVEN RD	DUVAL	\$842.00
EL-20170912-000484	WDBR	588	CRAVEN RD	DUVAL	\$842.00
EL-20170912-000487	LO	299	BARTRAM	SIC	\$842.00
EL-20170912-000488	LO	299	BARTRAM	DUVAL	\$842.00
EL-20170912-000491	LO	296	BARTRAM	SIC	\$842.00
EL-20170912-000493	TLPP	443	SOUTHSIDE PLANT	DUVAL	\$842.00
EL-20170912-000494	TLPP	447	RANDALL ST	DUVAL	\$842.00
EL-20170912-000495	DLTT	511	MANDARIN	DUVAL	\$7 080.00
EL-20170912-000496	TLPP	448	RANDALL ST	DUVAL	\$1 352.00
EL-20170912-000497	SLOT	416	NORTHSIDE GEN	DUVAL	\$600.00
EL-20170912-000498	OTHR	349	NAVAL AIR STATION	DUVAL	\$1 638.00
EL-20170912-000500	DLPE	393	BEEHLY HEIGHTS	DUVAL	\$981.00
EL-20170912-000502	DLHR	513	POWERS AV	DUVAL	\$185.00
EL-20170912-000503	TLWH	457	NORTHWEST JAX	DUVAL	\$842.00
EL-20170912-000505	TLWH	209	GREENLAND	DUVAL	\$917.00
EL-20170912-000506	TLWH	446	RANDALL ST	DUVAL	\$1 352.00
EL-20170912-000507	INVT	435	LANE AV	DUVAL	\$5 499.00
EL-20170912-000511	WLOW	448	RANDALL ST	DUVAL	\$500.00
EL-20170912-000512	ALOP	362	NORMANDY	DUVAL	\$981.00
EL-20170912-000514	SLOT	511	MANDARIN	DUVAL	\$600.00
EL-20170912-000515	METD	317	JAX HEIGHTS	DUVAL	\$981.00
EL-20170912-000517	WDLP	404	GRAND PARK	DUVAL	\$1 200.00
EL-20170912-000519	WLOW	407	NORTHSHORE	DUVAL	\$981.00
EL-20170912-000520	WLOW	308	HAMILTON ST	DUVAL	\$981.00
EL-20170912-000521	PBDN	200	CENTER PARK	DUVAL	\$1 400.00
EL-20170912-000522	TLPP	331	HERLONG	DUVAL	\$842.00
EL-20170912-000523	TLWH	553	ROBINWOOD ACRES	DUVAL	\$1 352.00
EL-20170912-000525	SLOT	521	MANDARIN	DUVAL	\$600.00
EL-20170912-000526	TXOH	367	STARRATT	DUVAL	\$542.00
EL-20170912-000527	LO	367	STARRATT	DUVAL	\$981.00

EL-20170912-000532	TLPP	522	MANDARIN	DUVAL	\$3 861.00
EL-20170912-000533	TLPP	330	HERLONG	DUVAL	\$842.00
EL-20170912-000534	TLPP	303	ORANGE PARK	CLAY	\$842.00
EL-20170912-000535	TLWH	512	POWERS AV	DUVAL	\$981.00
EL-20170912-000537	TLWH	431	MERRILL RD	DUVAL	\$1 352.00
EL-20170912-000538	TLWH	367	STARRATT	DUVAL	\$371.00
EL-20170912-000539	TLWH	451	RIBAUT	DUVAL	\$981.00
EL-20170912-000540	WAIG	594	MAYPORT	DUVAL	\$800.00
EL-20170912-000541	TLPP	418	PICKETTVILLE	DUVAL	\$371.00
EL-20170912-000545	TLPP	450	RIBAUT	DUVAL	\$842.00
EL-20170912-000546	TLWH	391	BEEGHLY HEIGHTS	DUVAL	\$981.00
EL-20170912-000547	TLWH	513	POWERS AV	DUVAL	\$1 352.00
EL-20170912-000549	TDWP	418	PICKETTVILLE	DUVAL	\$4 500.00
EL-20170912-000550	WAIT	480	ARLINGTON	DUVAL	\$4 200.00
EL-20170912-000553	TDWP	580	FT CAROLINE	DUVAL	\$1 484.00
EL-20170912-000554	METD	588	CRAVEN RD	DUVAL	\$981.00
EL-20170912-000555	WDLP	352	NAVAL AIR STATION	DUVAL	\$1 100.00
EL-20170912-000557	TDWP	580	FT CAROLINE	DUVAL	\$1 352.00
EL-20170912-000558	PBDN	310	HAMILTON ST	DUVAL	\$3 517.00
EL-20170912-000559	TLPP	389	CECIL FIELD	DUVAL	\$842.00
EL-20170912-000560	TLWH	577	ARLINGTON	DUVAL	\$1 352.00
EL-20170912-000561	TLPP	443	SOUTHSIDE PLANT	DUVAL	\$842.00
EL-20170912-000562	TLPP	530	CRAVEN RD	DUVAL	\$371.00
EL-20170912-000564	TLPP	410	GRAND PARK	DUVAL	\$842.00
EL-20170912-000565	SLOT	439	SOUTHSIDE PLANT	DUVAL	\$600.00
EL-20170912-000567	TLPP	390	CECIL FIELD	DUVAL	\$842.00
EL-20170912-000569	TLPP	472	BROOKLYN	DUVAL	\$500.00
EL-20170912-000570	TLPP	503	SAN SOUCI	DUVAL	\$371.00
EL-20170912-000571	TLWH	501	SAN SOUCI	DUVAL	\$1 352.00
EL-20170912-000572	TLWH	354	BRANDY BRANCH	DUVAL	\$1 352.00
EL-20170912-000574	TLPP	389	CECIL FIELD	DUVAL	\$842.00
EL-20170912-000575	TLWH	323	FIRESTONE	DUVAL	\$1 000.00
EL-20170912-000576	TLWH	415	NORTHSIDE GEN	DUVAL	\$1 352.00
EL-20170912-000581	TDWP	429	RITTER PARK	DUVAL	\$2 090.00
EL-20170912-000583	METD	310	HAMILTON ST	DUVAL	\$981.00
EL-20170912-000584	TLWH	367	STARRATT	DUVAL	\$842.00
EL-20170912-000586	WLOW	496	GARDEN CITY	DUVAL	\$842.00
EL-20170912-000588	TLWH	513	POWERS AV	DUVAL	\$981.00
EL-20170912-000589	SLOT	324	FIRESTONE	DUVAL	\$600.00
EL-20170912-000590	TLWH	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170912-000591	TLPP	564	NEPTUNE BEACH	DUVAL	\$371.00
EL-20170912-000592	WLOW	457	NORTHWEST JAX	DUVAL	\$500.00
EL-20170912-000593	TLPP	164	GEORGIA ST	DUVAL	\$8 560.00
EL-20170912-000594	WLOW	471	BROOKLYN	DUVAL	\$500.00
EL-20170912-000595	TLWH	417	PICKETTVILLE	DUVAL	\$842.00
EL-20170912-000596	WLOW	586	HUNTER RD	DUVAL	\$981.00
EL-20170912-000597	TLWH	404	GRAND PARK	DUVAL	\$842.00
EL-20170912-000599	TLPP	587	HUNTER RD	DUVAL	\$500.00
EL-20170912-000602	WDLP	494	IMESON	DUVAL	\$6 200.00
EL-20170912-000603	TLPP	497	GARDEN CITY	DUVAL	\$842.00
EL-20170912-000604	TLPP	506	SAN SOUCI	DUVAL	\$371.00
EL-20170912-000608	TLWH	510	MANDARIN	DUVAL	\$1 352.00
EL-20170912-000609	TLWH	537	UNIVERSITY	DUVAL	\$1 352.00
EL-20170912-000610	TLWH	437	LANE AV	DUVAL	\$981.00
EL-20170912-000613	TLWH	418	PICKETTVILLE	DUVAL	\$1 352.00
EL-20170912-000614	WAAP	464	KENNEDY	DUVAL	\$500.00
EL-20170912-000615	TDWP	451	RIBAUT	DUVAL	\$842.00
EL-20170912-000616	TDWP	461	PICKETTVILLE	DUVAL	\$842.00
EL-20170912-000618	WDBR	494	IMESON	DUVAL	\$689.00
EL-20170912-000619	TCA	360	NORMANDY	DUVAL	\$1 500.00
EL-20170912-000621	TLPP	565	NEPTUNE BEACH	DUVAL	\$371.00
EL-20170912-000623	TDWP	321	FIRESTONE	DUVAL	\$1 162.00
EL-20170912-000624	TDWP	321	FIRESTONE	DUVAL	\$981.00
EL-20170912-000626	TLWH	210	GREENLAND	SIC	\$371.00
EL-20170912-000627	TLWH	323	FIRESTONE	DUVAL	\$1 000.00
EL-20170912-000629	TLPP	503	SAN SOUCI	DUVAL	\$842.00
EL-20170912-000631	TLPP	587	HUNTER RD	DUVAL	\$1 352.00
EL-20170912-000633	TLWH	509	MANDARIN	DUVAL	\$1 352.00
EL-20170912-000634	TDWP	349	NAVAL AIR STATION	DUVAL	\$842.00
EL-20170912-000635	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170912-000636	TLWH	430	RITTER PARK	DUVAL	\$1 352.00
EL-20170912-000638	TLWH	513	POWERS AV	DUVAL	\$1 352.00
EL-20170912-000639	TLPP	317	JAN HEIGHTS	DUVAL	\$842.00
EL-20170912-000640	TLWH	440	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170912-000641	TLPP	216	FOREST BV	DUVAL	\$842.00
EL-20170912-000643	TDWP	7203	ORTEGA	DUVAL	\$842.00
EL-20170912-000644	TLWH	513	POWERS AV	DUVAL	\$981.00
EL-20170912-000645	WLOW	349	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170912-000652	WDLP	561	NEPTUNE BEACH	DUVAL	\$500.00
EL-20170912-000653	WBAP	331	HERLONG	DUVAL	\$7 585.00
EL-20170912-000654	TLWH	513	POWERS AV	DUVAL	\$1 352.00
EL-20170912-000655	TLPP	446	RANDALL ST	DUVAL	\$842.00
EL-20170912-000659	TLWH	418	PICKETTVILLE	DUVAL	\$1 352.00
EL-20170912-000660	TLPP	521	MANDARIN	DUVAL	\$371.00
EL-20170912-000661	SLOT	569	SAN PABLO	DUVAL	\$600.00

EL-20170912-000662	TLWH	447	RANDALL ST	DUVAL	\$981.00
EL-20170912-000665	TLPP	363	NORMANDY	DUVAL	\$2 300.00
EL-20170912-000666	TLWH	513	POWERS AV	DUVAL	\$1 352.00
EL-20170912-000667	TLPP	362	NORMANDY	DUVAL	\$842.00
EL-20170912-000668	TLWH	328	HERLONG	DUVAL	\$1 352.00
EL-20170912-000669	SLOF	516	POWERS AV	DUVAL	\$600.00
EL-20170912-000670	TLWH	504	SAN SOUCI	DUVAL	\$1 352.00
EL-20170912-000672	WDLP	410	GRAND PARK	DUVAL	\$981.00
EL-20170912-000674	SLOT	516	POWERS AV	DUVAL	\$600.00
EL-20170912-000675	TLWH	472	BROOKLYN	DUVAL	\$981.00
EL-20170912-000676	OTHR	362	NORMANDY	DUVAL	\$9 000.00
EL-20170912-000677	TLPP	362	NORMANDY	DUVAL	\$842.00
EL-20170912-000678	SLOF	568	SAN PABLO	DUVAL	\$600.00
EL-20170912-000679	TLPP	561	NEPTUNE BEACH	DUVAL	\$842.00
EL-20170912-000680	TLPP	317	JAX HEIGHTS	DUVAL	\$1 200.00
EL-20170912-000681	TDWP	545	BAYMEADOWS	DUVAL	\$842.00
EL-20170912-000682	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170912-000684	FEMA	471	BROOKLYN	DUVAL	\$533.00
EL-20170912-000685	FEMA	471	BROOKLYN	DUVAL	\$533.00
EL-20170912-000686	FEMA	471	BROOKLYN	DUVAL	\$533.00
EL-20170912-000687	FEMA	471	BROOKLYN	DUVAL	\$1 066.00
EL-20170912-000688	FEMA	471	BROOKLYN	DUVAL	\$1 066.00
EL-20170912-000689	FEMA	471	BROOKLYN	DUVAL	\$533.00
EL-20170912-000690	FEMA	471	BROOKLYN	DUVAL	\$533.00
EL-20170912-000692	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170912-000695	TLWH	451	RIBAUT	DUVAL	\$1 352.00
EL-20170912-000697	OTHR	583	SWITZERLAND	SIC	\$1 834.00
EL-20170912-000698	TDWP	509	MANDARIN	DUVAL	\$1 352.00
EL-20170912-000699	PBDN	522	MANDARIN	DUVAL	\$546.00
EL-20170912-000700	TLPP	317	JAX HEIGHTS	DUVAL	\$1 352.00
EL-20170912-000702	WLOW	418	PICKETTVILLE	DUVAL	\$981.00
EL-20170912-000704	TLPP	559	OAKWOOD VILLA	DUVAL	\$1 100.00
EL-20170912-000705	TLWH	409	GRAND PARK	DUVAL	\$842.00
EL-20170912-000706	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170912-000707	TLPP	595	HARTLEY RD	DUVAL	\$842.00
EL-20170912-000708	TLWH	450	RIBAUT	DUVAL	\$1 352.00
EL-20170912-000710	TLPP	499	GARDEN CITY	DUVAL	\$500.00
EL-20170912-000711	WLOW	325	FIRESTONE	DUVAL	\$1 200.00
EL-20170912-000713	WARC	445	NORTHWEST JAX	DUVAL	\$981.00
EL-20170912-000714	TLWH	328	HERLONG	DUVAL	\$371.00
EL-20170912-000715	SLOT	442	ROBINWOOD ACRES	DUVAL	\$600.00
EL-20170912-000716	TLWH	501	SAN SOUCI	DUVAL	\$1 352.00
EL-20170912-000717	TLWH	451	RIBAUT	DUVAL	\$1 352.00
EL-20170912-000718	TLPP	360	NORMANDY	DUVAL	\$842.00
EL-20170912-000719	TLWH	472	BROOKLYN	DUVAL	\$1 352.00
EL-20170912-000721	TLPP	535	UNIVERSITY	DUVAL	\$842.00
EL-20170912-000723	TLWH	432	MERRILL RD	DUVAL	\$981.00
EL-20170912-000724	TLPP	586	HUNTER RD	DUVAL	\$500.00
EL-20170912-000725	TLWH	325	FIRESTONE	DUVAL	\$981.00
EL-20170912-000727	SLOF	580	FT CAROLINE	DUVAL	\$600.00
EL-20170912-000728	TLWH	303	ORANGE PARK	CLAY	\$371.00
EL-20170912-000729	TLWH	7201	ORTEGA	DUVAL	\$1 352.00
EL-20170912-000730	TLWH	451	RIBAUT	DUVAL	\$1 352.00
EL-20170912-000732	TLPP	418	PICKETTVILLE	DUVAL	\$1 352.00
EL-20170912-000734	DLPE	450	RIBAUT	DUVAL	\$3 803.00
EL-20170912-000735	TLWH	479	ARLINGTON	DUVAL	\$981.00
EL-20170912-000738	WLOW	8003	ROSSELLE ST	DUVAL	\$842.00
EL-20170912-000740	TDWP	349	NAVAL AIR STATION	DUVAL	\$1 482.00
EL-20170912-000741	DLHR	556	OAKWOOD VILLA	DUVAL	\$185.00
EL-20170912-000742	TLWH	578	ARLINGTON	DUVAL	\$981.00
EL-20170912-000743	TLWH	216	FOREST BV	DUVAL	\$1 352.00
EL-20170912-000744	TLPP	216	FOREST BV	DUVAL	\$371.00
EL-20170912-000745	TLWH	410	GRAND PARK	DUVAL	\$1 352.00
EL-20170912-000746	LO	8202	ST JOHNS PARK	DUVAL	\$7 800.00
EL-20170912-000747	TLWH	512	POWERS AV	DUVAL	\$981.00
EL-20170912-000753	POLB	437	LANE AV	DUVAL	\$546.00
EL-20170912-000755	WDBR	437	LANE AV	DUVAL	\$981.00
EL-20170912-000759	TLPP	390	CECIL FIELD	DUVAL	\$842.00
EL-20170912-000760	TLWH	322	FIRESTONE	DUVAL	\$842.00
EL-20170912-000761	SLOT	314	JAX HEIGHTS	DUVAL	\$1 800.00
EL-20170912-000762	WLOW	499	GARDEN CITY	DUVAL	\$981.00
EL-20170912-000763	SLOT	597	HARTLEY RD	DUVAL	\$600.00
EL-20170912-000764	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170912-000765	TLPP	512	POWERS AV	DUVAL	\$500.00
EL-20170912-000766	TLPP	389	CECIL FIELD	DUVAL	\$5 200.00
EL-20170912-000767	TLWH	577	ARLINGTON	DUVAL	\$1 352.00
EL-20170912-000768	TLWH	310	HAMILTON ST	DUVAL	\$371.00
EL-20170912-000769	TLPP	513	POWERS AV	DUVAL	\$546.00
EL-20170912-000771	TLPP	561	NEPTUNE BEACH	DUVAL	\$842.00
EL-20170912-000772	TLWH	583	SWITZERLAND	SIC	\$1 352.00
EL-20170912-000774	TLWH	328	HERLONG	DUVAL	\$1 000.00
EL-20170912-000775	TLWH	331	HERLONG	DUVAL	\$1 352.00
EL-20170912-000776	DLTT	501	SAN SOUCI	DUVAL	\$185.00
EL-20170912-000777	DLTT	459	NORTHWEST JAX	DUVAL	\$185.00
EL-20170912-000778	TLPP	561	NEPTUNE BEACH	DUVAL	\$371.00

EL-20170912-000779	DLPE	415	NORTHSIDE GEN	DUVAL	\$981.00
EL-20170912-000780	SLOT	362	NORMANDY	DUVAL	\$800.00
EL-20170912-000781	TLWH	511	MANDARIN	DUVAL	\$1 352.00
EL-20170912-000783	TLWH	536	UNIVERSITY	DUVAL	\$981.00
EL-20170912-000784	TLWH	496	GARDEN CITY	DUVAL	\$981.00
EL-20170912-000785	TLWH	594	MAYPORT	DUVAL	\$981.00
EL-20170912-000791	WLOW	404	GRAND PARK	DUVAL	\$981.00
EL-20170912-000792	WLOW	404	GRAND PARK	DUVAL	\$1 352.00
EL-20170912-000793	TLPP	522	MANDARIN	DUVAL	\$842.00
EL-20170912-000794	SLOF	440	SOUTHSIDE PLANT	DUVAL	\$600.00
EL-20170912-000795	TLWH	448	RANDALL ST	DUVAL	\$1 352.00
EL-20170912-000796	SLOF	440	SOUTHSIDE PLANT	DUVAL	\$600.00
EL-20170912-000797	TLPP	7204	ORTEGA	DUVAL	\$2 100.00
EL-20170912-000799	TLWH	328	HERLONG	DUVAL	\$1 200.00
EL-20170912-000800	DLHR	559	OAKWOOD VILLA	DUVAL	\$185.00
EL-20170912-000801	OTH1	303	ORANGE PARK	CLAY	\$1 200.00
EL-20170912-000802	LO	352	NAVAL AIR STATION	CLAY	\$11 022.00
EL-20170912-000803	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170912-000804	WLOW	580	FT CAROLINE	DUVAL	\$500.00
EL-20170912-000805	OTHR	547	BAYMeadOWS	DUVAL	\$2 800.00
EL-20170912-000806	TOWP	512	POWERS AV	DUVAL	\$842.00
EL-20170912-000807	TLPP	436	LANE AV	DUVAL	\$1 100.00
EL-20170912-000809	TLPP	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170912-000810	TLWH	565	NEPTUNE BEACH	DUVAL	\$1 352.00
EL-20170912-000811	ALOP	506	SAN SOUCI	DUVAL	\$185.00
EL-20170912-000813	SLOT	433	MERRILL RD	DUVAL	\$600.00
EL-20170912-000815	LO	7204	ORTEGA	DUVAL	\$4 300.00
EL-20170912-000816	TLWH	328	HERLONG	DUVAL	\$4 000.00
EL-20170912-000817	TLWH	432	MERRILL RD	DUVAL	\$1 352.00
EL-20170912-000819	SLOF	331	HERLONG	DUVAL	\$600.00
EL-20170912-000820	TLPP	311	HAMILTON ST	DUVAL	\$371.00
EL-20170912-000821	TLWH	459	NORTHWEST JAX	DUVAL	\$981.00
EL-20170912-000822	LO	512	POWERS AV	DUVAL	\$5 050.00
EL-20170912-000824	TLWH	366	STARRATT	DUVAL	\$1 482.00
EL-20170912-000825	TLPP	209	GREENLAND	DUVAL	\$371.00
EL-20170912-000826	TLWH	209	GREENLAND	DUVAL	\$917.00
EL-20170912-000827	TLWH	324	FIRESTONE	DUVAL	\$2 295.00
EL-20170912-000828	TLPP	349	NAVAL AIR STATION	DUVAL	\$842.00
EL-20170912-000829	TLWH	408	NORTHSHORE	DUVAL	\$1 100.00
EL-20170912-000831	WLOW	468	HUNTER RD	DUVAL	\$981.00
EL-20170912-000832	LO	580	FT CAROLINE	DUVAL	\$8 400.00
EL-20170912-000833	TLWH	322	FIRESTONE	DUVAL	\$842.00
EL-20170912-000835	EFIR	563	NEPTUNE BEACH	DUVAL	\$3 511.00
EL-20170912-000838	LO	7204	ORTEGA	DUVAL	\$3 861.00
EL-20170912-000839	TLWH	448	RANDALL ST	DUVAL	\$1 352.00
EL-20170912-000840	TLWH	530	CrAVEN RD	DUVAL	\$1 352.00
EL-20170912-000841	TDWP	409	GRAND PARK	DUVAL	\$842.00
EL-20170912-000842	TLPP	322	FIRESTONE	DUVAL	\$842.00
EL-20170912-000844	WBAH	496	GARDEN CITY	DUVAL	\$981.00
EL-20170912-000845	TDWP	311	HAMILTON ST	DUVAL	\$842.00
EL-20170912-000846	LO	163	GEORGIA ST	DUVAL	\$1 200.00
EL-20170912-000847	TLWH	363	NORMANDY	DUVAL	\$1 962.00
EL-20170912-000848	TDWP	311	HAMILTON ST	DUVAL	\$371.00
EL-20170912-000849	TLPP	530	CrAVEN RD	DUVAL	\$500.00
EL-20170912-000850	TDWP	311	HAMILTON ST	DUVAL	\$2 100.00
EL-20170912-000851	TLPP	535	UNIVERSITY	DUVAL	\$842.00
EL-20170912-000852	TDWP	311	HAMILTON ST	DUVAL	\$842.00
EL-20170912-000854	TLPP	440	SOUTHSIDE PLANT	DUVAL	\$842.00
EL-20170912-000856	TLWH	415	NORTHSIDE GEN	DUVAL	\$1 352.00
EL-20170912-000857	TLPP	366	STARRATT	DUVAL	\$842.00
EL-20170912-000858	WLOW	408	NORTHSHORE	DUVAL	\$1 100.00
EL-20170912-000861	TLPP	512	POWERS AV	DUVAL	\$842.00
EL-20170912-000863	TLPP	365	STARRATT	DUVAL	\$500.00
EL-20170912-000864	TLWH	389	CECIL FIELD	DUVAL	\$981.00
EL-20170912-000865	SLOT	557	OAKWOOD VILLA	DUVAL	\$600.00
EL-20170912-000866	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170912-000867	WLOW	329	HERLONG	DUVAL	\$981.00
EL-20170912-000868	INIT	485	PAXON	DUVAL	\$1 638.00
EL-20170912-000869	TREC	503	SAN SOUCI	DUVAL	\$981.00
EL-20170912-000870	TLPP	393	BEGHLY HEIGHTS	DUVAL	\$371.00
EL-20170912-000871	TLPP	450	RIBALT	DUVAL	\$842.00
EL-20170912-000872	LO	448	RANDALL ST	DUVAL	\$981.00
EL-20170912-000873	TLWH	497	GARDEN CITY	DUVAL	\$1 352.00
EL-20170912-000874	WBAH	310	HAMILTON ST	DUVAL	\$2 800.00
EL-20170912-000875	WLOW	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170912-000876	TLPP	580	FT CAROLINE	DUVAL	\$842.00
EL-20170912-000877	TLPP	216	FOREST BV	DUVAL	\$842.00
EL-20170912-000878	TLWH	430	RITTER PARK	DUVAL	\$981.00
EL-20170912-000879	DLPE	527	PHILLIPS HY	DUVAL	\$185.00
EL-20170912-000882	WLOW	305	ORANGE PARK	CLAY	\$2 200.00
EL-20170912-000885	FREQ	580	FT CAROLINE	DUVAL	\$3 861.00
EL-20170912-000886	TLWH	437	LANE AV	DUVAL	\$981.00
EL-20170912-000887	TLPP	480	ARLINGTON	DUVAL	\$842.00
EL-20170912-000888	SLOT	9103	21ST & HUBBARD	DUVAL	\$600.00
EL-20170912-000889	TLWH	328	HERLONG	DUVAL	\$371.00

EL-20170912-000890	TLWH	513	POWERS AV	DUVAL	\$1 352.00
EL-20170912-000892	SLOT	589	CAVEN RD	DUVAL	\$600.00
EL-20170912-000894	TLWH	472	BROOKLYN	DUVAL	\$1 352.00
EL-20170912-000895	TLWH	468	HUNTER RD	DUVAL	\$981.00
EL-20170912-000896	TLPP	430	RITTER PARK	DUVAL	\$917.00
EL-20170912-000897	TLWH	459	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170912-000898	WLOW	323	FIRESTONE	DUVAL	\$371.00
EL-20170912-000899	SLOT	296	BARTRAM	SIC	\$1 800.00
EL-20170912-000900	LO	595	HARTLEY RD	DUVAL	\$3 998.00
EL-20170912-000901	TLPP	360	NORMANDY	DUVAL	\$2 500.00
EL-20170912-000902	WLOW	528	PHILLIPS HY	DUVAL	\$842.00
EL-20170912-000903	TLPP	494	IMESON	DUVAL	\$842.00
EL-20170912-000905	TLPP	430	RITTER PARK	DUVAL	\$371.00
EL-20170912-000906	TLPP	530	CAVEN RD	DUVAL	\$500.00
EL-20170912-000907	TLPP	435	LANE AV	DUVAL	\$371.00
EL-20170912-000908	DLHR	390	CECIL FIELD	DUVAL	\$185.00
EL-20170912-000909	SLOF	164	GEORGIA ST	DUVAL	\$600.00
EL-20170912-000911	TLWH	480	ARLINGTON	DUVAL	\$981.00
EL-20170912-000915	TLWH	577	ARLINGTON	DUVAL	\$1 352.00
EL-20170912-000916	TLPP	349	NAVAL AIR STATION	DUVAL	\$842.00
EL-20170912-000917	WRAP	595	HARTLEY RD	DUVAL	\$500.00
EL-20170912-000918	TLPP	512	POWERS AV	DUVAL	\$371.00
EL-20170912-000919	TLWH	469	HUNTER RD	DUVAL	\$981.00
EL-20170912-000920	TLWH	438	LANE AV	DUVAL	\$981.00
EL-20170912-000921	TLPP	208	GREENLAND	DUVAL	\$371.00
EL-20170912-000922	PROT	598	HARTLEY RD	DUVAL	\$1 000.00
EL-20170912-000923	TLWH	537	UNIVERSITY	DUVAL	\$1 352.00
EL-20170912-000924	SLOT	299	BARTRAM	DUVAL	\$1 800.00
EL-20170912-000925	SLOT	450	RIBAUT	DUVAL	\$600.00
EL-20170912-000926	TLPP	352	NAVAL AIR STATION	DUVAL	\$1 100.00
EL-20170912-000927	TLPP	328	HERLONG	DUVAL	\$842.00
EL-20170912-000928	TLPP	595	HARTLEY RD	DUVAL	\$2 500.00
EL-20170912-000929	TDWP	322	FIRESTONE	DUVAL	\$1 352.00
EL-20170912-000930	INIT	429	RITTER PARK	DUVAL	\$546.00
EL-20170912-000931	SLOF	405	NORTHSHORE	DUVAL	\$600.00
EL-20170912-000932	TDWP	322	FIRESTONE	DUVAL	\$842.00
EL-20170912-000933	TDWP	443	SOUTHSIDE PLANT	DUVAL	\$842.00
EL-20170912-000934	WAIT	506	SAN SOUCI	DUVAL	\$1 635.00
EL-20170912-000935	TDWP	5201	HERSCHEL ST	DUVAL	\$842.00
EL-20170912-000937	TDWP	450	RIBAUT	DUVAL	\$842.00
EL-20170912-000939	METD	325	FIRESTONE	DUVAL	\$981.00
EL-20170912-000941	TLWH	512	POWERS AV	DUVAL	\$981.00
EL-20170912-000943	TLPP	531	CAVEN RD	DUVAL	\$842.00
EL-20170912-000946	TLWH	446	RANDALL ST	DUVAL	\$1 352.00
EL-20170912-000949	WDBR	499	GARDEN CITY	DUVAL	\$2 500.00
EL-20170912-000950	TLWH	334	WESTLAKE	DUVAL	\$3 000.00
EL-20170912-000951	TLWH	513	POWERS AV	DUVAL	\$981.00
EL-20170912-000952	TLWH	352	NAVAL AIR STATION	DUVAL	\$2 400.00
EL-20170912-000953	TLPP	522	MANDARIN	DUVAL	\$842.00
EL-20170912-000954	TLPP	334	WESTLAKE	DUVAL	\$842.00
EL-20170912-000955	TLWH	404	GRAND PARK	DUVAL	\$981.00
EL-20170912-000956	TLPP	363	NORMANDY	DUVAL	\$2 226.00
EL-20170912-000957	SLOT	295	BARTRAM	SIC	\$1 800.00
EL-20170912-000958	TLPP	499	GARDEN CITY	DUVAL	\$1 484.00
EL-20170912-000959	LO	299	BARTRAM	DUVAL	\$842.00
EL-20170912-000960	TLPP	521	MANDARIN	DUVAL	\$371.00
EL-20170912-000961	TLWH	349	NAVAL AIR STATION	DUVAL	\$1 352.00
EL-20170912-000962	SLOT	201	CENTER PARK	DUVAL	\$1 800.00
EL-20170912-000963	METM	404	GRAND PARK	DUVAL	\$1 352.00
EL-20170912-000964	TLPP	308	HAMILTON ST	DUVAL	\$3 861.00
EL-20170912-000967	TLWH	497	GARDEN CITY	DUVAL	\$981.00
EL-20170912-000968	WDBR	209	GREENLAND	DUVAL	\$371.00
EL-20170912-000969	LO	209	GREENLAND	DUVAL	\$371.00
EL-20170912-000970	LO	209	GREENLAND	DUVAL	\$917.00
EL-20170912-000971	LO	209	GREENLAND	DUVAL	\$917.00
EL-20170912-000972	TXOH	208	GREENLAND	DUVAL	\$4 550.00
EL-20170912-000973	LO	589	CAVEN RD	DUVAL	\$371.00
EL-20170912-000974	SLOT	521	MANDARIN	DUVAL	\$1 800.00
EL-20170912-000975	WLOW	521	MANDARIN	DUVAL	\$981.00
EL-20170912-000977	WDBR	595	HARTLEY RD	DUVAL	\$842.00
EL-20170912-000978	WDBR	210	GREENLAND	DUVAL	\$981.00
EL-20170912-000979	LO	210	GREENLAND	DUVAL	\$2 067.00
EL-20170912-000982	WDBR	509	MANDARIN	DUVAL	\$981.00
EL-20170912-000987	FREQ	494	IMESON	DUVAL	\$981.00
EL-20170912-000988	WDBR	583	SWITZERLAND	SIC	\$500.00
EL-20170912-000989	ALOP	320	FIRESTONE	DUVAL	\$1 907.00
EL-20170912-000991	WDBR	409	GRAND PARK	DUVAL	\$542.00
EL-20170912-000992	WDBR	409	GRAND PARK	DUVAL	\$542.00
EL-20170912-000993	WDBR	409	GRAND PARK	DUVAL	\$6 511.00
EL-20170912-000994	LO	409	GRAND PARK	DUVAL	\$1 100.00
EL-20170912-001001	DLHR	468	HUNTER RD	DUVAL	\$981.00
EL-20170912-001003	WDBR	409	GRAND PARK	DUVAL	\$981.00
EL-20170912-001004	LO	409	GRAND PARK	DUVAL	\$542.00
EL-20170912-001006	LO	409	GRAND PARK	DUVAL	\$542.00
EL-20170912-001007	LO	409	GRAND PARK	DUVAL	\$981.00

EL-20170912-001008	LO	409	GRAND PARK	DUVAL	\$1 352.00
EL-20170912-001009	FEMA	445	NORTHWEST JAX	DUVAL	\$533.00
EL-20170912-001010	FEMA	445	NORTHWEST JAX	DUVAL	\$1 454.00
EL-20170912-001011	FEMA	445	NORTHWEST JAX	DUVAL	\$533.00
EL-20170912-001012	FEMA	445	NORTHWEST JAX	DUVAL	\$533.00
EL-20170912-001013	FEMA	445	NORTHWEST JAX	DUVAL	\$533.00
EL-20170912-001015	WLOW	301	ORANGE PARK	CLAY	\$1 000.00
EL-20170912-001016	FEMA	312	HAMILTON ST	DUVAL	\$2 608.00
EL-20170912-001017	FEMA	312	HAMILTON ST	DUVAL	\$2 603.00
EL-20170912-001018	FEMA	312	HAMILTON ST	DUVAL	\$1 000.00
EL-20170912-001019	TLWH	325	FIRESTONE	DUVAL	\$1 352.00
EL-20170912-001020	SLOT	407	NORTHSHORE	DUVAL	\$1 800.00
EL-20170912-001021	WDBR	408	NORTHSHORE	DUVAL	\$3 000.00
EL-20170912-001022	WDBR	408	NORTHSHORE	DUVAL	\$981.00
EL-20170912-001023	TDWP	408	NORTHSHORE	DUVAL	\$842.00
EL-20170912-001026	VRFC	218	MT PLEASANT	DUVAL	\$1 200.00
EL-20170912-001027	TUPP	472	BROOKLYN	DUVAL	\$842.00
EL-20170912-001028	TDWP	407	NORTHSHORE	DUVAL	\$1 800.00
EL-20170912-001029	LO	407	NORTHSHORE	DUVAL	\$981.00
EL-20170912-001032	LO	407	NORTHSHORE	DUVAL	\$546.00
EL-20170912-001033	TUPP	363	NORMANDY	DUVAL	\$842.00
EL-20170912-001034	FEMA	471	BROOKLYN	DUVAL	\$1 185.00
EL-20170912-001035	FEMA	471	BROOKLYN	DUVAL	\$1 185.00
EL-20170912-001036	FEMA	471	BROOKLYN	DUVAL	\$1 185.00
EL-20170912-001037	FEMA	471	BROOKLYN	DUVAL	\$1 185.00
EL-20170912-001038	FEMA	471	BROOKLYN	DUVAL	\$1 185.00
EL-20170912-001039	FEMA	471	BROOKLYN	DUVAL	\$1 185.00
EL-20170912-001040	FEMA	471	BROOKLYN	DUVAL	\$1 185.00
EL-20170912-001041	FEMA	471	BROOKLYN	DUVAL	\$533.00
EL-20170912-001042	FEMA	471	BROOKLYN	DUVAL	\$652.00
EL-20170912-001043	FEMA	471	BROOKLYN	DUVAL	\$1 066.00
EL-20170912-001044	WLOW	389	CECIL FIELD	DUVAL	\$842.00
EL-20170912-001045	FEMA	472	BROOKLYN	DUVAL	\$1 066.00
EL-20170912-001046	FEMA	472	BROOKLYN	DUVAL	\$2 500.00
EL-20170912-001047	FEMA	472	BROOKLYN	DUVAL	\$1 500.00
EL-20170912-001049	FEMA	475	BROOKLYN	DUVAL	\$533.00
EL-20170912-001050	FEMA	475	BROOKLYN	DUVAL	\$1 185.00
EL-20170912-001051	FEMA	475	BROOKLYN	DUVAL	\$533.00
EL-20170912-001053	FEMA	447	RANDALL ST	DUVAL	\$6 000.00
EL-20170912-001055	FEMA	469	HUNTER RD	DUVAL	\$4 000.00
EL-20170912-001057	LO	457	NORTHWEST JAX	DUVAL	\$1 000.00
EL-20170912-001059	LO	457	NORTHWEST JAX	DUVAL	\$1 000.00
EL-20170912-001061	WDBR	457	NORTHWEST JAX	DUVAL	\$3 861.00
EL-20170912-001062	FEMA	503	SAN SOUCI	DUVAL	\$2 000.00
EL-20170912-001063	LO	457	NORTHWEST JAX	DUVAL	\$842.00
EL-20170912-001067	TXOH	457	NORTHWEST JAX	DUVAL	\$546.00
EL-20170912-001069	FEMA	7203	ORTEGA	DUVAL	\$200.00
EL-20170912-001070	FEMA	7203	PICKETTVILLE	DUVAL	\$1 040.00
EL-20170912-001071	FEMA	7203	NORMANDY	DUVAL	\$5 075.00
EL-20170912-001072	FEMA	360	NORMANDY	DUVAL	\$2 500.00
EL-20170912-001074	FEMA	360	NORMANDY	DUVAL	\$371.00
EL-20170912-001075	TXOH	457	NORTHWEST JAX	DUVAL	\$842.00
EL-20170912-001076	FEMA	360	NORMANDY	DUVAL	\$769.00
EL-20170912-001078	FEMA	360	NORMANDY	DUVAL	\$371.00
EL-20170912-001079	FEMA	360	NORMANDY	DUVAL	\$533.00
EL-20170912-001080	FEMA	360	NORMANDY	DUVAL	\$1 924.00
EL-20170912-001081	FEMA	360	NORMANDY	DUVAL	\$546.00
EL-20170912-001082	FEMA	360	NORMANDY	DUVAL	\$546.00
EL-20170912-001083	FEMA	360	NORMANDY	DUVAL	\$546.00
EL-20170912-001084	FEMA	360	NORMANDY	DUVAL	\$689.00
EL-20170912-001085	FEMA	360	NORMANDY	DUVAL	\$371.00
EL-20170912-001086	FEMA	360	NORMANDY	DUVAL	\$1 000.00
EL-20170912-001087	FEMA	360	NORMANDY	DUVAL	\$652.00
EL-20170912-001088	FEMA	360	NORMANDY	DUVAL	\$1 846.00
EL-20170912-001089	FEMA	360	NORMANDY	DUVAL	\$371.00
EL-20170912-001090	FEMA	360	NORMANDY	DUVAL	\$1 846.00
EL-20170912-001091	FEMA	360	NORMANDY	DUVAL	\$769.00
EL-20170912-001092	FEMA	360	NORMANDY	DUVAL	\$1 040.00
EL-20170912-001093	FEMA	360	NORMANDY	DUVAL	\$533.00
EL-20170912-001094	FEMA	360	NORMANDY	DUVAL	\$546.00
EL-20170912-001095	FEMA	360	NORMANDY	DUVAL	\$546.00
EL-20170912-001096	FEMA	360	NORMANDY	DUVAL	\$546.00
EL-20170912-001097	FEMA	360	NORMANDY	DUVAL	\$546.00
EL-20170912-001098	FEMA	360	NORMANDY	DUVAL	\$652.00
EL-20170912-001099	FEMA	360	NORMANDY	DUVAL	\$371.00
EL-20170912-001100	FEMA	360	NORMANDY	DUVAL	\$652.00
EL-20170912-001101	FEMA	360	NORMANDY	DUVAL	\$1 846.00
EL-20170912-001102	FEMA	360	NORMANDY	DUVAL	\$1 924.00
EL-20170912-001103	TUPP	506	SAN SOUCI	DUVAL	\$917.00
EL-20170912-001105	FEMA	328	HERLONG	DUVAL	\$2 000.00
EL-20170912-001106	FEMA	317	JAX HEIGHTS	DUVAL	\$ 1 599.00
EL-20170912-001107	FEMA	498	GARDEN CITY	DUVAL	\$ 1 573.00
EL-20170912-001108	FEMA	498	GARDEN CITY	DUVAL	\$1 066.00
EL-20170912-001109	FEMA	498	GARDEN CITY	DUVAL	\$1 352.00
EL-20170912-001110	FEMA	498	GARDEN CITY	DUVAL	\$371.00

EL-20170912-001111	FEMA	487	BLOUNT ISLAND	DUVAL	\$1 000.00
EL-20170912-001112	FEMA	415	NORTHSIDE GEN	DUVAL	\$2 000.00
EL-20170912-001113	FEMA	365	STARRATT	DUVAL	\$371.00
EL-20170912-001114	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$978.00
EL-20170912-001115	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$533.00
EL-20170912-001116	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$978.00
EL-20170912-001117	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$388.00
EL-20170912-001118	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$1 000.00
EL-20170912-001119	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$533.00
EL-20170912-001120	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$2 635.00
EL-20170912-001121	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$670.00
EL-20170912-001122	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$371.00
EL-20170912-001123	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$670.00
EL-20170912-001124	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$978.00
EL-20170912-001125	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$533.00
EL-20170912-001126	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$1 369.00
EL-20170912-001127	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$388.00
EL-20170912-001128	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$533.00
EL-20170912-001129	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$1 633.00
EL-20170912-001130	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$981.00
EL-20170912-001131	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$652.00
EL-20170912-001132	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$533.00
EL-20170912-001133	WLOW	463	KENNEDY	DUVAL	\$500.00
EL-20170912-001134	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$533.00
EL-20170912-001135	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$1 040.00
EL-20170912-001136	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$980.00
EL-20170912-001137	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170912-001140	SLOT	218	MT PLEASANT	DUVAL	\$600.00
EL-20170912-001141	LO	448	RANDALL ST	DUVAL	\$546.00
EL-20170912-001142	TLPP	496	GARDEN CITY	DUVAL	\$371.00
EL-20170912-001143	DLHR	571	FT CAROLINE	DUVAL	\$185.00
EL-20170912-001144	FEMA	455	NORTHWEST JAX	DUVAL	\$533.00
EL-20170912-001145	FEMA	455	NORTHWEST JAX	DUVAL	\$533.00
EL-20170912-001146	FEMA	455	NORTHWEST JAX	DUVAL	\$533.00
EL-20170912-001147	FEMA	297	BARTRAM	SIC	\$670.00
EL-20170912-001148	FEMA	297	BARTRAM	SIC	\$6 000.00
EL-20170912-001149	FEMA	297	BARTRAM	SIC	\$388.00
EL-20170912-001150	FEMA	297	BARTRAM	SIC	\$2 000.00
EL-20170912-001151	FEMA	509	MANDARIN	DUVAL	\$1 400.00
EL-20170912-001152	FEMA	509	MANDARIN	DUVAL	\$200.00
EL-20170912-001153	FEMA	509	MANDARIN	DUVAL	\$371.00
EL-20170912-001154	FEMA	509	MANDARIN	DUVAL	\$600.00
EL-20170912-001155	FEMA	509	MANDARIN	DUVAL	\$1 200.00
EL-20170912-001156	FEMA	509	MANDARIN	DUVAL	\$1 200.00
EL-20170912-001157	FEMA	509	MANDARIN	DUVAL	\$4 000.00
EL-20170912-001158	FEMA	509	MANDARIN	DUVAL	\$5 000.00
EL-20170912-001159	FEMA	509	MANDARIN	DUVAL	\$500.00
EL-20170912-001160	FEMA	459	NORTHWEST JAX	DUVAL	\$533.00
EL-20170912-001161	FEMA	510	MANDARIN	DUVAL	\$1 700.00
EL-20170912-001162	FEMA	583	SWITZERLAND	SIC	\$2 234.00
EL-20170912-001163	FEMA	571	FT CAROLINE	DUVAL	\$1 712.00
EL-20170912-001164	FEMA	571	FT CAROLINE	DUVAL	\$388.00
EL-20170912-001165	FEMA	571	FT CAROLINE	DUVAL	\$1 712.00
EL-20170912-001166	FEMA	571	FT CAROLINE	DUVAL	\$1 700.00
EL-20170912-001167	FEMA	571	FT CAROLINE	DUVAL	\$3 000.00
EL-20170912-001168	FEMA	571	FT CAROLINE	DUVAL	\$652.00
EL-20170912-001169	WLOW	558	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170912-001170	FEMA	557	OAKWOOD VILLA	DUVAL	\$652.00
EL-20170912-001171	FEMA	557	OAKWOOD VILLA	DUVAL	\$1 040.00
EL-20170912-001172	FEMA	557	OAKWOOD VILLA	DUVAL	\$652.00
EL-20170912-001173	FEMA	557	OAKWOOD VILLA	DUVAL	\$388.00
EL-20170912-001174	FEMA	557	OAKWOOD VILLA	DUVAL	\$1 185.00
EL-20170912-001175	FEMA	557	OAKWOOD VILLA	DUVAL	\$371.00
EL-20170912-001176	FEMA	559	OAKWOOD VILLA	DUVAL	\$400.00
EL-20170912-001177	FEMA	559	OAKWOOD VILLA	DUVAL	\$200.00
EL-20170912-001178	FEMA	559	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170912-001179	FEMA	163	GEORGIA ST	DUVAL	\$533.00
EL-20170912-001180	FEMA	163	GEORGIA ST	DUVAL	\$533.00
EL-20170912-001181	FEMA	163	GEORGIA ST	DUVAL	\$533.00
EL-20170912-001182	FEMA	577	ARLINGTON	DUVAL	\$200.00
EL-20170912-001183	FEMA	556	OAKWOOD VILLA	DUVAL	\$383.00
EL-20170912-001184	FEMA	561	NEPTUNE BEACH	DUVAL	\$1 040.00
EL-20170912-001185	FEMA	569	SAN PABLO	DUVAL	\$3 000.00
EL-20170912-001186	FEMA	4701	FAIRFAX	DUVAL	\$1 000.00
EL-20170912-001187	FEMA	9103	21ST & HUBBARD	DUVAL	\$652.00
EL-20170912-001188	FEMA	9103	21ST & HUBBARD	DUVAL	\$939.00
EL-20170912-001189	FEMA	164	GEORGIA ST	DUVAL	\$533.00
EL-20170912-001190	FEMA	166	GEORGIA ST	DUVAL	\$921.00
EL-20170912-001191	TLPP	595	HARTLEY RD	DUVAL	\$500.00
EL-20170912-001192	TLWH	417	PICKETTVILLE	DUVAL	\$981.00
EL-20170912-001194	WLOW	585	SWITZERLAND	SIC	\$981.00
EL-20170912-001196	TLPP	7204	ORTEGA	DUVAL	\$1 042.00
EL-20170912-001198	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170912-001199	WLOW	448	RANDALL ST	DUVAL	\$371.00
EL-20170912-001200	TLWH	8001	ROSSELLE ST	DUVAL	\$1 352.00

EL-20170912-001201	WLOW	563	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170912-001202	SLOT	298	BARTRAM	SIC	\$800.00
EL-20170912-001204	TCA	577	ARLINGTON	DUVAL	\$371.00
EL-20170912-001206	SLOF	328	HERLONG	DUVAL	\$1 800.00
EL-20170912-001207	TLWH	522	MANDARIN	DUVAL	\$981.00
EL-20170912-001208	OTH1	499	GARDEN CITY	DUVAL	\$11 022.00
EL-20170912-001209	WLOW	409	GRAND PARK	DUVAL	\$500.00
EL-20170912-001211	TLPP	468	HUNTER RD	DUVAL	\$371.00
EL-20170912-001212	TLPP	307	HAMILTON ST	DUVAL	\$842.00
EL-20170912-001213	TLPP	410	GRAND PARK	DUVAL	\$842.00
EL-20170912-001214	TLPP	459	NORTHWEST JAX	DUVAL	\$842.00
EL-20170912-001215	FBLD	496	GARDEN CITY	DUVAL	\$185.00
EL-20170912-001216	TLPP	322	FIRESTONE	DUVAL	\$4 000.00
EL-20170912-001217	TLPP	363	NORMANDY	DUVAL	\$842.00
EL-20170912-001218	LO	448	RANDALL ST	DUVAL	\$1 924.00
EL-20170912-001219	TLWH	329	HERLONG	DUVAL	\$1 352.00
EL-20170912-001220	TLWH	6307	MC DUFF AV	DUVAL	\$1 352.00
EL-20170912-001224	FBLD	536	UNIVERSITY	DUVAL	\$185.00
EL-20170912-001225	TREC	530	CRAVEN RD	DUVAL	\$981.00
EL-20170912-001226	EFIR	509	MANDARIN	DUVAL	\$1 378.00
EL-20170912-001227	FBLD	513	POWERS AV	DUVAL	\$185.00
EL-20170912-001228	TLWH	434	MERRILL RD	DUVAL	\$1 352.00
EL-20170912-001229	EFIR	574	SOUTHEAST JAX	DUVAL	\$3 861.00
EL-20170912-001231	TLPP	325	FIRESTONE	DUVAL	\$371.00
EL-20170912-001232	TDWP	8003	ROSSELLE ST	DUVAL	\$842.00
EL-20170912-001236	WDBR	448	RANDALL ST	DUVAL	\$981.00
EL-20170912-001242	TLWH	426	RITTER PARK	DUVAL	\$842.00
EL-20170912-001243	TLPP	325	FIRESTONE	DUVAL	\$371.00
EL-20170912-001248	TDWP	411	RANDALL ST	DUVAL	\$500.00
EL-20170912-001253	WLOW	328	HERLONG	DUVAL	\$981.00
EL-20170912-001255	WDBR	441	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170912-001256	WLOW	513	POWERS AV	DUVAL	\$981.00
EL-20170912-001258	TLPP	501	SAN SOUCI	DUVAL	\$371.00
EL-20170912-001259	SLOT	455	NORTHWEST JAX	DUVAL	\$600.00
EL-20170912-001262	TDWP	8204	ST JOHNS PARK	DUVAL	\$842.00
EL-20170912-001263	TLPP	6307	MC DUFF AV	DUVAL	\$842.00
EL-20170912-001264	TLPP	216	FOREST BV	DUVAL	\$842.00
EL-20170912-001266	METD	328	HERLONG	DUVAL	\$981.00
EL-20170912-001268	SLOH	445	NORTHWEST JAX	DUVAL	\$600.00
EL-20170912-001270	WLOW	594	MAYPORT	DUVAL	\$500.00
EL-20170912-001271	TLPP	506	SAN SOUCI	DUVAL	\$371.00
EL-20170912-001272	TLWH	468	HUNTER RD	DUVAL	\$1 352.00
EL-20170912-001273	FEMA	498	GARDEN CITY	DUVAL	\$1 118.00
EL-20170912-001274	FEMA	498	GARDEN CITY	DUVAL	\$652.00
EL-20170912-001275	FEMA	498	GARDEN CITY	DUVAL	\$981.00
EL-20170912-001276	FEMA	498	GARDEN CITY	DUVAL	\$533.00
EL-20170912-001277	FEMA	498	GARDEN CITY	DUVAL	\$978.00
EL-20170912-001278	FEMA	498	GARDEN CITY	DUVAL	\$985.00
EL-20170912-001279	FEMA	498	GARDEN CITY	DUVAL	\$2 086.00
EL-20170912-001280	FEMA	498	GARDEN CITY	DUVAL	\$1 040.00
EL-20170912-001281	FEMA	498	GARDEN CITY	DUVAL	\$371.00
EL-20170912-001282	FEMA	498	GARDEN CITY	DUVAL	\$652.00
EL-20170912-001283	FEMA	498	GARDEN CITY	DUVAL	\$789.00
EL-20170912-001284	FEMA	498	GARDEN CITY	DUVAL	\$ 1 540.00
EL-20170912-001285	FEMA	498	GARDEN CITY	DUVAL	\$1 040.00
EL-20170912-001286	FEMA	498	GARDEN CITY	DUVAL	\$1 304.00
EL-20170912-001287	FEMA	494	IMESON	DUVAL	\$1 200.00
EL-20170912-001288	FEMA	494	IMESON	DUVAL	\$1 200.00
EL-20170912-001289	FEMA	494	IMESON	DUVAL	\$1 200.00
EL-20170912-001290	FEMA	494	IMESON	DUVAL	\$2 200.00
EL-20170912-001291	FEMA	494	IMESON	DUVAL	\$1 200.00
EL-20170912-001292	FEMA	494	IMESON	DUVAL	\$1 200.00
EL-20170912-001293	FEMA	417	PICKETTVILLE	DUVAL	\$7 898.00
EL-20170912-001294	SLOF	512	POWERS AV	DUVAL	\$600.00
EL-20170912-001295	LO	574	SOUTHEAST JAX	DUVAL	\$12 000.00
EL-20170912-001296	FEMA	509	MANDARIN	DUVAL	\$371.00
EL-20170912-001297	FEMA	509	MANDARIN	DUVAL	\$1 000.00
EL-20170912-001298	FEMA	509	MANDARIN	DUVAL	\$371.00
EL-20170912-001299	FEMA	509	MANDARIN	DUVAL	\$500.00
EL-20170912-001300	FEMA	509	MANDARIN	DUVAL	\$1 200.00
EL-20170912-001301	FEMA	509	MANDARIN	DUVAL	\$388.00
EL-20170912-001302	FEMA	509	MANDARIN	DUVAL	\$150.00
EL-20170912-001303	FEMA	509	MANDARIN	DUVAL	\$600.00
EL-20170912-001304	FEMA	509	MANDARIN	DUVAL	\$6 000.00
EL-20170912-001305	FEMA	509	MANDARIN	DUVAL	\$1 000.00
EL-20170912-001306	SLOT	496	GARDEN CITY	DUVAL	\$600.00
EL-20170912-001307	FEMA	509	MANDARIN	DUVAL	\$1 450.00
EL-20170912-001308	FEMA	509	MANDARIN	DUVAL	\$1 500.00
EL-20170912-001309	FEMA	509	MANDARIN	DUVAL	\$1 000.00
EL-20170912-001310	FEMA	509	MANDARIN	DUVAL	\$5 000.00
EL-20170912-001311	FEMA	509	MANDARIN	DUVAL	\$4 000.00
EL-20170912-001312	FEMA	598	HARTLEY RD	DUVAL	\$600.00
EL-20170912-001314	TLPP	450	RIBAUT	DUVAL	\$1 352.00
EL-20170912-001317	OTHR	522	MANDARIN	DUVAL	\$981.00
EL-20170912-001318	OTHR	441	ROBINWOOD ACRES	DUVAL	\$981.00

EL-20170912-001319	TLPP	450	RIBAUT	DUVAL	\$1 352.00
EL-20170912-001320	OTHR	496	GARDEN CITY	DUVAL	\$6 957.00
EL-20170912-001321	OTHR	431	MERRILL RD	DUVAL	\$1 977.00
EL-20170912-001323	SLOT	597	HARTLEY RD	DUVAL	\$600.00
EL-20170912-001325	TLPP	311	HAMILTON ST	DUVAL	\$4 200.00
EL-20170912-001326	DLHR	448	RANDALL ST	DUVAL	\$185.00
EL-20170912-001327	TREC	362	NORMANDY	DUVAL	\$3 861.00
EL-20170912-001329	TLPP	391	BEEGHLY HEIGHTS	DUVAL	\$3 511.00
EL-20170912-001331	TLPP	389	CECIL FIELD	DUVAL	\$1 500.00
EL-20170912-001332	TLWH	8003	ROSSELLE ST	DUVAL	\$1 352.00
EL-20170912-001333	TLWH	448	RANDALL ST	DUVAL	\$1 352.00
EL-20170912-001334	TLWH	537	UNIVERSITY	DUVAL	\$1 352.00
EL-20170912-001335	TLPP	495	IMESON	DUVAL	\$842.00
EL-20170912-001336	WLOW	418	PICKETTville	DUVAL	\$500.00
EL-20170912-001337	SLOF	455	NORTHWEST JAX	DUVAL	\$3 000.00
EL-20170912-001338	TLPP	409	GRAND PARK	DUVAL	\$842.00
EL-20170912-001341	WAAH	355	BRANDY BRANCH	DUVAL	\$1 200.00
EL-20170912-001345	WDBR	355	BRANDY BRANCH	DUVAL	\$1 200.00
EL-20170912-001346	TLPP	325	FIRESTONE	DUVAL	\$7 009.00
EL-20170912-001348	TLPP	547	BAYMEADOWS	DUVAL	\$842.00
EL-20170912-001349	TLWH	522	MANDARIN	DUVAL	\$1 352.00
EL-20170912-001352	LO	355	BRANDY BRANCH	DUVAL	\$3 400.00
EL-20170912-001353	WAAH	355	BRANDY BRANCH	DUVAL	\$1 400.00
EL-20170912-001360	LO	355	BRANDY BRANCH	DUVAL	\$3 861.00
EL-20170912-001362	WDBR	354	BRANDY BRANCH	DUVAL	\$1 400.00
EL-20170912-001363	LO	354	BRANDY BRANCH	DUVAL	\$1 400.00
EL-20170912-001365	TXOH	354	BRANDY BRANCH	DUVAL	\$546.00
EL-20170912-001366	LO	354	BRANDY BRANCH	DUVAL	\$1 400.00
EL-20170912-001367	LO	354	BRANDY BRANCH	DUVAL	\$917.00
EL-20170912-001370	WDBR	354	BRANDY BRANCH	DUVAL	\$5 823.00
EL-20170912-001372	WDNL	354	BRANDY BRANCH	DUVAL	\$981.00
EL-20170912-001373	LO	354	BRANDY BRANCH	DUVAL	\$981.00
EL-20170912-001374	LO	354	BRANDY BRANCH	DUVAL	\$3 600.00
EL-20170912-001376	LO	354	BRANDY BRANCH	DUVAL	\$917.00
EL-20170912-001377	WDBR	354	BRANDY BRANCH	DUVAL	\$400.00
EL-20170912-001378	LO	354	BRANDY BRANCH	DUVAL	\$1 500.00
EL-20170912-001379	LO	354	BRANDY BRANCH	DUVAL	\$1 400.00
EL-20170912-001380	WDBR	354	BRANDY BRANCH	DUVAL	\$5 783.00
EL-20170912-001381	TLPP	438	LANE AV	DUVAL	\$546.00
EL-20170912-001382	TXOH	307	HAMILTON ST	DUVAL	\$1 100.00
EL-20170912-001383	TLPP	450	RIBAUT	DUVAL	\$842.00
EL-20170912-001384	TDWP	435	LANE AV	DUVAL	\$1 200.00
EL-20170912-001386	SLOF	325	FIRESTONE	DUVAL	\$600.00
EL-20170912-001387	TLWH	513	POWERS AV	DUVAL	\$1 352.00
EL-20170912-001388	TLWH	471	BROOKLYN	DUVAL	\$981.00
EL-20170912-001389	TLPP	496	GARDEN CITY	DUVAL	\$1 484.00
EL-20170912-001390	DLTT	408	NORTHSHORE	DUVAL	\$981.00
EL-20170912-001391	TLPP	417	PICKETTville	DUVAL	\$842.00
EL-20170912-001392	TLPP	200	CENTER PARK	DUVAL	\$371.00
EL-20170912-001393	SLOF	567	SAN PABLO	DUVAL	\$1 800.00
EL-20170912-001394	INIT	494	IMESON	DUVAL	\$1 500.00
EL-20170912-001396	INIT	216	FOREST BV	DUVAL	\$371.00
EL-20170912-001397	WDBR	216	FOREST BV	DUVAL	\$371.00
EL-20170912-001398	LO	216	FOREST BV	DUVAL	\$917.00
EL-20170912-001399	WDBR	216	FOREST BV	DUVAL	\$3 861.00
EL-20170912-001400	LO	216	FOREST BV	DUVAL	\$3 861.00
EL-20170912-001401	LO	216	FOREST BV	DUVAL	\$917.00
EL-20170912-001402	TLWH	513	POWERS AV	DUVAL	\$981.00
EL-20170912-001404	WLOW	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170912-001406	TLWH	509	MANDARIN	DUVAL	\$981.00
EL-20170912-001407	TLPP	457	NORTHWEST JAX	DUVAL	\$3 500.00
EL-20170912-001409	SLOF	569	SAN PABLO	DUVAL	\$1 800.00
EL-20170912-001410	TLPP	527	PHILLIPS HY	DUVAL	\$371.00
EL-20170912-001411	TLPP	586	HUNTER RD	DUVAL	\$842.00
EL-20170912-001412	LO	479	ARLINGTON	DUVAL	\$842.00
EL-20170912-001413	TLWH	328	HERLONG	DUVAL	\$1 352.00
EL-20170912-001414	WDBR	323	FIRESTONE	DUVAL	\$4 000.00
EL-20170912-001416	TLPP	535	UNIVERSITY	DUVAL	\$842.00
EL-20170912-001417	LO	546	BAYMEADOWS	DUVAL	\$1 200.00
EL-20170912-001418	TLWH	331	HERLONG	DUVAL	\$981.00
EL-20170912-001419	WDNL	216	FOREST BV	DUVAL	\$981.00
EL-20170912-001420	WLOW	349	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170912-001422	LO	527	PHILLIPS HY	DUVAL	\$546.00
EL-20170912-001424	TXOH	527	PHILLIPS HY	DUVAL	\$546.00
EL-20170912-001429	LO	527	PHILLIPS HY	DUVAL	\$917.00
EL-20170912-001431	LO	527	PHILLIPS HY	DUVAL	\$1 924.00
EL-20170912-001432	WBAH	527	PHILLIPS HY	DUVAL	\$981.00
EL-20170912-001435	TLWH	331	HERLONG	DUVAL	\$842.00
EL-20170912-001436	LO	553	ROBINWOOD ACRES	DUVAL	\$500.00
EL-20170912-001449	TDWP	435	LANE AV	DUVAL	\$842.00
EL-20170912-001450	LO	325	FIRESTONE	DUVAL	\$8 000.00
EL-20170912-001451	TDWP	531	CRAVEN RD	DUVAL	\$371.00
EL-20170912-001452	TXOH	329	HERLONG	DUVAL	\$981.00
EL-20170912-001453	POLB	362	NORMANDY	DUVAL	\$3 848.00
EL-20170912-001454	TLWH	480	ARLINGTON	DUVAL	\$1 352.00

EL-20170912-001455	SLOF	457	NORTHWEST JAX	DUVAL	\$600.00
EL-20170912-001456	TLPP	411	RANDALL ST	DUVAL	\$371.00
EL-20170912-001457	TLWH	331	HERLONG	DUVAL	\$6 617.00
EL-20170912-001459	TDWP	512	POWERS AV	DUVAL	\$842.00
EL-20170912-001460	TLPP	574	SOUTHEAST JAX	DUVAL	\$842.00
EL-20170912-001470	WDBR	392	BEEGHLY HEIGHTS	DUVAL	\$500.00
EL-20170912-001471	TDWP	512	POWERS AV	DUVAL	\$842.00
EL-20170912-001472	WDBR	496	GARDEN CITY	DUVAL	\$981.00
EL-20170912-001474	TLWH	305	ORANGE PARK	CLAY	\$371.00
EL-20170912-001479	TDWP	520	MANDARIN	DUVAL	\$842.00
EL-20170912-001482	WDNL	334	WESTLAKE	DUVAL	\$1 352.00
EL-20170912-001483	TLPP	527	PHILLIPS HY	DUVAL	\$3 200.00
EL-20170912-001484	TLWH	349	NAVAL AIR STATION	DUVAL	\$1 352.00
EL-20170912-001486	WDBR	494	IMESON	DUVAL	\$4 500.00
EL-20170912-001488	LO	497	GARDEN CITY	DUVAL	\$846.00
EL-20170912-001491	LO	301	ORANGE PARK	CLAY	\$981.00
EL-20170912-001492	LO	301	ORANGE PARK	CLAY	\$1 500.00
EL-20170912-001494	POLB	352	NAVAL AIR STATION	DUVAL	\$546.00
EL-20170912-001496	LO	352	NAVAL AIR STATION	CLAY	\$1 200.00
EL-20170912-001499	LO	352	NAVAL AIR STATION	CLAY	\$3 500.00
EL-20170912-001500	TXOH	352	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170912-001501	LO	349	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170912-001505	LO	349	NAVAL AIR STATION	DUVAL	\$842.00
EL-20170912-001509	LO	349	NAVAL AIR STATION	DUVAL	\$1 352.00
EL-20170912-001512	SLOT	349	NAVAL AIR STATION	DUVAL	\$1 800.00
EL-20170912-001513	SLOT	294	BARTRAM	SIC	\$3 861.00
EL-20170912-001514	TLPP	446	RANDALL ST	DUVAL	\$842.00
EL-20170912-001515	SLOT	538	UNIVERSITY	DUVAL	\$600.00
EL-20170912-001516	TLPP	438	LANE AV	DUVAL	\$371.00
EL-20170912-001517	SLOF	393	BEEGHLY HEIGHTS	DUVAL	\$600.00
EL-20170912-001519	TDWP	349	NAVAL AIR STATION	DUVAL	\$842.00
EL-20170912-001521	TLWH	457	NORTHWEST JAX	DUVAL	\$371.00
EL-20170912-001522	SLOT	574	SOUTHEAST JAX	DUVAL	\$600.00
EL-20170912-001523	TDWP	443	SOUTHSIDE PLANT	DUVAL	\$371.00
EL-20170912-001524	TLPP	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170912-001525	TDWP	443	SOUTHSIDE PLANT	DUVAL	\$371.00
EL-20170912-001526	WDBR	474	BROOKLYN	DUVAL	\$1 352.00
EL-20170912-001533	WDBR	471	BROOKLYN	DUVAL	\$981.00
EL-20170912-001535	TLPP	443	SOUTHSIDE PLANT	DUVAL	\$371.00
EL-20170912-001537	LO	471	BROOKLYN	DUVAL	\$546.00
EL-20170912-001541	TLWH	471	BROOKLYN	DUVAL	\$1 352.00
EL-20170912-001542	WDLP	471	BROOKLYN	DUVAL	\$542.00
EL-20170912-001544	TXOH	307	HAMILTON ST	DUVAL	\$546.00
EL-20170912-001546	LO	307	HAMILTON ST	DUVAL	\$2 233.00
EL-20170912-001547	LO	307	HAMILTON ST	DUVAL	\$917.00
EL-20170912-001548	LO	3803	COLLEGE ST	DUVAL	\$546.00
EL-20170912-001553	WDBR	475	BROOKLYN	DUVAL	\$842.00
EL-20170912-001554	WDBR	475	BROOKLYN	DUVAL	\$1 352.00
EL-20170912-001558	TXOH	474	BROOKLYN	DUVAL	\$546.00
EL-20170912-001560	TLPP	443	SOUTHSIDE PLANT	DUVAL	\$371.00
EL-20170912-001561	TLWH	535	UNIVERSITY	DUVAL	\$981.00
EL-20170912-001562	TLWH	553	ROBINWOOD ACRES	DUVAL	\$1 352.00
EL-20170912-001563	WLOW	333	WESTLAKE	DUVAL	\$981.00
EL-20170912-001564	TDWP	521	MANDARIN	DUVAL	\$842.00
EL-20170912-001565	SLOT	521	MANDARIN	DUVAL	\$600.00
EL-20170912-001566	TLPP	426	RITTER PARK	DUVAL	\$917.00
EL-20170912-001567	WLOW	506	SAN SOUCI	DUVAL	\$981.00
EL-20170912-001568	TLWH	8204	ST JOHNS PARK	DUVAL	\$981.00
EL-20170912-001569	WLOW	496	GARDEN CITY	DUVAL	\$981.00
EL-20170912-001570	LO	360	NORMANDY	DUVAL	\$546.00
EL-20170912-001571	TLWH	522	MANDARIN	DUVAL	\$1 352.00
EL-20170912-001572	SLOT	304	ORANGE PARK	CLAY	\$600.00
EL-20170912-001573	TDWP	520	MANDARIN	DUVAL	\$842.00
EL-20170912-001574	SLOF	363	NORMANDY	DUVAL	\$600.00
EL-20170912-001575	SLOF	363	NORMANDY	DUVAL	\$600.00
EL-20170912-001576	SLOF	596	HARTLEY RD	DUVAL	\$600.00
EL-20170912-001578	TLWH	367	STARRATT	DUVAL	\$1 352.00
EL-20170912-001579	TLWH	446	RANDALL ST	DUVAL	\$981.00
EL-20170912-001580	TLPP	504	SAN SOUCI	DUVAL	\$842.00
EL-20170912-001581	TLPP	432	MERRILL RD	DUVAL	\$371.00
EL-20170912-001583	TDWP	434	MERRILL RD	DUVAL	\$371.00
EL-20170912-001584	SLOT	323	FIRESTONE	DUVAL	\$600.00
EL-20170912-001585	SLOF	497	GARDEN CITY	DUVAL	\$600.00
EL-20170912-001586	SLOF	330	HERLONG	DUVAL	\$600.00
EL-20170912-001587	SLOF	330	HERLONG	DUVAL	\$600.00
EL-20170912-001589	SLOT	565	NEPTUNE BEACH	DUVAL	\$2 300.00
EL-20170912-001590	SLOT	589	Craven Rd	DUVAL	\$600.00
EL-20170912-001591	TDWP	322	FIRESTONE	DUVAL	\$1 448.00
EL-20170912-001592	SLOT	589	Craven Rd	DUVAL	\$600.00
EL-20170912-001593	INIT	497	GARDEN CITY	DUVAL	\$4 394.00
EL-20170912-001594	LO	393	BEEGHLY HEIGHTS	DUVAL	\$1 484.00
EL-20170912-001595	LO	393	BEEGHLY HEIGHTS	DUVAL	\$5 512.00
EL-20170912-001596	TLPP	329	HERLONG	DUVAL	\$371.00
EL-20170912-001597	INIT	545	BAYMEADOWS	DUVAL	\$842.00
EL-20170912-001604	LO	333	WESTLAKE	DUVAL	\$842.00

EL-20170912-001605	TXFP	462	PICKETTVILLE	DUVAL	\$500.00
EL-20170912-001607	SLOT	571	FT CAROLINE	DUVAL	\$600.00
EL-20170913-000002	LO	209	GREENLAND	DUVAL	\$1 831.00
EL-20170913-000005	INIT	577	ARLINGTON	DUVAL	\$842.00
EL-20170913-000006	WLOW	8001	ROSSELLE ST	DUVAL	\$981.00
EL-20170913-000008	POLB	331	HERLONG	DUVAL	\$1 092.00
EL-20170913-000010	LO	554	ROBINWOOD ACRES	DUVAL	\$842.00
EL-20170913-000011	INIT	545	BAYMEADOWS	DUVAL	\$4 422.00
EL-20170913-000012	LO	464	KENNEDY	DUVAL	\$2 100.00
EL-20170913-000013	LO	409	GRAND PARK	DUVAL	\$2 300.00
EL-20170913-000014	LO	349	NAVAL AIR STATION	DUVAL	\$1 500.00
EL-20170913-000016	TLPP	450	RIBAUT	DUVAL	\$842.00
EL-20170913-000019	INIT	593	MAYPORT	DUVAL	\$3 613.00
EL-20170913-000020	WLOW	472	BROOKLYN	DUVAL	\$981.00
EL-20170913-000021	TLWH	417	PICKETTVILLE	DUVAL	\$981.00
EL-20170913-000026	TXUG	536	UNIVERSITY	DUVAL	\$4 800.00
EL-20170913-000029	LO	455	NORTHWEST JAX	DUVAL	\$1 235.00
EL-20170913-000030	WDBR	536	UNIVERSITY	DUVAL	\$842.00
EL-20170913-000032	WDBR	536	UNIVERSITY	DUVAL	\$842.00
EL-20170913-000034	LO	536	UNIVERSITY	DUVAL	\$3 700.00
EL-20170913-000035	LO	536	UNIVERSITY	DUVAL	\$1 463.00
EL-20170913-000038	WDBR	535	UNIVERSITY	DUVAL	\$4 842.00
EL-20170913-000044	WDBR	557	OAKWOOD VILLA	DUVAL	\$842.00
EL-20170913-000045	TLWH	530	CRAVEN RD	DUVAL	\$1 352.00
EL-20170913-000046	SLOT	362	NORMANDY	DUVAL	\$1 800.00
EL-20170913-000047	LO	411	RANDALL ST	DUVAL	\$4 861.00
EL-20170913-000048	TLWH	308	HAMILTON ST	DUVAL	\$371.00
EL-20170913-000052	WLOW	589	CRAVEN RD	DUVAL	\$500.00
EL-20170913-000054	WDBR	556	OAKWOOD VILLA	DUVAL	\$500.00
EL-20170913-000057	WDBR	434	MERRILL RD	DUVAL	\$842.00
EL-20170913-000065	FEMA	559	OAKWOOD VILLA	DUVAL	\$400.00
EL-20170913-000066	FEMA	559	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170913-000071	TDWP	431	MERRILL RD	DUVAL	\$842.00
EL-20170913-000072	LO	580	FT CAROLINE	DUVAL	\$546.00
EL-20170913-000073	WSAH	580	FT CAROLINE	DUVAL	\$981.00
EL-20170913-000077	WDBR	580	FT CAROLINE	DUVAL	\$842.00
EL-20170913-000078	DLPE	594	MAYPORT	DUVAL	\$185.00
EL-20170913-000079	TLWH	530	CRAVEN RD	DUVAL	\$1 352.00
EL-20170913-000083	WDBR	577	ARLINGTON	DUVAL	\$842.00
EL-20170913-000085	WDBR	571	FT CAROLINE	DUVAL	\$842.00
EL-20170913-000088	TXOH	459	NORTHWEST JAX	DUVAL	\$546.00
EL-20170913-000089	LO	457	NORTHWEST JAX	DUVAL	\$7 722.00
EL-20170913-000090	LO	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170913-000091	LO	457	NORTHWEST JAX	DUVAL	\$1 217.00
EL-20170913-000092	LO	457	NORTHWEST JAX	DUVAL	\$546.00
EL-20170913-000093	WDBR	457	NORTHWEST JAX	DUVAL	\$500.00
EL-20170913-000095	LO	463	KENNEDY	DUVAL	\$3 212.00
EL-20170913-000097	LO	409	GRAND PARK	DUVAL	\$542.00
EL-20170913-000098	LO	409	GRAND PARK	DUVAL	\$542.00
EL-20170913-000099	LO	404	GRAND PARK	DUVAL	\$546.00
EL-20170913-000100	LO	404	GRAND PARK	DUVAL	\$546.00
EL-20170913-000101	WDBR	480	ARLINGTON	DUVAL	\$5 886.00
EL-20170913-000102	TLWH	363	NORMANDY	DUVAL	\$842.00
EL-20170913-000103	VRFC	5201	HERSCHEL ST	DUVAL	\$981.00
EL-20170913-000104	LO	367	STARRATT	DUVAL	\$4 200.00
EL-20170913-000105	WDBR	367	STARRATT	DUVAL	\$981.00
EL-20170913-000106	LO	367	STARRATT	DUVAL	\$1 500.00
EL-20170913-000109	WDBR	366	STARRATT	DUVAL	\$500.00
EL-20170913-000110	LO	366	STARRATT	DUVAL	\$546.00
EL-20170913-000111	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170913-000116	WDBR	430	RITTER PARK	DUVAL	\$1 924.00
EL-20170913-000120	LO	426	RITTER PARK	DUVAL	\$917.00
EL-20170913-000121	LO	426	RITTER PARK	DUVAL	\$3 800.00
EL-20170913-000122	LO	426	RITTER PARK	DUVAL	\$3 500.00
EL-20170913-000124	LO	426	RITTER PARK	DUVAL	\$3 517.00
EL-20170913-000126	TLWH	509	MANDARIN	DUVAL	\$1 352.00
EL-20170913-000130	WDBR	451	RIBAUT	DUVAL	\$1 942.00
EL-20170913-000131	LO	451	RIBAUT	DUVAL	\$1 762.00
EL-20170913-000132	WDBR	451	RIBAUT	DUVAL	\$2 666.00
EL-20170913-000133	WDBR	450	RIBAUT	DUVAL	\$689.00
EL-20170913-000134	WDBR	450	RIBAUT	DUVAL	\$1 431.00
EL-20170913-000136	WDBR	450	RIBAUT	DUVAL	\$4 876.00
EL-20170913-000137	LO	450	RIBAUT	DUVAL	\$842.00
EL-20170913-000138	LO	450	RIBAUT	DUVAL	\$4 876.00
EL-20170913-000139	WLOW	450	RIBAUT	DUVAL	\$981.00
EL-20170913-000141	LO	450	RIBAUT	DUVAL	\$2 216.00
EL-20170913-000142	WDLP	450	RIBAUT	DUVAL	\$1 431.00
EL-20170913-000143	LO	450	RIBAUT	DUVAL	\$800.00
EL-20170913-000144	WAIT	450	RIBAUT	DUVAL	\$4 680.00
EL-20170913-000145	LO	450	RIBAUT	DUVAL	\$842.00
EL-20170913-000146	LO	450	RIBAUT	DUVAL	\$1 431.00
EL-20170913-000148	WDBR	416	NORTHSIDE GEN	DUVAL	\$4 100.00
EL-20170913-000151	WDBR	495	IMESON	DUVAL	\$4 799.00
EL-20170913-000152	TLWH	317	JAX HEIGHTS	DUVAL	\$1 484.00
EL-20170913-000153	SLOO	415	NORTHSIDE GEN	DUVAL	\$600.00

EL-20170913-000154	SLOO	415	NORTHSIDE GEN	DUVAL	\$600.00
EL-20170913-000155	TLWH	517	POWERS AV	DUVAL	\$981.00
EL-20170913-000156	LO	494	IMESON	DUVAL	\$546.00
EL-20170913-000157	LO	494	IMESON	DUVAL	\$1 235.00
EL-20170913-000158	DLTT	330	HERLONG	DUVAL	\$185.00
EL-20170913-000169	WDBR	499	GARDEN CITY	DUVAL	\$500.00
EL-20170913-000172	WDBR	498	GARDEN CITY	DUVAL	\$842.00
EL-20170913-000173	WDBR	498	GARDEN CITY	DUVAL	\$2 216.00
EL-20170913-000175	LO	498	GARDEN CITY	DUVAL	\$842.00
EL-20170913-000179	OTHR	547	BAYMEADOWS	DUVAL	\$889.00
EL-20170913-000181	TLWH	418	PICKETTVILLE	DUVAL	\$842.00
EL-20170913-000182	TLPP	522	MANDARIN	DUVAL	\$842.00
EL-20170913-000184	DLTT	426	RITTER PARK	DUVAL	\$981.00
EL-20170913-000185	METD	450	RIBAULT	DUVAL	\$981.00
EL-20170913-000187	LO	311	HAMILTON ST	DUVAL	\$5 631.00
EL-20170913-000188	TLPP	8202	ST JOHNS PARK	DUVAL	\$1 352.00
EL-20170913-000189	WLOW	216	FOREST BV	DUVAL	\$200.00
EL-20170913-000190	LO	446	RANDALL ST	DUVAL	\$1 600.00
EL-20170913-000191	SLOT	360	NORMANDY	DUVAL	\$600.00
EL-20170913-000192	LO	446	RANDALL ST	DUVAL	\$981.00
EL-20170913-000193	FBLD	448	RANDALL ST	DUVAL	\$185.00
EL-20170913-000195	LO	446	RANDALL ST	DUVAL	\$1 962.00
EL-20170913-000196	LO	446	RANDALL ST	DUVAL	\$2 130.00
EL-20170913-000198	LO	446	RANDALL ST	DUVAL	\$917.00
EL-20170913-000199	LO	446	RANDALL ST	DUVAL	\$3 200.00
EL-20170913-000200	LO	446	RANDALL ST	DUVAL	\$546.00
EL-20170913-000202	LPAR	446	RANDALL ST	DUVAL	\$981.00
EL-20170913-000204	LO	446	RANDALL ST	DUVAL	\$546.00
EL-20170913-000206	TLPP	301	ORANGE PARK	CLAY	\$371.00
EL-20170913-000207	OTHR	480	ARLINGTON	DUVAL	\$981.00
EL-20170913-000208	TLWH	451	RIBAULT	DUVAL	\$981.00
EL-20170913-000210	TLPP	367	STARRATT	DUVAL	\$842.00
EL-20170913-000211	TLWH	472	BROOKLYN	DUVAL	\$981.00
EL-20170913-000212	TLWH	469	HUNTER RD	DUVAL	\$981.00
EL-20170913-000213	TDWP	439	SOUTHSIDE PLANT	DUVAL	\$842.00
EL-20170913-000214	WLOW	512	POWERS AV	DUVAL	\$1 352.00
EL-20170913-000215	SLOT	554	ROBINWOOD ACRES	DUVAL	\$600.00
EL-20170913-000216	TDWP	480	ARLINGTON	DUVAL	\$371.00
EL-20170913-000221	FBLD	496	GARDEN CITY	DUVAL	\$185.00
EL-20170913-000222	WDBR	360	NORMANDY	DUVAL	\$1 352.00
EL-20170913-000223	TDWP	344	STEELBALD	DUVAL	\$842.00
EL-20170913-000225	TLWH	443	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170913-000226	TXOH	328	HERLONG	DUVAL	\$800.00
EL-20170913-000227	TCA	516	POWERS AV	DUVAL	\$842.00
EL-20170913-000228	TLWH	360	NORMANDY	DUVAL	\$842.00
EL-20170913-000230	FBLD	448	RANDALL ST	DUVAL	\$185.00
EL-20170913-000231	TDWP	480	ARLINGTON	DUVAL	\$842.00
EL-20170913-000232	METD	557	OAKWOOD VILLA	DUVAL	\$450.00
EL-20170913-000233	TLWH	530	CRAVEN RD	DUVAL	\$1 352.00
EL-20170913-000234	TLWH	530	CRAVEN RD	DUVAL	\$981.00
EL-20170913-000235	TCA	301	ORANGE PARK	CLAY	\$842.00
EL-20170913-000237	TLWH	480	ARLINGTON	DUVAL	\$981.00
EL-20170913-000238	SLOT	564	NEPTUNE BEACH	DUVAL	\$1 800.00
EL-20170913-000239	WDBR	310	HAMILTON ST	DUVAL	\$1 378.00
EL-20170913-000241	WDBR	310	HAMILTON ST	DUVAL	\$2 900.00
EL-20170913-000243	POLB	310	HAMILTON ST	DUVAL	\$2 081.00
EL-20170913-000246	WDLP	310	HAMILTON ST	DUVAL	\$5 050.00
EL-20170913-000247	LO	310	HAMILTON ST	DUVAL	\$917.00
EL-20170913-000255	TLWH	323	FIRESTONE	DUVAL	\$1 352.00
EL-20170913-000258	LO	310	HAMILTON ST	DUVAL	\$546.00
EL-20170913-000261	TLWH	415	NORTHSIDE GEN	DUVAL	\$1 352.00
EL-20170913-000262	LO	119	KINGS AV	DUVAL	\$18 000.00
EL-20170913-000263	TLWH	443	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170913-000264	TLWH	512	POWERS AV	DUVAL	\$1 352.00
EL-20170913-000265	TLPP	512	POWERS AV	DUVAL	\$842.00
EL-20170913-000266	VRFC	409	GRAND PARK	DUVAL	\$981.00
EL-20170913-000267	WLOW	499	GARDEN CITY	DUVAL	\$981.00
EL-20170913-000268	SLOF	352	NAVAL AIR STATION	DUVAL	\$600.00
EL-20170913-000271	WLOW	512	POWERS AV	DUVAL	\$981.00
EL-20170913-000272	TLPP	389	CECIL FIELD	DUVAL	\$842.00
EL-20170913-000273	TLPP	389	CECIL FIELD	DUVAL	\$842.00
EL-20170913-000274	TLWH	439	SOUTHSIDE PLANT	DUVAL	\$371.00
EL-20170913-000275	TLWH	5202	HERSCHEL ST	DUVAL	\$981.00
EL-20170913-000276	TLPP	328	HERLONG	DUVAL	\$842.00
EL-20170913-000277	TLWH	447	RANDALL ST	DUVAL	\$981.00
EL-20170913-000278	FEMA	520	MANDARIN	DUVAL	\$150.00
EL-20170913-000279	FEMA	520	MANDARIN	DUVAL	\$1 000.00
EL-20170913-000280	FEMA	520	MANDARIN	DUVAL	\$650.00
EL-20170913-000281	FEMA	520	MANDARIN	DUVAL	\$1 500.00
EL-20170913-000282	FEMA	520	MANDARIN	DUVAL	\$500.00
EL-20170913-000283	FEMA	520	MANDARIN	DUVAL	\$200.00
EL-20170913-000284	FEMA	520	MANDARIN	DUVAL	\$300.00
EL-20170913-000285	FEMA	520	MANDARIN	DUVAL	\$500.00
EL-20170913-000286	FEMA	520	MANDARIN	DUVAL	\$700.00
EL-20170913-000287	FEMA	520	MANDARIN	DUVAL	\$900.00

EL-20170913-000288	FEMA	520	MANDARIN	DUVAL	\$900.00
EL-20170913-000289	FEMA	520	MANDARIN	DUVAL	\$700.00
EL-20170913-000290	FEMA	520	MANDARIN	DUVAL	\$700.00
EL-20170913-000291	FEMA	520	MANDARIN	DUVAL	\$500.00
EL-20170913-000292	FEMA	520	MANDARIN	DUVAL	\$2 000.00
EL-20170913-000293	FEMA	520	MANDARIN	DUVAL	\$800.00
EL-20170913-000294	FEMA	520	MANDARIN	DUVAL	\$900.00
EL-20170913-000295	FEMA	520	MANDARIN	DUVAL	\$1 500.00
EL-20170913-000296	FEMA	520	MANDARIN	DUVAL	\$1 900.00
EL-20170913-000297	FEMA	520	MANDARIN	DUVAL	\$500.00
EL-20170913-000298	FEMA	520	MANDARIN	DUVAL	\$1 200.00
EL-20170913-000299	TLWH	496	GARDEN CITY	DUVAL	\$981.00
EL-20170913-000300	TLPP	367	STARRATT	DUVAL	\$1 900.00
EL-20170913-000301	WLOW	463	KENNEDY	DUVAL	\$1 352.00
EL-20170913-000303	LO	325	FIRESTONE	DUVAL	\$12 000.00
EL-20170913-000304	TLPP	522	MANDARIN	DUVAL	\$842.00
EL-20170913-000305	WLOW	536	UNIVERSITY	DUVAL	\$400.00
EL-20170913-000306	FEMA	509	MANDARIN	DUVAL	\$1 000.00
EL-20170913-000307	FEMA	509	MANDARIN	DUVAL	\$2 800.00
EL-20170913-000308	FEMA	509	MANDARIN	DUVAL	\$1 000.00
EL-20170913-000309	FEMA	509	MANDARIN	DUVAL	\$500.00
EL-20170913-000310	FEMA	509	MANDARIN	DUVAL	\$3 000.00
EL-20170913-000311	FEMA	509	MANDARIN	DUVAL	\$500.00
EL-20170913-000312	FEMA	509	MANDARIN	DUVAL	\$500.00
EL-20170913-000313	FEMA	509	MANDARIN	DUVAL	\$4 500.00
EL-20170913-000314	FEMA	509	MANDARIN	DUVAL	\$150.00
EL-20170913-000315	FEMA	509	MANDARIN	DUVAL	\$9 000.00
EL-20170913-000316	FEMA	509	MANDARIN	DUVAL	\$5 500.00
EL-20170913-000317	FEMA	509	MANDARIN	DUVAL	\$500.00
EL-20170913-000318	WLOW	328	HERLONG	DUVAL	\$981.00
EL-20170913-000319	FEMA	509	MANDARIN	DUVAL	\$3 500.00
EL-20170913-000320	FEMA	509	MANDARIN	DUVAL	\$1 300.00
EL-20170913-000321	FEMA	509	MANDARIN	DUVAL	\$533.00
EL-20170913-000322	TLWH	308	HAMILTON ST	DUVAL	\$1 352.00
EL-20170913-000324	TLWH	324	FIRESTONE	DUVAL	\$981.00
EL-20170913-000326	POLB	506	SAN SOUCI	DUVAL	\$1 288.00
EL-20170913-000327	POLB	506	SAN SOUCI	DUVAL	\$1 288.00
EL-20170913-000328	WDBR	506	SAN SOUCI	DUVAL	\$5 038.00
EL-20170913-000329	WDBR	506	SAN SOUCI	DUVAL	\$2 651.00
EL-20170913-000331	LO	506	SAN SOUCI	DUVAL	\$917.00
EL-20170913-000332	WDBR	506	SAN SOUCI	DUVAL	\$981.00
EL-20170913-000336	WAAP	506	SAN SOUCI	DUVAL	\$1 463.00
EL-20170913-000338	WBAP	506	SAN SOUCI	DUVAL	\$981.00
EL-20170913-000339	WDBR	506	SAN SOUCI	DUVAL	\$981.00
EL-20170913-000340	LO	506	SAN SOUCI	DUVAL	\$4 222.00
EL-20170913-000341	WDBR	506	SAN SOUCI	DUVAL	\$1 463.00
EL-20170913-000343	WLOW	329	HERLONG	DUVAL	\$981.00
EL-20170913-000344	TLPP	216	FOREST BV	DUVAL	\$842.00
EL-20170913-000345	TLWH	565	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170913-000346	SRD	479	ARLINGTON	DUVAL	\$600.00
EL-20170913-000347	TLPP	310	HAMILTON ST	DUVAL	\$371.00
EL-20170913-000348	TLPP	522	MANDARIN	DUVAL	\$842.00
EL-20170913-000349	TLWH	210	GREENLAND	DUVAL	\$1 352.00
EL-20170913-000350	TLWH	587	HUNTER RD	DUVAL	\$981.00
EL-20170913-000353	WDBR	323	FIRESTONE	DUVAL	\$981.00
EL-20170913-000354	TLWH	525	PHILLIPS HY	DUVAL	\$1 352.00
EL-20170913-000355	TLPP	416	NORTHSIDE GEN	DUVAL	\$1 100.00
EL-20170913-000356	TLPP	479	ARLINGTON	DUVAL	\$842.00
EL-20170913-000357	TLPP	393	BEEGHLY HEIGHTS	DUVAL	\$842.00
EL-20170913-000358	LPAR	438	LANE AV	DUVAL	\$546.00
EL-20170913-000359	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170913-000360	SLOT	597	HARTLEY RD	DUVAL	\$600.00
EL-20170913-000361	TLWH	334	WESTLAKE	DUVAL	\$981.00
EL-20170913-000362	TLPP	389	CECIL FIELD	DUVAL	\$842.00
EL-20170913-000363	TDWP	434	MERRILL RD	DUVAL	\$842.00
EL-20170913-000371	TDWP	442	ROBINWOOD ACRES	DUVAL	\$842.00
EL-20170913-000372	TLWH	6304	MC DUFF AV	DUVAL	\$981.00
EL-20170913-000373	SLOT	209	GREENLAND	DUVAL	\$600.00
EL-20170913-000374	TDWP	216	FOREST BV	DUVAL	\$371.00
EL-20170913-000375	TLPP	363	NORMANDY	DUVAL	\$1 484.00
EL-20170913-000376	TDWP	443	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170913-000377	TDWP	443	SOUTHSIDE PLANT	DUVAL	\$400.00
EL-20170913-000378	TDWP	459	NORTHWEST JAX	DUVAL	\$842.00
EL-20170913-000379	OTH1	494	IMESON	DUVAL	\$546.00
EL-20170913-000380	WLOW	352	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170913-000381	SLOF	570	FT CAROLINE	DUVAL	\$600.00
EL-20170913-000382	TLPP	438	LANE AV	DUVAL	\$500.00
EL-20170913-000387	LO	438	LANE AV	DUVAL	\$546.00
EL-20170913-000392	TCA	536	UNIVERSITY	DUVAL	\$1 484.00
EL-20170913-000393	WLOW	404	GRAND PARK	DUVAL	\$981.00
EL-20170913-000394	TLWH	559	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170913-000395	DLTT	417	PICKETVILLE	DUVAL	\$981.00
EL-20170913-000396	TDWP	305	ORANGE PARK	CLAY	\$371.00
EL-20170913-000398	FEMA	367	STARRATT	DUVAL	\$400.00
EL-20170913-000399	FEMA	367	STARRATT	DUVAL	\$400.00

EL-20170913-000400	FEMA	367	STARRATT	DUVAL	\$400.00
EL-20170913-000401	FEMA	367	STARRATT	DUVAL	\$1 000.00
EL-20170913-000402	FEMA	367	STARRATT	DUVAL	\$400.00
EL-20170913-000403	FEMA	367	STARRATT	DUVAL	\$400.00
EL-20170913-000404	FEMA	367	STARRATT	DUVAL	\$1 000.00
EL-20170913-000405	FEMA	367	STARRATT	DUVAL	\$2 800.00
EL-20170913-000406	TLPP	471	BROOKLYN	DUVAL	\$842.00
EL-20170913-000407	TLWH	310	HAMILTON ST	DUVAL	\$842.00
EL-20170913-000409	WDBR	411	RANDALL ST	DUVAL	\$1 100.00
EL-20170913-000410	FEMA	349	NAVAL AIR STATION	DUVAL	\$6 728.00
EL-20170913-000411	FEMA	349	NAVAL AIR STATION	DUVAL	\$700.00
EL-20170913-000412	FEMA	349	NAVAL AIR STATION	DUVAL	\$6 728.00
EL-20170913-000413	FEMA	349	NAVAL AIR STATION	DUVAL	\$12 745.00
EL-20170913-000414	FEMA	349	NAVAL AIR STATION	DUVAL	\$26 297.00
EL-20170913-000415	FEMA	349	NAVAL AIR STATION	DUVAL	\$4 028.00
EL-20170913-000416	FEMA	349	NAVAL AIR STATION	DUVAL	\$700.00
EL-20170913-000417	FEMA	349	NAVAL AIR STATION	DUVAL	\$2 244.00
EL-20170913-000418	FEMA	349	NAVAL AIR STATION	DUVAL	\$5 187.00
EL-20170913-000419	FEMA	349	NAVAL AIR STATION	DUVAL	\$5 441.00
EL-20170913-000420	FEMA	349	NAVAL AIR STATION	DUVAL	\$7 149.00
EL-20170913-000421	FEMA	349	NAVAL AIR STATION	DUVAL	\$6 168.00
EL-20170913-000422	FEMA	349	NAVAL AIR STATION	DUVAL	\$7 423.00
EL-20170913-000423	FEMA	349	NAVAL AIR STATION	DUVAL	\$154.00
EL-20170913-000425	FEMA	349	NAVAL AIR STATION	DUVAL	\$32 676.00
EL-20170913-000426	FEMA	349	NAVAL AIR STATION	DUVAL	\$26 339.00
EL-20170913-000427	FEMA	349	NAVAL AIR STATION	DUVAL	\$3 080.00
EL-20170913-000431	TLPP	438	LANE AV	DUVAL	\$1 352.00
EL-20170913-000432	WDBR	411	RANDALL ST	DUVAL	\$2 704.00
EL-20170913-000435	TLPP	323	FIRESTONE	DUVAL	\$842.00
EL-20170913-000436	TXOH	438	LANE AV	DUVAL	\$546.00
EL-20170913-000437	WDBR	438	LANE AV	DUVAL	\$1 092.00
EL-20170913-000438	WDBR	438	LANE AV	DUVAL	\$900.00
EL-20170913-000439	LO	438	LANE AV	DUVAL	\$546.00
EL-20170913-000440	INIT	535	UNIVERSITY	DUVAL	\$8 586.00
EL-20170913-000441	TLPP	447	RANDALL ST	DUVAL	\$842.00
EL-20170913-000443	LO	440	SOUTHSIDE PLANT	DUVAL	\$1 092.00
EL-20170913-000446	LO	440	SOUTHSIDE PLANT	DUVAL	\$3 848.00
EL-20170913-000447	LO	440	SOUTHSIDE PLANT	DUVAL	\$546.00
EL-20170913-000448	WDBR	440	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170913-000449	LO	440	SOUTHSIDE PLANT	DUVAL	\$546.00
EL-20170913-000450	LO	440	SOUTHSIDE PLANT	DUVAL	\$1 100.00
EL-20170913-000453	TLPP	310	HAMILTON ST	DUVAL	\$371.00
EL-20170913-000456	WDBR	440	SOUTHSIDE PLANT	DUVAL	\$1 092.00
EL-20170913-000457	TLWH	509	MANDARIN	DUVAL	\$981.00
EL-20170913-000459	TLWH	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170913-000460	TLPP	474	BROOKLYN	DUVAL	\$842.00
EL-20170913-000461	SLOT	579	FT CAROLINE	DUVAL	\$1 800.00
EL-20170913-000462	TDWP	468	HUNTER RD	DUVAL	\$842.00
EL-20170913-000463	TDWP	450	RIBAULT	DUVAL	\$842.00
EL-20170913-000465	WLOW	587	HUNTER RD	DUVAL	\$981.00
EL-20170913-000467	LO	407	NORTHSHORE	DUVAL	\$546.00
EL-20170913-000468	TREC	301	ORANGE PARK	CLAY	\$981.00
EL-20170913-000469	LO	497	GARDEN CITY	DUVAL	\$546.00
EL-20170913-000470	TLPP	468	HUNTER RD	DUVAL	\$842.00
EL-20170913-000471	TLPP	438	LANE AV	DUVAL	\$371.00
EL-20170913-000472	TLWH	311	HAMILTON ST	DUVAL	\$981.00
EL-20170913-000473	DLHR	501	SAN SOUCI	DUVAL	\$981.00
EL-20170913-000474	DLHR	557	OAKWOOD VILLA	DUVAL	\$185.00
EL-20170913-000475	TLPP	457	NORTHWEST JAX	DUVAL	\$371.00
EL-20170913-000476	TLWH	331	HERLONG	DUVAL	\$842.00
EL-20170913-000477	TLWH	522	MANDARIN	DUVAL	\$1 352.00
EL-20170913-000480	TLWH	431	MERRILL RD	DUVAL	\$1 352.00
EL-20170913-000481	TLWH	506	SAN SOUCI	DUVAL	\$981.00
EL-20170913-000483	TLWH	553	ROBINWOOD ACRES	DUVAL	\$1 352.00
EL-20170913-000485	TLPP	437	LANE AV	DUVAL	\$842.00
EL-20170913-000486	TDWP	389	CECIL FIELD	DUVAL	\$1 484.00
EL-20170913-000488	TLWH	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170913-000489	TREC	580	FT CAROLINE	DUVAL	\$981.00
EL-20170913-000490	LO	522	MANDARIN	DUVAL	\$12 000.00
EL-20170913-000491	SLOT	535	UNIVERSITY	DUVAL	\$600.00
EL-20170913-000492	TLWH	457	NORTHWEST JAX	DUVAL	\$371.00
EL-20170913-000494	TLPP	522	MANDARIN	DUVAL	\$1 352.00
EL-20170913-000495	DLTT	446	RANDALL ST	DUVAL	\$185.00
EL-20170913-000497	TLPP	417	PICKETTVILLE	DUVAL	\$500.00
EL-20170913-000498	SLOF	418	PICKETTVILLE	DUVAL	\$600.00
EL-20170913-000499	TLPP	434	MERRILL RD	DUVAL	\$842.00
EL-20170913-000500	TLWH	349	NAVAL AIR STATION	DUVAL	\$1 352.00
EL-20170913-000502	DLPE	208	GREENLAND	DUVAL	\$185.00
EL-20170913-000503	WBAH	418	PICKETTVILLE	DUVAL	\$981.00
EL-20170913-000506	TLWH	310	HAMILTON ST	DUVAL	\$981.00
EL-20170913-000507	TLWH	216	FOREST BV	DUVAL	\$917.00
EL-20170913-000508	DLTT	311	HAMILTON ST	DUVAL	\$185.00
EL-20170913-000509	TLPP	571	FT CAROLINE	DUVAL	\$842.00
EL-20170913-000510	TLWH	565	NEPTUNE BEACH	DUVAL	\$1 352.00
EL-20170913-000511	WLOW	516	POWERS AV	DUVAL	\$500.00

EL-20170913-000512	TLPP	450	RIBAUT	DUVAL	\$371.00
EL-20170913-000513	TLPP	367	STARRATT	DUVAL	\$942.00
EL-20170913-000514	TLWH	417	PICKETTville	DUVAL	\$1 352.00
EL-20170913-000515	TLPP	459	NORTHWEST JAX	DUVAL	\$842.00
EL-20170913-000517	TLPP	431	MERRILL RD	DUVAL	\$981.00
EL-20170913-000518	TLPP	410	GRAND PARK	DUVAL	\$1 484.00
EL-20170913-000520	TXFP	433	MERRILL RD	DUVAL	\$1 974.00
EL-20170913-000522	PROT	457	NORTHWEST JAX	DUVAL	\$2 500.00
EL-20170913-000523	TLWH	471	BROOKLYN	DUVAL	\$1 352.00
EL-20170913-000524	TLPP	367	STARRATT	DUVAL	\$981.00
EL-20170913-000525	LO	437	LANE AV	DUVAL	\$1 638.00
EL-20170913-000526	FBLD	450	RIBAUT	DUVAL	\$185.00
EL-20170913-000527	METD	445	NORTHWEST JAX	DUVAL	\$981.00
EL-20170913-000528	FEMA	297	BARTRAM	SIC	\$2 700.00
EL-20170913-000529	FEMA	297	BARTRAM	SIC	\$1 304.00
EL-20170913-000530	FEMA	297	BARTRAM	SIC	\$2 700.00
EL-20170913-000531	FEMA	297	BARTRAM	SIC	\$2 000.00
EL-20170913-000532	FEMA	297	BARTRAM	SIC	\$2 000.00
EL-20170913-000533	FEMA	297	BARTRAM	SIC	\$1 700.00
EL-20170913-000534	FEMA	545	BARMEADOWS	DUVAL	\$1 000.00
EL-20170913-000535	TLWH	432	MERRILL RD	DUVAL	\$1 352.00
EL-20170913-000536	FEMA	498	GARDEN CITY	DUVAL	\$670.00
EL-20170913-000537	FEMA	597	HARTLEY RD	DUVAL	\$500.00
EL-20170913-000538	FEMA	509	MANDARIN	DUVAL	\$650.00
EL-20170913-000539	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$388.00
EL-20170913-000540	FEMA	501	SAN SOUCI	DUVAL	\$939.00
EL-20170913-000541	FEMA	367	STARRATT	DUVAL	\$3 000.00
EL-20170913-000542	FEMA	520	MANDARIN	DUVAL	\$5 000.00
EL-20170913-000543	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$500.00
EL-20170913-000544	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$1 066.00
EL-20170913-000545	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$1 066.00
EL-20170913-000546	FEMA	307	HAMILTON ST	DUVAL	\$2 000.00
EL-20170913-000547	FEMA	501	SAN SOUCI	DUVAL	\$546.00
EL-20170913-000548	FEMA	498	GARDEN CITY	DUVAL	\$3 500.00
EL-20170913-000549	FEMA	497	GARDEN CITY	DUVAL	\$546.00
EL-20170913-000550	FEMA	497	GARDEN CITY	DUVAL	\$917.00
EL-20170913-000551	FEMA	497	GARDEN CITY	DUVAL	\$546.00
EL-20170913-000552	FEMA	497	GARDEN CITY	DUVAL	\$981.00
EL-20170913-000553	FEMA	497	GARDEN CITY	DUVAL	\$371.00
EL-20170913-000554	FEMA	207	GREENLAND	DUVAL	\$1 066.00
EL-20170913-000555	SLOF	596	HARTLEY RD	DUVAL	\$600.00
EL-20170913-000556	FEMA	589	CRIVEN RD	DUVAL	\$2 000.00
EL-20170913-000557	FEMA	325	FIRESTONE	DUVAL	\$5 860.00
EL-20170913-000558	FEMA	325	FIRESTONE	DUVAL	\$735.00
EL-20170913-000559	FEMA	496	GARDEN CITY	DUVAL	\$1 200.00
EL-20170913-000560	LO	486	PAXON	DUVAL	\$546.00
EL-20170913-000561	TLWH	301	ORANGE PARK	CLAY	\$981.00
EL-20170913-000562	LO	407	NORTHSHORE	DUVAL	\$981.00
EL-20170913-000563	TLWH	535	UNIVERSITY	DUVAL	\$981.00
EL-20170913-000565	TLWH	586	HUNTER RD	DUVAL	\$1 352.00
EL-20170913-000566	WLOW	6307	MC DUFF AV	DUVAL	\$842.00
EL-20170913-000567	TLWH	317	JAX HEIGHTS	DUVAL	\$5 861.00
EL-20170913-000568	TLPP	435	LANE AV	DUVAL	\$371.00
EL-20170913-000570	TLWH	438	LANE AV	DUVAL	\$1 352.00
EL-20170913-000571	TLPP	8204	ST JOHNS PARK	DUVAL	\$842.00
EL-20170913-000572	TLPP	559	OAKWOOD VILLA	DUVAL	\$371.00
EL-20170913-000573	TLWH	553	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170913-000574	TDWP	418	PICKETTville	DUVAL	\$842.00
EL-20170913-000575	TLWH	589	CRIVEN RD	DUVAL	\$981.00
EL-20170913-000576	TDWP	323	FIRESTONE	DUVAL	\$981.00
EL-20170913-000577	TDWP	349	NAVAL AIR STATION	DUVAL	\$842.00
EL-20170913-000579	TDWP	210	GREENLAND	DUVAL	\$371.00
EL-20170913-000580	FEMA	328	HERLONG	DUVAL	\$1 846.00
EL-20170913-000581	FEMA	328	HERLONG	DUVAL	\$2 886.00
EL-20170913-000582	FEMA	328	HERLONG	DUVAL	\$1 846.00
EL-20170913-000583	FEMA	328	HERLONG	DUVAL	\$652.00
EL-20170913-000584	FEMA	494	IMESON	DUVAL	\$1 200.00
EL-20170913-000585	FEMA	494	IMESON	DUVAL	\$1 200.00
EL-20170913-000586	FEMA	494	IMESON	DUVAL	\$1 200.00
EL-20170913-000587	FEMA	494	IMESON	DUVAL	\$500.00
EL-20170913-000588	FEMA	494	IMESON	DUVAL	\$1 200.00
EL-20170913-000589	FEMA	494	IMESON	DUVAL	\$1 200.00
EL-20170913-000590	FEMA	494	IMESON	DUVAL	\$2 200.00
EL-20170913-000591	FEMA	494	IMESON	DUVAL	\$1 200.00
EL-20170913-000592	FEMA	494	IMESON	DUVAL	\$2 200.00
EL-20170913-000593	FEMA	362	NORMANDY	DUVAL	\$4 608.50
EL-20170913-000594	FEMA	362	NORMANDY	DUVAL	\$5 095.00
EL-20170913-000595	FEMA	362	NORMANDY	DUVAL	\$4 608.50
EL-20170913-000596	FEMA	362	NORMANDY	DUVAL	\$1 152.50
EL-20170913-000597	FEMA	597	HARTLEY RD	DUVAL	\$1 000.00
EL-20170913-000598	FEMA	597	HARTLEY RD	DUVAL	\$1 000.00
EL-20170913-000599	FEMA	597	HARTLEY RD	DUVAL	\$1 000.00
EL-20170913-000600	FEMA	597	HARTLEY RD	DUVAL	\$500.00
EL-20170913-000601	FEMA	444	SOUTHSIDE PLANT	DUVAL	\$1 200.00
EL-20170913-000602	FEMA	444	SOUTHSIDE PLANT	DUVAL	\$1 500.00

EL-20170913-000603	FEMA	444	SOUTHSIDE PLANT	DUVAL	\$1 200.00
EL-20170913-000604	FEMA	444	SOUTHSIDE PLANT	DUVAL	\$1 200.00
EL-20170913-000605	FEMA	444	SOUTHSIDE PLANT	DUVAL	\$1 500.00
EL-20170913-000606	FEMA	444	SOUTHSIDE PLANT	DUVAL	\$400.00
EL-20170913-000607	FEMA	444	SOUTHSIDE PLANT	DUVAL	\$1 500.00
EL-20170913-000608	FEMA	444	SOUTHSIDE PLANT	DUVAL	\$1 100.00
EL-20170913-000609	FEMA	444	SOUTHSIDE PLANT	DUVAL	\$1 400.00
EL-20170913-000610	FEMA	444	SOUTHSIDE PLANT	DUVAL	\$1 100.00
EL-20170913-000611	FEMA	444	SOUTHSIDE PLANT	DUVAL	\$700.00
EL-20170913-000612	FEMA	444	SOUTHSIDE PLANT	DUVAL	\$1 200.00
EL-20170913-000613	FEMA	444	SOUTHSIDE PLANT	DUVAL	\$700.00
EL-20170913-000614	FEMA	535	UNIVERSITY	DUVAL	\$9 160.00
EL-20170913-000615	FEMA	535	UNIVERSITY	DUVAL	\$1 092.00
EL-20170913-000616	FEMA	535	UNIVERSITY	DUVAL	\$91 600.00
EL-20170913-000617	FEMA	535	UNIVERSITY	DUVAL	\$1 092.00
EL-20170913-000618	FEMA	535	UNIVERSITY	DUVAL	\$1 111.00
EL-20170913-000619	FEMA	535	UNIVERSITY	DUVAL	\$546.00
EL-20170913-000620	FEMA	535	UNIVERSITY	DUVAL	\$3 638.00
EL-20170913-000621	FEMA	535	UNIVERSITY	DUVAL	\$3 749.00
EL-20170913-000622	FEMA	535	UNIVERSITY	DUVAL	\$14 595.00
EL-20170913-000623	FEMA	535	UNIVERSITY	DUVAL	\$1 092.00
EL-20170913-000624	FEMA	535	UNIVERSITY	DUVAL	\$546.00
EL-20170913-000626	FEMA	501	SAN SOUCI	DUVAL	\$533.00
EL-20170913-000627	FEMA	501	SAN SOUCI	DUVAL	\$2 030.00
EL-20170913-000628	FEMA	501	SAN SOUCI	DUVAL	\$533.00
EL-20170913-000629	FEMA	501	SAN SOUCI	DUVAL	\$1 878.00
EL-20170913-000630	FEMA	501	SAN SOUCI	DUVAL	\$2 182.00
EL-20170913-000631	FEMA	501	SAN SOUCI	DUVAL	\$ 1 536.00
EL-20170913-000632	FEMA	501	SAN SOUCI	DUVAL	\$1 624.00
EL-20170913-000633	FEMA	501	SAN SOUCI	DUVAL	\$1 091.00
EL-20170913-000634	FEMA	501	SAN SOUCI	DUVAL	\$939.00
EL-20170913-000635	FEMA	501	SAN SOUCI	DUVAL	\$2 045.00
EL-20170913-000636	FEMA	501	SAN SOUCI	DUVAL	\$546.00
EL-20170913-000637	FEMA	501	SAN SOUCI	DUVAL	\$1 657.00
EL-20170913-000638	FEMA	501	SAN SOUCI	DUVAL	\$981.00
EL-20170913-000639	FEMA	501	SAN SOUCI	DUVAL	\$546.00
EL-20170913-000640	FEMA	501	SAN SOUCI	DUVAL	\$4 788.00
EL-20170913-000641	FEMA	501	SAN SOUCI	DUVAL	\$981.00
EL-20170913-000642	FEMA	501	SAN SOUCI	DUVAL	\$1 092.00
EL-20170913-000643	FEMA	501	SAN SOUCI	DUVAL	\$981.00
EL-20170913-000644	FEMA	501	SAN SOUCI	DUVAL	\$981.00
EL-20170913-000645	FEMA	501	SAN SOUCI	DUVAL	\$546.00
EL-20170913-000646	FEMA	501	SAN SOUCI	DUVAL	\$1 369.00
EL-20170913-000647	FEMA	501	SAN SOUCI	DUVAL	\$981.00
EL-20170913-000648	FEMA	501	SAN SOUCI	DUVAL	\$1 111.00
EL-20170913-000649	FEMA	501	SAN SOUCI	DUVAL	\$981.00
EL-20170913-000650	FEMA	501	SAN SOUCI	DUVAL	\$981.00
EL-20170913-000651	FEMA	501	SAN SOUCI	DUVAL	\$1 369.00
EL-20170913-000652	FEMA	501	SAN SOUCI	DUVAL	\$1 111.00
EL-20170913-000653	FEMA	501	SAN SOUCI	DUVAL	\$546.00
EL-20170913-000654	FEMA	501	SAN SOUCI	DUVAL	\$5 406.00
EL-20170913-000655	FEMA	333	WESTLAKE	DUVAL	\$921.00
EL-20170913-000656	FEMA	333	WESTLAKE	DUVAL	\$600.00
EL-20170913-000657	FEMA	333	WESTLAKE	DUVAL	\$2 000.00
EL-20170913-000658	FEMA	333	WESTLAKE	DUVAL	\$1 400.00
EL-20170913-000659	FEMA	333	WESTLAKE	DUVAL	\$1 400.00
EL-20170913-000660	FEMA	333	WESTLAKE	DUVAL	\$300.00
EL-20170913-000661	FEMA	333	WESTLAKE	DUVAL	\$2 000.00
EL-20170913-000662	FEMA	333	WESTLAKE	DUVAL	\$700.00
EL-20170913-000663	FEMA	333	WESTLAKE	DUVAL	\$600.00
EL-20170913-000664	FEMA	333	WESTLAKE	DUVAL	\$600.00
EL-20170913-000665	FEMA	333	WESTLAKE	DUVAL	\$1 500.00
EL-20170913-000666	FEMA	333	WESTLAKE	DUVAL	\$6 400.00
EL-20170913-000667	FEMA	410	GRAND PARK	DUVAL	\$533.00
EL-20170913-000668	FEMA	410	GRAND PARK	DUVAL	\$533.00
EL-20170913-000669	FEMA	410	GRAND PARK	DUVAL	\$533.00
EL-20170913-000670	FEMA	434	MERRILL RD	DUVAL	\$981.00
EL-20170913-000671	FEMA	434	MERRILL RD	DUVAL	\$533.00
EL-20170913-000672	FEMA	434	MERRILL RD	DUVAL	\$652.00
EL-20170913-000673	FEMA	434	MERRILL RD	DUVAL	\$652.00
EL-20170913-000674	FEMA	434	MERRILL RD	DUVAL	\$533.00
EL-20170913-000675	FEMA	434	MERRILL RD	DUVAL	\$1 599.00
EL-20170913-000676	FEMA	434	MERRILL RD	DUVAL	\$200.00
EL-20170913-000677	FEMA	434	MERRILL RD	DUVAL	\$2 500.00
EL-20170913-000678	FEMA	472	BROOKLYN	DUVAL	\$533.00
EL-20170913-000679	FEMA	472	BROOKLYN	DUVAL	\$652.00
EL-20170913-000680	FEMA	472	BROOKLYN	DUVAL	\$533.00
EL-20170913-000681	FEMA	472	BROOKLYN	DUVAL	\$1 500.00
EL-20170913-000682	FEMA	472	BROOKLYN	DUVAL	\$533.00
EL-20170913-000683	FEMA	472	BROOKLYN	DUVAL	\$2 000.00
EL-20170913-000684	FEMA	497	GARDEN CITY	DUVAL	\$1 467.00
EL-20170913-000685	FEMA	497	GARDEN CITY	DUVAL	\$500.00
EL-20170913-000686	FEMA	497	GARDEN CITY	DUVAL	\$1 467.00
EL-20170913-000687	FEMA	497	GARDEN CITY	DUVAL	\$464.00
EL-20170913-000688	FEMA	497	GARDEN CITY	DUVAL	\$2 500.00

EL-20170913-000689	FEMA	497	GARDEN CITY	DUVAL	\$371.00
EL-20170913-000690	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$3 500.00
EL-20170913-000691	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$1 066.00
EL-20170913-000692	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$3 500.00
EL-20170913-000693	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$1 472.00
EL-20170913-000694	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$939.00
EL-20170913-000695	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$533.00
EL-20170913-000696	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$4 019.00
EL-20170913-000697	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$6 734.00
EL-20170913-000698	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$533.00
EL-20170913-000699	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$ 1 599.00
EL-20170913-000700	FEMA	361	NORMANDY	DUVAL	\$3 680.00
EL-20170913-000701	FEMA	361	NORMANDY	DUVAL	\$1 638.00
EL-20170913-000702	FEMA	361	NORMANDY	DUVAL	\$3 680.00
EL-20170913-000703	FEMA	307	HAMILTON ST	DUVAL	\$978.00
EL-20170913-000704	FEMA	307	HAMILTON ST	DUVAL	\$7 500.00
EL-20170913-000705	FEMA	307	HAMILTON ST	DUVAL	\$978.00
EL-20170913-000706	FEMA	307	HAMILTON ST	DUVAL	\$1 040.00
EL-20170913-000707	FEMA	312	HAMILTON ST	DUVAL	\$1 500.00
EL-20170913-000708	FEMA	312	HAMILTON ST	DUVAL	\$10 000.00
EL-20170913-000709	FEMA	312	HAMILTON ST	DUVAL	\$1 100.00
EL-20170913-000710	FEMA	538	UNIVERSITY	DUVAL	\$486.00
EL-20170913-000711	FEMA	538	UNIVERSITY	DUVAL	\$6 957.00
EL-20170913-000712	FEMA	538	UNIVERSITY	DUVAL	\$486.00
EL-20170913-000713	FEMA	498	GARDEN CITY	DUVAL	\$500.00
EL-20170913-000714	FEMA	498	GARDEN CITY	DUVAL	\$1 000.00
EL-20170913-000715	FEMA	498	GARDEN CITY	DUVAL	\$500.00
EL-20170913-000716	FEMA	498	GARDEN CITY	DUVAL	\$400.00
EL-20170913-000717	FEMA	365	STARRATT	DUVAL	\$1 000.00
EL-20170913-000718	FEMA	365	STARRATT	DUVAL	\$600.00
EL-20170913-000719	FEMA	365	STARRATT	DUVAL	\$1 000.00
EL-20170913-000720	FEMA	365	STARRATT	DUVAL	\$500.00
EL-20170913-000721	FEMA	365	STARRATT	DUVAL	\$1 000.00
EL-20170913-000722	FEMA	365	STARRATT	DUVAL	\$400.00
EL-20170913-000723	FEMA	365	STARRATT	DUVAL	\$400.00
EL-20170913-000724	FEMA	365	STARRATT	DUVAL	\$500.00
EL-20170913-000725	FEMA	365	STARRATT	DUVAL	\$500.00
EL-20170913-000726	FEMA	521	MANDARIN	DUVAL	\$500.00
EL-20170913-000727	FEMA	521	MANDARIN	DUVAL	\$550.00
EL-20170913-000728	FEMA	521	MANDARIN	DUVAL	\$500.00
EL-20170913-000729	FEMA	521	MANDARIN	DUVAL	\$1 000.00
EL-20170913-000730	FEMA	521	MANDARIN	DUVAL	\$500.00
EL-20170913-000731	FEMA	521	MANDARIN	DUVAL	\$200.00
EL-20170913-000732	FEMA	209	GREENLAND	DUVAL	\$533.00
EL-20170913-000733	FEMA	209	GREENLAND	DUVAL	\$1 600.00
EL-20170913-000734	FEMA	209	GREENLAND	DUVAL	\$533.00
EL-20170913-000735	TLWH	6307	MC DUFF AV	DUVAL	\$1 352.00
EL-20170913-000736	FEMA	328	HERLONG	DUVAL	\$533.00
EL-20170913-000737	FEMA	537	UNIVERSITY	DUVAL	\$546.00
EL-20170913-000738	FEMA	207	GREENLAND	DUVAL	\$1 200.00
EL-20170913-000739	FEMA	495	IMESON	DUVAL	\$2 800.00
EL-20170913-000740	FEMA	468	HUNTER RD	DUVAL	\$939.00
EL-20170913-000741	FEMA	563	NEPTUNE BEACH	DUVAL	\$325.00
EL-20170913-000742	FEMA	360	NORMANDY	DUVAL	\$533.00
EL-20170913-000743	FEMA	418	PICKETTVILLE	DUVAL	\$500.00
EL-20170913-000744	FEMA	594	MAYPORT	DUVAL	\$2 300.00
EL-20170913-000745	FEMA	520	MANDARIN	DUVAL	\$1 700.00
EL-20170913-000746	FEMA	520	MANDARIN	DUVAL	\$1 700.00
EL-20170913-000747	FEMA	450	REBAULT	DUVAL	\$65 000.00
EL-20170913-000748	FEMA	561	NEPTUNE BEACH	DUVAL	\$1 185.00
EL-20170913-000749	FEMA	469	HUNTER RD	DUVAL	\$600.00
EL-20170913-000750	FEMA	583	SWITZERLAND	SIC	\$1 000.00
EL-20170913-000751	FEMA	595	HARTLEY RD	DUVAL	\$8 500.00
EL-20170913-000752	FEMA	536	UNIVERSITY	DUVAL	\$1 000.00
EL-20170913-000753	FEMA	436	LANE AV	DUVAL	\$1 800.00
EL-20170913-000754	FEMA	352	NAVAL AIR STATION	DUVAL	\$5 000.00
EL-20170913-000755	FEMA	497	GARDEN CITY	DUVAL	\$670.00
EL-20170913-000756	FEMA	512	POWERS AV	DUVAL	\$200.00
EL-20170913-000757	FEMA	554	ROBINWOOD ACRES	DUVAL	\$2 327.00
EL-20170913-000758	FEMA	468	HUNTER RD	DUVAL	\$961.00
EL-20170913-000759	FEMA	209	GREENLAND	DUVAL	\$3 000.00
EL-20170913-000760	TLWH	328	HERLONG	DUVAL	\$1 352.00
EL-20170913-000761	TLWH	312	HAMILTON ST	DUVAL	\$961.00
EL-20170913-000762	TDWP	317	JAY HEIGHTS	DUVAL	\$842.00
EL-20170913-000763	TLWH	333	WESTLAKE	DUVAL	\$961.00
EL-20170913-000766	TLPP	513	POWERS AV	DUVAL	\$1 352.00
EL-20170913-000768	TLPP	303	ORANGE PARK	CLAY	\$842.00
EL-20170913-000770	WLOW	365	STARRATT	DUVAL	\$1 100.00
EL-20170913-000771	TLWH	512	POWERS AV	DUVAL	\$961.00
EL-20170913-000772	TLPP	509	MANDARIN	DUVAL	\$371.00
EL-20170913-000773	TLWH	580	FT CAROLINE	DUVAL	\$1 352.00
EL-20170913-000774	SLOF	596	HARTLEY RD	DUVAL	\$600.00
EL-20170913-000776	TLPP	331	HERLONG	DUVAL	\$842.00
EL-20170913-000778	TLPP	418	PICKETTVILLE	DUVAL	\$842.00
EL-20170913-000782	PLEA	480	ARLINGTON	DUVAL	\$1 181.00

EL-20170913-000784	TLPP	367	STARRATT	DUVAL	\$1 352.00
EL-20170913-000785	TLPP	349	NAVAL AIR STATION	DUVAL	\$1 000.00
EL-20170913-000786	TLWH	438	LANE AV	DUVAL	\$981.00
EL-20170913-000787	TLPP	360	NORMANDY	DUVAL	\$981.00
EL-20170913-000788	METD	417	PICKETTVILLE	DUVAL	\$981.00
EL-20170913-000789	EFIR	438	LANE AV	DUVAL	\$486.00
EL-20170913-000790	ALOP	365	STARRATT	DUVAL	\$600.00
EL-20170913-000792	TLWH	485	PAXON	DUVAL	\$981.00
EL-20170913-000793	FREQ	363	NORMANDY	DUVAL	\$981.00
EL-20170913-000794	WDBR	506	SAN SOUCI	DUVAL	\$1 352.00
EL-20170913-000795	DLPE	415	NORTHSIDE GEN	DUVAL	\$981.00
EL-20170913-000796	WLOW	390	CECIL FIELD	DUVAL	\$981.00
EL-20170913-000799	TLWH	331	HERLONG	DUVAL	\$371.00
EL-20170913-000800	SLOF	455	NORTHWEST JAX	DUVAL	\$600.00
EL-20170913-000801	TLWH	417	PICKETTVILLE	DUVAL	\$1 352.00
EL-20170913-000802	ALOP	409	GRAND PARK	DUVAL	\$185.00
EL-20170913-000803	TDWP	463	KENNEDY	DUVAL	\$842.00
EL-20170913-000804	TLPP	511	MANDARIN	DUVAL	\$1 352.00
EL-20170913-000805	TDWP	578	ARLINGTON	DUVAL	\$842.00
EL-20170913-000806	TLWH	390	CECIL FIELD	DUVAL	\$1 352.00
EL-20170913-000807	TLWH	216	FOREST BV	DUVAL	\$371.00
EL-20170913-000808	TLWH	322	FIRESTONE	DUVAL	\$842.00
EL-20170913-000809	TLWH	450	RIBAUT	DUVAL	\$1 352.00
EL-20170913-000810	WLOW	407	NORTHSHORE	DUVAL	\$981.00
EL-20170913-000813	LO	451	RIBAUT	DUVAL	\$6 185.00
EL-20170913-000814	TDWP	410	GRAND PARK	DUVAL	\$842.00
EL-20170913-000816	TLPP	393	BEEGLY HEIGHTS	DUVAL	\$842.00
EL-20170913-000820	TLWH	512	POWERS AV	DUVAL	\$1 352.00
EL-20170913-000821	TLPP	407	NORTHSHORE	DUVAL	\$500.00
EL-20170913-000822	TLWH	324	FIRESTONE	DUVAL	\$981.00
EL-20170913-000823	TLWH	517	POWERS AV	DUVAL	\$981.00
EL-20170913-000824	WLOW	407	NORTHSHORE	DUVAL	\$981.00
EL-20170913-000825	TLPP	407	NORTHSHORE	DUVAL	\$842.00
EL-20170913-000826	DLHR	430	RITTER PARK	DUVAL	\$981.00
EL-20170913-000828	TLPP	587	HUNTER RD	DUVAL	\$842.00
EL-20170913-000829	TLWH	311	HAMILTON ST	DUVAL	\$1 352.00
EL-20170913-000830	SLOT	391	BEEGLY HEIGHTS	DUVAL	\$600.00
EL-20170913-000831	SLOT	365	STARRATT	DUVAL	\$600.00
EL-20170913-000832	WLOW	516	POWERS AV	DUVAL	\$981.00
EL-20170913-000833	FEMA	209	GREENLAND	DUVAL	\$600.00
EL-20170913-000834	FEMA	209	GREENLAND	DUVAL	\$533.00
EL-20170913-000835	FEMA	209	GREENLAND	DUVAL	\$600.00
EL-20170913-000836	FEMA	521	MANDARIN	DUVAL	\$400.00
EL-20170913-000837	FEMA	521	MANDARIN	DUVAL	\$700.00
EL-20170913-000838	FEMA	521	MANDARIN	DUVAL	\$400.00
EL-20170913-000839	FEMA	521	MANDARIN	DUVAL	\$1 000.00
EL-20170913-000840	FEMA	521	MANDARIN	DUVAL	\$500.00
EL-20170913-000841	FEMA	522	MANDARIN	DUVAL	\$1 000.00
EL-20170913-000842	FEMA	522	MANDARIN	DUVAL	\$1 600.00
EL-20170913-000843	FEMA	522	MANDARIN	DUVAL	\$1 000.00
EL-20170913-000844	FEMA	522	MANDARIN	DUVAL	\$1 000.00
EL-20170913-000845	FEMA	522	MANDARIN	DUVAL	\$1 000.00
EL-20170913-000846	FEMA	522	MANDARIN	DUVAL	\$1 600.00
EL-20170913-000847	FEMA	522	MANDARIN	DUVAL	\$1 550.00
EL-20170913-000848	FEMA	522	MANDARIN	DUVAL	\$553.00
EL-20170913-000849	FEMA	522	MANDARIN	DUVAL	\$371.00
EL-20170913-000850	FEMA	522	MANDARIN	DUVAL	\$1 400.00
EL-20170913-000851	FEMA	522	MANDARIN	DUVAL	\$2 950.00
EL-20170913-000852	FEMA	522	MANDARIN	DUVAL	\$400.00
EL-20170913-000853	FEMA	522	MANDARIN	DUVAL	\$150.00
EL-20170913-000854	FEMA	522	MANDARIN	DUVAL	\$1 000.00
EL-20170913-000855	FEMA	522	MANDARIN	DUVAL	\$1 000.00
EL-20170913-000856	TDWP	506	SAN SOUCI	DUVAL	\$4 253.00
EL-20170913-000857	FEMA	522	MANDARIN	DUVAL	\$1 400.00
EL-20170913-000858	FEMA	522	MANDARIN	DUVAL	\$3 050.00
EL-20170913-000859	FEMA	522	MANDARIN	DUVAL	\$813.00
EL-20170913-000860	FEMA	522	MANDARIN	DUVAL	\$4 600.00
EL-20170913-000861	FEMA	522	MANDARIN	DUVAL	\$1 000.00
EL-20170913-000862	FEMA	522	MANDARIN	DUVAL	\$1 050.00
EL-20170913-000863	FEMA	522	MANDARIN	DUVAL	\$553.00
EL-20170913-000864	FEMA	506	SAN SOUCI	DUVAL	\$546.00
EL-20170913-000865	FEMA	506	SAN SOUCI	DUVAL	\$1 362.00
EL-20170913-000866	FEMA	506	SAN SOUCI	DUVAL	\$546.00
EL-20170913-000867	FEMA	506	SAN SOUCI	DUVAL	\$7 346.00
EL-20170913-000868	FEMA	506	SAN SOUCI	DUVAL	\$1 111.00
EL-20170913-000869	FEMA	440	SOUTHSIDE PLANT	DUVAL	\$2 700.00
EL-20170913-000870	FEMA	440	SOUTHSIDE PLANT	DUVAL	\$550.00
EL-20170913-000871	FEMA	440	SOUTHSIDE PLANT	DUVAL	\$2 700.00
EL-20170913-000872	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$1 472.00
EL-20170913-000873	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$533.00
EL-20170913-000874	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$1 472.00
EL-20170913-000875	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$533.00
EL-20170913-000876	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$533.00
EL-20170913-000877	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$2 500.00
EL-20170913-000878	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$3 095.00

EL-20170913-000879	FEMA	334	WESTLAKE	DUVAL	\$800.00
EL-20170913-000880	FEMA	334	WESTLAKE	DUVAL	\$800.00
EL-20170913-000881	FEMA	334	WESTLAKE	DUVAL	\$800.00
EL-20170913-000882	FEMA	506	SAN SOUCI	DUVAL	\$400.00
EL-20170913-000883	FEMA	480	ARLINGTON	DUVAL	\$1 500.00
EL-20170913-000884	FEMA	391	BEEHLY HEIGHTS	DUVAL	\$2 000.00
EL-20170913-000885	FEMA	355	BRANDY BRANCH	DUVAL	\$1 500.00
EL-20170913-000886	FEMA	355	BRANDY BRANCH	DUVAL	\$1 000.00
EL-20170913-000887	FEMA	210	GREENLAND	DUVAL	\$1 040.00
EL-20170913-000888	FEMA	210	GREENLAND	DUVAL	\$371.00
EL-20170913-000889	FEMA	308	HAMILTON ST	DUVAL	\$13 500.00
EL-20170913-000890	FEMA	328	HERLONG	DUVAL	\$1 000.00
EL-20170913-000891	FEMA	468	HUNTER RD	DUVAL	\$950.00
EL-20170913-000892	FEMA	468	HUNTER RD	DUVAL	\$950.00
EL-20170913-000893	FEMA	352	NAVAL AIR STATION	CLAY	\$3 072.00
EL-20170913-000894	FEMA	352	NAVAL AIR STATION	CLAY	\$6 150.00
EL-20170913-000895	FEMA	352	NAVAL AIR STATION	CLAY	\$2 840.00
EL-20170913-000896	FEMA	352	NAVAL AIR STATION	CLAY	\$970.00
EL-20170913-000897	FEMA	360	NORMANDY	DUVAL	\$550.00
EL-20170913-000898	FEMA	461	PICKETTVILLE	DUVAL	\$1 500.00
EL-20170913-000899	FEMA	497	RIBAUT	DUVAL	\$350.00
EL-20170913-000900	FEMA	426	RITTER PARK	DUVAL	\$1 200.00
EL-20170913-000901	FEMA	554	ROBINWOOD ACRES	DUVAL	\$546.00
EL-20170913-000902	FEMA	506	SAN SOUCI	DUVAL	\$546.00
EL-20170913-000903	FEMA	439	SOUTHIDE PLANT	DUVAL	\$1 350.00
EL-20170913-000904	FEMA	443	SOUTHIDE PLANT	DUVAL	\$939.00
EL-20170913-000905	FEMA	365	STARRATT	DUVAL	\$300.00
EL-20170913-000906	FEMA	365	STARRATT	DUVAL	\$2 000.00
EL-20170913-000907	FEMA	535	UNIVERSITY	DUVAL	\$546.00
EL-20170913-000908	LO	448	RANDALL ST	DUVAL	\$842.00
EL-20170913-000909	TLPP	535	UNIVERSITY	DUVAL	\$371.00
EL-20170913-000910	LO	448	RANDALL ST	DUVAL	\$3 511.00
EL-20170913-000911	WLOW	329	HERLONG	DUVAL	\$981.00
EL-20170913-000912	TLWH	530	CRAVEN RD	DUVAL	\$981.00
EL-20170913-000913	TLWH	331	HERLONG	DUVAL	\$1 352.00
EL-20170913-000914	LO	516	POWERS AV	DUVAL	\$546.00
EL-20170913-000915	TLWH	450	RIBAUT	DUVAL	\$1 352.00
EL-20170913-000916	DLHR	322	FIRESTONE	DUVAL	\$185.00
EL-20170913-000917	WDBR	366	STARRATT	DUVAL	\$3 500.00
EL-20170913-000918	SLOF	554	ROBINWOOD ACRES	DUVAL	\$600.00
EL-20170913-000919	TLWH	443	SOUTHIDE PLANT	DUVAL	\$981.00
EL-20170913-000920	TLWH	445	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170913-000921	LO	325	FIRESTONE	DUVAL	\$842.00
EL-20170913-000922	TLPP	494	IMESON	DUVAL	\$917.00
EL-20170913-000923	LO	438	LANE AV	DUVAL	\$1 352.00
EL-20170913-000924	TLWH	468	HUNTER RD	DUVAL	\$1 352.00
EL-20170913-000925	WDBR	325	FIRESTONE	DUVAL	\$1 100.00
EL-20170913-000926	WDBR	325	FIRESTONE	DUVAL	\$2 300.00
EL-20170913-000927	TLPP	521	MANDARIN	DUVAL	\$842.00
EL-20170913-000928	OTHR	6306	MC DUFF AV	DUVAL	\$9 800.00
EL-20170913-000929	WLOW	328	HERLONG	DUVAL	\$981.00
EL-20170913-000930	WLOW	556	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170913-000931	SLOT	561	NEPTUNE BEACH	DUVAL	\$600.00
EL-20170913-000932	WDLP	438	LANE AV	DUVAL	\$1 352.00
EL-20170913-000933	LPAR	436	LANE AV	DUVAL	\$981.00
EL-20170913-000934	TLWH	325	FIRESTONE	DUVAL	\$1 352.00
EL-20170913-000935	LO	436	LANE AV	DUVAL	\$546.00
EL-20170913-000936	TLPP	571	FT CAROLINE	DUVAL	\$842.00
EL-20170913-000937	INIT	438	LANE AV	DUVAL	\$971.00
EL-20170913-000938	ALOP	520	MANDARIN	DUVAL	\$981.00
EL-20170913-000939	TLPP	537	UNIVERSITY	DUVAL	\$842.00
EL-20170913-000940	WDBR	468	HUNTER RD	DUVAL	\$981.00
EL-20170913-000941	TXOH	468	HUNTER RD	DUVAL	\$546.00
EL-20170913-000942	WDBR	468	HUNTER RD	DUVAL	\$1 352.00
EL-20170913-000943	TLPP	468	HUNTER RD	DUVAL	\$842.00
EL-20170913-000944	ALOP	328	HERLONG	DUVAL	\$600.00
EL-20170913-000945	TLPP	535	UNIVERSITY	DUVAL	\$842.00
EL-20170913-000946	TLPP	480	ARLINGTON	DUVAL	\$371.00
EL-20170913-000947	WDLP	418	PICKETTVILLE	DUVAL	\$6 800.00
EL-20170913-000948	WDBR	468	HUNTER RD	DUVAL	\$4 953.00
EL-20170913-000949	WDBR	468	HUNTER RD	DUVAL	\$981.00
EL-20170913-000950	TLPP	553	ROBINWOOD ACRES	DUVAL	\$842.00
EL-20170913-000951	WDBR	468	HUNTER RD	DUVAL	\$3 200.00
EL-20170913-000952	POLB	468	HUNTER RD	DUVAL	\$546.00
EL-20170913-000953	WDBR	468	HUNTER RD	DUVAL	\$981.00
EL-20170913-000954	WDBR	468	HUNTER RD	DUVAL	\$1 100.00
EL-20170913-000955	TXOH	468	HUNTER RD	DUVAL	\$1 638.00
EL-20170913-000956	WDBR	468	HUNTER RD	DUVAL	\$4 100.00
EL-20170913-000957	LO	468	HUNTER RD	DUVAL	\$2 300.00
EL-20170913-000958	WDBR	468	HUNTER RD	DUVAL	\$500.00
EL-20170913-000959	LO	468	HUNTER RD	DUVAL	\$1 463.00
EL-20170913-000960	LO	468	HUNTER RD	DUVAL	\$1 046.00
EL-20170913-000961	TXOH	409	GRAND PARK	DUVAL	\$1 400.00
EL-20170913-000962	TLWH	480	ARLINGTON	DUVAL	\$981.00
EL-20170913-000963	WLOW	530	CRAVEN RD	DUVAL	\$842.00

EL-20170913-001017	TDWP	426	BITTER PARK	DUVAL	\$917.00
EL-20170913-001018	TLPP	556	OAKWOOD VILLA	DUVAL	\$842.00
EL-20170913-001019	TCA	367	STARRATT	DUVAL	\$842.00
EL-20170913-001021	INIT	325	FIRESTONE	DUVAL	\$1 092.00
EL-20170913-001022	TLPP	571	FT CAROLINE	DUVAL	\$371.00
EL-20170913-001023	INIT	325	FIRESTONE	DUVAL	\$546.00
EL-20170913-001025	TLWH	448	RANDALL ST	DUVAL	\$1 352.00
EL-20170913-001026	WDBR	307	HAMILTON ST	DUVAL	\$2 233.00
EL-20170913-001028	TLPP	406	NORTHSHORE	DUVAL	\$842.00
EL-20170913-001029	WDBR	307	HAMILTON ST	DUVAL	\$981.00
EL-20170913-001030	TLWH	520	MANDARIN	DUVAL	\$1 352.00
EL-20170913-001032	TDWP	504	SAN SOUCI	DUVAL	\$842.00
EL-20170913-001033	TDWP	571	FT CAROLINE	DUVAL	\$842.00
EL-20170913-001034	LO	480	ARLINGTON	DUVAL	\$3 302.00
EL-20170913-001035	TXOH	409	GRAND PARK	DUVAL	\$542.00
EL-20170913-001039	ALOP	9103	21ST & HUBBARD	DUVAL	\$600.00
EL-20170913-001041	TLWH	527	PHILLIPS HY	DUVAL	\$981.00
EL-20170913-001043	TLWH	522	MANDARIN	DUVAL	\$981.00
EL-20170913-001044	TLWH	503	SAN SOUCI	DUVAL	\$1 352.00
EL-20170913-001045	TLWH	328	HERLONG	DUVAL	\$842.00
EL-20170913-001046	TLWH	365	STARRATT	DUVAL	\$1 352.00
EL-20170913-001047	TLPP	310	HAMILTON ST	DUVAL	\$4 253.00
EL-20170913-001048	WBAH	5201	MERSCHER ST	DUVAL	\$981.00
EL-20170913-001049	TLWH	468	HUNTER RD	DUVAL	\$1 352.00
EL-20170913-001050	TLWH	325	FIRESTONE	DUVAL	\$1 352.00
EL-20170913-001051	TLWH	317	JAX HEIGHTS	DUVAL	\$1 100.00
EL-20170913-001052	TLWH	209	GREENLAND	DUVAL	\$1 352.00
EL-20170913-001053	TLWH	444	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170913-001054	SLOF	362	NORMANDY	DUVAL	\$600.00
EL-20170913-001055	LO	468	HUNTER RD	DUVAL	\$3 500.00
EL-20170913-001056	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170913-001057	TLPP	498	GARDEN CITY	DUVAL	\$371.00
EL-20170913-001059	LO	417	PICKETTville	DUVAL	\$917.00
EL-20170913-001060	WLOW	407	NORTHSHORE	DUVAL	\$981.00
EL-20170913-001061	TDWP	522	MANDARIN	DUVAL	\$371.00
EL-20170913-001062	TDWP	556	OAKWOOD VILLA	DUVAL	\$842.00
EL-20170913-001065	TLPP	571	FT CAROLINE	DUVAL	\$842.00
EL-20170913-001066	TLWH	447	RANDALL ST	DUVAL	\$1 352.00
EL-20170913-001068	DLPE	312	HAMILTON ST	DUVAL	\$185.00
EL-20170913-001069	TLWH	577	ARLINGTON	DUVAL	\$1 352.00
EL-20170913-001070	WDBR	4701	FAIRFAX	DUVAL	\$981.00
EL-20170913-001071	WLOW	311	HAMILTON ST	DUVAL	\$5 115.00
EL-20170913-001073	TLWH	496	GARDEN CITY	DUVAL	\$981.00
EL-20170913-001074	TLWH	561	NEPTUNE BEACH	DUVAL	\$1 352.00
EL-20170913-001075	TLWH	301	ORANGE PARK	CLAY	\$1 352.00
EL-20170913-001076	TLWH	496	GARDEN CITY	DUVAL	\$981.00
EL-20170913-001077	WLOW	457	NORTHWEST JAX	DUVAL	\$500.00
EL-20170913-001078	LO	407	NORTHSHORE	DUVAL	\$546.00
EL-20170913-001079	TLWH	355	BRANDY BRANCH	DUVAL	\$981.00
EL-20170913-001080	TLPP	418	PICKETTville	DUVAL	\$842.00
EL-20170913-001082	LO	595	HARTLEY RD	DUVAL	\$1 288.00
EL-20170913-001083	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170913-001084	TLPP	363	NORMANDY	DUVAL	\$842.00
EL-20170913-001085	TLPP	363	NORMANDY	DUVAL	\$1 500.00
EL-20170913-001086	LO	407	NORTHSHORE	DUVAL	\$546.00
EL-20170913-001091	LBO	6304	MC DUFF AV	DUVAL	\$981.00
EL-20170913-001096	LO	6302	MC DUFF AV	DUVAL	\$3 861.00
EL-20170913-001097	WDBR	6302	MC DUFF AV	DUVAL	\$981.00
EL-20170913-001099	WDNL	6301	MC DUFF AV	DUVAL	\$500.00
EL-20170913-001100	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170913-001101	LO	516	POWERS AV	DUVAL	\$546.00
EL-20170913-001102	WDBR	516	POWERS AV	DUVAL	\$2 382.00
EL-20170913-001103	LO	516	POWERS AV	DUVAL	\$546.00
EL-20170913-001104	LO	516	POWERS AV	DUVAL	\$546.00
EL-20170913-001105	LO	516	POWERS AV	DUVAL	\$3 159.00
EL-20170913-001106	WDBR	516	POWERS AV	DUVAL	\$1 352.00
EL-20170913-001108	TLPP	325	FIRESTONE	DUVAL	\$7 000.00
EL-20170913-001109	LO	6302	MC DUFF AV	DUVAL	\$981.00
EL-20170913-001110	PBDN	297	BARTRAM	SIC	\$6 564.00
EL-20170913-001111	TDWP	411	RANDALL ST	DUVAL	\$842.00
EL-20170913-001112	SLOF	496	GARDEN CITY	DUVAL	\$600.00
EL-20170913-001113	SLOF	496	GARDEN CITY	DUVAL	\$600.00
EL-20170913-001114	SLOF	496	GARDEN CITY	DUVAL	\$600.00
EL-20170913-001115	TLWH	308	HAMILTON ST	DUVAL	\$1 352.00
EL-20170913-001116	TDWP	530	CRAVEN RD	DUVAL	\$842.00
EL-20170913-001117	TLPP	479	ARLINGTON	DUVAL	\$842.00
EL-20170913-001118	WDBR	297	BARTRAM	SIC	\$6 564.00
EL-20170913-001119	LO	530	CRAVEN RD	DUVAL	\$6 670.00
EL-20170913-001120	OTHR	501	SAN SOUCI	DUVAL	\$981.00
EL-20170913-001121	LO	417	PICKETTville	DUVAL	\$3 800.00
EL-20170913-001122	TDWP	556	OAKWOOD VILLA	DUVAL	\$842.00
EL-20170913-001123	SLOF	535	UNIVERSITY	DUVAL	\$1 200.00
EL-20170913-001124	TLPP	322	FIRESTONE	DUVAL	\$1 300.00
EL-20170913-001125	LPAR	163	GEORGIA ST	DUVAL	\$6 778.00
EL-20170913-001126	TLPP	317	JAX HEIGHTS	DUVAL	\$1 352.00

EL-20170914-000001	WDBR	418	PICKETTVILLE	DUVAL	\$9 800.00
EL-20170914-000002	TLWH	522	MANDARIN	DUVAL	\$981.00
EL-20170914-000003	OTHR	457	NORTHWEST JAX	DUVAL	\$917.00
EL-20170914-000004	TLWH	451	RIBAUT	DUVAL	\$981.00
EL-20170914-000007	INIT	494	IMESON	DUVAL	\$11 000.00
EL-20170914-000008	LO	480	ARLINGTON	DUVAL	\$546.00
EL-20170914-000009	OTHR	457	NORTHWEST JAX	DUVAL	\$917.00
EL-20170914-000010	LO	530	CRAVEN RD	DUVAL	\$8 072.00
EL-20170914-000012	INIT	322	FIRESTONE	DUVAL	\$1 638.00
EL-20170914-000013	SLOF	354	YELLOW WATER	DUVAL	\$600.00
EL-20170914-000014	OTHR	417	PICKETTVILLE	DUVAL	\$2 300.00
EL-20170914-000015	OTHR	322	FIRESTONE	DUVAL	\$10 000.00
EL-20170914-000016	LO	510	MANDARIN	DUVAL	\$5 400.00
EL-20170914-000017	SLOF	553	ROBINWOOD ACRES	DUVAL	\$600.00
EL-20170914-000020	LO	317	JAX HEIGHTS	DUVAL	\$1 578.00
EL-20170914-000023	LO	512	POWERS AV	DUVAL	\$1 834.00
EL-20170914-000024	FEMA	360	NORMANDY	DUVAL	\$500.00
EL-20170914-000025	LO	8202	ST JOHNS PARK	DUVAL	\$23 000.00
EL-20170914-000028	FEMA	352	NAVAL AIR STATION	DUVAL	\$3 000.00
EL-20170914-000029	LO	475	BROOKLYN	DUVAL	\$546.00
EL-20170914-000030	TXOH	328	HERLONG	DUVAL	\$546.00
EL-20170914-000033	LO	440	SOUTHSIDE PLANT	DUVAL	\$3 500.00
EL-20170914-000034	WDBR	308	HAMILTON ST	DUVAL	\$981.00
EL-20170914-000035	WDBR	308	HAMILTON ST	DUVAL	\$7 598.00
EL-20170914-000036	LO	308	HAMILTON ST	DUVAL	\$13 128.00
EL-20170914-000037	LO	308	HAMILTON ST	DUVAL	\$546.00
EL-20170914-000038	TLWH	324	FIRESTONE	DUVAL	\$981.00
EL-20170914-000042	SLOF	231	POINT MEADOWS	DUVAL	\$600.00
EL-20170914-000043	WDBR	536	UNIVERSITY	DUVAL	\$500.00
EL-20170914-000044	TXUG	536	UNIVERSITY	DUVAL	\$4 800.00
EL-20170914-000046	WDBR	517	POWERS AV	DUVAL	\$9 650.00
EL-20170914-000047	TXUG	536	UNIVERSITY	DUVAL	\$4 800.00
EL-20170914-000048	TLWH	448	RANDALL ST	DUVAL	\$981.00
EL-20170914-000049	SLOF	448	RANDALL ST	DUVAL	\$600.00
EL-20170914-000051	FEMA	310	HAMILTON ST	DUVAL	\$1 000.00
EL-20170914-000052	LO	322	FIRESTONE	DUVAL	\$1 288.00
EL-20170914-000055	POLB	463	KENNEDY	DUVAL	\$546.00
EL-20170914-000057	POLB	455	NORTHWEST JAX	DUVAL	\$546.00
EL-20170914-000058	LO	455	NORTHWEST JAX	DUVAL	\$546.00
EL-20170914-000062	LO	407	NORTHSHORE	DUVAL	\$546.00
EL-20170914-000063	POLB	455	NORTHWEST JAX	DUVAL	\$546.00
EL-20170914-000064	WDBR	331	HERLONG	DUVAL	\$981.00
EL-20170914-000065	TXOH	455	NORTHWEST JAX	DUVAL	\$546.00
EL-20170914-000066	LO	463	KENNEDY	DUVAL	\$546.00
EL-20170914-000068	POLB	463	KENNEDY	DUVAL	\$546.00
EL-20170914-000069	WDBR	307	HAMILTON ST	DUVAL	\$981.00
EL-20170914-000070	TXOH	459	NORTHWEST JAX	DUVAL	\$917.00
EL-20170914-000073	WBAH	354	BRANDY BRANCH	DUVAL	\$1 352.00
EL-20170914-000075	WDBR	459	NORTHWEST JAX	DUVAL	\$1 924.00
EL-20170914-000076	LO	354	BRANDY BRANCH	DUVAL	\$2 100.00
EL-20170914-000077	WDBR	354	BRANDY BRANCH	DUVAL	\$1 100.00
EL-20170914-000079	WDBR	459	NORTHWEST JAX	DUVAL	\$981.00
EL-20170914-000083	WDBR	6306	MC DUFF AV	DUVAL	\$371.00
EL-20170914-000086	TXOH	459	NORTHWEST JAX	DUVAL	\$917.00
EL-20170914-000087	TDPM	522	MANDARIN	DUVAL	\$981.00
EL-20170914-000088	TLWH	435	LANE AV	DUVAL	\$1 352.00
EL-20170914-000090	WDBR	457	NORTHWEST JAX	DUVAL	\$546.00
EL-20170914-000091	TXOH	457	NORTHWEST JAX	DUVAL	\$3 900.00
EL-20170914-000093	WDBR	457	NORTHWEST JAX	DUVAL	\$3 700.00
EL-20170914-000094	PROT	513	POWERS AV	DUVAL	\$2 300.00
EL-20170914-000095	SLOF	503	SAN SOUCI	DUVAL	\$600.00
EL-20170914-000096	WDBR	325	FIRESTONE	DUVAL	\$546.00
EL-20170914-000097	TXOH	360	NORMANDY	DUVAL	\$917.00
EL-20170914-000098	WDBR	390	CECIL FIELD	DUVAL	\$5 435.00
EL-20170914-000099	TXOH	390	CECIL FIELD	DUVAL	\$546.00
EL-20170914-000101	TLPP	334	WESTLAKE	DUVAL	\$1 352.00
EL-20170914-000102	SLOT	333	WESTLAKE	DUVAL	\$1 800.00
EL-20170914-000104	WDBR	391	BEEGLY HEIGHTS	DUVAL	\$1 400.00
EL-20170914-000106	POLB	391	BEEGLY HEIGHTS	DUVAL	\$12 000.00
EL-20170914-000107	LO	391	BEEGLY HEIGHTS	DUVAL	\$2 100.00
EL-20170914-000108	LO	512	POWERS AV	DUVAL	\$10 646.00
EL-20170914-000109	WARC	328	HERLONG	DUVAL	\$981.00
EL-20170914-000110	LO	330	HERLONG	DUVAL	\$900.00
EL-20170914-000111	LO	512	POWERS AV	DUVAL	\$15 000.00
EL-20170914-000112	TLWH	322	FIRESTONE	DUVAL	\$371.00
EL-20170914-000113	TLWH	438	LANE AV	DUVAL	\$981.00
EL-20170914-000115	LO	512	POWERS AV	DUVAL	\$917.00
EL-20170914-000116	LO	512	POWERS AV	DUVAL	\$1 638.00
EL-20170914-000118	LO	512	POWERS AV	DUVAL	\$917.00
EL-20170914-000119	TLWH	307	HAMILTON ST	DUVAL	\$1 352.00
EL-20170914-000120	TLWH	435	LANE AV	DUVAL	\$981.00
EL-20170914-000121	WLOW	545	BAYMEADOWS	DUVAL	\$500.00
EL-20170914-000122	LO	512	POWERS AV	DUVAL	\$1 092.00
EL-20170914-000123	LO	436	LANE AV	DUVAL	\$1 638.00
EL-20170914-000124	TLPP	418	PICKETTVILLE	DUVAL	\$1 484.00

EL-20170914-000125	TLWH	450	RIBAULT	DUVAL	\$1 352.00
EL-20170914-000126	TLPP	8003	ROSSELLE ST	DUVAL	\$842.00
EL-20170914-000127	DLTT	536	UNIVERSITY	DUVAL	\$185.00
EL-20170914-000128	TLWH	536	UNIVERSITY	DUVAL	\$981.00
EL-20170914-000129	TLPP	587	HUNTER RD	DUVAL	\$842.00
EL-20170914-000130	WLOW	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000132	TLWH	530	CRAVEN RD	DUVAL	\$1 352.00
EL-20170914-000133	FEMA	334	WESTLAKE	DUVAL	\$1 694.00
EL-20170914-000134	SLOF	469	HUNTER RD	DUVAL	\$600.00
EL-20170914-000135	ALOP	430	ITTER PARK	DUVAL	\$981.00
EL-20170914-000136	FEMA	210	GREENLAND	DUVAL	\$2 600.00
EL-20170914-000137	FEMA	210	GREENLAND	DUVAL	\$981.00
EL-20170914-000138	FEMA	210	GREENLAND	DUVAL	\$2 600.00
EL-20170914-000139	FEMA	210	GREENLAND	DUVAL	\$5 000.00
EL-20170914-000140	FEMA	210	GREENLAND	DUVAL	\$981.00
EL-20170914-000141	FEMA	210	GREENLAND	DUVAL	\$597.00
EL-20170914-000142	FEMA	210	GREENLAND	DUVAL	\$650.00
EL-20170914-000143	FEMA	210	GREENLAND	DUVAL	\$936.00
EL-20170914-000144	FEMA	468	HUNTER RD	DUVAL	\$4 188.00
EL-20170914-000145	FEMA	468	HUNTER RD	DUVAL	\$1 200.00
EL-20170914-000146	FEMA	468	HUNTER RD	DUVAL	\$4 188.00
EL-20170914-000147	FEMA	468	HUNTER RD	DUVAL	\$1 600.00
EL-20170914-000148	FEMA	468	HUNTER RD	DUVAL	\$1 860.00
EL-20170914-000149	FEMA	509	MANDARIN	DUVAL	\$371.00
EL-20170914-000150	FEMA	509	MANDARIN	DUVAL	\$6 200.00
EL-20170914-000151	FEMA	509	MANDARIN	DUVAL	\$371.00
EL-20170914-000152	FEMA	509	MANDARIN	DUVAL	\$371.00
EL-20170914-000153	FEMA	509	MANDARIN	DUVAL	\$378.00
EL-20170914-000154	FEMA	522	MANDARIN	DUVAL	\$1 060.00
EL-20170914-000155	FEMA	522	MANDARIN	DUVAL	\$530.00
EL-20170914-000156	FEMA	522	MANDARIN	DUVAL	\$1 060.00
EL-20170914-000157	FEMA	522	MANDARIN	DUVAL	\$1 600.00
EL-20170914-000158	FEMA	522	MANDARIN	DUVAL	\$2 000.00
EL-20170914-000159	FEMA	522	MANDARIN	DUVAL	\$4 200.00
EL-20170914-000160	FEMA	522	MANDARIN	DUVAL	\$1 000.00
EL-20170914-000161	FEMA	522	MANDARIN	DUVAL	\$700.00
EL-20170914-000162	FEMA	522	MANDARIN	DUVAL	\$5 700.00
EL-20170914-000163	FEMA	522	MANDARIN	DUVAL	\$1 600.00
EL-20170914-000164	FEMA	522	MANDARIN	DUVAL	\$800.00
EL-20170914-000165	FEMA	432	MERRILL RD	DUVAL	\$939.00
EL-20170914-000166	FEMA	432	MERRILL RD	DUVAL	\$1 500.00
EL-20170914-000167	FEMA	432	MERRILL RD	DUVAL	\$939.00
EL-20170914-000168	FEMA	432	MERRILL RD	DUVAL	\$533.00
EL-20170914-000169	FEMA	432	MERRILL RD	DUVAL	\$533.00
EL-20170914-000170	FEMA	432	MERRILL RD	DUVAL	\$533.00
EL-20170914-000171	FEMA	432	MERRILL RD	DUVAL	\$1 500.00
EL-20170914-000172	FEMA	512	POWERS AV	DUVAL	\$300.00
EL-20170914-000173	FEMA	512	POWERS AV	DUVAL	\$4 000.00
EL-20170914-000174	FEMA	512	POWERS AV	DUVAL	\$300.00
EL-20170914-000175	FEMA	512	POWERS AV	DUVAL	\$300.00
EL-20170914-000176	FEMA	512	POWERS AV	DUVAL	\$250.00
EL-20170914-000177	FEMA	512	POWERS AV	DUVAL	\$1 500.00
EL-20170914-000178	FEMA	512	POWERS AV	DUVAL	\$275.00
EL-20170914-000179	FEMA	512	POWERS AV	DUVAL	\$3 500.00
EL-20170914-000180	FEMA	512	POWERS AV	DUVAL	\$500.00
EL-20170914-000181	FEMA	506	SAN SOUCI	DUVAL	\$981.00
EL-20170914-000182	FEMA	506	SAN SOUCI	DUVAL	\$1 066.00
EL-20170914-000183	FEMA	506	SAN SOUCI	DUVAL	\$981.00
EL-20170914-000184	FEMA	506	SAN SOUCI	DUVAL	\$546.00
EL-20170914-000185	FEMA	506	SAN SOUCI	DUVAL	\$546.00
EL-20170914-000186	FEMA	506	SAN SOUCI	DUVAL	\$371.00
EL-20170914-000187	FEMA	506	SAN SOUCI	DUVAL	\$371.00
EL-20170914-000188	FEMA	506	SAN SOUCI	DUVAL	\$1 764.00
EL-20170914-000189	FEMA	506	SAN SOUCI	DUVAL	\$546.00
EL-20170914-000190	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$3 130.00
EL-20170914-000191	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$939.00
EL-20170914-000192	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$3 130.00
EL-20170914-000193	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$1 780.00
EL-20170914-000194	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$6 300.00
EL-20170914-000195	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$550.00
EL-20170914-000196	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$1 185.00
EL-20170914-000197	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$550.00
EL-20170914-000198	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$1 600.00
EL-20170914-000199	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$950.00
EL-20170914-000200	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$950.00
EL-20170914-000201	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$9 000.00
EL-20170914-000202	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$8 437.00
EL-20170914-000203	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$533.00
EL-20170914-000204	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$849.00
EL-20170914-000205	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$550.00
EL-20170914-000206	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$939.00
EL-20170914-000207	FEMA	535	UNIVERSITY	DUVAL	\$1 111.00
EL-20170914-000208	FEMA	535	UNIVERSITY	DUVAL	\$1 527.00
EL-20170914-000209	FEMA	535	UNIVERSITY	DUVAL	\$1 111.00
EL-20170914-000210	FEMA	535	UNIVERSITY	DUVAL	\$1 599.00

EL-20170914-000211	FEMA	535	UNIVERSITY	DUVAL	\$1 527.00
EL-20170914-000212	FEMA	535	UNIVERSITY	DUVAL	\$600.00
EL-20170914-000213	FEMA	535	UNIVERSITY	DUVAL	\$546.00
EL-20170914-000214	FEMA	535	UNIVERSITY	DUVAL	\$1 638.00
EL-20170914-000215	FEMA	535	UNIVERSITY	DUVAL	\$1 638.00
EL-20170914-000216	FEMA	535	UNIVERSITY	DUVAL	\$689.00
EL-20170914-000217	FEMA	535	UNIVERSITY	DUVAL	\$546.00
EL-20170914-000218	FEMA	522	MANDARIN	DUVAL	\$953.00
EL-20170914-000219	FEMA	522	MANDARIN	DUVAL	\$371.00
EL-20170914-000220	FEMA	503	SAN SOUCI	DUVAL	\$3 000.00
EL-20170914-000221	FEMA	578	ARLINGTON	DUVAL	\$371.00
EL-20170914-000222	FEMA	480	ARLINGTON	DUVAL	\$3 500.00
EL-20170914-000223	FEMA	480	ARLINGTON	DUVAL	\$1 000.00
EL-20170914-000224	FEMA	577	ARLINGTON	DUVAL	\$1 400.00
EL-20170914-000225	FEMA	299	BARTRAM	DUVAL	\$3 500.00
EL-20170914-000226	FEMA	550	BAYMEADOWS	DUVAL	\$564.00
EL-20170914-000227	FEMA	203	CENTER PARK	DUVAL	\$5 000.00
EL-20170914-000228	FEMA	589	CRAVEN RD	DUVAL	\$1 400.00
EL-20170914-000229	FEMA	589	CRAVEN RD	DUVAL	\$1 200.00
EL-20170914-000230	FEMA	216	FOREST BV	DUVAL	\$1 000.00
EL-20170914-000231	FEMA	216	FOREST BV	DUVAL	\$1 327.00
EL-20170914-000232	FEMA	209	GREENLAND	DUVAL	\$1 200.00
EL-20170914-000233	FEMA	468	HUNTER RD	DUVAL	\$1 200.00
EL-20170914-000234	FEMA	586	HUNTER RD	DUVAL	\$1 200.00
EL-20170914-000235	FEMA	510	MANDARIN	DUVAL	\$300.00
EL-20170914-000236	FEMA	511	MANDARIN	DUVAL	\$7 000.00
EL-20170914-000237	FEMA	521	MANDARIN	DUVAL	\$1 500.00
EL-20170914-000238	FEMA	521	MANDARIN	DUVAL	\$500.00
EL-20170914-000239	FEMA	521	MANDARIN	DUVAL	\$5 000.00
EL-20170914-000240	FEMA	522	MANDARIN	DUVAL	\$652.00
EL-20170914-000241	FEMA	559	OAKWOOD VILLA	DUVAL	\$300.00
EL-20170914-000242	FEMA	559	OAKWOOD VILLA	DUVAL	\$652.00
EL-20170914-000243	FEMA	441	ROBINWOOD ACRES	DUVAL	\$550.00
EL-20170914-000244	FEMA	553	ROBINWOOD ACRES	DUVAL	\$700.00
EL-20170914-000245	FEMA	553	ROBINWOOD ACRES	DUVAL	\$200.00
EL-20170914-000246	FEMA	553	ROBINWOOD ACRES	DUVAL	\$200.00
EL-20170914-000247	FEMA	553	ROBINWOOD ACRES	DUVAL	\$1 300.00
EL-20170914-000248	FEMA	553	ROBINWOOD ACRES	DUVAL	\$800.00
EL-20170914-000249	FEMA	504	SAN SOUCI	DUVAL	\$371.00
EL-20170914-000250	FEMA	504	SAN SOUCI	DUVAL	\$1 657.00
EL-20170914-000251	FEMA	504	SAN SOUCI	DUVAL	\$981.00
EL-20170914-000252	FEMA	440	SOUTHSIDE PLANT	DUVAL	\$950.00
EL-20170914-000253	FEMA	536	UNIVERSITY	DUVAL	\$600.00
EL-20170914-000254	FEMA	537	UNIVERSITY	DUVAL	\$546.00
EL-20170914-000255	METD	577	ARLINGTON	DUVAL	\$981.00
EL-20170914-000256	FEMA	416	NORTHSIDE GEN	DUVAL	\$1 000.00
EL-20170914-000257	FEMA	416	NORTHSIDE GEN	DUVAL	\$2 000.00
EL-20170914-000258	FEMA	416	NORTHSIDE GEN	DUVAL	\$1 000.00
EL-20170914-000259	FEMA	416	NORTHSIDE GEN	DUVAL	\$2 000.00
EL-20170914-000260	FEMA	416	NORTHSIDE GEN	DUVAL	\$1 000.00
EL-20170914-000261	FEMA	416	NORTHSIDE GEN	DUVAL	\$1 500.00
EL-20170914-000262	FEMA	416	NORTHSIDE GEN	DUVAL	\$2 000.00
EL-20170914-000263	FEMA	416	NORTHSIDE GEN	DUVAL	\$2 000.00
EL-20170914-000264	FEMA	416	NORTHSIDE GEN	DUVAL	\$1 500.00
EL-20170914-000265	FEMA	416	NORTHSIDE GEN	DUVAL	\$2 000.00
EL-20170914-000266	FEMA	416	NORTHSIDE GEN	DUVAL	\$2 000.00
EL-20170914-000267	FEMA	416	NORTHSIDE GEN	DUVAL	\$1 000.00
EL-20170914-000269	FEMA	497	GARDEN CITY	DUVAL	\$981.00
EL-20170914-000270	FEMA	497	GARDEN CITY	DUVAL	\$981.00
EL-20170914-000271	FEMA	497	GARDEN CITY	DUVAL	\$981.00
EL-20170914-000272	FEMA	497	GARDEN CITY	DUVAL	\$371.00
EL-20170914-000273	FEMA	497	GARDEN CITY	DUVAL	\$1 800.00
EL-20170914-000274	FEMA	497	GARDEN CITY	DUVAL	\$981.00
EL-20170914-000275	FEMA	497	GARDEN CITY	DUVAL	\$1 521.00
EL-20170914-000276	FEMA	497	GARDEN CITY	DUVAL	\$371.00
EL-20170914-000277	FEMA	497	GARDEN CITY	DUVAL	\$546.00
EL-20170914-000278	FEMA	497	GARDEN CITY	DUVAL	\$917.00
EL-20170914-000279	FEMA	497	GARDEN CITY	DUVAL	\$1 638.00
EL-20170914-000280	FEMA	497	GARDEN CITY	DUVAL	\$6 000.00
EL-20170914-000281	FEMA	497	GARDEN CITY	DUVAL	\$689.00
EL-20170914-000282	FEMA	497	GARDEN CITY	DUVAL	\$980.00
EL-20170914-000283	FEMA	497	GARDEN CITY	DUVAL	\$694.00
EL-20170914-000284	TOWP	333	WESTLAKE	DUVAL	\$842.00
EL-20170914-000285	FEMA	497	GARDEN CITY	DUVAL	\$1 371.00
EL-20170914-000286	FEMA	497	GARDEN CITY	DUVAL	\$981.00
EL-20170914-000287	FEMA	497	GARDEN CITY	DUVAL	\$296.00
EL-20170914-000288	FEMA	497	GARDEN CITY	DUVAL	\$2 086.00
EL-20170914-000289	FEMA	497	GARDEN CITY	DUVAL	\$371.00
EL-20170914-000290	FEMA	497	GARDEN CITY	DUVAL	\$546.00
EL-20170914-000291	FEMA	497	GARDEN CITY	DUVAL	\$1 092.00
EL-20170914-000292	FEMA	497	GARDEN CITY	DUVAL	\$1 378.00
EL-20170914-000293	FEMA	497	GARDEN CITY	DUVAL	\$1 066.00
EL-20170914-000294	FEMA	497	GARDEN CITY	DUVAL	\$371.00
EL-20170914-000295	TLWH	587	HUNTER RD	DUVAL	\$1 352.00
EL-20170914-000296	LO	536	UNIVERSITY	DUVAL	\$1 749.00

EL-20170914-000297	LO	536	UNIVERSITY	DUVAL	\$1 046.00
EL-20170914-000300	LO	563	NEPTUNE BEACH	DUVAL	\$1 100.00
EL-20170914-000301	FEMA	436	LANE AV	DUVAL	\$1 392.00
EL-20170914-000302	FEMA	417	PICKETTVILLE	DUVAL	\$200.00
EL-20170914-000303	FEMA	417	PICKETTVILLE	DUVAL	\$750.00
EL-20170914-000304	FEMA	417	PICKETTVILLE	DUVAL	\$250.00
EL-20170914-000305	SLOF	320	FIRESTONE	DUVAL	\$600.00
EL-20170914-000306	FEMA	417	PICKETTVILLE	DUVAL	\$200.00
EL-20170914-000307	TLPP	367	STARRATT	DUVAL	\$371.00
EL-20170914-000308	SLOF	516	POWERS AV	DUVAL	\$600.00
EL-20170914-000310	LO	486	PAXON	DUVAL	\$1 288.00
EL-20170914-000311	TLWH	586	HUNTER RD	DUVAL	\$1 352.00
EL-20170914-000313	LO	563	NEPTUNE BEACH	DUVAL	\$917.00
EL-20170914-000314	TXOH	563	NEPTUNE BEACH	DUVAL	\$3 861.00
EL-20170914-000316	TLWH	517	POWERS AV	DUVAL	\$981.00
EL-20170914-000317	TCA	496	GARDEN CITY	DUVAL	\$842.00
EL-20170914-000318	LO	391	BEEGLY HEIGHTS	DUVAL	\$3 511.00
EL-20170914-000319	WDBR	504	SAN SOUCI	DUVAL	\$917.00
EL-20170914-000320	TLWH	520	MANDARIN	DUVAL	\$1 352.00
EL-20170914-000322	WLOW	444	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000323	TLPP	494	IMESON	DUVAL	\$1 484.00
EL-20170914-000324	TDWP	333	WESTLAKE	DUVAL	\$842.00
EL-20170914-000325	TLWH	366	STARRATT	DUVAL	\$981.00
EL-20170914-000326	TLWH	494	IMESON	DUVAL	\$1 352.00
EL-20170914-000327	TLWH	506	SAN SOUCI	DUVAL	\$1 352.00
EL-20170914-000328	INIT	468	HUNTER RD	DUVAL	\$589.00
EL-20170914-000329	TDWP	363	NORMANDY	DUVAL	\$842.00
EL-20170914-000330	TREC	564	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170914-000331	WDBR	536	UNIVERSITY	DUVAL	\$3 861.00
EL-20170914-000332	POLB	443	SOUTHSIDE PLANT	DUVAL	\$546.00
EL-20170914-000333	TDWP	451	RIBAUT	DUVAL	\$842.00
EL-20170914-000335	WDBR	513	POWERS AV	DUVAL	\$546.00
EL-20170914-000336	LO	407	NORTHSHORE	DUVAL	\$546.00
EL-20170914-000337	FREQ	366	STARRATT	DUVAL	\$546.00
EL-20170914-000338	LO	536	UNIVERSITY	DUVAL	\$2 800.00
EL-20170914-000339	TDWP	447	RANDALL ST	DUVAL	\$842.00
EL-20170914-000340	LO	536	UNIVERSITY	DUVAL	\$3 500.00
EL-20170914-000341	TLWH	448	RANDALL ST	DUVAL	\$981.00
EL-20170914-000342	LO	536	UNIVERSITY	DUVAL	\$1 092.00
EL-20170914-000343	TLPP	352	NAVAL AIR STATION	DUVAL	\$842.00
EL-20170914-000344	DLPE	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170914-000345	PLEA	536	UNIVERSITY	DUVAL	\$2 295.00
EL-20170914-000346	TLWH	443	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170914-000347	SLOF	580	FT CAROLINE	DUVAL	\$600.00
EL-20170914-000349	TLPP	459	NORTHWEST JAX	DUVAL	\$842.00
EL-20170914-000350	WDBR	407	NORTHSHORE	DUVAL	\$546.00
EL-20170914-000351	TLPP	360	NORMANDY	DUVAL	\$500.00
EL-20170914-000352	INIT	468	HUNTER RD	DUVAL	\$846.00
EL-20170914-000353	TLPP	472	BROOKLYN	DUVAL	\$500.00
EL-20170914-000354	LO	407	NORTHSHORE	DUVAL	\$3 861.00
EL-20170914-000355	TDWP	325	FIRESTONE	DUVAL	\$842.00
EL-20170914-000356	TXOH	543	SOUTHPOINT	DUVAL	\$546.00
EL-20170914-000357	LO	457	NORTHWEST JAX	DUVAL	\$600.00
EL-20170914-000358	LO	586	HUNTER RD	DUVAL	\$4 100.00
EL-20170914-000361	DLHR	513	POWERS AV	DUVAL	\$185.00
EL-20170914-000362	WAIG	301	ORANGE PARK	CLAY	\$917.00
EL-20170914-000364	WLOW	437	LANE AV	DUVAL	\$981.00
EL-20170914-000365	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170914-000367	TLPP	468	HUNTER RD	DUVAL	\$981.00
EL-20170914-000370	TLPP	535	UNIVERSITY	DUVAL	\$981.00
EL-20170914-000374	SLOF	530	CRAVEN RD	DUVAL	\$1 200.00
EL-20170914-000375	TLWH	311	HAMILTON ST	DUVAL	\$842.00
EL-20170914-000376	LO	418	PICKETTVILLE	DUVAL	\$546.00
EL-20170914-000377	METD	349	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170914-000378	TLWH	561	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170914-000380	TLWH	325	FIRESTONE	DUVAL	\$1 352.00
EL-20170914-000381	LO	475	BROOKLYN	DUVAL	\$546.00
EL-20170914-000382	TLWH	530	CRAVEN RD	DUVAL	\$1 352.00
EL-20170914-000385	TLPP	451	RIBAUT	DUVAL	\$371.00
EL-20170914-000387	TDPM	512	POWERS AV	DUVAL	\$1 352.00
EL-20170914-000390	WDBR	445	NORTHWEST JAX	DUVAL	\$981.00
EL-20170914-000391	TLPP	583	SWITZERLAND	SIC	\$842.00
EL-20170914-000393	LO	475	BROOKLYN	DUVAL	\$546.00
EL-20170914-000395	TXOH	543	SOUTHPOINT	DUVAL	\$546.00
EL-20170914-000396	TREC	301	ORANGE PARK	CLAY	\$981.00
EL-20170914-000397	LO	334	WESTLAKE	DUVAL	\$842.00
EL-20170914-000399	SLOT	222	MT PLEASANT	DUVAL	\$1 800.00
EL-20170914-000401	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170914-000402	SLOF	317	JAX HEIGHTS	DUVAL	\$600.00
EL-20170914-000403	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170914-000404	WLOW	447	RANDALL ST	DUVAL	\$981.00
EL-20170914-000405	WBAH	451	RIBAUT	DUVAL	\$981.00
EL-20170914-000406	SLOT	567	SAN PABLO	DUVAL	\$600.00
EL-20170914-000407	LO	310	HAMILTON ST	DUVAL	\$3 500.00
EL-20170914-000408	POLB	310	HAMILTON ST	DUVAL	\$3 848.00

EL-20170914-000410	TLWH	433	MERRILL RD	DUVAL	\$1 352.00
EL-20170914-000411	TLPP	437	LANE AV	DUVAL	\$842.00
EL-20170914-000412	TLWH	588	CRAVEN RD	DUVAL	\$1 352.00
EL-20170914-000414	TLPP	480	ARLINGTON	DUVAL	\$981.00
EL-20170914-000416	WLOW	496	GARDEN CITY	DUVAL	\$500.00
EL-20170914-000417	WLOW	457	NORTHWEST JAX	DUVAL	\$1 042.00
EL-20170914-000418	POLE-SAF	390	CECIL FIELD	DUVAL	\$981.00
EL-20170914-000419	TLPP	164	GEORGIA ST	DUVAL	\$917.00
EL-20170914-000421	SLOF	349	NAVAL AIR STATION	DUVAL	\$600.00
EL-20170914-000422	OTH1	569	SAN PABLO	DUVAL	\$800.00
EL-20170914-000425	WDLP	568	SAN PABLO	DUVAL	\$981.00
EL-20170914-000428	WLOW	349	NAVAL AIR STATION	DUVAL	\$1 000.00
EL-20170914-000429	TLPP	404	GRAND PARK	DUVAL	\$842.00
EL-20170914-000430	TXOH	407	NORTHSHORE	DUVAL	\$546.00
EL-20170914-000431	TLWH	448	RANDALL ST	DUVAL	\$1 352.00
EL-20170914-000432	WLOW	349	NAVAL AIR STATION	DUVAL	\$1 500.00
EL-20170914-000433	TLPP	6304	MC DUFF AV	DUVAL	\$371.00
EL-20170914-000434	SLOT	389	CECIL FIELD	DUVAL	\$1 800.00
EL-20170914-000435	TXOH	459	NORTHWEST JAX	DUVAL	\$546.00
EL-20170914-000436	WBAH	580	FT CAROLINE	DUVAL	\$981.00
EL-20170914-000437	WLOW	307	HAMILTON ST	DUVAL	\$981.00
EL-20170914-000438	LO	499	GARDEN CITY	DUVAL	\$546.00
EL-20170914-000439	FEMA	363	NORMANDY	DUVAL	\$546.00
EL-20170914-000440	WDBR	8202	ST JOHNS PARK	DUVAL	\$371.00
EL-20170914-000441	TLWH	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000443	TLPP	588	CRAVEN RD	DUVAL	\$842.00
EL-20170914-000444	TLWH	389	CECIL FIELD	DUVAL	\$1 352.00
EL-20170914-000445	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170914-000446	TLWH	463	KENNEDY	DUVAL	\$981.00
EL-20170914-000447	WLOW	328	HERLONG	DUVAL	\$981.00
EL-20170914-000448	WDBR	445	NORTHWEST JAX	DUVAL	\$546.00
EL-20170914-000455	TXOH	512	POWERS AV	DUVAL	\$1 200.00
EL-20170914-000457	WDBR	448	RANDALL ST	DUVAL	\$981.00
EL-20170914-000459	LO	448	RANDALL ST	DUVAL	\$3 861.00
EL-20170914-000460	WDBR	448	RANDALL ST	DUVAL	\$981.00
EL-20170914-000461	TREC	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000462	WDBR	408	NORTHSHORE	DUVAL	\$981.00
EL-20170914-000463	POLB	363	NORMANDY	DUVAL	\$1 092.00
EL-20170914-000464	LO	363	NORMANDY	DUVAL	\$371.00
EL-20170914-000466	LO	363	NORMANDY	DUVAL	\$546.00
EL-20170914-000467	TXOH	363	NORMANDY	DUVAL	\$1 092.00
EL-20170914-000468	LO	363	NORMANDY	DUVAL	\$546.00
EL-20170914-000469	LO	323	FIRESTONE	DUVAL	\$870.00
EL-20170914-000470	POLB	323	FIRESTONE	DUVAL	\$917.00
EL-20170914-000471	WDBR	323	FIRESTONE	DUVAL	\$400.00
EL-20170914-000476	LO	513	POWERS AV	DUVAL	\$1 961.00
EL-20170914-000477	TLWH	408	NORTHSHORE	DUVAL	\$842.00
EL-20170914-000478	WLOW	407	NORTHSHORE	DUVAL	\$981.00
EL-20170914-000479	WDBR	457	NORTHWEST JAX	DUVAL	\$917.00
EL-20170914-000480	DLPE	163	GEORGIA ST	DUVAL	\$1 638.00
EL-20170914-000481	LO	468	HUNTER RD	DUVAL	\$4 842.00
EL-20170914-000482	LO	468	HUNTER RD	DUVAL	\$2 313.00
EL-20170914-000483	LO	294	BARTRAM	SIC	\$2 613.00
EL-20170914-000485	WLOW	393	BEEGHLY HEIGHTS	DUVAL	\$500.00
EL-20170914-000486	TLWH	330	HERLONG	DUVAL	\$981.00
EL-20170914-000487	LO	208	GREENLAND	DUVAL	\$4 925.00
EL-20170914-000488	TDPM	457	NORTHWEST JAX	DUVAL	\$842.00
EL-20170914-000490	TLPP	587	HUNTER RD	DUVAL	\$371.00
EL-20170914-000491	LO	407	NORTHSHORE	DUVAL	\$546.00
EL-20170914-000492	LO	444	SOUTHSIDE PLANT	DUVAL	\$546.00
EL-20170914-000493	WLOW	516	POWERS AV	DUVAL	\$3 159.00
EL-20170914-000494	WDBR	512	POWERS AV	DUVAL	\$5 050.00
EL-20170914-000495	LO	407	NORTHSHORE	DUVAL	\$546.00
EL-20170914-000496	INIT	407	NORTHSHORE	DUVAL	\$3 861.00
EL-20170914-000497	WLOW	448	RANDALL ST	DUVAL	\$500.00
EL-20170914-000498	SLOF	537	UNIVERSITY	DUVAL	\$600.00
EL-20170914-000499	TLPP	501	SAN SOUCI	DUVAL	\$371.00
EL-20170914-000501	SLOT	310	HAMILTON ST	DUVAL	\$600.00
EL-20170914-000503	LO	334	WESTLAKE	DUVAL	\$2 600.00
EL-20170914-000504	LO	334	WESTLAKE	DUVAL	\$981.00
EL-20170914-000505	WDBR	334	WESTLAKE	DUVAL	\$1 352.00
EL-20170914-000506	RCPI	334	WESTLAKE	DUVAL	\$981.00
EL-20170914-000507	LO	333	WESTLAKE	DUVAL	\$4 765.00
EL-20170914-000510	LO	333	WESTLAKE	DUVAL	\$746.00
EL-20170914-000511	TXOH	333	WESTLAKE	DUVAL	\$546.00
EL-20170914-000512	TXOH	333	WESTLAKE	DUVAL	\$2 030.00
EL-20170914-000513	TLWH	3804	COLLEGE ST	DUVAL	\$1 352.00
EL-20170914-000514	POLB	443	SOUTHSIDE PLANT	DUVAL	\$546.00
EL-20170914-000515	WDBR	443	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170914-000516	WDBR	443	SOUTHSIDE PLANT	DUVAL	\$371.00
EL-20170914-000520	WDBR	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000523	WDBR	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000528	PLEA	443	SOUTHSIDE PLANT	DUVAL	\$500.00
EL-20170914-000530	WBAH	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000531	TDWP	443	SOUTHSIDE PLANT	DUVAL	\$842.00

EL-20170914-000532	LO	299	BARTRAM	DUVAL	\$1 253.00
EL-20170914-000533	LO	463	KENNEDY	DUVAL	\$1 838.00
EL-20170914-000535	TLPP	517	POWERS AV	DUVAL	\$371.00
EL-20170914-000536	FEMA	389	CECIL FIELD	DUVAL	\$388.00
EL-20170914-000537	FEMA	389	CECIL FIELD	DUVAL	\$1 134.00
EL-20170914-000538	FEMA	389	CECIL FIELD	DUVAL	\$1 884.00
EL-20170914-000539	FEMA	416	NORTHSIDE GEN	DUVAL	\$2 500.00
EL-20170914-000540	FEMA	416	NORTHSIDE GEN	DUVAL	\$2 270.00
EL-20170914-000541	FEMA	450	RIBAUT	DUVAL	\$41 900.00
EL-20170914-000543	ALOP	594	MAYPORT	DUVAL	\$600.00
EL-20170914-000545	WLOW	506	SAN SOUCI	DUVAL	\$981.00
EL-20170914-000547	SLOT	469	HUNTER RD	DUVAL	\$600.00
EL-20170914-000548	METD	535	UNIVERSITY	DUVAL	\$981.00
EL-20170914-000549	SLOT	209	GREENLAND	DUVAL	\$600.00
EL-20170914-000550	WLOW	322	FIRESTONE	DUVAL	\$981.00
EL-20170914-000551	TLPP	537	UNIVERSITY	DUVAL	\$842.00
EL-20170914-000552	FEMA	536	UNIVERSITY	DUVAL	\$533.00
EL-20170914-000553	FEMA	536	UNIVERSITY	DUVAL	\$533.00
EL-20170914-000554	FEMA	536	UNIVERSITY	DUVAL	\$533.00
EL-20170914-000555	FEMA	536	UNIVERSITY	DUVAL	\$3 168.00
EL-20170914-000556	FEMA	536	UNIVERSITY	DUVAL	\$4 556.00
EL-20170914-000557	FEMA	536	UNIVERSITY	DUVAL	\$2 225.00
EL-20170914-000558	FEMA	536	UNIVERSITY	DUVAL	\$533.00
EL-20170914-000559	FEMA	536	UNIVERSITY	DUVAL	\$4 556.00
EL-20170914-000560	FEMA	536	UNIVERSITY	DUVAL	\$2 461.00
EL-20170914-000561	FEMA	536	UNIVERSITY	DUVAL	\$533.00
EL-20170914-000562	FEMA	294	BARTRAM	SIC	\$900.00
EL-20170914-000563	FEMA	294	BARTRAM	SIC	\$300.00
EL-20170914-000564	FEMA	294	BARTRAM	SIC	\$900.00
EL-20170914-000565	FEMA	294	BARTRAM	SIC	\$300.00
EL-20170914-000566	FEMA	294	BARTRAM	SIC	\$900.00
EL-20170914-000567	FEMA	294	BARTRAM	SIC	\$900.00
EL-20170914-000568	FEMA	597	HARTLEY RD	DUVAL	\$934.00
EL-20170914-000569	FEMA	597	HARTLEY RD	DUVAL	\$2 979.00
EL-20170914-000570	FEMA	597	HARTLEY RD	DUVAL	\$934.00
EL-20170914-000571	FEMA	597	HARTLEY RD	DUVAL	\$546.00
EL-20170914-000572	FEMA	597	HARTLEY RD	DUVAL	\$388.00
EL-20170914-000573	FEMA	468	HUNTER RD	DUVAL	\$1 200.00
EL-20170914-000574	FEMA	468	HUNTER RD	DUVAL	\$2 400.00
EL-20170914-000575	FEMA	468	HUNTER RD	DUVAL	\$1 200.00
EL-20170914-000576	FEMA	468	HUNTER RD	DUVAL	\$1 200.00
EL-20170914-000577	FEMA	468	HUNTER RD	DUVAL	\$3 500.00
EL-20170914-000578	FEMA	468	HUNTER RD	DUVAL	\$1 000.00
EL-20170914-000579	FEMA	468	HUNTER RD	DUVAL	\$7 500.00
EL-20170914-000580	FEMA	468	HUNTER RD	DUVAL	\$5 000.00
EL-20170914-000581	FEMA	468	HUNTER RD	DUVAL	\$1 200.00
EL-20170914-000582	FEMA	468	HUNTER RD	DUVAL	\$200.00
EL-20170914-000583	FEMA	509	MANDARIN	DUVAL	\$1 000.00
EL-20170914-000584	FEMA	509	MANDARIN	DUVAL	\$1 000.00
EL-20170914-000585	FEMA	509	MANDARIN	DUVAL	\$1 000.00
EL-20170914-000586	FEMA	509	MANDARIN	DUVAL	\$371.00
EL-20170914-000587	FEMA	509	MANDARIN	DUVAL	\$9 500.00
EL-20170914-000588	FEMA	509	MANDARIN	DUVAL	\$3 200.00
EL-20170914-000589	FEMA	509	MANDARIN	DUVAL	\$813.00
EL-20170914-000590	FEMA	509	MANDARIN	DUVAL	\$7 000.00
EL-20170914-000591	FEMA	509	MANDARIN	DUVAL	\$3 500.00
EL-20170914-000592	FEMA	522	MANDARIN	DUVAL	\$1 000.00
EL-20170914-000593	FEMA	522	MANDARIN	DUVAL	\$2 800.00
EL-20170914-000594	FEMA	522	MANDARIN	DUVAL	\$1 000.00
EL-20170914-000595	FEMA	522	MANDARIN	DUVAL	\$1 500.00
EL-20170914-000596	FEMA	522	MANDARIN	DUVAL	\$5 800.00
EL-20170914-000597	FEMA	522	MANDARIN	DUVAL	\$1 200.00
EL-20170914-000598	FEMA	556	OAKWOOD VILLA	DUVAL	\$1 900.00
EL-20170914-000599	FEMA	556	OAKWOOD VILLA	DUVAL	\$2 600.00
EL-20170914-000600	FEMA	556	OAKWOOD VILLA	DUVAL	\$1 900.00
EL-20170914-000601	FEMA	556	OAKWOOD VILLA	DUVAL	\$950.00
EL-20170914-000602	FEMA	556	OAKWOOD VILLA	DUVAL	\$5 000.00
EL-20170914-000603	FEMA	556	OAKWOOD VILLA	DUVAL	\$500.00
EL-20170914-000604	FEMA	556	OAKWOOD VILLA	DUVAL	\$200.00
EL-20170914-000605	TLWH	501	SAN SOUCI	DUVAL	\$1 352.00
EL-20170914-000607	TLPP	444	SOUTHSIDE PLANT	DUVAL	\$842.00
EL-20170914-000608	WLOW	506	SAN SOUCI	DUVAL	\$1 352.00
EL-20170914-000609	FEMA	504	SAN SOUCI	DUVAL	\$546.00
EL-20170914-000610	FEMA	504	SAN SOUCI	DUVAL	\$3 000.00
EL-20170914-000611	FEMA	504	SAN SOUCI	DUVAL	\$546.00
EL-20170914-000612	FEMA	504	SAN SOUCI	DUVAL	\$1 111.00
EL-20170914-000613	FEMA	504	SAN SOUCI	DUVAL	\$5 170.00
EL-20170914-000614	FEMA	504	SAN SOUCI	DUVAL	\$1 657.00
EL-20170914-000615	FEMA	504	SAN SOUCI	DUVAL	\$1 111.00
EL-20170914-000616	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$200.00
EL-20170914-000617	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000618	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$533.00
EL-20170914-000619	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000620	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$546.00
EL-20170914-000621	FEMA	536	UNIVERSITY	DUVAL	\$2 000.00

EL-20170914-000622	FEMA	536	UNIVERSITY	DUVAL	\$533.00
EL-20170914-000623	FEMA	480	ARLINGTON	DUVAL	\$981.00
EL-20170914-000624	FEMA	480	ARLINGTON	DUVAL	\$1 369.00
EL-20170914-000625	FEMA	578	ARLINGTON	DUVAL	\$5 000.00
EL-20170914-000626	FEMA	299	BARTRAM	DUVAL	\$4 200.00
EL-20170914-000627	FEMA	299	BARTRAM	DUVAL	\$2 400.00
EL-20170914-000628	FEMA	545	BAYMEADOWS	DUVAL	\$2 619.00
EL-20170914-000629	FEMA	216	FOREST BV	DUVAL	\$371.00
EL-20170914-000630	FEMA	597	HARTLEY RD	DUVAL	\$2 960.00
EL-20170914-000631	FEMA	598	HARTLEY RD	DUVAL	\$546.00
EL-20170914-000632	FEMA	598	HARTLEY RD	DUVAL	\$934.00
EL-20170914-000633	FEMA	469	HUNTER RD	DUVAL	\$1 600.00
EL-20170914-000634	FEMA	509	MANDARIN	DUVAL	\$6 700.00
EL-20170914-000635	FEMA	557	OAKWOOD VILLA	DUVAL	\$1 600.00
EL-20170914-000636	FEMA	512	POWERS AV	DUVAL	\$1 500.00
EL-20170914-000637	FEMA	512	POWERS AV	DUVAL	\$5 000.00
EL-20170914-000638	FEMA	512	POWERS AV	DUVAL	\$3 000.00
EL-20170914-000639	FEMA	513	POWERS AV	DUVAL	\$2 300.00
EL-20170914-000640	FEMA	517	POWERS AV	DUVAL	\$1 066.00
EL-20170914-000641	FEMA	543	SOUTHPOINT	DUVAL	\$1 369.00
EL-20170914-000642	FEMA	543	SOUTHPOINT	DUVAL	\$530.00
EL-20170914-000643	FEMA	583	SWITZERLAND	SIC	\$1 000.00
EL-20170914-000644	FEMA	583	SWITZERLAND	SIC	\$1 000.00
EL-20170914-000645	FEMA	535	UNIVERSITY	DUVAL	\$4 450.00
EL-20170914-000646	FEMA	536	UNIVERSITY	DUVAL	\$765.00
EL-20170914-000647	FEMA	536	UNIVERSITY	DUVAL	\$3 351.00
EL-20170914-000648	FEMA	536	UNIVERSITY	DUVAL	\$533.00
EL-20170914-000649	FEMA	536	UNIVERSITY	DUVAL	\$1 290.00
EL-20170914-000651	TLWH	567	SAN PABLO	DUVAL	\$981.00
EL-20170914-000652	TXOH	512	POWERS AV	DUVAL	\$1 042.00
EL-20170914-000656	TLPP	527	PHILLIPS HY	DUVAL	\$2 500.00
EL-20170914-000657	PBDN	390	CECIL FIELD	DUVAL	\$5 435.00
EL-20170914-000658	TLPP	459	NORTHWEST JAX	DUVAL	\$842.00
EL-20170914-000660	WDBR	587	HUNTER RD	DUVAL	\$917.00
EL-20170914-000664	OTHR	587	HUNTER RD	DUVAL	\$546.00
EL-20170914-000666	WDBR	563	NEPTUNE BEACH	DUVAL	\$917.00
EL-20170914-000667	INIT	499	GARDEN CITY	DUVAL	\$5 800.00
EL-20170914-000669	TDWP	390	CECIL FIELD	DUVAL	\$1 378.00
EL-20170914-000670	TLWH	501	SAN SOUCI	DUVAL	\$1 352.00
EL-20170914-000671	TLWH	446	RANDALL ST	DUVAL	\$1 352.00
EL-20170914-000672	LO	517	POWERS AV	DUVAL	\$2 300.00
EL-20170914-000673	WDBR	451	RIBAUT	DUVAL	\$4 233.00
EL-20170914-000674	TLPP	166	GEORGIA ST	DUVAL	\$371.00
EL-20170914-000675	TDWP	310	HAMILTON ST	DUVAL	\$981.00
EL-20170914-000676	METD	451	RIBAUT	DUVAL	\$981.00
EL-20170914-000677	VRFC	475	BROOKLYN	DUVAL	\$981.00
EL-20170914-000678	TREC	308	HAMILTON ST	DUVAL	\$981.00
EL-20170914-000679	SLON	352	NAVAL AIR STATION	DUVAL	\$600.00
EL-20170914-000680	INIT	547	BAYMEADOWS	DUVAL	\$5 600.00
EL-20170914-000681	FEMA	447	RANDALL ST	DUVAL	\$1 185.00
EL-20170914-000682	FEMA	536	UNIVERSITY	DUVAL	\$2 441.00
EL-20170914-000683	FEMA	200	CENTER PARK	DUVAL	\$5 000.00
EL-20170914-000684	FEMA	200	CENTER PARK	DUVAL	\$5 000.00
EL-20170914-000685	FEMA	202	CENTER PARK	DUVAL	\$2 100.00
EL-20170914-000686	FEMA	595	HARTLEY RD	DUVAL	\$1 638.00
EL-20170914-000687	FEMA	597	HARTLEY RD	DUVAL	\$388.00
EL-20170914-000688	FEMA	597	HARTLEY RD	DUVAL	\$3 314.00
EL-20170914-000689	FEMA	597	HARTLEY RD	DUVAL	\$1 657.00
EL-20170914-000690	FEMA	218	MT PLEASANT	DUVAL	\$800.00
EL-20170914-000691	FEMA	556	OAKWOOD VILLA	DUVAL	\$550.00
EL-20170914-000692	FEMA	512	POWERS AV	DUVAL	\$6 000.00
EL-20170914-000693	FEMA	512	POWERS AV	DUVAL	\$3 500.00
EL-20170914-000694	FEMA	513	POWERS AV	DUVAL	\$1 500.00
EL-20170914-000695	FEMA	513	POWERS AV	DUVAL	\$3 500.00
EL-20170914-000696	FEMA	513	POWERS AV	DUVAL	\$7 000.00
EL-20170914-000697	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$1 092.00
EL-20170914-000698	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000699	FEMA	583	SWITZERLAND	SIC	\$1 500.00
EL-20170914-000700	FEMA	583	SWITZERLAND	SIC	\$500.00
EL-20170914-000701	FEMA	536	UNIVERSITY	DUVAL	\$2 132.00
EL-20170914-000702	WLOW	322	FIRESTONE	DUVAL	\$400.00
EL-20170914-000703	DLTT	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000705	TLWH	297	BARTRAM	SIC	\$1 352.00
EL-20170914-000706	WLOW	508	MANDARIN	DUVAL	\$1 100.00
EL-20170914-000708	WDNL	393	BEECHLY HEIGHTS	DUVAL	\$1 100.00
EL-20170914-000709	TLPP	430	RITTER PARK	DUVAL	\$981.00
EL-20170914-000710	INIT	390	CECIL FIELD	DUVAL	\$917.00
EL-20170914-000712	LO	390	CECIL FIELD	DUVAL	\$1 238.00
EL-20170914-000713	LO	536	UNIVERSITY	DUVAL	\$917.00
EL-20170914-000714	WDBR	390	CECIL FIELD	DUVAL	\$1 980.00
EL-20170914-000715	TLPP	416	NORTHSIDE GEN	DUVAL	\$842.00
EL-20170914-000716	TLPP	537	UNIVERSITY	DUVAL	\$842.00
EL-20170914-000717	LO	577	ARLINGTON	DUVAL	\$546.00
EL-20170914-000719	WDLP	480	ARLINGTON	DUVAL	\$500.00
EL-20170914-000721	WAAH	480	ARLINGTON	DUVAL	\$981.00

EL-20170914-000722	TLPP	418	PICKETTVILLE	DUVAL	\$1 484.00
EL-20170914-000723	TLPP	6302	MC DUFF AV	DUVAL	\$1 381.00
EL-20170914-000725	LO	577	ARLINGTON	DUVAL	\$1 092.00
EL-20170914-000726	TLPP	331	HERLONG	DUVAL	\$842.00
EL-20170914-000727	SLOT	535	UNIVERSITY	DUVAL	\$600.00
EL-20170914-000729	TLPP	328	HERLONG	DUVAL	\$842.00
EL-20170914-000730	INIT	448	RANDALL ST	DUVAL	\$3 200.00
EL-20170914-000731	TLWH	448	RANDALL ST	DUVAL	\$1 352.00
EL-20170914-000732	ALOP	468	HUNTER RD	DUVAL	\$600.00
EL-20170914-000733	TLPP	522	MANDARIN	DUVAL	\$371.00
EL-20170914-000734	TLWH	330	HERLONG	DUVAL	\$1 352.00
EL-20170914-000736	WDBR	430	ITTER PARK	DUVAL	\$6 200.00
EL-20170914-000737	TXOH	587	HUNTER RD	DUVAL	\$2 100.00
EL-20170914-000738	TLWH	501	SAN SOUCI	DUVAL	\$981.00
EL-20170914-000739	FEMA	498	GARDEN CITY	DUVAL	\$1 000.00
EL-20170914-000740	FEMA	498	GARDEN CITY	DUVAL	\$1 500.00
EL-20170914-000741	FEMA	498	GARDEN CITY	DUVAL	\$1 000.00
EL-20170914-000742	FEMA	498	GARDEN CITY	DUVAL	\$2 000.00
EL-20170914-000743	FEMA	498	GARDEN CITY	DUVAL	\$800.00
EL-20170914-000744	FEMA	498	GARDEN CITY	DUVAL	\$6 000.00
EL-20170914-000745	FEMA	498	GARDEN CITY	DUVAL	\$1 600.00
EL-20170914-000746	FEMA	498	GARDEN CITY	DUVAL	\$500.00
EL-20170914-000747	FEMA	498	GARDEN CITY	DUVAL	\$7 000.00
EL-20170914-000748	FEMA	498	GARDEN CITY	DUVAL	\$500.00
EL-20170914-000749	FEMA	498	GARDEN CITY	DUVAL	\$1 600.00
EL-20170914-000750	FEMA	498	GARDEN CITY	DUVAL	\$4 000.00
EL-20170914-000751	FEMA	498	GARDEN CITY	DUVAL	\$1 600.00
EL-20170914-000752	FEMA	498	GARDEN CITY	DUVAL	\$900.00
EL-20170914-000753	FEMA	498	GARDEN CITY	DUVAL	\$1 600.00
EL-20170914-000754	FEMA	498	GARDEN CITY	DUVAL	\$1 200.00
EL-20170914-000755	FEMA	498	GARDEN CITY	DUVAL	\$1 800.00
EL-20170914-000756	WLOW	404	GRAND PARK	DUVAL	\$981.00
EL-20170914-000757	LPAR	363	NORMANDY	DUVAL	\$4 603.00
EL-20170914-000758	WDBR	536	UNIVERSITY	DUVAL	\$842.00
EL-20170914-000759	WDBR	559	OAKWOOD VILLA	DUVAL	\$2 067.00
EL-20170914-000760	LO	463	KENNEDY	DUVAL	\$546.00
EL-20170914-000761	LO	334	WESTLAKE	DUVAL	\$1 800.00
EL-20170914-000762	WLOW	407	NORTHSHORE	DUVAL	\$500.00
EL-20170914-000763	WDBR	503	SAN SOUCI	DUVAL	\$2 666.00
EL-20170914-000764	DLHR	418	PICKETTVILLE	DUVAL	\$981.00
EL-20170914-000765	TREC	472	BROOKLYN	DUVAL	\$981.00
EL-20170914-000766	SLOT	485	PAXON	DUVAL	\$600.00
EL-20170914-000768	TREC	312	HAMILTON ST	DUVAL	\$981.00
EL-20170914-000769	FEMA	597	HARTLEY RD	DUVAL	\$9 173.00
EL-20170914-000770	FEMA	597	HARTLEY RD	DUVAL	\$934.00
EL-20170914-000771	FEMA	431	MERRILL RD	DUVAL	\$700.00
EL-20170914-000772	FEMA	431	MERRILL RD	DUVAL	\$550.00
EL-20170914-000773	FEMA	431	MERRILL RD	DUVAL	\$550.00
EL-20170914-000774	FEMA	431	MERRILL RD	DUVAL	\$675.00
EL-20170914-000775	FEMA	431	MERRILL RD	DUVAL	\$550.00
EL-20170914-000776	FEMA	564	NEPTUNE BEACH	DUVAL	\$1 066.00
EL-20170914-000777	FEMA	513	POWERS AV	DUVAL	\$2 500.00
EL-20170914-000778	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$546.00
EL-20170914-000779	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$708.00
EL-20170914-000780	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000781	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000782	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$1 092.00
EL-20170914-000783	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170914-000784	FEMA	583	SWITZERLAND	SIC	\$388.00
EL-20170914-000785	FEMA	535	UNIVERSITY	DUVAL	\$1 980.00
EL-20170914-000786	FEMA	536	UNIVERSITY	DUVAL	\$1 808.00
EL-20170914-000787	FEMA	537	UNIVERSITY	DUVAL	\$546.00
EL-20170914-000788	LO	216	FOREST BV	DUVAL	\$2 009.00
EL-20170914-000789	TDWP	390	CECIL FIELD	DUVAL	\$842.00
EL-20170914-000791	TLPP	349	NAVAL AIR STATION	DUVAL	\$842.00
EL-20170914-000792	TREC	447	RANDALL ST	DUVAL	\$981.00
EL-20170914-000793	WDBR	164	GEORGIA ST	DUVAL	\$546.00
EL-20170914-000794	SLOT	200	CENTER PARK	DUVAL	\$600.00
EL-20170914-000796	TLWH	479	ARLINGTON	DUVAL	\$1 352.00
EL-20170914-000797	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170914-000798	WDLP	443	SOUTHSIDE PLANT	DUVAL	\$1 200.00
EL-20170914-000799	SLOT	567	SAN PABLO	DUVAL	\$600.00
EL-20170914-000800	SLOT	554	ROBINWOOD ACRES	DUVAL	\$600.00
EL-20170914-000801	SLOH	567	SAN PABLO	DUVAL	\$600.00
EL-20170914-000802	WDLP	451	RIBAUT	DUVAL	\$1 942.00
EL-20170914-000803	TDWP	463	KENNEDY	DUVAL	\$1 924.00
EL-20170914-000804	SLOT	597	HARTLEY RD	DUVAL	\$600.00
EL-20170914-000807	TXOH	559	OAKWOOD VILLA	DUVAL	\$1 092.00
EL-20170914-000808	TXOH	559	OAKWOOD VILLA	DUVAL	\$3 861.00
EL-20170914-000809	INIT	583	SWITZERLAND	SIC	\$8 600.00
EL-20170914-000810	SLOF	513	POWERS AV	DUVAL	\$600.00
EL-20170914-000811	TDWP	360	NORMANDY	DUVAL	\$689.00
EL-20170914-000812	TDWP	577	ARLINGTON	DUVAL	\$842.00
EL-20170914-000813	TLPP	311	HAMILTON ST	DUVAL	\$842.00
EL-20170914-000817	LO	365	STARRATT	DUVAL	\$842.00

EL-20170914-000820	WDBR	430	RITTER PARK	DUVAL	\$981.00
EL-20170914-000821	LO	430	RITTER PARK	DUVAL	\$3 511.00
EL-20170914-000824	WDBR	426	RITTER PARK	DUVAL	\$981.00
EL-20170914-000825	METD	312	HAMILTON ST	DUVAL	\$981.00
EL-20170914-000826	WDBR	366	STARRATT	DUVAL	\$981.00
EL-20170914-000827	WLOW	513	POWERS AV	DUVAL	\$981.00
EL-20170914-000828	WDBR	365	STARRATT	DUVAL	\$500.00
EL-20170914-000829	LO	365	STARRATT	DUVAL	\$981.00
EL-20170914-000830	TDWP	463	KENNEDY	DUVAL	\$3 861.00
EL-20170914-000831	POLB	390	CECIL FIELD	DUVAL	\$4 500.00
EL-20170914-000832	TDWP	587	HUNTER RD	DUVAL	\$1 288.00
EL-20170914-000833	INIT	409	GRAND PARK	DUVAL	\$3 500.00
EL-20170914-000834	TLWH	328	HERLONG	DUVAL	\$981.00
EL-20170914-000835	WDBR	468	HUNTER RD	DUVAL	\$1 924.00
EL-20170914-000836	WDBR	360	NORMANDY	DUVAL	\$6 567.00
EL-20170914-000839	TXOH	360	NORMANDY	DUVAL	\$546.00
EL-20170914-000840	WDBR	360	NORMANDY	DUVAL	\$1 300.00
EL-20170914-000841	TLPP	495	IMESON	DUVAL	\$842.00
EL-20170914-000842	WDBR	360	NORMANDY	DUVAL	\$1 800.00
EL-20170914-000843	WDBR	360	NORMANDY	DUVAL	\$23 476.00
EL-20170914-000844	WDBR	360	NORMANDY	DUVAL	\$1 181.00
EL-20170914-000846	WDBR	301	ORANGE PARK	CLAY	\$981.00
EL-20170914-000847	WDBR	352	NAVAL AIR STATION	DUVAL	\$1 500.00
EL-20170914-000849	LPAR	305	ORANGE PARK	CLAY	\$981.00
EL-20170914-000850	SLOF	323	FIRESTONE	DUVAL	\$600.00
EL-20170914-000851	WLOW	583	SWITZERLAND	SIC	\$1 638.00
EL-20170914-000852	TLPP	6307	MC DUFF AV	DUVAL	\$1 484.00
EL-20170914-000853	TXOH	308	HAMILTON ST	DUVAL	\$546.00
EL-20170914-000854	LO	310	HAMILTON ST	DUVAL	\$6 957.00
EL-20170914-000855	LO	310	HAMILTON ST	DUVAL	\$2 613.00
EL-20170914-000856	WDBR	311	HAMILTON ST	DUVAL	\$981.00
EL-20170914-000857	LO	311	HAMILTON ST	DUVAL	\$917.00
EL-20170914-000858	WDBR	209	GREENLAND	DUVAL	\$981.00
EL-20170914-000859	LO	209	GREENLAND	DUVAL	\$8 416.00
EL-20170914-000860	WLOW	583	SWITZERLAND	SIC	\$4 842.00
EL-20170914-000861	LO	408	NORTHSHORE	DUVAL	\$546.00
EL-20170914-000862	SLOF	509	MANDARIN	DUVAL	\$600.00
EL-20170914-000863	FEMA	416	NORTHSIDE GEN	DUVAL	\$546.00
EL-20170914-000865	LO	457	NORTHWEST JAX	DUVAL	\$3 861.00
EL-20170914-000866	OTHR	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170914-000867	INIT	459	NORTHWEST JAX	DUVAL	\$1 378.00
EL-20170914-000868	LO	3801	COLLEGE ST	DUVAL	\$1 200.00
EL-20170914-000870	LO	459	NORTHWEST JAX	DUVAL	\$5 000.00
EL-20170914-000872	TDWP	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170914-000873	LO	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170914-000875	LO	416	NORTHSIDE GEN	DUVAL	\$1 842.00
EL-20170914-000876	WDBR	367	STARRATT	DUVAL	\$981.00
EL-20170914-000877	LO	365	STARRATT	DUVAL	\$4 100.00
EL-20170914-000878	WAAP	367	STARRATT	DUVAL	\$6 747.00
EL-20170914-000879	LO	430	RITTER PARK	DUVAL	\$3 800.00
EL-20170915-000001	LO	365	STARRATT	DUVAL	\$842.00
EL-20170915-000003	SLOF	444	SOUTHSIDE PLANT	DUVAL	\$600.00
EL-20170915-000004	LO	391	BEEGLY HEIGHTS	DUVAL	\$981.00
EL-20170915-000005	LO	391	BEEGLY HEIGHTS	DUVAL	\$2 100.00
EL-20170915-000006	LO	391	BEEGLY HEIGHTS	DUVAL	\$2 300.00
EL-20170915-000009	LO	308	HAMILTON ST	DUVAL	\$1 500.00
EL-20170915-000010	TXOH	391	BEEGLY HEIGHTS	DUVAL	\$546.00
EL-20170915-000014	LO	393	BEEGLY HEIGHTS	DUVAL	\$2 300.00
EL-20170915-000020	LO	391	BEEGLY HEIGHTS	DUVAL	\$5 400.00
EL-20170915-000021	WLOW	409	GRAND PARK	DUVAL	\$500.00
EL-20170915-000022	TLPP	587	HUNTER RD	DUVAL	\$842.00
EL-20170915-000024	POLB	559	OAKWOOD VILLA	DUVAL	\$24 000.00
EL-20170915-000025	FEMA	333	WESTLAKE	DUVAL	\$2 000.00
EL-20170915-000026	FEMA	537	UNIVERSITY	DUVAL	\$1 092.00
EL-20170915-000027	FEMA	583	SWITZERLAND	SIC	\$4 000.00
EL-20170915-000028	FEMA	367	STARRATT	DUVAL	\$371.00
EL-20170915-000029	FEMA	365	STARRATT	DUVAL	\$1 500.00
EL-20170915-000030	FEMA	8204	ST JOHNS PARK	DUVAL	\$5 000.00
EL-20170915-000031	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$546.00
EL-20170915-000032	FEMA	430	RITTER PARK	DUVAL	\$1 200.00
EL-20170915-000033	FEMA	429	RITTER PARK	DUVAL	\$200.00
EL-20170915-000034	FEMA	448	RANDALL ST	DUVAL	\$5 000.00
EL-20170915-000035	FEMA	447	RANDALL ST	DUVAL	\$1 690.00
EL-20170915-000036	FEMA	446	RANDALL ST	DUVAL	\$350.00
EL-20170915-000037	FEMA	517	POWERS AV	DUVAL	\$3 500.00
EL-20170915-000038	FEMA	517	POWERS AV	DUVAL	\$5 500.00
EL-20170915-000039	FEMA	513	POWERS AV	DUVAL	\$1 600.00
EL-20170915-000040	FEMA	512	POWERS AV	DUVAL	\$1 800.00
EL-20170915-000041	FEMA	461	PICKETTVILLE	DUVAL	\$2 000.00
EL-20170915-000042	FEMA	417	PICKETTVILLE	DUVAL	\$3 000.00
EL-20170915-000043	FEMA	486	PAXON	DUVAL	\$700.00
EL-20170915-000044	FEMA	7203	ORTEGA	DUVAL	\$7 824.00
EL-20170915-000045	FEMA	7201	ORTEGA	DUVAL	\$1 308.00
EL-20170915-000046	FEMA	557	OAKWOOD VILLA	DUVAL	\$16 000.00
EL-20170915-000047	FEMA	556	OAKWOOD VILLA	DUVAL	\$1 500.00

EL-20170915-000048	FEMA	457	NORTHWEST JAX	DUVAL	\$533.00
EL-20170915-000049	FEMA	455	NORTHWEST JAX	DUVAL	\$1 066.00
EL-20170915-000050	FEMA	445	NORTHWEST JAX	DUVAL	\$1 500.00
EL-20170915-000051	FEMA	416	NORTHSHORE GEN	DUVAL	\$400.00
EL-20170915-000052	FEMA	408	NORTHSHORE	DUVAL	\$533.00
EL-20170915-000053	FEMA	407	NORTHSHORE	DUVAL	\$533.00
EL-20170915-000054	FEMA	405	NORTHSHORE	DUVAL	\$200.00
EL-20170915-000055	FEMA	363	NORMANDY	DUVAL	\$546.00
EL-20170915-000056	FEMA	363	NORMANDY	DUVAL	\$1 500.00
EL-20170915-000057	FEMA	363	NORMANDY	DUVAL	\$546.00
EL-20170915-000058	FEMA	363	NORMANDY	DUVAL	\$7 500.00
EL-20170915-000059	FEMA	565	NEPTUNE BEACH	DUVAL	\$2 000.00
EL-20170915-000060	FEMA	561	NEPTUNE BEACH	DUVAL	\$2 000.00
EL-20170915-000061	FEMA	431	MERRILL RD	DUVAL	\$550.00
EL-20170915-000062	FEMA	594	MAYPORT	DUVAL	\$200.00
EL-20170915-000063	FEMA	323	FIRESTONE	DUVAL	\$3 360.00
EL-20170915-000064	FEMA	323	FIRESTONE	DUVAL	\$2 400.00
EL-20170915-000065	FEMA	323	FIRESTONE	DUVAL	\$3 360.00
EL-20170915-000066	FEMA	323	FIRESTONE	DUVAL	\$3 472.00
EL-20170915-000067	FEMA	323	FIRESTONE	DUVAL	\$371.00
EL-20170915-000068	FEMA	323	FIRESTONE	DUVAL	\$4 067.00
EL-20170915-000069	FEMA	323	FIRESTONE	DUVAL	\$4 067.00
EL-20170915-000070	FEMA	323	FIRESTONE	DUVAL	\$371.00
EL-20170915-000071	FEMA	323	FIRESTONE	DUVAL	\$5 000.00
EL-20170915-000072	FEMA	323	FIRESTONE	DUVAL	\$2 819.00
EL-20170915-000073	FEMA	437	LANE AV	DUVAL	\$3 155.00
EL-20170915-000074	FEMA	598	GARDEN CITY	DUVAL	\$800.00
EL-20170915-000075	FEMA	404	GRAND PARK	DUVAL	\$2 100.00
EL-20170915-000076	FEMA	463	KENNEDY	DUVAL	\$200.00
EL-20170915-000077	FEMA	301	ORANGE PARK	CLAY	\$79 436.00
EL-20170915-000078	FEMA	311	HAMILTON ST	DUVAL	\$981.00
EL-20170915-000079	FEMA	311	HAMILTON ST	DUVAL	\$2 500.00
EL-20170915-000080	FEMA	311	HAMILTON ST	DUVAL	\$981.00
EL-20170915-000081	FEMA	311	HAMILTON ST	DUVAL	\$600.00
EL-20170915-000082	FEMA	311	HAMILTON ST	DUVAL	\$3 524.00
EL-20170915-000083	TLPP	459	NORTHWEST JAX	DUVAL	\$917.00
EL-20170915-000085	POLB	408	NORTHSHORE	DUVAL	\$546.00
EL-20170915-000088	POLB	408	NORTHSHORE	DUVAL	\$917.00
EL-20170915-000091	WDBR	408	NORTHSHORE	DUVAL	\$200.00
EL-20170915-000093	TXOH	408	NORTHSHORE	DUVAL	\$546.00
EL-20170915-000095	WDBR	408	NORTHSHORE	DUVAL	\$842.00
EL-20170915-000098	LO	559	OAKWOOD VILLA	DUVAL	\$546.00
EL-20170915-000099	TDWP	408	NORTHSHORE	DUVAL	\$842.00
EL-20170915-000103	LO	558	OAKWOOD VILLA	DUVAL	\$5 388.00
EL-20170915-000106	WDBR	445	NORTHWEST JAX	DUVAL	\$981.00
EL-20170915-000107	TXOH	445	NORTHWEST JAX	DUVAL	\$546.00
EL-20170915-000110	SLOF	360	NORMANDY	DUVAL	\$600.00
EL-20170915-000115	WDBR	325	FIRESTONE	DUVAL	\$11 225.00
EL-20170915-000116	WDBR	325	FIRESTONE	DUVAL	\$1 100.00
EL-20170915-000118	WDBR	325	FIRESTONE	DUVAL	\$1 200.00
EL-20170915-000119	WDBR	325	FIRESTONE	DUVAL	\$981.00
EL-20170915-000121	WDBR	325	FIRESTONE	DUVAL	\$1 352.00
EL-20170915-000127	RCPI	325	FIRESTONE	DUVAL	\$981.00
EL-20170915-000130	TLWH	471	BROOKLYN	DUVAL	\$1 352.00
EL-20170915-000133	LO	321	FIRESTONE	DUVAL	\$3 861.00
EL-20170915-000134	LPAR	321	FIRESTONE	DUVAL	\$1 092.00
EL-20170915-000136	TXOL	321	FIRESTONE	DUVAL	\$4 800.00
EL-20170915-000138	WDLP	587	HUNTER RD	DUVAL	\$4 842.00
EL-20170915-000146	WDBR	321	FIRESTONE	DUVAL	\$1 962.00
EL-20170915-000148	WDBR	520	MANDARIN	DUVAL	\$1 235.00
EL-20170915-000149	WDBR	520	MANDARIN	DUVAL	\$1 235.00
EL-20170915-000150	LO	415	NORTHSHORE GEN	DUVAL	\$981.00
EL-20170915-000152	WBAP	587	HUNTER RD	DUVAL	\$981.00
EL-20170915-000153	LO	587	HUNTER RD	DUVAL	\$546.00
EL-20170915-000154	WDBR	587	HUNTER RD	DUVAL	\$7 350.00
EL-20170915-000160	TLPP	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170915-000161	TLWH	450	RIBAUT	DUVAL	\$1 352.00
EL-20170915-000162	LO	8202	ST JOHNS PARK	DUVAL	\$2 100.00
EL-20170915-000163	TLPP	407	NORTHSHORE	DUVAL	\$842.00
EL-20170915-000164	TDWP	522	MANDARIN	DUVAL	\$842.00
EL-20170915-000165	TLPP	311	HAMILTON ST	DUVAL	\$371.00
EL-20170915-000166	TLPP	418	PICKETTVALLE	DUVAL	\$842.00
EL-20170915-000167	TLPP	428	BITTER PARK	DUVAL	\$842.00
EL-20170915-000168	FEMA	536	UNIVERSITY	DUVAL	\$765.00
EL-20170915-000169	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170915-000170	SLOF	457	NORTHWEST JAX	DUVAL	\$689.00
EL-20170915-000171	FEMA	354	BRANDY BRANCH	DUVAL	\$1 000.00
EL-20170915-000172	FEMA	354	BRANDY BRANCH	DUVAL	\$1 200.00
EL-20170915-000173	FEMA	354	BRANDY BRANCH	DUVAL	\$1 000.00
EL-20170915-000174	FEMA	354	BRANDY BRANCH	DUVAL	\$1 350.00
EL-20170915-000175	FEMA	354	BRANDY BRANCH	DUVAL	\$675.00
EL-20170915-000176	FEMA	354	BRANDY BRANCH	DUVAL	\$2 750.00
EL-20170915-000177	FEMA	404	GRAND PARK	DUVAL	\$533.00
EL-20170915-000178	FEMA	404	GRAND PARK	DUVAL	\$1 066.00
EL-20170915-000179	FEMA	404	GRAND PARK	DUVAL	\$533.00

EL-20170915-000180	FEMA	404	GRAND PARK	DUVAL	\$1 200.00
EL-20170915-000181	FEMA	404	GRAND PARK	DUVAL	\$2 200.00
EL-20170915-000182	FEMA	496	GARDEN CITY	DUVAL	\$1 800.00
EL-20170915-000183	FEMA	496	GARDEN CITY	DUVAL	\$1 833.00
EL-20170915-000184	FEMA	496	GARDEN CITY	DUVAL	\$1 800.00
EL-20170915-000185	FEMA	496	GARDEN CITY	DUVAL	\$1 519.00
EL-20170915-000186	FEMA	209	GREENLAND	DUVAL	\$1 200.00
EL-20170915-000187	FEMA	209	GREENLAND	DUVAL	\$1 200.00
EL-20170915-000188	FEMA	209	GREENLAND	DUVAL	\$1 200.00
EL-20170915-000189	FEMA	209	GREENLAND	DUVAL	\$1 000.00
EL-20170915-000190	FEMA	209	GREENLAND	DUVAL	\$150.00
EL-20170915-000191	FEMA	209	GREENLAND	DUVAL	\$700.00
EL-20170915-000192	FEMA	209	GREENLAND	DUVAL	\$2 100.00
EL-20170915-000193	FEMA	209	GREENLAND	DUVAL	\$1 000.00
EL-20170915-000194	FEMA	209	GREENLAND	DUVAL	\$1 000.00
EL-20170915-000195	FEMA	209	GREENLAND	DUVAL	\$533.00
EL-20170915-000196	FEMA	209	GREENLAND	DUVAL	\$533.00
EL-20170915-000197	FEMA	209	GREENLAND	DUVAL	\$700.00
EL-20170915-000198	FEMA	209	GREENLAND	DUVAL	\$533.00
EL-20170915-000199	FEMA	209	GREENLAND	DUVAL	\$1 700.00
EL-20170915-000200	FEMA	209	GREENLAND	DUVAL	\$700.00
EL-20170915-000201	FEMA	209	GREENLAND	DUVAL	\$4 800.00
EL-20170915-000202	FEMA	209	GREENLAND	DUVAL	\$700.00
EL-20170915-000203	FEMA	209	GREENLAND	DUVAL	\$4 700.00
EL-20170915-000204	FEMA	208	GREENLAND	DUVAL	\$1 500.00
EL-20170915-000205	FEMA	208	GREENLAND	DUVAL	\$533.00
EL-20170915-000206	FEMA	208	GREENLAND	DUVAL	\$1 500.00
EL-20170915-000207	FEMA	208	GREENLAND	DUVAL	\$961.00
EL-20170915-000208	FEMA	208	GREENLAND	DUVAL	\$961.00
EL-20170915-000209	FEMA	208	GREENLAND	DUVAL	\$533.00
EL-20170915-000210	FEMA	355	BRANDY BRANCH	DUVAL	\$650.00
EL-20170915-000211	FEMA	475	BROOKLYN	DUVAL	\$3 500.00
EL-20170915-000212	FEMA	498	GARDEN CITY	DUVAL	\$2 000.00
EL-20170915-000213	FEMA	498	GARDEN CITY	DUVAL	\$500.00
EL-20170915-000214	FEMA	498	GARDEN CITY	DUVAL	\$13 000.00
EL-20170915-000215	FEMA	178	COLLEGE ST	DUVAL	\$200.00
EL-20170915-000216	FEMA	389	CECIL FIELD	DUVAL	\$1 200.00
EL-20170915-000217	FEMA	330	HERLONG	DUVAL	\$533.00
EL-20170915-000218	FEMA	450	RIBAUT	DUVAL	\$31 150.00
EL-20170915-000219	FEMA	450	RIBAUT	DUVAL	\$30 500.00
EL-20170915-000220	FEMA	450	RIBAUT	DUVAL	\$9 350.00
EL-20170915-000221	FEMA	366	STARRATT	DUVAL	\$6 000.00
EL-20170915-000222	FEMA	366	STARRATT	DUVAL	\$400.00
EL-20170915-000223	FEMA	596	HARTLEY RD	DUVAL	\$388.00
EL-20170915-000224	FEMA	311	HAMILTON ST	DUVAL	\$7 500.00
EL-20170915-000225	FEMA	366	STARRATT	DUVAL	\$1 500.00
EL-20170915-000226	FEMA	597	HARTLEY RD	DUVAL	\$3 246.00
EL-20170915-000227	FEMA	311	HAMILTON ST	DUVAL	\$18 500.00
EL-20170915-000228	FEMA	294	BARTRAM	SIC	\$3 245.00
EL-20170915-000229	FEMA	311	HAMILTON ST	DUVAL	\$11 526.00
EL-20170915-000230	FEMA	331	HERLONG	DUVAL	\$1 599.00
EL-20170915-000231	FEMA	331	HERLONG	DUVAL	\$1 996.00
EL-20170915-000232	FEMA	331	HERLONG	DUVAL	\$3 105.00
EL-20170915-000233	FEMA	294	BARTRAM	SIC	\$300.00
EL-20170915-000234	FEMA	5201	HERSCHEL ST	DUVAL	\$2 756.00
EL-20170915-000235	FEMA	530	Craven Rd	DUVAL	\$8 000.00
EL-20170915-000236	FEMA	543	SOUTHPOINT	DUVAL	\$10 500.00
EL-20170915-000237	FEMA	8204	ST JOHN'S PARK	DUVAL	\$1 788.00
EL-20170915-000238	FEMA	431	MERRILL RD	DUVAL	\$1 200.00
EL-20170915-000239	FEMA	565	NEPTUNE BEACH	DUVAL	\$2 000.00
EL-20170915-000240	FEMA	561	NEPTUNE BEACH	DUVAL	\$2 000.00
EL-20170915-000241	FEMA	561	NEPTUNE BEACH	DUVAL	\$2 000.00
EL-20170915-000242	FEMA	522	MANDARIN	DUVAL	\$533.00
EL-20170915-000244	TLWH	496	GARDEN CITY	DUVAL	\$981.00
EL-20170915-000245	TDWP	408	NORTHSHORE	DUVAL	\$7 800.00
EL-20170915-000246	VRFC	567	SAN PABLO	DUVAL	\$981.00
EL-20170915-000247	TLWH	586	HUNTER RD	DUVAL	\$1 352.00
EL-20170915-000248	LO	8202	ST JOHN'S PARK	DUVAL	\$4 842.00
EL-20170915-000249	TLPP	520	MANDARIN	DUVAL	\$842.00
EL-20170915-000250	INIT	558	OAKWOOD VILLA	DUVAL	\$3 861.00
EL-20170915-000251	TLPP	8204	ST JOHN'S PARK	DUVAL	\$842.00
EL-20170915-000252	TLPP	365	STARRATT	DUVAL	\$1 352.00
EL-20170915-000255	WRAP	559	OAKWOOD VILLA	DUVAL	\$1 924.00
EL-20170915-000256	TXOL	8202	ST JOHN'S PARK	DUVAL	\$3 861.00
EL-20170915-000257	TLPP	512	POWERS AV	DUVAL	\$371.00
EL-20170915-000261	LO	5201	HERSCHEL ST	DUVAL	\$2 300.00
EL-20170915-000262	LO	459	NORTHWEST JAX	DUVAL	\$6 058.00
EL-20170915-000263	DLTT	527	PHILLIPS HW	DUVAL	\$185.00
EL-20170915-000264	SLOT	450	RIBAUT	DUVAL	\$1 800.00
EL-20170915-000267	TREC	451	RIBAUT	DUVAL	\$961.00
EL-20170915-000268	DLHR	522	MANDARIN	DUVAL	\$185.00
EL-20170915-000269	LO	564	NEPTUNE BEACH	DUVAL	\$546.00
EL-20170915-000270	INIT	459	NORTHWEST JAX	DUVAL	\$5 200.00
EL-20170915-000271	LO	561	NEPTUNE BEACH	DUVAL	\$4 842.00
EL-20170915-000272	LO	561	NEPTUNE BEACH	DUVAL	\$1 346.00

EL-20170915-000273	LO	561	NEPTUNE BEACH	DUVAL	\$546.00
EL-20170915-000275	LO	594	MAYPORT	DUVAL	\$1 800.00
EL-20170915-000276	LO	594	MAYPORT	DUVAL	\$2 100.00
EL-20170915-000277	RCPI	594	MAYPORT	DUVAL	\$981.00
EL-20170915-000281	TLWH	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170915-000282	SLOT	450	RIBAUT	DUVAL	\$1 200.00
EL-20170915-000284	METD	311	HAMILTON ST	DUVAL	\$981.00
EL-20170915-000287	TLPP	556	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000293	LO	455	NORTHWEST JAX	DUVAL	\$981.00
EL-20170915-000294	WLOW	556	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000295	TLPP	554	ROBINWOOD ACRES	DUVAL	\$371.00
EL-20170915-000297	LO	408	NORTHSHORE	DUVAL	\$546.00
EL-20170915-000298	TLWH	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170915-000299	WLOW	367	STARRATT	DUVAL	\$1 500.00
EL-20170915-000301	WDLP	480	ARLINGTON	DUVAL	\$2 500.00
EL-20170915-000302	TLWH	390	CECIL FIELD	DUVAL	\$1 898.00
EL-20170915-000303	TDWP	443	SOUTHSIDE PLANT	DUVAL	\$842.00
EL-20170915-000305	PBDN	469	HUNTER RD	DUVAL	\$4 611.00
EL-20170915-000306	TREC	330	HERLONG	DUVAL	\$981.00
EL-20170915-000307	WAIG	457	NORTHWEST JAX	DUVAL	\$846.00
EL-20170915-000308	DLTT	349	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170915-000310	SLOF	468	HUNTER RD	DUVAL	\$600.00
EL-20170915-000313	TLWH	564	NEPTUNE BEACH	DUVAL	\$371.00
EL-20170915-000314	TDWP	415	NORTHSIDE GEN	DUVAL	\$842.00
EL-20170915-000315	SLOO	331	HERLONG	DUVAL	\$4 200.00
EL-20170915-000316	LO	355	BRANDY BRANCH	DUVAL	\$546.00
EL-20170915-000317	LO	415	NORTHSIDE GEN	DUVAL	\$842.00
EL-20170915-000319	SLOF	497	GARDEN CITY	DUVAL	\$600.00
EL-20170915-000320	RCPI	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170915-000321	PROT	509	MANDARIN	DUVAL	\$981.00
EL-20170915-000322	LO	415	NORTHSIDE GEN	DUVAL	\$2 143.00
EL-20170915-000323	RCPI	7201	ORTEGA	DUVAL	\$981.00
EL-20170915-000324	WDBR	580	FT CAROLINE	DUVAL	\$981.00
EL-20170915-000326	LO	5202	HERSCHEL ST	DUVAL	\$4 500.00
EL-20170915-000327	SLOT	457	NORTHWEST JAX	DUVAL	\$1 800.00
EL-20170915-000328	WLOW	561	NEPTUNE BEACH	DUVAL	\$800.00
EL-20170915-000329	OPUG	430	RITTER PARK	DUVAL	\$981.00
EL-20170915-000330	TLPP	568	SAN PABLO	DUVAL	\$842.00
EL-20170915-000331	TLWH	580	FT CAROLINE	DUVAL	\$1 352.00
EL-20170915-000332	WLOW	407	NORTHSHORE	DUVAL	\$981.00
EL-20170915-000333	TLPP	595	HARTLEY RD	DUVAL	\$842.00
EL-20170915-000334	LO	468	HUNTER RD	DUVAL	\$7 800.00
EL-20170915-000336	TLPP	317	JAX HEIGHTS	DUVAL	\$1 448.00
EL-20170915-000337	SLOF	447	RANDALL ST	DUVAL	\$600.00
EL-20170915-000338	TDWP	457	NORTHWEST JAX	DUVAL	\$842.00
EL-20170915-000340	VRFC	437	LANE AV	DUVAL	\$981.00
EL-20170915-000341	WLOW	513	POWERS AV	DUVAL	\$981.00
EL-20170915-000343	WLOW	367	STARRATT	DUVAL	\$842.00
EL-20170915-000344	RCPI	393	BEEGHLY HEIGHTS	DUVAL	\$981.00
EL-20170915-000345	TLWH	303	ORANGE PARK	CLAY	\$981.00
EL-20170915-000347	WAIG	457	NORTHWEST JAX	DUVAL	\$1 300.00
EL-20170915-000348	WBAP	5201	HERSCHEL ST	DUVAL	\$3 667.00
EL-20170915-000350	TLWH	409	GRAND PARK	DUVAL	\$371.00
EL-20170915-000352	INIT	459	NORTHWEST JAX	DUVAL	\$3 200.00
EL-20170915-000353	RCPI	331	HERLONG	DUVAL	\$981.00
EL-20170915-000354	RCPI	331	HERLONG	DUVAL	\$981.00
EL-20170915-000355	RCPI	438	LANE AV	DUVAL	\$981.00
EL-20170915-000356	TLPP	360	NORMANDY	DUVAL	\$1 352.00
EL-20170915-000357	TLWH	530	CRAVEN RD	DUVAL	\$1 352.00
EL-20170915-000358	RCPI	570	FT CAROLINE	DUVAL	\$981.00
EL-20170915-000359	RCPI	570	FT CAROLINE	DUVAL	\$981.00
EL-20170915-000360	POLB	361	NORMANDY	DUVAL	\$546.00
EL-20170915-000361	RCPI	570	FT CAROLINE	DUVAL	\$981.00
EL-20170915-000362	SLOF	407	NORTHSHORE	DUVAL	\$600.00
EL-20170915-000363	RCPI	480	ARLINGTON	DUVAL	\$981.00
EL-20170915-000364	RCPI	594	MAYPORT	DUVAL	\$981.00
EL-20170915-000365	WLOW	559	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000366	TLPP	497	GARDEN CITY	DUVAL	\$917.00
EL-20170915-000367	RCPI	594	MAYPORT	DUVAL	\$981.00
EL-20170915-000368	SLOO	563	NEPTUNE BEACH	DUVAL	\$600.00
EL-20170915-000369	RCPI	583	SWITZERLAND	SIC	\$981.00
EL-20170915-000370	FEMA	311	HAMILTON ST	DUVAL	\$15 532.00
EL-20170915-000371	FEMA	311	HAMILTON ST	DUVAL	\$18 000.00
EL-20170915-000372	RCPI	530	CRAVEN RD	DUVAL	\$981.00
EL-20170915-000373	RCPI	311	HAMILTON ST	DUVAL	\$981.00
EL-20170915-000374	TLPP	390	CECIL FIELD	DUVAL	\$842.00
EL-20170915-000375	DLTT	164	GEORGIA ST	DUVAL	\$185.00
EL-20170915-000376	RCPI	510	MANDARIN	DUVAL	\$981.00
EL-20170915-000377	RCPI	520	MANDARIN	DUVAL	\$981.00
EL-20170915-000378	WLOW	329	HERLONG	DUVAL	\$981.00
EL-20170915-000379	RCPI	468	HUNTER RD	DUVAL	\$981.00
EL-20170915-000380	RCPI	440	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170915-000381	TLPP	312	HAMILTON ST	DUVAL	\$842.00
EL-20170915-000382	TDWP	393	BEEGHLY HEIGHTS	DUVAL	\$842.00
EL-20170915-000384	LO	349	NAVAL AIR STATION	DUVAL	\$1 200.00

EL-20170915-000385	LO	407	NORTHSHORE	DUVAL	\$1 638.00
EL-20170915-000387	METD	499	GARDEN CITY	DUVAL	\$450.00
EL-20170915-000389	TREC	349	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170915-000390	LO	457	NORTHWEST JAX	DUVAL	\$1 500.00
EL-20170915-000391	WAAP	433	MERRILL RD	DUVAL	\$981.00
EL-20170915-000392	PBDN	469	HUNTER RD	DUVAL	\$7 481.00
EL-20170915-000393	LO	361	NORMANDY	DUVAL	\$1 100.00
EL-20170915-000395	TLWH	468	HUNTER RD	DUVAL	\$1 352.00
EL-20170915-000397	TDWP	411	RANDALL ST	DUVAL	\$842.00
EL-20170915-000398	TLWH	311	HAMILTON ST	DUVAL	\$371.00
EL-20170915-000400	FEMA	360	NORMANDY	DUVAL	\$1 850.00
EL-20170915-000402	POLB	362	NORMANDY	DUVAL	\$3 861.00
EL-20170915-000404	WDBR	362	NORMANDY	DUVAL	\$500.00
EL-20170915-000410	SLOH	596	HARTLEY RD	DUVAL	\$600.00
EL-20170915-000411	TLPP	448	RANDALL ST	DUVAL	\$842.00
EL-20170915-000412	SLOT	597	HARTLEY RD	DUVAL	\$600.00
EL-20170915-000413	SLOT	597	HARTLEY RD	DUVAL	\$600.00
EL-20170915-000414	SLOT	597	HARTLEY RD	DUVAL	\$600.00
EL-20170915-000415	SLOH	597	HARTLEY RD	DUVAL	\$600.00
EL-20170915-000416	LO	3804	COLLEGE ST	DUVAL	\$1 288.00
EL-20170915-000417	METB	559	OAKWOOD VILLA	DUVAL	\$400.00
EL-20170915-000418	DLHR	439	SOUTHSIDE PLANT	DUVAL	\$185.00
EL-20170915-000419	SLOF	486	PAXON	DUVAL	\$1 900.00
EL-20170915-000420	RCPI	583	SWITZERLAND	SIC	\$981.00
EL-20170915-000421	TLWH	504	SAN SOUCI	DUVAL	\$1 352.00
EL-20170915-000422	SLOF	486	PAXON	DUVAL	\$1 900.00
EL-20170915-000423	TLWH	468	HUNTER RD	DUVAL	\$1 352.00
EL-20170915-000424	LO	564	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170915-000425	SLOF	486	PAXON	DUVAL	\$600.00
EL-20170915-000426	LO	469	HUNTER RD	DUVAL	\$546.00
EL-20170915-000427	DLHR	445	NORTHWEST JAX	DUVAL	\$185.00
EL-20170915-000428	LO	531	Craven Rd	DUVAL	\$1 834.00
EL-20170915-000429	LO	597	HARTLEY RD	DUVAL	\$917.00
EL-20170915-000430	LO	469	HUNTER RD	DUVAL	\$2 900.00
EL-20170915-000432	TDWP	469	HUNTER RD	DUVAL	\$1 092.00
EL-20170915-000435	WDBR	408	NORTHSHORE	DUVAL	\$546.00
EL-20170915-000436	FLJC	530	Craven Rd	DUVAL	\$1 181.00
EL-20170915-000437	WBAP	530	Craven Rd	DUVAL	\$981.00
EL-20170915-000438	LO	530	Craven Rd	DUVAL	\$1 527.00
EL-20170915-000441	WDBR	408	NORTHSHORE	DUVAL	\$1 100.00
EL-20170915-000442	DLHR	439	SOUTHSIDE PLANT	DUVAL	\$185.00
EL-20170915-000443	LO	513	POWERS AV	DUVAL	\$546.00
EL-20170915-000444	OTHR	513	POWERS AV	DUVAL	\$981.00
EL-20170915-000445	LO	513	POWERS AV	DUVAL	\$546.00
EL-20170915-000446	WDBR	513	POWERS AV	DUVAL	\$546.00
EL-20170915-000448	LO	513	POWERS AV	DUVAL	\$1 638.00
EL-20170915-000449	TLWH	323	FIRESTONE	DUVAL	\$1 352.00
EL-20170915-000450	LPAR	516	POWERS AV	DUVAL	\$981.00
EL-20170915-000451	LO	516	POWERS AV	DUVAL	\$4 842.00
EL-20170915-000452	LO	586	HUNTER RD	DUVAL	\$917.00
EL-20170915-000453	TLWH	471	BROOKLYN	DUVAL	\$1 352.00
EL-20170915-000454	TLWH	349	NAVAL AIR STATION	DUVAL	\$1 352.00
EL-20170915-000455	DLTT	352	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170915-000456	WDBR	408	NORTHSHORE	DUVAL	\$5 861.00
EL-20170915-000457	SLOT	520	MANDARIN	DUVAL	\$600.00
EL-20170915-000458	LO	8001	ROSSELLE ST	DUVAL	\$546.00
EL-20170915-000459	LPAR	303	ORANGE PARK	CLAY	\$546.00
EL-20170915-000460	SLOT	324	FIRESTONE	DUVAL	\$600.00
EL-20170915-000461	TLPP	497	GARDEN CITY	DUVAL	\$371.00
EL-20170915-000463	WDBR	439	SOUTHSIDE PLANT	DUVAL	\$5 100.00
EL-20170915-000466	TLWH	536	UNIVERSITY	DUVAL	\$981.00
EL-20170915-000468	WDBR	405	NORTHSHORE	DUVAL	\$1 100.00
EL-20170915-000469	TREC	434	MERRILL RD	DUVAL	\$981.00
EL-20170915-000471	TLWH	496	GARDEN CITY	DUVAL	\$981.00
EL-20170915-000473	TLWH	451	RIBAUT	DUVAL	\$981.00
EL-20170915-000474	LO	556	OAKWOOD VILLA	DUVAL	\$5 400.00
EL-20170915-000475	WDBR	361	NORMANDY	DUVAL	\$689.00
EL-20170915-000479	TLWH	506	SAN SOUCI	DUVAL	\$1 352.00
EL-20170915-000481	WDBR	457	NORTHWEST JAX	DUVAL	\$1 100.00
EL-20170915-000482	TCA	6304	MC DUFF AV	DUVAL	\$842.00
EL-20170915-000484	LO	475	BROOKLYN	DUVAL	\$1 117.00
EL-20170915-000487	SLOF	6307	MC DUFF AV	DUVAL	\$600.00
EL-20170915-000490	WLOW	520	MANDARIN	DUVAL	\$981.00
EL-20170915-000491	RCPI	468	HUNTER RD	DUVAL	\$981.00
EL-20170915-000492	RCPI	468	HUNTER RD	DUVAL	\$981.00
EL-20170915-000493	RCPI	468	HUNTER RD	DUVAL	\$981.00
EL-20170915-000494	RCPI	441	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170915-000495	RCPI	512	POWERS AV	DUVAL	\$981.00
EL-20170915-000496	RCPI	513	POWERS AV	DUVAL	\$981.00
EL-20170915-000497	RCPI	297	BARTRAM	SIC	\$981.00
EL-20170915-000508	RCPI	589	Craven Rd	DUVAL	\$981.00
EL-20170915-000510	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170915-000512	RCPI	583	SWITZERLAND	SIC	\$981.00
EL-20170915-000513	RCPI	583	SWITZERLAND	SIC	\$981.00
EL-20170915-000514	WDBR	530	Craven Rd	DUVAL	\$981.00

EL-20170915-000515	TLWH	516	POWERS AV	DUVAL	\$1 352.00
EL-20170915-000516	TLPP	8202	ST JOHNS PARK	DUVAL	\$371.00
EL-20170915-000517	METD	349	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170915-000518	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170915-000520	SLOT	363	NORMANDY	DUVAL	\$1 800.00
EL-20170915-000521	TLWH	495	IMESON	DUVAL	\$1 352.00
EL-20170915-000523	TLPP	594	MAYPORT	DUVAL	\$842.00
EL-20170915-000524	RCPI	536	UNIVERSITY	DUVAL	\$981.00
EL-20170915-000525	RCPI	536	UNIVERSITY	DUVAL	\$981.00
EL-20170915-000526	TREC	513	POWERS AV	DUVAL	\$981.00
EL-20170915-000527	WDBR	308	HAMILTON ST	DUVAL	\$981.00
EL-20170915-000528	WLOW	355	BRANDY BRANCH	DUVAL	\$981.00
EL-20170915-000531	SLOF	294	BARTRAM	SIC	\$3 861.00
EL-20170915-000532	RCPI	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000533	RCPI	570	FT CAROLINE	DUVAL	\$981.00
EL-20170915-000534	LO	329	HERLONG	DUVAL	\$1 527.00
EL-20170915-000535	INIT	594	MAYPORT	DUVAL	\$6 300.00
EL-20170915-000536	DLTT	308	HAMILTON ST	DUVAL	\$185.00
EL-20170915-000537	TLWH	450	RIBAUT	DUVAL	\$1 352.00
EL-20170915-000538	FEMA	447	RANDALL ST	DUVAL	\$6 000.00
EL-20170915-000539	FEMA	447	RANDALL ST	DUVAL	\$5 000.00
EL-20170915-000540	WDLP	408	NORTHSHORE	DUVAL	\$1 400.00
EL-20170915-000545	TLPP	210	GREENLAND	DUVAL	\$2 613.00
EL-20170915-000546	TLWH	512	POWERS AV	DUVAL	\$1 352.00
EL-20170915-000547	LO	8005	ROSSELLE ST	DUVAL	\$8 646.00
EL-20170915-000549	FEMA	435	LANE AV	DUVAL	\$1 786.00
EL-20170915-000551	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170915-000553	WDBR	594	MAYPORT	DUVAL	\$981.00
EL-20170915-000556	TCA	512	POWERS AV	DUVAL	\$371.00
EL-20170915-000557	SLOF	390	CECIL FIELD	DUVAL	\$600.00
EL-20170915-000558	RCPI	503	SAN SOUCI	DUVAL	\$981.00
EL-20170915-000559	TLWH	443	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170915-000560	TLPP	511	MANDARIN	DUVAL	\$981.00
EL-20170915-000561	EFIR	163	GEORGIA ST	DUVAL	\$1 100.00
EL-20170915-000562	TLWH	450	RIBAUT	DUVAL	\$1 352.00
EL-20170915-000563	TLWH	3801	COLLEGE ST	DUVAL	\$371.00
EL-20170915-000564	SLOF	320	FIRESTONE	DUVAL	\$600.00
EL-20170915-000565	LO	527	PHILLIPS HY	DUVAL	\$16 000.00
EL-20170915-000566	LO	527	PHILLIPS HY	DUVAL	\$3 000.00
EL-20170915-000569	SLOF	510	MANDARIN	DUVAL	\$600.00
EL-20170915-000570	WDBR	407	NORTHSHORE	DUVAL	\$981.00
EL-20170915-000571	TDWP	468	HUNTER RD	DUVAL	\$842.00
EL-20170915-000572	WAIT	527	PHILLIPS HY	DUVAL	\$500.00
EL-20170915-000573	LO	527	PHILLIPS HY	DUVAL	\$981.00
EL-20170915-000576	TDWP	8202	ST JOHNS PARK	DUVAL	\$842.00
EL-20170915-000577	LO	459	NORTHWEST JAX	DUVAL	\$981.00
EL-20170915-000578	SLOT	187	CHURCH ST	DUVAL	\$3 500.00
EL-20170915-000579	TLWH	513	POWERS AV	DUVAL	\$981.00
EL-20170915-000580	LO	527	PHILLIPS HY	DUVAL	\$981.00
EL-20170915-000581	TLWH	595	HARTLEY RD	DUVAL	\$1 352.00
EL-20170915-000582	LO	445	NORTHWEST JAX	DUVAL	\$1 200.00
EL-20170915-000586	FEMA	494	IMESON	DUVAL	\$1 275.00
EL-20170915-000587	FEMA	494	IMESON	DUVAL	\$1 574.00
EL-20170915-000588	FEMA	494	IMESON	DUVAL	\$1 275.00
EL-20170915-000589	FEMA	494	IMESON	DUVAL	\$6 578.00
EL-20170915-000590	FEMA	494	IMESON	DUVAL	\$4 376.00
EL-20170915-000591	FEMA	494	IMESON	DUVAL	\$28 543.00
EL-20170915-000592	FEMA	494	IMESON	DUVAL	\$875.00
EL-20170915-000593	FEMA	494	IMESON	DUVAL	\$522.00
EL-20170915-000594	FEMA	494	IMESON	DUVAL	\$208.00
EL-20170915-000595	FEMA	494	IMESON	DUVAL	\$1 574.00
EL-20170915-000596	FEMA	494	IMESON	DUVAL	\$4 368.00
EL-20170915-000597	EFIR	418	PICKETTVILLE	DUVAL	\$1 526.00
EL-20170915-000598	TXOH	563	NEPTUNE BEACH	DUVAL	\$500.00
EL-20170915-000600	TLWH	472	BROOKLYN	DUVAL	\$981.00
EL-20170915-000602	WAAP	563	NEPTUNE BEACH	DUVAL	\$546.00
EL-20170915-000603	TXOL	563	NEPTUNE BEACH	DUVAL	\$3 861.00
EL-20170915-000604	FEMA	516	POWERS AV	DUVAL	\$1 638.00
EL-20170915-000605	FEMA	516	POWERS AV	DUVAL	\$371.00
EL-20170915-000606	FEMA	516	POWERS AV	DUVAL	\$1 638.00
EL-20170915-000607	FEMA	516	POWERS AV	DUVAL	\$1 092.00
EL-20170915-000608	FEMA	516	POWERS AV	DUVAL	\$981.00
EL-20170915-000609	FEMA	516	POWERS AV	DUVAL	\$1 092.00
EL-20170915-000610	FEMA	516	POWERS AV	DUVAL	\$371.00
EL-20170915-000611	FEMA	516	POWERS AV	DUVAL	\$371.00
EL-20170915-000612	FEMA	516	POWERS AV	DUVAL	\$1 537.00
EL-20170915-000613	FEMA	516	POWERS AV	DUVAL	\$2 508.00
EL-20170915-000614	FEMA	513	POWERS AV	DUVAL	\$1 599.00
EL-20170915-000615	FEMA	513	POWERS AV	DUVAL	\$546.00
EL-20170915-000616	FEMA	513	POWERS AV	DUVAL	\$1 599.00
EL-20170915-000617	FEMA	513	POWERS AV	DUVAL	\$1 976.00
EL-20170915-000618	FEMA	513	POWERS AV	DUVAL	\$981.00
EL-20170915-000619	FEMA	513	POWERS AV	DUVAL	\$1 657.00
EL-20170915-000620	FEMA	513	POWERS AV	DUVAL	\$1 111.00
EL-20170915-000621	FEMA	513	POWERS AV	DUVAL	\$200.00

EL-20170915-000622	FEMA	513	POWERS AV	DUVAL	\$400.00
EL-20170915-000623	FEMA	513	POWERS AV	DUVAL	\$1 200.00
EL-20170915-000624	FEMA	513	POWERS AV	DUVAL	\$750.00
EL-20170915-000625	FEMA	513	POWERS AV	DUVAL	\$2 222.00
EL-20170915-000626	FEMA	513	POWERS AV	DUVAL	\$3 709.00
EL-20170915-000627	FEMA	513	POWERS AV	DUVAL	\$546.00
EL-20170915-000628	FEMA	513	POWERS AV	DUVAL	\$8 524.00
EL-20170915-000629	FEMA	513	POWERS AV	DUVAL	\$14 385.00
EL-20170915-000630	FEMA	513	POWERS AV	DUVAL	\$1 170.00
EL-20170915-000631	FEMA	513	POWERS AV	DUVAL	\$1 586.00
EL-20170915-000632	FEMA	513	POWERS AV	DUVAL	\$981.00
EL-20170915-000633	FEMA	513	POWERS AV	DUVAL	\$1 599.00
EL-20170915-000634	FEMA	513	POWERS AV	DUVAL	\$981.00
EL-20170915-000635	FEMA	513	POWERS AV	DUVAL	\$546.00
EL-20170915-000636	FEMA	513	POWERS AV	DUVAL	\$1 130.00
EL-20170915-000638	FEMA	485	PAXON	DUVAL	\$200.00
EL-20170915-000639	FEMA	485	PAXON	DUVAL	\$1 500.00
EL-20170915-000640	FEMA	485	PAXON	DUVAL	\$5 000.00
EL-20170915-000641	FEMA	431	MERRILL RD	DUVAL	\$533.00
EL-20170915-000642	FEMA	431	MERRILL RD	DUVAL	\$939.00
EL-20170915-000643	FEMA	431	MERRILL RD	DUVAL	\$533.00
EL-20170915-000644	FEMA	431	MERRILL RD	DUVAL	\$3 600.00
EL-20170915-000645	FEMA	431	MERRILL RD	DUVAL	\$2 300.00
EL-20170915-000646	FEMA	431	MERRILL RD	DUVAL	\$950.00
EL-20170915-000647	FEMA	431	MERRILL RD	DUVAL	\$1 600.00
EL-20170915-000648	FEMA	494	IMESON	DUVAL	\$315.00
EL-20170915-000650	FEMA	494	IMESON	DUVAL	\$315.00
EL-20170915-000651	FEMA	596	HARTLEY RD	DUVAL	\$546.00
EL-20170915-000652	FEMA	596	HARTLEY RD	DUVAL	\$934.00
EL-20170915-000653	FEMA	596	HARTLEY RD	DUVAL	\$546.00
EL-20170915-000654	FEMA	596	HARTLEY RD	DUVAL	\$934.00
EL-20170915-000655	FEMA	596	HARTLEY RD	DUVAL	\$4 397.00
EL-20170915-000656	FEMA	596	HARTLEY RD	DUVAL	\$981.00
EL-20170915-000657	FEMA	596	HARTLEY RD	DUVAL	\$2 960.00
EL-20170915-000658	FEMA	596	HARTLEY RD	DUVAL	\$550.00
EL-20170915-000659	FEMA	596	HARTLEY RD	DUVAL	\$3 442.00
EL-20170915-000660	FEMA	596	HARTLEY RD	DUVAL	\$1 623.00
EL-20170915-000661	EFIR	472	BROOKLYN	DUVAL	\$4 170.00
EL-20170915-000662	FEMA	537	UNIVERSITY	DUVAL	\$546.00
EL-20170915-000663	FEMA	536	UNIVERSITY	DUVAL	\$1 696.00
EL-20170915-000664	FEMA	583	SWITZERLAND	SIC	\$1 000.00
EL-20170915-000665	FEMA	583	SWITZERLAND	SIC	\$7 500.00
EL-20170915-000666	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$2 500.00
EL-20170915-000667	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$1 000.00
EL-20170915-000668	FEMA	439	SOUTHSIDE PLANT	DUVAL	\$1 066.00
EL-20170915-000669	FEMA	430	RITTER PARK	DUVAL	\$322.00
EL-20170915-000670	FEMA	430	RITTER PARK	DUVAL	\$322.00
EL-20170915-000671	FEMA	430	RITTER PARK	DUVAL	\$3 874.00
EL-20170915-000672	FEMA	430	RITTER PARK	DUVAL	\$522.00
EL-20170915-000673	FEMA	450	RIBAUT	DUVAL	\$150.00
EL-20170915-000674	FEMA	512	POWERS AV	DUVAL	\$2 800.00
EL-20170915-000675	FEMA	512	POWERS AV	DUVAL	\$10 000.00
EL-20170915-000676	FEMA	512	POWERS AV	DUVAL	\$689.00
EL-20170915-000677	FEMA	556	OAKWOOD VILLA	DUVAL	\$371.00
EL-20170915-000678	FEMA	457	NORTHWEST JAX	DUVAL	\$1 500.00
EL-20170915-000679	FEMA	457	NORTHWEST JAX	DUVAL	\$150.00
EL-20170915-000680	FEMA	457	NORTHWEST JAX	DUVAL	\$2 500.00
EL-20170915-000681	FEMA	407	NORTHSHORE	DUVAL	\$700.00
EL-20170915-000682	FEMA	407	NORTHSHORE	DUVAL	\$533.00
EL-20170915-000683	FEMA	363	NORMANDY	DUVAL	\$388.00
EL-20170915-000684	FEMA	363	NORMANDY	DUVAL	\$371.00
EL-20170915-000685	FEMA	352	NAVAL AIR STATION	DUVAL	\$3 164.00
EL-20170915-000686	FEMA	522	MANDARIN	DUVAL	\$650.00
EL-20170915-000687	FEMA	522	MANDARIN	DUVAL	\$400.00
EL-20170915-000688	FEMA	435	LANE AV	DUVAL	\$4 076.00
EL-20170915-000689	FEMA	435	LANE AV	DUVAL	\$652.00
EL-20170915-000690	FEMA	210	GREENLAND	DUVAL	\$1 400.00
EL-20170915-000691	FEMA	163	GEORGIA ST	DUVAL	\$546.00
EL-20170915-000692	FEMA	163	GEORGIA ST	DUVAL	\$546.00
EL-20170915-000693	FEMA	498	GARDEN CITY	DUVAL	\$4 000.00
EL-20170915-000694	FEMA	498	GARDEN CITY	DUVAL	\$4 000.00
EL-20170915-000695	FEMA	216	FOREST BV	DUVAL	\$200.00
EL-20170915-000696	FEMA	325	FIRESTONE	DUVAL	\$14 737.50
EL-20170915-000697	FEMA	325	FIRESTONE	DUVAL	\$24 506.00
EL-20170915-000698	WLOW	330	HERLONG	DUVAL	\$1 352.00
EL-20170915-000699	FEMA	323	FIRESTONE	DUVAL	\$2 584.00
EL-20170915-000700	FEMA	390	CECIL FIELD	DUVAL	\$2 000.00
EL-20170915-000701	FEMA	389	CECIL FIELD	DUVAL	\$1 850.00
EL-20170915-000702	FEMA	475	BROOKLYN	DUVAL	\$2 800.00
EL-20170915-000703	FEMA	487	BLOUNT ISLAND	DUVAL	\$1 600.00
EL-20170915-000704	FEMA	546	BAYMEADOWS	DUVAL	\$750.00
EL-20170915-000705	FEMA	546	BAYMEADOWS	DUVAL	\$750.00
EL-20170915-000706	FEMA	299	BARTRAM	DUVAL	\$450.00
EL-20170915-000707	FEMA	297	BARTRAM	SIC	\$900.00
EL-20170915-000708	FEMA	531	CRAVEN RD	DUVAL	\$200.00

EL-20170915-000709	FEMA	363	NORMANDY	DUVAL	\$533.00
EL-20170915-000710	FEMA	304	ORANGE PARK	CLAY	\$533.00
EL-20170915-000711	RCPI	520	MANDARIN	DUVAL	\$981.00
EL-20170915-000713	SLOF	209	GREENLAND	DUVAL	\$600.00
EL-20170915-000714	TLWH	459	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170915-000715	OTH1	487	BLOUNT ISLAND	DUVAL	\$546.00
EL-20170915-000716	TDWP	334	WESTLAKE	DUVAL	\$371.00
EL-20170915-000717	TLWH	446	RANDALL ST	DUVAL	\$1 352.00
EL-20170915-000718	WDBR	504	SAN SOUCI	DUVAL	\$6 245.00
EL-20170915-000719	WLOW	440	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170915-000720	WLOW	563	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170915-000721	TCA	559	OAKWOOD VILLA	DUVAL	\$842.00
EL-20170915-000722	TLWH	404	GRAND PARK	DUVAL	\$981.00
EL-20170915-000723	SLOT	569	SAN PABLO	DUVAL	\$1 800.00
EL-20170915-000724	TDWP	457	NORTHWEST JAX	DUVAL	\$842.00
EL-20170915-000725	SLOT	574	SOUTHEAST JAX	DUVAL	\$600.00
EL-20170915-000730	TIOH	431	MERRILL RD	DUVAL	\$546.00
EL-20170915-000732	WDBR	431	MERRILL RD	DUVAL	\$842.00
EL-20170915-000734	TCA	431	MERRILL RD	DUVAL	\$371.00
EL-20170915-000735	TDWP	497	GARDEN CITY	DUVAL	\$842.00
EL-20170915-000736	WLOW	312	HAMILTON ST	DUVAL	\$500.00
EL-20170915-000737	TLWH	216	FOREST BV	DUVAL	\$1 352.00
EL-20170915-000738	TLWH	537	UNIVERSITY	DUVAL	\$981.00
EL-20170915-000739	TLWH	445	NORTHWEST JAX	DUVAL	\$981.00
EL-20170915-000740	WLOW	418	PICKETVILLE	DUVAL	\$500.00
EL-20170915-000741	LO	435	LANE AV	DUVAL	\$3 981.00
EL-20170915-000742	TDWP	495	IMESON	DUVAL	\$2 666.00
EL-20170915-000744	TDWP	360	NORMANDY	DUVAL	\$1 683.00
EL-20170915-000745	SLRD	509	MANDARIN	DUVAL	\$600.00
EL-20170915-000746	TLWH	417	PICKETVILLE	DUVAL	\$1 352.00
EL-20170915-000747	WLOW	587	HUNTER RD	DUVAL	\$981.00
EL-20170915-000748	WLOW	559	OAKWOOD VILLA	DUVAL	\$371.00
EL-20170915-000749	OPUG	430	RITTER PARK	DUVAL	\$981.00
EL-20170915-000750	TLPP	349	NAVAL AIR STATION	DUVAL	\$2 900.00
EL-20170915-000751	LO	535	UNIVERSITY	DUVAL	\$917.00
EL-20170915-000752	LO	459	NORTHWEST JAX	DUVAL	\$546.00
EL-20170915-000753	WDBR	535	UNIVERSITY	DUVAL	\$981.00
EL-20170915-000754	TLPP	417	PICKETVILLE	DUVAL	\$981.00
EL-20170915-000755	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170915-000756	LO	459	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170915-000757	LO	459	NORTHWEST JAX	DUVAL	\$546.00
EL-20170915-000758	LO	459	NORTHWEST JAX	DUVAL	\$1 962.00
EL-20170915-000761	FEMA	363	NORMANDY	DUVAL	\$533.00
EL-20170915-000762	PLEA	408	NORTHSHORE	DUVAL	\$1 446.00
EL-20170915-000763	LO	408	NORTHSHORE	DUVAL	\$1 342.00
EL-20170915-000764	WLOW	433	MERRILL RD	DUVAL	\$981.00
EL-20170915-000765	TLPP	408	NORTHSHORE	DUVAL	\$842.00
EL-20170915-000766	LO	8202	ST JOHNS PARK	DUVAL	\$20 722.00
EL-20170915-000767	TLPP	430	RITTER PARK	DUVAL	\$1 352.00
EL-20170915-000768	SLOF	320	FIRESTONE	DUVAL	\$1 200.00
EL-20170915-000769	TLWH	354	BRANDY BRANCH	DUVAL	\$1 352.00
EL-20170915-000770	OTH1	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170915-000771	TLPP	334	WESTLAKE	DUVAL	\$842.00
EL-20170915-000772	WLOW	557	OAKWOOD VILLA	DUVAL	\$3 022.00
EL-20170915-000773	TLWH	451	RIBAUT	DUVAL	\$1 352.00
EL-20170915-000774	TDWP	450	RIBAUT	DUVAL	\$981.00
EL-20170915-000775	RCPI	365	STARRATT	DUVAL	\$981.00
EL-20170915-000776	RCPI	430	RITTER PARK	DUVAL	\$981.00
EL-20170915-000777	RCPI	430	RITTER PARK	DUVAL	\$981.00
EL-20170915-000778	RCPI	430	RITTER PARK	DUVAL	\$981.00
EL-20170915-000779	RCPI	430	RITTER PARK	DUVAL	\$981.00
EL-20170915-000780	RCPI	451	RIBAUT	DUVAL	\$981.00
EL-20170915-000781	RCPI	451	RIBAUT	DUVAL	\$981.00
EL-20170915-000782	RCPI	450	RIBAUT	DUVAL	\$981.00
EL-20170915-000783	RCPI	494	IMESON	DUVAL	\$981.00
EL-20170915-000784	RCPI	499	GARDEN CITY	DUVAL	\$981.00
EL-20170915-000785	RCPI	393	BEEGLY HEIGHTS	DUVAL	\$981.00
EL-20170915-000786	RCPI	393	BEEGLY HEIGHTS	DUVAL	\$981.00
EL-20170915-000787	RCPI	367	STARRATT	DUVAL	\$981.00
EL-20170915-000789	RCPI	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170915-000790	RCPI	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170915-000791	RCPI	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170915-000792	RCPI	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170915-000793	SLOF	567	SAN PABLO	DUVAL	\$600.00
EL-20170915-000794	METD	325	FIRESTONE	DUVAL	\$981.00
EL-20170915-000795	TLPP	567	SAN PABLO	DUVAL	\$842.00
EL-20170915-000797	SLOF	366	STARRATT	DUVAL	\$600.00
EL-20170915-000798	TDWP	360	NORMANDY	DUVAL	\$842.00
EL-20170915-000799	WLOW	594	MAYPORT	DUVAL	\$500.00
EL-20170915-000800	TLPP	583	SWITZERLAND	SIC	\$371.00
EL-20170915-000801	TDWP	512	POWERS AV	DUVAL	\$842.00
EL-20170915-000803	LO	163	GEORGIA ST	DUVAL	\$10 800.00
EL-20170915-000804	TREC	512	POWERS AV	DUVAL	\$981.00
EL-20170915-000806	LO	409	GRAND PARK	DUVAL	\$546.00
EL-20170915-000808	TLPP	393	BEEGLY HEIGHTS	DUVAL	\$842.00

EL-20170915-000809	WLOW	495	IMESON	DUVAL	\$500.00
EL-20170915-000813	TLWH	445	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170915-000814	TLPP	596	HARTLEY RD	DUVAL	\$371.00
EL-20170915-000815	WLOW	583	SWITZERLAND	SIC	\$981.00
EL-20170915-000817	TLPP	447	RANDALL ST	DUVAL	\$3 511.00
EL-20170915-000818	TLWH	415	NORTHSIDE GEN	DUVAL	\$842.00
EL-20170915-000821	TLPP	504	SAN SOUCI	DUVAL	\$842.00
EL-20170915-000823	LO	439	SOUTHSIDE PLANT	DUVAL	\$546.00
EL-20170915-000824	LO	439	SOUTHSIDE PLANT	DUVAL	\$546.00
EL-20170915-000826	TLPP	311	HAMILTON ST	DUVAL	\$842.00
EL-20170915-000827	WAIT	311	HAMILTON ST	DUVAL	\$2 500.00
EL-20170915-000829	TLPP	317	JAX HEIGHTS	DUVAL	\$981.00
EL-20170915-000830	TLWH	567	SAN PABLO	DUVAL	\$1 352.00
EL-20170915-000831	LBD	563	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170915-000832	TXOH	447	RANDALL ST	DUVAL	\$371.00
EL-20170915-000833	LO	447	RANDALL ST	DUVAL	\$1 433.00
EL-20170915-000834	LO	447	RANDALL ST	DUVAL	\$13 500.00
EL-20170915-000835	POLB	447	RANDALL ST	DUVAL	\$981.00
EL-20170915-000836	POLB	447	RANDALL ST	DUVAL	\$3 861.00
EL-20170915-000837	POLB	447	RANDALL ST	DUVAL	\$3 861.00
EL-20170915-000839	WDBR	448	RANDALL ST	DUVAL	\$981.00
EL-20170915-000840	WDBR	448	RANDALL ST	DUVAL	\$2 200.00
EL-20170915-000841	SLRD	520	MANDARIN	DUVAL	\$600.00
EL-20170915-000842	TLPP	495	IMESON	DUVAL	\$371.00
EL-20170915-000845	WBAH	301	ORANGE PARK	CLAY	\$981.00
EL-20170915-000846	LO	301	ORANGE PARK	CLAY	\$1 924.00
EL-20170915-000851	LO	301	ORANGE PARK	CLAY	\$917.00
EL-20170915-000852	DUHR	578	ARLINGTON	DUVAL	\$185.00
EL-20170915-000853	RCPI	303	ORANGE PARK	CLAY	\$981.00
EL-20170915-000854	RCPI	303	ORANGE PARK	CLAY	\$981.00
EL-20170915-000855	RCPI	308	HAMILTON ST	DUVAL	\$981.00
EL-20170915-000856	RCPI	308	HAMILTON ST	DUVAL	\$981.00
EL-20170915-000857	RCPI	311	HAMILTON ST	DUVAL	\$981.00
EL-20170915-000858	WLOW	450	RIBAUT	DUVAL	\$981.00
EL-20170915-000860	WLOW	430	RITTER PARK	DUVAL	\$981.00
EL-20170915-000862	RCPI	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000863	RCPI	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000864	RCPI	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000865	RCPI	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000866	RCPI	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000867	WLOW	469	HUNTER RD	DUVAL	\$981.00
EL-20170915-000868	LO	447	RANDALL ST	DUVAL	\$500.00
EL-20170915-000869	RCPI	520	MANDARIN	DUVAL	\$981.00
EL-20170915-000870	TDWP	393	BEEGLY HEIGHTS	DUVAL	\$842.00
EL-20170915-000871	LO	433	MERRILL RD	DUVAL	\$981.00
EL-20170915-000872	FEMA	7203	ORTEGA	DUVAL	\$6 500.00
EL-20170915-000873	RCPI	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000874	RCPI	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000875	RCPI	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000876	RCPI	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000877	RCPI	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000878	RCPI	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170915-000880	RCPI	595	HARTLEY RD	DUVAL	\$981.00
EL-20170915-000881	RCPI	595	HARTLEY RD	DUVAL	\$981.00
EL-20170915-000882	RCPI	497	GARDEN CITY	DUVAL	\$981.00
EL-20170915-000883	RCPI	328	HERLONG	DUVAL	\$981.00
EL-20170915-000884	RCPI	349	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170915-000885	RCPI	468	HUNTER RD	DUVAL	\$981.00
EL-20170915-000886	RCPI	308	HAMILTON ST	DUVAL	\$981.00
EL-20170915-000887	RCPI	5201	HERSCHEL ST	DUVAL	\$981.00
EL-20170915-000888	RCPI	307	HAMILTON ST	DUVAL	\$981.00
EL-20170915-000889	RCPI	325	FIRESTONE	DUVAL	\$981.00
EL-20170915-000890	RCPI	325	FIRESTONE	DUVAL	\$981.00
EL-20170915-000891	RCPI	6202	ST JOHNS PARK	DUVAL	\$981.00
EL-20170915-000892	RCPI	5201	HERSCHEL ST	DUVAL	\$981.00
EL-20170915-000893	RCPI	334	WESTLAKE	DUVAL	\$981.00
EL-20170915-000894	RCPI	333	WESTLAKE	DUVAL	\$981.00
EL-20170915-000895	RCPI	329	HERLONG	DUVAL	\$981.00
EL-20170915-000896	RCPI	312	HAMILTON ST	DUVAL	\$981.00
EL-20170915-000897	RCPI	5201	HERSCHEL ST	DUVAL	\$981.00
EL-20170915-000898	SLOF	469	HUNTER RD	DUVAL	\$600.00
EL-20170915-000899	LO	360	NORMANDY	DUVAL	\$1 300.00
EL-20170915-000900	LO	486	PAKON	DUVAL	\$1 100.00
EL-20170915-000902	RCPI	308	HAMILTON ST	DUVAL	\$981.00
EL-20170915-000903	RCPI	308	HAMILTON ST	DUVAL	\$981.00
EL-20170915-000904	LO	393	BEEGLY HEIGHTS	DUVAL	\$3 200.00
EL-20170915-000905	WDLP	349	NAVAL AIR STATION	DUVAL	\$1 962.00
EL-20170915-000906	INIT	367	STARRATT	DUVAL	\$9 600.00
EL-20170915-000908	SLOF	463	KENNEDY	DUVAL	\$600.00
EL-20170915-000910	WBAP	451	RIBAUT	DUVAL	\$981.00
EL-20170915-000913	FREQ	537	UNIVERSITY	DUVAL	\$981.00
EL-20170915-000914	SLOF	451	RIBAUT	DUVAL	\$600.00
EL-20170915-000915	WAAH	308	HAMILTON ST	DUVAL	\$3 302.00
EL-20170915-000918	LO	415	NORTHSIDE GEN	DUVAL	\$3 861.00
EL-20170915-000919	WDBR	415	NORTHSIDE GEN	DUVAL	\$500.00

EL-20170915-000920	LO	415	NORTHSIDE GEN	DUVAL	\$855.00
EL-20170915-000925	WDBR	415	NORTHSIDE GEN	DUVAL	\$981.00
EL-20170915-000928	LPAR	415	NORTHSIDE GEN	DUVAL	\$981.00
EL-20170915-000931	TLWH	494	IMESON	DUVAL	\$981.00
EL-20170916-000001	PBON	367	STARRATT	DUVAL	\$1 924.00
EL-20170916-000003	WAAH	367	STARRATT	DUVAL	\$500.00
EL-20170916-000004	POLB	367	STARRATT	DUVAL	\$3 848.00
EL-20170916-000006	PBON	367	STARRATT	DUVAL	\$3 500.00
EL-20170916-000009	LO	367	STARRATT	DUVAL	\$3 200.00
EL-20170916-000012	LO	367	STARRATT	DUVAL	\$3 861.00
EL-20170916-000013	LO	367	STARRATT	DUVAL	\$2 300.00
EL-20170916-000014	LO	367	STARRATT	DUVAL	\$1 288.00
EL-20170916-000015	LO	426	RITTER PARK	DUVAL	\$842.00
EL-20170916-000019	WDBR	301	ORANGE PARK	CLAY	\$981.00
EL-20170916-000020	WDLP	6304	MC DUFF AV	DUVAL	\$500.00
EL-20170916-000022	PLEA	301	ORANGE PARK	CLAY	\$1 281.00
EL-20170916-000023	TLPP	301	ORANGE PARK	CLAY	\$300.00
EL-20170916-000029	LO	471	BROOKLYN	DUVAL	\$2 100.00
EL-20170916-000030	TLWH	471	BROOKLYN	DUVAL	\$1 352.00
EL-20170916-000031	LO	471	BROOKLYN	DUVAL	\$1 092.00
EL-20170916-000033	SLOO	409	GRAND PARK	DUVAL	\$600.00
EL-20170916-000035	LO	472	BROOKLYN	DUVAL	\$1 924.00
EL-20170916-000036	PLEA	472	BROOKLYN	DUVAL	\$981.00
EL-20170916-000038	LO	472	BROOKLYN	DUVAL	\$2 009.00
EL-20170916-000039	LO	471	BROOKLYN	DUVAL	\$981.00
EL-20170916-000041	RCPI	328	HERLOWE	DUVAL	\$981.00
EL-20170916-000042	INIT	486	PAXON	DUVAL	\$546.00
EL-20170916-000043	WDBR	513	POWERS AV	DUVAL	\$3 159.00
EL-20170916-000044	WBAH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170916-000045	WDLP	311	HAMILTON ST	DUVAL	\$981.00
EL-20170916-000049	TXOH	311	HAMILTON ST	DUVAL	\$546.00
EL-20170916-000051	INIT	349	NAVAL AIR STATION	DUVAL	\$6 230.00
EL-20170916-000053	WDBR	317	JAX HEIGHTS	DUVAL	\$1 100.00
EL-20170916-000055	LO	486	PAXON	DUVAL	\$4 500.00
EL-20170916-000057	WDBR	461	PICKETTVILLE	DUVAL	\$981.00
EL-20170916-000058	TXOH	8005	ROSSELLE ST	DUVAL	\$981.00
EL-20170916-000063	LO	304	ORANGE PARK	CLAY	\$250.00
EL-20170916-000064	TXOH	323	FIRESTONE	DUVAL	\$2 262.00
EL-20170916-000067	LO	4701	FAIRFAX	DUVAL	\$546.00
EL-20170916-000068	FEMA	509	MANDARIN	DUVAL	\$533.00
EL-20170916-000069	FEMA	509	MANDARIN	DUVAL	\$533.00
EL-20170916-000070	FEMA	509	MANDARIN	DUVAL	\$533.00
EL-20170916-000071	FEMA	509	MANDARIN	DUVAL	\$533.00
EL-20170916-000072	FEMA	509	MANDARIN	DUVAL	\$1 000.00
EL-20170916-000073	FEMA	509	MANDARIN	DUVAL	\$533.00
EL-20170916-000074	FEMA	509	MANDARIN	DUVAL	\$533.00
EL-20170916-000075	FEMA	457	NORTHWEST JAX	DUVAL	\$3 000.00
EL-20170916-000076	FEMA	457	NORTHWEST JAX	DUVAL	\$750.00
EL-20170916-000077	FEMA	457	NORTHWEST JAX	DUVAL	\$3 000.00
EL-20170916-000078	FEMA	457	NORTHWEST JAX	DUVAL	\$550.00
EL-20170916-000079	FEMA	457	NORTHWEST JAX	DUVAL	\$250.00
EL-20170916-000080	FEMA	457	NORTHWEST JAX	DUVAL	\$1 300.00
EL-20170916-000081	FEMA	457	NORTHWEST JAX	DUVAL	\$850.00
EL-20170916-000082	FEMA	556	OAKWOOD VILLA	DUVAL	\$371.00
EL-20170916-000083	FEMA	556	OAKWOOD VILLA	DUVAL	\$5 000.00
EL-20170916-000084	FEMA	556	OAKWOOD VILLA	DUVAL	\$371.00
EL-20170916-000085	FEMA	556	OAKWOOD VILLA	DUVAL	\$5 000.00
EL-20170916-000086	FEMA	513	POWERS AV	DUVAL	\$8 000.00
EL-20170916-000087	FEMA	513	POWERS AV	DUVAL	\$546.00
EL-20170916-000088	FEMA	513	POWERS AV	DUVAL	\$800.00
EL-20170916-000089	FEMA	513	POWERS AV	DUVAL	\$546.00
EL-20170916-000090	FEMA	513	POWERS AV	DUVAL	\$3 600.00
EL-20170916-000091	FEMA	513	POWERS AV	DUVAL	\$546.00
EL-20170916-000092	FEMA	513	POWERS AV	DUVAL	\$2 000.00
EL-20170916-000093	FEMA	513	POWERS AV	DUVAL	\$546.00
EL-20170916-000094	FEMA	513	POWERS AV	DUVAL	\$6 232.00
EL-20170916-000095	FEMA	513	POWERS AV	DUVAL	\$200.00
EL-20170916-000096	FEMA	513	POWERS AV	DUVAL	\$1 000.00
EL-20170916-000097	FEMA	513	POWERS AV	DUVAL	\$981.00
EL-20170916-000098	FEMA	513	POWERS AV	DUVAL	\$613.00
EL-20170916-000099	FEMA	513	POWERS AV	DUVAL	\$1 235.00
EL-20170916-000100	FEMA	513	POWERS AV	DUVAL	\$9 000.00
EL-20170916-000101	FEMA	513	POWERS AV	DUVAL	\$2 073.00
EL-20170916-000102	FEMA	513	POWERS AV	DUVAL	\$546.00
EL-20170916-000103	FEMA	513	POWERS AV	DUVAL	\$546.00
EL-20170916-000104	FEMA	513	POWERS AV	DUVAL	\$3 791.00
EL-20170916-000105	FEMA	516	POWERS AV	DUVAL	\$3 600.00
EL-20170916-000106	FEMA	516	POWERS AV	DUVAL	\$546.00
EL-20170916-000107	FEMA	516	POWERS AV	DUVAL	\$3 600.00
EL-20170916-000108	FEMA	516	POWERS AV	DUVAL	\$546.00
EL-20170916-000109	FEMA	516	POWERS AV	DUVAL	\$855.00
EL-20170916-000110	FEMA	536	UNIVERSITY	DUVAL	\$1 800.00
EL-20170916-000111	FEMA	536	UNIVERSITY	DUVAL	\$500.00
EL-20170916-000112	FEMA	536	UNIVERSITY	DUVAL	\$1 800.00
EL-20170916-000113	FEMA	536	UNIVERSITY	DUVAL	\$500.00

EL-20170916-000114	FEMA	536	UNIVERSITY	DUVAL	\$1 500.00
EL-20170916-000115	FEMA	486	PAXON	DUVAL	\$533.00
EL-20170916-000116	FEMA	294	BARTRAM	SIC	\$1 000.00
EL-20170916-000117	FEMA	296	BARTRAM	SIC	\$3 500.00
EL-20170916-000118	FEMA	297	BARTRAM	SIC	\$1 700.00
EL-20170916-000119	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$522.00
EL-20170916-000120	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$522.00
EL-20170916-000121	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$375.00
EL-20170916-000122	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$522.00
EL-20170916-000123	FEMA	390	CECIL FIELD	DUVAL	\$800.00
EL-20170916-000124	FEMA	390	CECIL FIELD	DUVAL	\$600.00
EL-20170916-000125	FEMA	390	CECIL FIELD	DUVAL	\$6 000.00
EL-20170916-000126	FEMA	390	CECIL FIELD	DUVAL	\$2 000.00
EL-20170916-000127	FEMA	390	CECIL FIELD	DUVAL	\$2 800.00
EL-20170916-000128	FEMA	530	CRAVEN RD	DUVAL	\$934.00
EL-20170916-000129	FEMA	530	CRAVEN RD	DUVAL	\$26 814.00
EL-20170916-000130	FEMA	325	FIRESTONE	DUVAL	\$11 955.00
EL-20170916-000131	FEMA	325	FIRESTONE	DUVAL	\$6 676.00
EL-20170916-000132	FEMA	325	FIRESTONE	DUVAL	\$2 063.00
EL-20170916-000133	FEMA	325	FIRESTONE	DUVAL	\$16 253.00
EL-20170916-000134	FEMA	325	FIRESTONE	DUVAL	\$8 777.00
EL-20170916-000135	FEMA	325	FIRESTONE	DUVAL	\$10 623.00
EL-20170916-000136	FEMA	325	FIRESTONE	DUVAL	\$8 243.00
EL-20170916-000137	FEMA	325	FIRESTONE	DUVAL	\$15 888.00
EL-20170916-000138	FEMA	570	FT CAROLINE	DUVAL	\$1 900.00
EL-20170916-000139	FEMA	496	GARDEN CITY	DUVAL	\$500.00
EL-20170916-000140	FEMA	497	GARDEN CITY	DUVAL	\$2 500.00
EL-20170916-000141	FEMA	497	GARDEN CITY	DUVAL	\$371.00
EL-20170916-000142	FEMA	497	GARDEN CITY	DUVAL	\$2 000.00
EL-20170916-000143	FEMA	497	GARDEN CITY	DUVAL	\$1 800.00
EL-20170916-000144	FEMA	499	GARDEN CITY	DUVAL	\$1 400.00
EL-20170916-000145	FEMA	499	GARDEN CITY	DUVAL	\$900.00
EL-20170916-000146	FEMA	410	GRAND PARK	DUVAL	\$10 000.00
EL-20170916-000147	FEMA	410	GRAND PARK	DUVAL	\$2 000.00
EL-20170916-000148	FEMA	311	HAMILTON ST	DUVAL	\$4 826.00
EL-20170916-000149	FEMA	595	HARTLEY RD	DUVAL	\$388.00
EL-20170916-000150	FEMA	595	HARTLEY RD	DUVAL	\$17 212.00
EL-20170916-000151	FEMA	494	IMESON	DUVAL	\$9 000.00
EL-20170916-000152	FEMA	494	IMESON	DUVAL	\$2 400.00
EL-20170916-000153	FEMA	495	IMESON	DUVAL	\$3 752.00
EL-20170916-000154	FEMA	433	MERRILL RD	DUVAL	\$3 300.00
EL-20170916-000155	FEMA	433	MERRILL RD	DUVAL	\$2 500.00
EL-20170916-000156	FEMA	362	NORMANDY	DUVAL	\$3 879.00
EL-20170916-000157	FEMA	405	NORTHSHORE	DUVAL	\$533.00
EL-20170916-000158	FEMA	405	NORTHSHORE	DUVAL	\$533.00
EL-20170916-000159	FEMA	416	NORTHSIDE GEN	DUVAL	\$1 800.00
EL-20170916-000160	FEMA	557	OAKWOOD VILLA	DUVAL	\$300.00
EL-20170916-000161	FEMA	557	OAKWOOD VILLA	DUVAL	\$371.00
EL-20170916-000162	FEMA	305	ORANGE PARK	CLAY	\$1 800.00
EL-20170916-000163	FEMA	7203	ORTEGA	DUVAL	\$2 703.00
EL-20170916-000164	FEMA	485	PAXON	DUVAL	\$3 000.00
EL-20170916-000165	FEMA	512	POWERS AV	DUVAL	\$2 500.00
EL-20170916-000166	FEMA	411	RANDALL ST	DUVAL	\$1 407.00
EL-20170916-000167	FEMA	411	RANDALL ST	DUVAL	\$1 092.00
EL-20170916-000168	FEMA	447	RANDALL ST	DUVAL	\$6 831.00
EL-20170916-000169	FEMA	501	SAN SOUCI	DUVAL	\$1 800.00
EL-20170916-000170	FEMA	443	SOUTHSIDE PLANT	DUVAL	\$4 000.00
EL-20170916-000171	FEMA	8202	ST JOHNS PARK	DUVAL	\$3 756.00
EL-20170916-000172	FEMA	8202	ST JOHNS PARK	DUVAL	\$3 756.00
EL-20170916-000173	FEMA	334	WESTLAKE	DUVAL	\$695.00
EL-20170916-000178	WDBR	409	GRAND PARK	DUVAL	\$981.00
EL-20170916-000179	WDBR	409	GRAND PARK	DUVAL	\$981.00
EL-20170916-000182	LO	522	MANDARIN	DUVAL	\$3 673.00
EL-20170916-000188	TXOH	501	SAN SOUCI	DUVAL	\$371.00
EL-20170916-000189	WDBR	501	SAN SOUCI	DUVAL	\$28 000.00
EL-20170916-000190	WDBR	501	SAN SOUCI	DUVAL	\$981.00
EL-20170916-000194	LO	463	KENNEDY	DUVAL	\$3 861.00
EL-20170916-000202	LO	586	HUNTER RD	DUVAL	\$3 886.00
EL-20170916-000203	LO	586	HUNTER RD	DUVAL	\$3 886.00
EL-20170916-000205	WDBR	501	SAN SOUCI	DUVAL	\$546.00
EL-20170916-000207	POLB	586	HUNTER RD	DUVAL	\$1 352.00
EL-20170916-000210	TXOH	501	SAN SOUCI	DUVAL	\$546.00
EL-20170916-000212	WDBR	469	HUNTER RD	DUVAL	\$981.00
EL-20170916-000214	WDBR	501	SAN SOUCI	DUVAL	\$842.00
EL-20170916-000222	LO	451	RIBAUT	DUVAL	\$981.00
EL-20170916-000225	POLB	451	RIBAUT	DUVAL	\$1 092.00
EL-20170916-000228	RCPI	501	SAN SOUCI	DUVAL	\$981.00
EL-20170916-000229	LO	408	NORTHSHORE	DUVAL	\$3 100.00
EL-20170916-000230	LO	407	NORTHSHORE	DUVAL	\$546.00
EL-20170916-000232	LO	407	NORTHSHORE	DUVAL	\$1 096.00
EL-20170916-000235	SLOT	328	HERLONG	DUVAL	\$981.00
EL-20170916-000237	SLOF	308	HAMILTON ST	DUVAL	\$600.00
EL-20170916-000238	WDBR	496	GARDEN CITY	DUVAL	\$35 432.00
EL-20170916-000239	LO	430	RITTER PARK	DUVAL	\$981.00
EL-20170916-000240	LO	469	HUNTER RD	DUVAL	\$546.00

EL-20170916-000243	TXOH	469	HUNTER RD	DUVAL	\$546.00
EL-20170916-000244	LO	469	HUNTER RD	DUVAL	\$546.00
EL-20170916-000245	WBAP	520	MANDARIN	DUVAL	\$2 090.00
EL-20170916-000248	LBO	522	MANDARIN	DUVAL	\$981.00
EL-20170916-000250	LO	520	MANDARIN	DUVAL	\$9 500.00
EL-20170916-000251	LO	521	MANDARIN	DUVAL	\$981.00
EL-20170916-000252	LO	513	POWERS AV	DUVAL	\$9 300.00
EL-20170916-000253	LO	513	POWERS AV	DUVAL	\$6 207.00
EL-20170916-000254	WDBR	513	POWERS AV	DUVAL	\$981.00
EL-20170916-000255	LO	437	LANE AV	DUVAL	\$546.00
EL-20170916-000263	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170916-000264	SLOF	554	ROBINWOOD ACRES	DUVAL	\$600.00
EL-20170916-000265	RCPI	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170916-000266	RCPI	513	POWERS AV	DUVAL	\$981.00
EL-20170916-000267	RCPI	513	POWERS AV	DUVAL	\$981.00
EL-20170916-000268	RCPI	513	POWERS AV	DUVAL	\$981.00
EL-20170916-000269	LO	407	NORTHSHORE	DUVAL	\$546.00
EL-20170916-000270	SLOT	393	BEEGLY HEIGHTS	DUVAL	\$600.00
EL-20170916-000271	TLPP	512	POWERS AV	DUVAL	\$842.00
EL-20170916-000272	TLWH	497	GARDEN CITY	DUVAL	\$1 352.00
EL-20170916-000273	TLPP	445	NORTHWEST JAX	DUVAL	\$371.00
EL-20170916-000274	SLOF	503	SAN SOUCI	DUVAL	\$600.00
EL-20170916-000275	LO	517	POWERS AV	DUVAL	\$3 981.00
EL-20170916-000276	SLOT	595	HARTLEY RD	DUVAL	\$600.00
EL-20170916-000277	LO	407	NORTHSHORE	DUVAL	\$2 100.00
EL-20170916-000279	FEMA	417	PICKETTVILLE	DUVAL	\$3 200.00
EL-20170916-000280	LO	7204	ORTEGA	DUVAL	\$5 388.00
EL-20170916-000281	ALOP	363	NORMANDY	DUVAL	\$600.00
EL-20170916-000283	LO	362	NORMANDY	DUVAL	\$546.00
EL-20170916-000284	TLWH	328	HERLONG	DUVAL	\$1 352.00
EL-20170916-000285	LO	328	HERLONG	DUVAL	\$3 861.00
EL-20170916-000286	RCPI	334	WESTLAKE	DUVAL	\$981.00
EL-20170916-000288	RCPI	352	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170916-000289	RCPI	447	RANDALL ST	DUVAL	\$981.00
EL-20170916-000290	RCPI	349	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170916-000291	RCPI	307	HAMILTON ST	DUVAL	\$981.00
EL-20170916-000292	RCPI	8202	ST JOHNS PARK	DUVAL	\$981.00
EL-20170916-000293	RCPI	418	PICKETTVILLE	DUVAL	\$981.00
EL-20170916-000294	TLWH	586	HUNTER RD	DUVAL	\$1 352.00
EL-20170916-000295	SLOT	366	STARRATT	DUVAL	\$600.00
EL-20170916-000296	SLOF	504	SAN SOUCI	DUVAL	\$600.00
EL-20170916-000297	LO	311	HAMILTON ST	DUVAL	\$3 511.00
EL-20170916-000298	TCA	447	RANDALL ST	DUVAL	\$842.00
EL-20170916-000299	TLWH	586	HUNTER RD	DUVAL	\$1 352.00
EL-20170916-000300	WDBR	310	HAMILTON ST	DUVAL	\$12 000.00
EL-20170916-000301	TLPP	407	NORTHSHORE	DUVAL	\$842.00
EL-20170916-000302	RCPI	447	RANDALL ST	DUVAL	\$981.00
EL-20170916-000303	SLOT	222	MT PLEASANT	DUVAL	\$600.00
EL-20170916-000304	LO	468	HUNTER RD	DUVAL	\$546.00
EL-20170916-000305	WDBR	468	HUNTER RD	DUVAL	\$546.00
EL-20170916-000306	RCPI	6304	MC DUFF AV	DUVAL	\$981.00
EL-20170916-000307	TLPP	209	GREENLAND	DUVAL	\$371.00
EL-20170916-000309	LO	415	NORTHSIDE GEN	DUVAL	\$981.00
EL-20170916-000311	LBO	469	HUNTER RD	DUVAL	\$981.00
EL-20170916-000312	PBON	469	HUNTER RD	DUVAL	\$1 100.00
EL-20170916-000317	WDBR	468	HUNTER RD	DUVAL	\$981.00
EL-20170916-000318	LO	468	HUNTER RD	DUVAL	\$981.00
EL-20170916-000319	LPAR	468	HUNTER RD	DUVAL	\$981.00
EL-20170916-000320	LO	468	HUNTER RD	DUVAL	\$546.00
EL-20170916-000321	LO	468	HUNTER RD	DUVAL	\$546.00
EL-20170916-000322	LO	468	HUNTER RD	DUVAL	\$546.00
EL-20170916-000323	EFIR	468	HUNTER RD	DUVAL	\$981.00
EL-20170916-000324	WDBR	468	HUNTER RD	DUVAL	\$3 861.00
EL-20170916-000325	FEMA	311	HAMILTON ST	DUVAL	\$9 646.00
EL-20170916-000329	LO	439	SOUTHSIDE PLANT	DUVAL	\$2 400.00
EL-20170916-000330	LO	439	SOUTHSIDE PLANT	DUVAL	\$546.00
EL-20170916-000333	LO	439	SOUTHSIDE PLANT	DUVAL	\$546.00
EL-20170916-000335	LO	439	SOUTHSIDE PLANT	DUVAL	\$4 861.00
EL-20170916-000337	LO	439	SOUTHSIDE PLANT	DUVAL	\$5 861.00
EL-20170916-000338	OTHR	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170916-000339	LO	439	SOUTHSIDE PLANT	DUVAL	\$4 861.00
EL-20170916-000342	WDLP	439	SOUTHSIDE PLANT	DUVAL	\$546.00
EL-20170916-000347	LO	517	POWERS AV	DUVAL	\$1 092.00
EL-20170916-000350	LO	517	POWERS AV	DUVAL	\$4 600.00
EL-20170916-000351	LO	517	POWERS AV	DUVAL	\$3 861.00
EL-20170916-000352	WDBR	516	POWERS AV	DUVAL	\$981.00
EL-20170916-000353	FLUC	516	POWERS AV	DUVAL	\$185.00
EL-20170916-000354	LO	516	POWERS AV	DUVAL	\$4 861.00
EL-20170916-000355	LPAR	516	POWERS AV	DUVAL	\$981.00
EL-20170916-000357	PBON	516	POWERS AV	DUVAL	\$11 524.00
EL-20170916-000358	TXOH	516	POWERS AV	DUVAL	\$3 861.00
EL-20170916-000359	WDBR	516	POWERS AV	DUVAL	\$3 861.00
EL-20170916-000362	SLOF	501	SAN SOUCI	DUVAL	\$600.00
EL-20170916-000363	OTHL	521	MANDARIN	DUVAL	\$842.00
EL-20170916-000364	TLPP	457	NORTHWEST JAX	DUVAL	\$371.00

EL-20170916-000365	LO	437	LANE AV	DUVAL	\$4 878.00
EL-20170916-000367	TLWH	307	HAMILTON ST	DUVAL	\$1 352.00
EL-20170916-000368	TLPP	587	HUNTER RD	DUVAL	\$500.00
EL-20170916-000369	TLWH	328	HERLONG	DUVAL	\$1 352.00
EL-20170916-000372	TLPP	328	HERLONG	DUVAL	\$371.00
EL-20170916-000373	TLPP	367	STARRATT	DUVAL	\$842.00
EL-20170916-000374	LO	312	HAMILTON ST	DUVAL	\$981.00
EL-20170916-000375	TREC	512	POWERS AV	DUVAL	\$981.00
EL-20170916-000376	LO	312	HAMILTON ST	DUVAL	\$981.00
EL-20170916-000377	LO	312	HAMILTON ST	DUVAL	\$981.00
EL-20170916-000378	WDBR	577	ARLINGTON	DUVAL	\$10 451.00
EL-20170916-000380	SLOF	596	HARTLEY RD	DUVAL	\$600.00
EL-20170916-000381	PLEA	314	JAX HEIGHTS	DUVAL	\$500.00
EL-20170916-000383	TLPP	393	BEEHLY HEIGHTS	DUVAL	\$1 352.00
EL-20170916-000386	TLPP	588	CRAVEN RD	DUVAL	\$842.00
EL-20170916-000387	PLEA	317	JAX HEIGHTS	DUVAL	\$842.00
EL-20170916-000388	FEMA	349	NAVAL AIR STATION	DUVAL	\$825.00
EL-20170916-000389	LO	360	NORMANDY	DUVAL	\$4 842.00
EL-20170916-000390	PLEA	314	JAX HEIGHTS	DUVAL	\$3 500.00
EL-20170916-000391	TLPP	503	SAN SOUCI	DUVAL	\$842.00
EL-20170916-000392	TXOH	459	NORTHWEST JAX	DUVAL	\$546.00
EL-20170916-000394	LO	494	IMESON	DUVAL	\$546.00
EL-20170916-000400	TLWH	164	GEORGIA ST	DUVAL	\$981.00
EL-20170916-000401	TLPP	331	HERLONG	DUVAL	\$842.00
EL-20170916-000402	WDBR	457	NORTHWEST JAX	DUVAL	\$3 861.00
EL-20170916-000404	WDBR	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170916-000405	TLWH	430	RITTER PARK	DUVAL	\$981.00
EL-20170916-000406	WLOW	564	NEPTUNE BEACH	DUVAL	\$1 581.00
EL-20170916-000407	FUC	501	SAN SOUCI	DUVAL	\$981.00
EL-20170916-000408	WDBR	459	NORTHWEST JAX	DUVAL	\$981.00
EL-20170916-000410	LO	509	MANDARIN	DUVAL	\$981.00
EL-20170916-000413	SLOT	594	MAYPORT	DUVAL	\$600.00
EL-20170916-000414	LPAR	459	NORTHWEST JAX	DUVAL	\$981.00
EL-20170916-000415	TLWH	512	POWERS AV	DUVAL	\$981.00
EL-20170916-000422	TXOH	567	SAN PABLO	DUVAL	\$600.00
EL-20170916-000423	LBD	567	SAN PABLO	DUVAL	\$981.00
EL-20170916-000424	RCPI	567	SAN PABLO	DUVAL	\$981.00
EL-20170916-000425	TLWH	459	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170916-000426	FEMA	409	GRAND PARK	DUVAL	\$1 000.00
EL-20170916-000427	FEMA	409	GRAND PARK	DUVAL	\$1 000.00
EL-20170916-000428	FEMA	409	GRAND PARK	DUVAL	\$1 000.00
EL-20170916-000429	FEMA	409	GRAND PARK	DUVAL	\$900.00
EL-20170916-000430	FEMA	409	GRAND PARK	DUVAL	\$900.00
EL-20170916-000431	FEMA	410	GRAND PARK	DUVAL	\$4 000.00
EL-20170916-000432	FEMA	410	GRAND PARK	DUVAL	\$2 000.00
EL-20170916-000433	FEMA	410	GRAND PARK	DUVAL	\$2 800.00
EL-20170916-000434	FEMA	410	GRAND PARK	DUVAL	\$600.00
EL-20170916-000435	FEMA	410	GRAND PARK	DUVAL	\$600.00
EL-20170916-000436	FEMA	410	GRAND PARK	DUVAL	\$1 500.00
EL-20170916-000437	FEMA	410	GRAND PARK	DUVAL	\$981.00
EL-20170916-000438	FEMA	410	GRAND PARK	DUVAL	\$1 000.00
EL-20170916-000439	FEMA	410	GRAND PARK	DUVAL	\$6 000.00
EL-20170916-000440	FEMA	410	GRAND PARK	DUVAL	\$6 000.00
EL-20170916-000441	FEMA	410	GRAND PARK	DUVAL	\$600.00
EL-20170916-000442	FEMA	410	GRAND PARK	DUVAL	\$900.00
EL-20170916-000443	FEMA	410	GRAND PARK	DUVAL	\$600.00
EL-20170916-000444	FEMA	410	GRAND PARK	DUVAL	\$3 000.00
EL-20170916-000445	FEMA	415	NORTHSIDE GEN	DUVAL	\$500.00
EL-20170916-000446	FEMA	415	NORTHSIDE GEN	DUVAL	\$700.00
EL-20170916-000447	FEMA	415	NORTHSIDE GEN	DUVAL	\$500.00
EL-20170916-000448	FEMA	415	NORTHSIDE GEN	DUVAL	\$7 000.00
EL-20170916-000449	FEMA	513	POWERS AV	DUVAL	\$7 500.00
EL-20170916-000450	FEMA	513	POWERS AV	DUVAL	\$1 000.00
EL-20170916-000451	FEMA	513	POWERS AV	DUVAL	\$7 500.00
EL-20170916-000452	FEMA	513	POWERS AV	DUVAL	\$500.00
EL-20170916-000453	FEMA	497	GARDEN CITY	DUVAL	\$3 427.00
EL-20170916-000454	FEMA	208	GREENLAND	DUVAL	\$546.00
EL-20170916-000455	FEMA	210	GREENLAND	DUVAL	\$546.00
EL-20170916-000456	FEMA	468	HUNTER RD	DUVAL	\$2 000.00
EL-20170916-000457	FEMA	494	IMESON	DUVAL	\$575.00
EL-20170916-000458	FEMA	495	IMESON	DUVAL	\$3 742.00
EL-20170916-000459	FEMA	485	PAKON	DUVAL	\$600.00
EL-20170916-000460	FEMA	517	POWERS AV	DUVAL	\$546.00
EL-20170916-000461	FEMA	440	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170916-000462	FEMA	440	SOUTHSIDE PLANT	DUVAL	\$600.00
EL-20170916-000463	FEMA	535	UNIVERSITY	DUVAL	\$8 700.00
EL-20170916-000464	FEMA	537	UNIVERSITY	DUVAL	\$388.00
EL-20170916-000466	LPAR	136	COLLEGE ST	DUVAL	\$187.00
EL-20170916-000467	TXOH	583	SWITZERLAND	SIC	\$1 100.00
EL-20170916-000468	TLPP	578	ARLINGTON	DUVAL	\$371.00
EL-20170916-000470	TLWH	468	HUNTER RD	DUVAL	\$981.00
EL-20170916-000471	FEMA_TX	415	NORTHSIDE GEN	DUVAL	\$3 861.00
EL-20170916-000472	FEMA	390	CECIL FIELD	DUVAL	\$4 468.00
EL-20170916-000473	SLOF	468	HUNTER RD	DUVAL	\$600.00
EL-20170916-000474	LPAR	136	COLLEGE ST	DUVAL	\$350.00

EL-20170916-000475	RCPI	480	ARLINGTON	DUVAL	\$981.00
EL-20170916-000476	RCPI	480	ARLINGTON	DUVAL	\$981.00
EL-20170916-000477	FEMA_ELEC	415	NORTHSIDE GEN	DUVAL	\$981.00
EL-20170916-000479	TLWH	563	NEPTUNE BEACH	DUVAL	\$1 352.00
EL-20170916-000481	LPAR	164	GEORGIA ST	DUVAL	\$981.00
EL-20170916-000482	RCPI	349	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170916-000483	RCPI	352	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170916-000486	LO	522	MANDARIN	DUVAL	\$6 877.00
EL-20170916-000487	LO	522	MANDARIN	DUVAL	\$3 302.00
EL-20170916-000489	WBAP	510	MANDARIN	DUVAL	\$981.00
EL-20170916-000490	LO	520	MANDARIN	DUVAL	\$9 653.00
EL-20170916-000491	LPAR	520	MANDARIN	DUVAL	\$981.00
EL-20170916-000494	OTHR	469	HUNTER RD	DUVAL	\$842.00
EL-20170916-000497	LO	586	HUNTER RD	DUVAL	\$4 900.00
EL-20170916-000499	WDBR	586	HUNTER RD	DUVAL	\$1 527.00
EL-20170916-000500	LO	587	HUNTER RD	DUVAL	\$1 288.00
EL-20170916-000501	PBLD	496	GARDEN CITY	DUVAL	\$185.00
EL-20170916-000502	LO	444	SOUTHSIDE PLANT	DUVAL	\$4 300.00
EL-20170916-000503	TXOH	178	COLLEGE ST	DUVAL	\$3 861.00
EL-20170916-000504	TLWH	390	CECIL FIELD	DUVAL	\$842.00
EL-20170916-000505	TLWH	563	NEPTUNE BEACH	DUVAL	\$1 352.00
EL-20170916-000506	WLOW	440	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170916-000507	LO	200	CENTER PARK	DUVAL	\$981.00
EL-20170916-000509	WBAP	200	CENTER PARK	DUVAL	\$1 924.00
EL-20170916-000510	LO	203	CENTER PARK	DUVAL	\$1 581.00
EL-20170916-000511	TLWH	418	PICKETTVILLE	DUVAL	\$1 352.00
EL-20170916-000512	TDWP	325	FIRESTONE	DUVAL	\$1 952.00
EL-20170916-000514	SLRD	441	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170916-000515	OPMC	5201	HERSCHEL ST	DUVAL	\$1 352.00
EL-20170916-000516	METD	407	NORTHSHORE	DUVAL	\$400.00
EL-20170916-000518	WDBR	325	FIRESTONE	DUVAL	\$981.00
EL-20170916-000519	FEMA	313	JAX HEIGHTS	DUVAL	\$26 258.00
EL-20170916-000521	POLB	407	NORTHSHORE	DUVAL	\$546.00
EL-20170916-000522	LO	537	UNIVERSITY	DUVAL	\$981.00
EL-20170916-000527	WBAH	450	RIBAULT	DUVAL	\$981.00
EL-20170916-000528	TXOH	513	POWERS AV	DUVAL	\$546.00
EL-20170916-000531	TLWH	468	HUNTER RD	DUVAL	\$981.00
EL-20170916-000532	WDBR	597	HARTLEY RD	DUVAL	\$981.00
EL-20170916-000536	WBAH	595	HARTLEY RD	DUVAL	\$981.00
EL-20170916-000539	TDWP	510	MANDARIN	DUVAL	\$842.00
EL-20170916-000540	LPAR	409	GRAND PARK	DUVAL	\$3 861.00
EL-20170916-000541	SLOT	469	HUNTER RD	DUVAL	\$600.00
EL-20170916-000542	WBAP	578	ARLINGTON	DUVAL	\$981.00
EL-20170916-000543	WLOW	325	FIRESTONE	DUVAL	\$981.00
EL-20170916-000544	TLPP	361	NORMANDY	DUVAL	\$842.00
EL-20170916-000545	LO	513	POWERS AV	DUVAL	\$981.00
EL-20170916-000547	WBAH	468	HUNTER RD	DUVAL	\$981.00
EL-20170916-000551	TLWH	586	HUNTER RD	DUVAL	\$1 352.00
EL-20170916-000552	RCPI	553	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170916-000553	WLOW	310	HAMILTON ST	DUVAL	\$842.00
EL-20170916-000554	TREC	583	SWITZERLAND	SIC	\$981.00
EL-20170916-000555	TXOH	537	UNIVERSITY	DUVAL	\$1 092.00
EL-20170916-000557	POLB	537	UNIVERSITY	DUVAL	\$546.00
EL-20170916-000558	LO	537	UNIVERSITY	DUVAL	\$981.00
EL-20170916-000561	FEMA	325	FIRESTONE	DUVAL	\$11 041.00
EL-20170916-000562	POLB	390	CECIL FIELD	DUVAL	\$546.00
EL-20170916-000563	SLRD	325	FIRESTONE	DUVAL	\$1 000.00
EL-20170916-000564	RCPI	410	GRAND PARK	DUVAL	\$981.00
EL-20170916-000565	RCPI	410	GRAND PARK	DUVAL	\$981.00
EL-20170916-000566	RCPI	430	RITTER PARK	DUVAL	\$981.00
EL-20170916-000567	INIT	522	MANDARIN	DUVAL	\$2 500.00
EL-20170916-000568	TLWH	392	BEECHLY HEIGHTS	DUVAL	\$1 352.00
EL-20170916-000569	TLPP	451	RIBAULT	DUVAL	\$500.00
EL-20170916-000570	WLOW	554	ROBINWOOD ACRES	DUVAL	\$500.00
EL-20170916-000571	SLOF	295	BARTRAM	SIC	\$1 800.00
EL-20170916-000572	INIT	437	LANE AV	DUVAL	\$9 200.00
EL-20170916-000573	TLPP	527	PHILLIPS HY	DUVAL	\$842.00
EL-20170916-000574	WDBR	530	Craven Rd	DUVAL	\$500.00
EL-20170916-000575	LO	530	Craven Rd	DUVAL	\$500.00
EL-20170916-000580	TDWP	530	Craven Rd	DUVAL	\$842.00
EL-20170916-000581	TXOH	530	Craven Rd	DUVAL	\$546.00
EL-20170916-000588	FLUC	530	Craven Rd	DUVAL	\$185.00
EL-20170916-000589	FLUC	530	Craven Rd	DUVAL	\$185.00
EL-20170916-000590	FLUC	530	Craven Rd	DUVAL	\$981.00
EL-20170916-000591	LPAR	530	Craven Rd	DUVAL	\$981.00
EL-20170916-000594	RCPI	325	FIRESTONE	DUVAL	\$981.00
EL-20170916-000595	RCPI	325	FIRESTONE	DUVAL	\$981.00
EL-20170916-000596	RCPI	312	HAMILTON ST	DUVAL	\$981.00
EL-20170916-000597	RCPI	312	HAMILTON ST	DUVAL	\$981.00
EL-20170916-000598	RCPI	448	RANDALL ST	DUVAL	\$981.00
EL-20170916-000599	RCPI	6301	MC DUFF AV	DUVAL	\$981.00
EL-20170916-000600	FEMA	322	FIRESTONE	DUVAL	\$10 362.00
EL-20170916-000601	FEMA	485	PAXON	DUVAL	\$600.00
EL-20170916-000602	FEMA	325	FIRESTONE	DUVAL	\$1 800.00
EL-20170916-000603	FEMA	310	HAMILTON ST	DUVAL	\$1 000.00

EL-20170916-000604	FEMA	317	JAX HEIGHTS	DUVAL	\$900.00
EL-20170916-000605	FEMA	317	JAX HEIGHTS	DUVAL	\$2 300.00
EL-20170916-000606	FEMA	317	JAX HEIGHTS	DUVAL	\$1 800.00
EL-20170916-000607	FEMA	317	JAX HEIGHTS	DUVAL	\$746.00
EL-20170916-000608	FEMA	317	JAX HEIGHTS	DUVAL	\$700.00
EL-20170916-000609	METD	499	GARDEN CITY	DUVAL	\$450.00
EL-20170916-000610	METD	499	GARDEN CITY	DUVAL	\$450.00
EL-20170916-000611	METD	499	GARDEN CITY	DUVAL	\$450.00
EL-20170916-000612	METD	499	GARDEN CITY	DUVAL	\$450.00
EL-20170916-000613	INIT	331	HERLONG	DUVAL	\$2 500.00
EL-20170916-000614	SLOF	363	NORMANDY	DUVAL	\$600.00
EL-20170916-000615	WDLP	324	FIRESTONE	DUVAL	\$1 200.00
EL-20170916-000617	TLWH	418	PICKETTville	DUVAL	\$1 352.00
EL-20170916-000618	TLWH	328	HERLONG	DUVAL	\$1 352.00
EL-20170916-000619	TLWH	503	SAN SOUCI	DUVAL	\$1 352.00
EL-20170916-000620	WLOW	308	HAMILTON ST	DUVAL	\$981.00
EL-20170916-000623	TLWH	472	BROOKLYN	DUVAL	\$981.00
EL-20170916-000624	FEMA	8204	ST JOHNS PARK	DUVAL	\$7 739.00
EL-20170916-000625	WBAH	6307	MC DUFF AV	DUVAL	\$981.00
EL-20170916-000628	WDOR	349	NAVAL AIR STATION	DUVAL	\$1 500.00
EL-20170916-000630	FEMA	8024	ST JOHNS PARK	DUVAL	\$24 083.00
EL-20170916-000633	PBDN	429	RITTER PARK	DUVAL	\$3 511.00
EL-20170916-000634	DLTT	564	NEPTUNE BEACH	DUVAL	\$185.00
EL-20170916-000635	TXOH	496	GARDEN CITY	DUVAL	\$3 981.00
EL-20170916-000638	WDOR	497	GARDEN CITY	DUVAL	\$546.00
EL-20170916-000641	LO	496	GARDEN CITY	DUVAL	\$546.00
EL-20170916-000642	OTHV	390	CECIL FIELD	DUVAL	\$2 300.00
EL-20170916-000643	WDOR	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170916-000644	WDOR	494	IMESON	DUVAL	\$946.00
EL-20170916-000646	TLWH	393	BEECHLY HEIGHTS	DUVAL	\$1 352.00
EL-20170916-000647	SLOF	512	POWERS AV	DUVAL	\$600.00
EL-20170916-000648	LO	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170916-000649	LO	390	CECIL FIELD	DUVAL	\$2 500.00
EL-20170916-000651	TLPP	567	SAN PABLO	DUVAL	\$371.00
EL-20170916-000652	WDOR	311	HAMILTON ST	DUVAL	\$981.00
EL-20170916-000653	WLOW	409	GRAND PARK	DUVAL	\$500.00
EL-20170916-000654	WDOR	407	NORTHSHORE	DUVAL	\$546.00
EL-20170916-000655	TXOH	407	NORTHSHORE	DUVAL	\$917.00
EL-20170916-000657	FEMA	8204	ST JOHNS PARK	DUVAL	\$3 135.00
EL-20170916-000659	LO	443	SOUTHSIDE PLANT	DUVAL	\$1 942.00
EL-20170916-000660	TDWP	321	FIRESTONE	DUVAL	\$3 821.00
EL-20170916-000661	OTH1	443	SOUTHSIDE PLANT	DUVAL	\$500.00
EL-20170916-000664	WDOR	438	LANE AV	DUVAL	\$546.00
EL-20170916-000665	FEMA	8204	ST JOHNS PARK	DUVAL	\$6 143.00
EL-20170916-000666	LO	596	HARTLEY RD	DUVAL	\$546.00
EL-20170916-000668	FEMA	499	GARDEN CITY	DUVAL	\$1 500.00
EL-20170916-000669	FEMA	499	GARDEN CITY	DUVAL	\$1 000.00
EL-20170916-000670	FEMA	297	BARTRAM	SIC	\$300.00
EL-20170916-000671	FEMA	297	BARTRAM	SIC	\$3 000.00
EL-20170916-000672	FEMA	297	BARTRAM	SIC	\$2 700.00
EL-20170916-000673	FEMA	588	CRAVEN RD	DUVAL	\$3 000.00
EL-20170916-000674	FEMA	588	CRAVEN RD	DUVAL	\$500.00
EL-20170916-000675	FEMA	588	CRAVEN RD	DUVAL	\$500.00
EL-20170916-000676	FEMA	4701	FAIRFAX	DUVAL	\$1 066.00
EL-20170916-000677	FEMA	216	FOREST BV	DUVAL	\$7 000.00
EL-20170916-000678	FEMA	496	GARDEN CITY	DUVAL	\$16 800.00
EL-20170916-000679	FEMA	496	GARDEN CITY	DUVAL	\$4 500.00
EL-20170916-000680	FEMA	496	GARDEN CITY	DUVAL	\$1 400.00
EL-20170916-000681	FEMA	497	GARDEN CITY	DUVAL	\$3 029.00
EL-20170916-000682	FEMA	498	GARDEN CITY	DUVAL	\$2 600.00
EL-20170916-000683	FEMA	498	GARDEN CITY	DUVAL	\$1 400.00
EL-20170916-000684	FEMA	498	GARDEN CITY	DUVAL	\$1 800.00
EL-20170916-000685	FEMA	499	GARDEN CITY	DUVAL	\$1 400.00
EL-20170916-000686	FEMA	499	GARDEN CITY	DUVAL	\$2 100.00
EL-20170916-000687	FEMA	208	GREENLAND	DUVAL	\$546.00
EL-20170916-000688	FEMA	208	GREENLAND	DUVAL	\$546.00
EL-20170916-000689	FEMA	468	HUNTER RD	DUVAL	\$950.00
EL-20170916-000690	FEMA	468	HUNTER RD	DUVAL	\$1 000.00
EL-20170916-000691	FEMA	469	HUNTER RD	DUVAL	\$1 599.00
EL-20170916-000692	FEMA	494	IMESON	DUVAL	\$1 372.00
EL-20170916-000693	FEMA	495	IMESON	DUVAL	\$3 000.00
EL-20170916-000694	FEMA	495	IMESON	DUVAL	\$2 000.00
EL-20170916-000695	FEMA	495	IMESON	DUVAL	\$400.00
EL-20170916-000696	FEMA	495	IMESON	DUVAL	\$1 500.00
EL-20170916-000697	FEMA	495	IMESON	DUVAL	\$1 000.00
EL-20170916-000698	FEMA	463	KENNEDY	DUVAL	\$939.00
EL-20170916-000699	FEMA	415	NORTHSIDE GEN	DUVAL	\$600.00
EL-20170916-000700	FEMA	559	OAKWOOD VILLA	DUVAL	\$550.00
EL-20170916-000701	FEMA	559	OAKWOOD VILLA	DUVAL	\$150.00
EL-20170916-000702	FEMA	559	OAKWOOD VILLA	DUVAL	\$530.00
EL-20170916-000703	FEMA	559	OAKWOOD VILLA	DUVAL	\$500.00
EL-20170916-000704	FEMA	417	PICKETTville	DUVAL	\$2 675.00
EL-20170916-000705	FEMA	447	RANDALL ST	DUVAL	\$10 758.00
EL-20170916-000706	FEMA	429	RITTER PARK	DUVAL	\$2 637.00
EL-20170916-000707	FEMA	429	RITTER PARK	DUVAL	\$1 715.00

EL-20170916-000708	FEMA	441	ROBINWOOD ACRES	DUVAL	\$1 369.00
EL-20170916-000709	FEMA	441	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170916-000710	FEMA	441	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170916-000711	FEMA	441	ROBINWOOD ACRES	DUVAL	\$371.00
EL-20170916-000712	FEMA	429	RITTER PARK	DUVAL	\$6 570.00
EL-20170916-000713	FEMA	8204	ST JOHNS PARK	DUVAL	\$6 420.00
EL-20170916-000714	TDWP	297	BARTRAM	SIC	\$2 465.00
EL-20170916-000715	WDLP	297	BARTRAM	SIC	\$3 861.00
EL-20170916-000716	WAIT	6307	MC DUFF AV	DUVAL	\$981.00
EL-20170916-000721	TREC	432	MERRILL RD	DUVAL	\$981.00
EL-20170916-000722	FEMA	8204	ST JOHNS PARK	DUVAL	\$2 660.00
EL-20170916-000723	WBAH	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170916-000724	LO	317	JAX HEIGHTS	DUVAL	\$981.00
EL-20170916-000725	TLPP	522	MANDARIN	DUVAL	\$500.00
EL-20170916-000726	FEMA	8204	ST JOHNS PARK	DUVAL	\$15 603.00
EL-20170916-000728	LO	558	OAKWOOD VILLA	DUVAL	\$1 352.00
EL-20170916-000729	WDBR	580	FT CAROLINE	DUVAL	\$981.00
EL-20170916-000730	LO	432	MERRILL RD	DUVAL	\$546.00
EL-20170916-000731	TLWH	522	MANDARIN	DUVAL	\$1 352.00
EL-20170916-000732	TLPP	308	HAMILTON ST	DUVAL	\$842.00
EL-20170916-000733	FEMA	8204	ST JOHNS PARK	DUVAL	\$7 075.00
EL-20170916-000734	SLOP	578	ARLINGTON	DUVAL	\$600.00
EL-20170916-000735	WLOW	431	MERRILL RD	DUVAL	\$371.00
EL-20170916-000737	TLPP	463	KENNEDY	DUVAL	\$842.00
EL-20170916-000739	RCPI	209	GREENLAND	DUVAL	\$981.00
EL-20170916-000740	FEMA	8204	ST JOHNS PARK	DUVAL	\$3 841.00
EL-20170916-000741	LO	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170916-000742	FEMA	5201	HERSCHEL ST	DUVAL	\$15 847.00
EL-20170916-000744	FEMA	5201	HERSCHEL ST	DUVAL	\$4 668.00
EL-20170916-000745	RCPI	583	SWITZERLAND	SIC	\$981.00
EL-20170916-000746	TDWP	536	UNIVERSITY	DUVAL	\$842.00
EL-20170916-000747	FEMA	313	JAX HEIGHTS	DUVAL	\$4 679.00
EL-20170916-000748	TLWH	406	NORTHSHORE	DUVAL	\$981.00
EL-20170916-000749	FEMA	438	LANE AV	DUVAL	\$17 696.00
EL-20170916-000751	WDBR	577	ARLINGTON	DUVAL	\$500.00
EL-20170916-000752	LO	433	MERRILL RD	DUVAL	\$981.00
EL-20170916-000754	LPAR	480	ARLINGTON	DUVAL	\$981.00
EL-20170916-000755	FEMA	307	HAMILTON ST	DUVAL	\$9 319.00
EL-20170916-000756	LO	297	BARTRAM	SIC	\$981.00
EL-20170916-000758	WDBR	468	HUNTER RD	DUVAL	\$1 962.00
EL-20170916-000760	LO	468	HUNTER RD	DUVAL	\$981.00
EL-20170916-000763	LO	469	HUNTER RD	DUVAL	\$981.00
EL-20170916-000764	WDBR	536	UNIVERSITY	DUVAL	\$2 943.00
EL-20170916-000765	TDWP	447	RANDALL ST	DUVAL	\$842.00
EL-20170916-000766	INIT	497	GARDEN CITY	DUVAL	\$842.00
EL-20170916-000767	LO	429	RITTER PARK	DUVAL	\$1 548.00
EL-20170916-000768	TLPP	307	HAMILTON ST	DUVAL	\$1 352.00
EL-20170916-000769	FEMA	415	NORTHSIDE GEN	DUVAL	\$3 500.00
EL-20170916-000770	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170916-000772	LPAR	580	FT CAROLINE	DUVAL	\$981.00
EL-20170916-000774	LO	322	FIRESTONE	DUVAL	\$8 000.00
EL-20170916-000775	LO	426	RITTER PARK	DUVAL	\$981.00
EL-20170916-000776	LO	325	FIRESTONE	DUVAL	\$3 861.00
EL-20170916-000777	LO	415	NORTHSIDE GEN	DUVAL	\$3 861.00
EL-20170916-000778	TLWH	557	OAKWOOD VILLA	DUVAL	\$1 352.00
EL-20170916-000779	LO	322	FIRESTONE	DUVAL	\$5 000.00
EL-20170916-000780	RCPI	571	FT CAROLINE	DUVAL	\$981.00
EL-20170916-000781	POLB	485	PAXON	DUVAL	\$846.00
EL-20170916-000782	LO	323	FIRESTONE	DUVAL	\$981.00
EL-20170916-000783	LO	322	FIRESTONE	DUVAL	\$3 924.00
EL-20170916-000784	LO	323	FIRESTONE	DUVAL	\$981.00
EL-20170916-000785	LO	324	FIRESTONE	DUVAL	\$546.00
EL-20170916-000786	TLPP	296	BARTRAM	SIC	\$842.00
EL-20170916-000787	TXOH	430	RITTER PARK	DUVAL	\$1 924.00
EL-20170916-000788	WDBR	430	RITTER PARK	DUVAL	\$1 924.00
EL-20170916-000790	LO	366	STARRATT	DUVAL	\$1 800.00
EL-20170916-000791	RCPI	501	SAN SOUCI	DUVAL	\$981.00
EL-20170916-000792	WBAH	365	STARRATT	DUVAL	\$981.00
EL-20170916-000793	WAAP	365	STARRATT	DUVAL	\$1 352.00
EL-20170916-000794	LO	430	RITTER PARK	DUVAL	\$3 861.00
EL-20170916-000796	WLOW	537	UNIVERSITY	DUVAL	\$981.00
EL-20170916-000797	SLOO	417	PICKETTVILLE	DUVAL	\$600.00
EL-20170916-000802	WDBR	365	STARRATT	DUVAL	\$981.00
EL-20170916-000803	LO	366	STARRATT	DUVAL	\$546.00
EL-20170916-000805	WDBR	367	STARRATT	DUVAL	\$981.00
EL-20170916-000806	WDBR	366	STARRATT	DUVAL	\$1 100.00
EL-20170916-000808	LO	366	STARRATT	DUVAL	\$842.00
EL-20170916-000809	RCPI	209	GREENLAND	DUVAL	\$981.00
EL-20170916-000811	WLOW	310	HAMILTON ST	DUVAL	\$981.00
EL-20170916-000812	TXOH	331	HERLONG	DUVAL	\$3 580.00
EL-20170916-000814	TLPP	485	PAXON	DUVAL	\$842.00
EL-20170916-000815	WDLP	440	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170916-000817	WBAH	527	PHILLIPS HY	DUVAL	\$981.00
EL-20170916-000818	SLOT	308	HAMILTON ST	DUVAL	\$600.00
EL-20170916-000819	TXOL	496	GARDEN CITY	DUVAL	\$3 861.00

EL-20170916-000822	LO	527	PHILLIPS HY	DUVAL	\$371.00
EL-20170916-000826	LO	527	PHILLIPS HY	DUVAL	\$546.00
EL-20170916-000828	LO	230	POINT MEADOWS	DUVAL	\$185.00
EL-20170916-000831	LO	545	BAYMEADOWS	DUVAL	\$981.00
EL-20170916-000832	LO	390	CECIL FIELD	DUVAL	\$3 861.00
EL-20170916-000833	LPAR	545	BAYMEADOWS	DUVAL	\$981.00
EL-20170916-000834	FLIC	545	BAYMEADOWS	DUVAL	\$1 081.00
EL-20170916-000835	LPAR	214	FOREST BV	DUVAL	\$1 800.00
EL-20170916-000836	WAAP	479	ARLINGTON	DUVAL	\$3 861.00
EL-20170916-000838	WDBR	210	GREENLAND	SIC	\$1 924.00
EL-20170916-000839	WDBR	210	GREENLAND	DUVAL	\$842.00
EL-20170916-000841	WAAH	479	ARLINGTON	DUVAL	\$981.00
EL-20170916-000842	LO	479	ARLINGTON	DUVAL	\$917.00
EL-20170916-000843	WDNL	479	ARLINGTON	DUVAL	\$981.00
EL-20170916-000844	LO	480	ARLINGTON	DUVAL	\$3 861.00
EL-20170916-000845	TXOL	480	ARLINGTON	DUVAL	\$3 861.00
EL-20170916-000846	LO	210	GREENLAND	DUVAL	\$5 435.00
EL-20170916-000847	LO	480	ARLINGTON	DUVAL	\$981.00
EL-20170916-000848	RCPI	480	ARLINGTON	DUVAL	\$981.00
EL-20170916-000849	LO	210	GREENLAND	DUVAL	\$546.00
EL-20170916-000851	LO	480	ARLINGTON	DUVAL	\$5 886.00
EL-20170916-000852	WDBR	480	ARLINGTON	DUVAL	\$4 842.00
EL-20170916-000853	WDBR	480	ARLINGTON	DUVAL	\$3 861.00
EL-20170916-000854	WBAP	480	ARLINGTON	DUVAL	\$981.00
EL-20170916-000855	WBAH	480	ARLINGTON	DUVAL	\$981.00
EL-20170916-000856	FLIC	480	ARLINGTON	DUVAL	\$981.00
EL-20170916-000857	LO	480	ARLINGTON	DUVAL	\$981.00
EL-20170916-000858	TDWP	577	ARLINGTON	DUVAL	\$842.00
EL-20170916-000859	WBAH	577	ARLINGTON	DUVAL	\$981.00
EL-20170916-000860	LO	577	ARLINGTON	DUVAL	\$5 861.00
EL-20170916-000868	LO	578	ARLINGTON	DUVAL	\$917.00
EL-20170916-000869	WDBR	570	FT CAROLINE	DUVAL	\$500.00
EL-20170916-000871	LO	570	FT CAROLINE	DUVAL	\$981.00
EL-20170916-000873	LO	571	FT CAROLINE	DUVAL	\$981.00
EL-20170916-000876	LO	580	FT CAROLINE	DUVAL	\$546.00
EL-20170916-000877	LO	580	FT CAROLINE	DUVAL	\$546.00
EL-20170916-000878	LO	580	FT CAROLINE	DUVAL	\$546.00
EL-20170916-000881	TLPP	439	SOUTHSIDE PLANT	DUVAL	\$371.00
EL-20170916-000882	FEMA	448	RANDALL ST	DUVAL	\$2 889.00
EL-20170916-000883	FEMA	448	RANDALL ST	DUVAL	\$2 783.00
EL-20170916-000884	FEMA	448	RANDALL ST	DUVAL	\$1 855.00
EL-20170916-000885	LO	404	GRAND PARK	DUVAL	\$917.00
EL-20170916-000886	LO	450	RIBAUT	DUVAL	\$981.00
EL-20170916-000887	LPAR	586	HUNTER RD	DUVAL	\$981.00
EL-20170916-000888	SLOF	407	NORTHSHORE	DUVAL	\$600.00
EL-20170917-000001	LBD	432	MERRILL RD	DUVAL	\$981.00
EL-20170917-000002	LO	430	RITTER PARK	DUVAL	\$1 875.00
EL-20170917-000004	LO	430	RITTER PARK	DUVAL	\$981.00
EL-20170917-000005	WAAP	430	RITTER PARK	DUVAL	\$1 924.00
EL-20170917-000006	WDBR	430	RITTER PARK	DUVAL	\$981.00
EL-20170917-000007	LO	430	RITTER PARK	DUVAL	\$981.00
EL-20170917-000010	TXOH	430	RITTER PARK	DUVAL	\$981.00
EL-20170917-000013	WDBR	430	RITTER PARK	DUVAL	\$981.00
EL-20170917-000014	LO	430	RITTER PARK	DUVAL	\$546.00
EL-20170917-000015	LO	418	PICKETTVILLE	DUVAL	\$546.00
EL-20170917-000017	POLB	418	PICKETTVILLE	DUVAL	\$546.00
EL-20170917-000018	LO	430	RITTER PARK	DUVAL	\$981.00
EL-20170917-000019	LO	430	RITTER PARK	DUVAL	\$3 861.00
EL-20170917-000021	LO	430	RITTER PARK	DUVAL	\$546.00
EL-20170917-000022	TXOH	418	PICKETTVILLE	DUVAL	\$546.00
EL-20170917-000023	LO	360	NORMANDY	DUVAL	\$546.00
EL-20170917-000024	TXOH	563	NEPTUNE BEACH	DUVAL	\$3 861.00
EL-20170917-000026	WDBR	571	FT CAROLINE	DUVAL	\$500.00
EL-20170917-000028	WDLP	441	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170917-000030	TDWP	561	NEPTUNE BEACH	DUVAL	\$842.00
EL-20170917-000031	WDLP	200	CENTER PARK	DUVAL	\$981.00
EL-20170917-000033	TDWP	203	CENTER PARK	DUVAL	\$981.00
EL-20170917-000036	WDLP	553	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170917-000038	TDWP	209	GREENLAND	DUVAL	\$371.00
EL-20170917-000039	WDBR	297	BARTRAM	SIC	\$1 500.00
EL-20170917-000042	WDBR	522	MANDARIN	DUVAL	\$842.00
EL-20170917-000043	PBDN	595	HARTLEY RD	DUVAL	\$600.00
EL-20170917-000044	TXOH	522	MANDARIN	DUVAL	\$842.00
EL-20170917-000045	WDLP	208	GREENLAND	DUVAL	\$1 352.00
EL-20170917-000046	TDWP	208	GREENLAND	DUVAL	\$371.00
EL-20170917-000047	WDLP	209	GREENLAND	DUVAL	\$981.00
EL-20170917-000048	WDLP	522	MANDARIN	DUVAL	\$981.00
EL-20170917-000049	WDLP	522	MANDARIN	DUVAL	\$3 408.00
EL-20170917-000051	LO	418	PICKETTVILLE	DUVAL	\$5 785.00
EL-20170917-000052	LO	461	PICKETTVILLE	DUVAL	\$981.00
EL-20170917-000053	RCPI	468	HUNTER RD	DUVAL	\$981.00
EL-20170917-000054	RCPI	586	HUNTER RD	DUVAL	\$981.00
EL-20170917-000055	RCPI	587	HUNTER RD	DUVAL	\$981.00
EL-20170917-000056	RCPI	587	HUNTER RD	DUVAL	\$981.00
EL-20170917-000057	RCPI	587	HUNTER RD	DUVAL	\$981.00

EL-20170917-000058	RCPI	512	POWERS AV	DUVAL	\$981.00
EL-20170917-000059	RCPI	512	POWERS AV	DUVAL	\$981.00
EL-20170917-000060	RCPI	516	POWERS AV	DUVAL	\$981.00
EL-20170917-000061	RCPI	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170917-000062	RCPI	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170917-000064	WAIT	6306	MC DUFF AV	DUVAL	\$842.00
EL-20170917-000070	LO	583	SWITZERLAND	SIC	\$981.00
EL-20170917-000071	LO	583	SWITZERLAND	SIC	\$981.00
EL-20170917-000075	LO	512	POWERS AV	DUVAL	\$4 842.00
EL-20170917-000076	TXOH	512	POWERS AV	DUVAL	\$981.00
EL-20170917-000077	WBAP	512	POWERS AV	DUVAL	\$981.00
EL-20170917-000080	LO	512	POWERS AV	DUVAL	\$4 842.00
EL-20170917-000083	TLWH	504	SAN SOUCI	DUVAL	\$1 352.00
EL-20170917-000085	WDBR	504	SAN SOUCI	DUVAL	\$981.00
EL-20170917-000086	LO	437	LANE AV	DUVAL	\$981.00
EL-20170917-000087	LO	363	NORMANDY	DUVAL	\$1 352.00
EL-20170917-000090	TXOH	417	PICKETTVILLE	DUVAL	\$546.00
EL-20170917-000091	TXOH	331	HERLONG	DUVAL	\$3 861.00
EL-20170917-000092	TXOL	317	JAX HEIGHTS	DUVAL	\$7 004.00
EL-20170917-000093	LO	389	CECIL FIELD	DUVAL	\$1 961.00
EL-20170917-000094	LO	501	SAN SOUCI	DUVAL	\$981.00
EL-20170917-000095	LO	501	SAN SOUCI	DUVAL	\$981.00
EL-20170917-000096	LO	501	SAN SOUCI	DUVAL	\$981.00
EL-20170917-000097	LO	501	SAN SOUCI	DUVAL	\$546.00
EL-20170917-000098	WDBR	411	RANDALL ST	DUVAL	\$981.00
EL-20170917-000100	WDBR	209	GREENLAND	DUVAL	\$2 300.00
EL-20170917-000102	WDLP	209	GREENLAND	DUVAL	\$981.00
EL-20170917-000103	WDBR	209	GREENLAND	DUVAL	\$2 756.00
EL-20170917-000105	WBAH	209	GREENLAND	DUVAL	\$981.00
EL-20170917-000107	WDLP	209	GREENLAND	DUVAL	\$981.00
EL-20170917-000109	LO	209	GREENLAND	DUVAL	\$13 499.00
EL-20170917-000110	WAAH	209	GREENLAND	DUVAL	\$981.00
EL-20170917-000111	WDNL	209	GREENLAND	DUVAL	\$3 861.00
EL-20170917-000112	LO	209	GREENLAND	DUVAL	\$546.00
EL-20170917-000114	LO	310	HAMILTON ST	DUVAL	\$981.00
EL-20170917-000116	POLB	390	CECIL FIELD	DUVAL	\$1 192.00
EL-20170917-000120	PLEA	297	BARTRAM	SIC	\$6 564.00
EL-20170917-000121	LPAR	297	BARTRAM	SIC	\$981.00
EL-20170917-000123	LO	297	BARTRAM	SIC	\$981.00
EL-20170917-000125	WDBR	317	JAX HEIGHTS	DUVAL	\$3 355.00
EL-20170917-000126	LO	317	JAX HEIGHTS	DUVAL	\$500.00
EL-20170917-000127	LO	296	BARTRAM	SIC	\$1 733.00
EL-20170917-000128	LO	296	BARTRAM	SIC	\$546.00
EL-20170917-000129	LO	296	BARTRAM	SIC	\$1 942.00
EL-20170917-000130	LO	296	BARTRAM	SIC	\$546.00
EL-20170917-000131	LO	295	BARTRAM	SIC	\$32 000.00
EL-20170917-000132	TXOH	294	BARTRAM	SIC	\$3 861.00
EL-20170917-000133	LO	294	BARTRAM	SIC	\$842.00
EL-20170917-000136	LO	503	SAN SOUCI	DUVAL	\$4 842.00
EL-20170917-000138	ALOP	393	BEEGHLY HEIGHTS	DUVAL	\$546.00
EL-20170917-000139	WDBR	535	UNIVERSITY	DUVAL	\$981.00
EL-20170917-000141	LPAR	535	UNIVERSITY	DUVAL	\$981.00
EL-20170917-000143	LO	536	UNIVERSITY	DUVAL	\$2 094.00
EL-20170917-000144	LO	536	UNIVERSITY	DUVAL	\$981.00
EL-20170917-000145	WBAH	536	UNIVERSITY	DUVAL	\$981.00
EL-20170917-000146	LO	537	UNIVERSITY	DUVAL	\$546.00
EL-20170917-000147	LO	537	UNIVERSITY	DUVAL	\$981.00
EL-20170917-000153	LO	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170917-000157	LO	559	OAKWOOD VILLA	DUVAL	\$450.00
EL-20170917-000158	OTHR	393	BEEGHLY HEIGHTS	DUVAL	\$2 100.00
EL-20170917-000159	LO	506	SAN SOUCI	DUVAL	\$546.00
EL-20170917-000163	LO	506	SAN SOUCI	DUVAL	\$981.00
EL-20170917-000165	LBD	506	SAN SOUCI	DUVAL	\$981.00
EL-20170917-000166	WDBR	506	SAN SOUCI	DUVAL	\$981.00
EL-20170917-000167	LO	506	SAN SOUCI	DUVAL	\$981.00
EL-20170917-000168	LO	506	SAN SOUCI	DUVAL	\$981.00
EL-20170917-000169	WDBR	506	SAN SOUCI	DUVAL	\$981.00
EL-20170917-000171	WAIT	506	SAN SOUCI	DUVAL	\$842.00
EL-20170917-000174	LO	200	CENTER PARK	DUVAL	\$546.00
EL-20170917-000177	LO	594	MAYPORT	DUVAL	\$981.00
EL-20170917-000178	WAAP	594	MAYPORT	DUVAL	\$1 800.00
EL-20170917-000179	LO	594	MAYPORT	DUVAL	\$600.00
EL-20170917-000180	RCPI	594	MAYPORT	DUVAL	\$981.00
EL-20170917-000181	LBD	594	MAYPORT	DUVAL	\$981.00
EL-20170917-000182	WDBR	561	NEPTUNE BEACH	DUVAL	\$5 042.00
EL-20170917-000183	LO	561	NEPTUNE BEACH	DUVAL	\$1 500.00
EL-20170917-000184	LO	561	NEPTUNE BEACH	DUVAL	\$1 200.00
EL-20170917-000187	PRON	561	NEPTUNE BEACH	DUVAL	\$2 800.00
EL-20170917-000188	LPAR	563	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170917-000189	TXOL	563	NEPTUNE BEACH	DUVAL	\$3 861.00
EL-20170917-000190	LO	563	NEPTUNE BEACH	DUVAL	\$1 200.00
EL-20170917-000191	LO	565	NEPTUNE BEACH	DUVAL	\$1 352.00
EL-20170917-000193	PLEA	442	ROBINWOOD ACRES	DUVAL	\$1 800.00
EL-20170917-000194	LPAR	442	ROBINWOOD ACRES	DUVAL	\$1 400.00
EL-20170917-000195	LO	442	ROBINWOOD ACRES	DUVAL	\$981.00

EL-20170917-000196	LO	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170917-000200	TXOH	563	NEPTUNE BEACH	DUVAL	\$1 800.00
EL-20170917-000202	WDBR	496	GARDEN CITY	DUVAL	\$500.00
EL-20170917-000205	LO	393	BEEGHLY HEIGHTS	DUVAL	\$5 512.00
EL-20170917-000206	LO	393	BEEGHLY HEIGHTS	DUVAL	\$2 807.00
EL-20170917-000207	WDBR	392	BEEGHLY HEIGHTS	DUVAL	\$1 924.00
EL-20170917-000208	LO	431	MERRILL RD	DUVAL	\$981.00
EL-20170917-000210	LO	431	MERRILL RD	DUVAL	\$981.00
EL-20170917-000212	LO	431	MERRILL RD	DUVAL	\$981.00
EL-20170917-000214	POLB	393	BEEGHLY HEIGHTS	DUVAL	\$3 861.00
EL-20170917-000216	WDBR	432	MERRILL RD	DUVAL	\$981.00
EL-20170917-000217	LBD	432	MERRILL RD	DUVAL	\$3 861.00
EL-20170917-000218	WDBR	433	MERRILL RD	DUVAL	\$981.00
EL-20170917-000220	WDBR	434	MERRILL RD	DUVAL	\$500.00
EL-20170917-000221	LO	393	BEEGHLY HEIGHTS	DUVAL	\$9 919.00
EL-20170917-000229	PBDN	441	ROBINWOOD ACRES	DUVAL	\$1 800.00
EL-20170917-000230	PLEA	441	ROBINWOOD ACRES	DUVAL	\$600.00
EL-20170917-000233	LPAR	441	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170917-000235	LBD	553	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170917-000236	FLIC	553	ROBINWOOD ACRES	DUVAL	\$1 129.00
EL-20170917-000237	TXOH	497	GARDEN CITY	DUVAL	\$981.00
EL-20170917-000238	LO	554	ROBINWOOD ACRES	DUVAL	\$5 239.00
EL-20170917-000239	LO	554	ROBINWOOD ACRES	DUVAL	\$2 704.00
EL-20170917-000240	WDBR	463	KENNEDY	DUVAL	\$500.00
EL-20170917-000242	LO	439	SOUTHSIDE PLANT	DUVAL	\$200.00
EL-20170917-000243	WDLP	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170917-000245	LO	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170917-000247	WDBR	444	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170917-000248	LO	444	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170917-000250	RCPI	516	POWERS AV	DUVAL	\$981.00
EL-20170917-000253	LO	325	FIRESTONE	DUVAL	\$1 092.00
EL-20170917-000254	LO	311	HAMILTON ST	DUVAL	\$3 861.00
EL-20170917-000256	WDLP	328	HERLONG	DUVAL	\$981.00
EL-20170917-000259	LO	389	CECIL FIELD	DUVAL	\$981.00
EL-20170917-000267	SLOT	536	UNIVERSITY	DUVAL	\$600.00
EL-20170917-000269	LO	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170917-000270	FEMA	485	PAXON	DUVAL	\$10 000.00
EL-20170917-000271	FEMA	486	PAXON	DUVAL	\$4 100.00
EL-20170917-000272	FEMA	451	RIBAUT	DUVAL	\$3 100.00
EL-20170917-000274	FEMA	451	RIBAUT	DUVAL	\$8 300.00
EL-20170917-000275	TLPP	512	POWERS AV	DUVAL	\$842.00
EL-20170917-000276	FEMA	451	RIBAUT	DUVAL	\$3 600.00
EL-20170917-000277	TLPP	561	NEPTUNE BEACH	DUVAL	\$842.00
EL-20170917-000278	TLWH	447	RANDALL ST	DUVAL	\$1 352.00
EL-20170917-000280	TLWH	447	RANDALL ST	DUVAL	\$1 352.00
EL-20170917-000281	FEMA	451	RIBAUT	DUVAL	\$3 100.00
EL-20170917-000282	FEMA	556	OAKWOOD VILLA	DUVAL	\$371.00
EL-20170917-000283	FEMA	559	OAKWOOD VILLA	DUVAL	\$371.00
EL-20170917-000284	FEMA	556	OAKWOOD VILLA	DUVAL	\$650.00
EL-20170917-000285	FEMA	408	NORTHSHORE	DUVAL	\$2 500.00
EL-20170917-000286	FEMA	463	KENNEDY	DUVAL	\$2 000.00
EL-20170917-000287	FEMA	297	BARTRAM	SIC	\$1 000.00
EL-20170917-000288	FEMA	597	HARTLEY RD	DUVAL	\$500.00
EL-20170917-000289	FEMA	597	HARTLEY RD	DUVAL	\$1 000.00
EL-20170917-000290	FEMA	429	RITTER PARK	DUVAL	\$500.00
EL-20170917-000291	FEMA	365	STARRATT	DUVAL	\$800.00
EL-20170917-000292	FEMA	496	GARDEN CITY	DUVAL	\$4 140.00
EL-20170917-000293	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$1 000.00
EL-20170917-000294	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$2 500.00
EL-20170917-000295	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$1 000.00
EL-20170917-000296	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$1 500.00
EL-20170917-000297	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$1 500.00
EL-20170917-000298	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$1 000.00
EL-20170917-000299	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$1 000.00
EL-20170917-000300	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$1 500.00
EL-20170917-000301	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$1 500.00
EL-20170917-000302	FEMA	317	JAX HEIGHTS	DUVAL	\$1 000.00
EL-20170917-000303	FEMA	314	JAX HEIGHTS	DUVAL	\$482.00
EL-20170917-000304	FEMA	314	JAX HEIGHTS	DUVAL	\$652.00
EL-20170917-000305	FEMA	308	HAMILTON ST	DUVAL	\$4 319.00
EL-20170917-000306	FEMA	308	HAMILTON ST	DUVAL	\$4 319.00
EL-20170917-000307	FEMA	8001	ROSSELLE ST	DUVAL	\$900.00
EL-20170917-000308	FEMA	8001	ROSSELLE ST	DUVAL	\$900.00
EL-20170917-000309	FEMA	468	HUNTER RD	DUVAL	\$600.00
EL-20170917-000310	FEMA	468	HUNTER RD	DUVAL	\$ 159.00
EL-20170917-000311	FEMA	468	HUNTER RD	DUVAL	\$300.00
EL-20170917-000312	FEMA	468	HUNTER RD	DUVAL	\$3 000.00
EL-20170917-000313	FEMA	331	HERLONG	DUVAL	\$546.00
EL-20170917-000314	FEMA	328	HERLONG	DUVAL	\$940.00
EL-20170917-000315	FEMA	363	NORMANDY	DUVAL	\$1 000.00
EL-20170917-000316	RCPI	445	NORTHWEST JAX	DUVAL	\$981.00
EL-20170917-000317	FEMA	450	RIBAUT	DUVAL	\$4 100.00
EL-20170917-000318	FEMA	450	RIBAUT	DUVAL	\$3 900.00
EL-20170917-000319	TLPP	571	FT CAROLINE	DUVAL	\$842.00
EL-20170917-000320	TLPP	494	IMESON	DUVAL	\$842.00

EL-20170917-000322	TLPP	301	ORANGE PARK	CLAY	\$371.00
EL-20170917-000323	SLOT	536	UNIVERSITY	DUVAL	\$600.00
EL-20170917-000324	FEMA	451	RIBAUT	DUVAL	\$5 250.00
EL-20170917-000325	FEMA	450	RIBAUT	DUVAL	\$12 900.00
EL-20170917-000326	FEMA	450	RIBAUT	DUVAL	\$2 100.00
EL-20170917-000327	FEMA	450	RIBAUT	DUVAL	\$3 550.00
EL-20170917-000329	FEMA	5201	ST JOHNS PARK	DUVAL	\$4 185.00
EL-20170917-000330	TLPP	553	ROBINWOOD ACRES	DUVAL	\$842.00
EL-20170917-000331	LO	496	GARDEN CITY	DUVAL	\$981.00
EL-20170917-000332	LO	496	GARDEN CITY	DUVAL	\$981.00
EL-20170917-000333	WLOW	577	ARLINGTON	DUVAL	\$500.00
EL-20170917-000336	WBAP	589	CRAVEN RD	DUVAL	\$500.00
EL-20170917-000337	WBAH	589	CRAVEN RD	DUVAL	\$981.00
EL-20170917-000340	FREQ	352	NAVAL AIR STATION	CLAY	\$3 861.00
EL-20170917-000341	RCPI	522	MANDARIN	DUVAL	\$981.00
EL-20170917-000342	RCPI	509	MANDARIN	DUVAL	\$981.00
EL-20170917-000343	TREC	331	HERLONG	DUVAL	\$981.00
EL-20170917-000344	WDLP	304	ORANGE PARK	CLAY	\$1 670.00
EL-20170917-000345	LO	511	MANDARIN	DUVAL	\$981.00
EL-20170917-000346	TCA	513	POWERS AV	DUVAL	\$842.00
EL-20170917-000348	LO	511	MANDARIN	DUVAL	\$2 300.00
EL-20170917-000349	LO	511	MANDARIN	DUVAL	\$546.00
EL-20170917-000350	LO	511	MANDARIN	DUVAL	\$981.00
EL-20170917-000351	DLTT	513	POWERS AV	DUVAL	\$185.00
EL-20170917-000352	LO	463	KENNEDY	DUVAL	\$1 463.00
EL-20170917-000353	PBDN	513	POWERS AV	DUVAL	\$981.00
EL-20170917-000354	TXOH	513	POWERS AV	DUVAL	\$546.00
EL-20170917-000355	TLPP	513	POWERS AV	DUVAL	\$371.00
EL-20170917-000357	PLEA	513	POWERS AV	DUVAL	\$2 600.00
EL-20170917-000361	FLUC	513	POWERS AV	DUVAL	\$981.00
EL-20170917-000363	LO	516	POWERS AV	DUVAL	\$981.00
EL-20170917-000364	WDNL	516	POWERS AV	DUVAL	\$981.00
EL-20170917-000365	PLEA	516	POWERS AV	DUVAL	\$3 800.00
EL-20170917-000367	SLOT	330	HERLONG	DUVAL	\$1 800.00
EL-20170917-000368	TDWP	586	HUNTER RD	DUVAL	\$842.00
EL-20170917-000369	LPAR	586	HUNTER RD	DUVAL	\$981.00
EL-20170917-000371	TDWP	468	HUNTER RD	DUVAL	\$842.00
EL-20170917-000372	TXOH	468	HUNTER RD	DUVAL	\$546.00
EL-20170917-000373	LO	468	HUNTER RD	DUVAL	\$981.00
EL-20170917-000376	LO	468	HUNTER RD	DUVAL	\$371.00
EL-20170917-000377	LO	352	NAVAL AIR STATION	DUVAL	\$546.00
EL-20170917-000378	FEMA	308	HAMILTON ST	DUVAL	\$23 121.00
EL-20170917-000379	FEMA	446	RANDALL ST	DUVAL	\$5 670.00
EL-20170917-000380	LO	447	RANDALL ST	DUVAL	\$950.00
EL-20170917-000381	FEMA	411	RANDALL ST	DUVAL	\$3 319.00
EL-20170917-000383	LO	447	RANDALL ST	DUVAL	\$4 861.00
EL-20170917-000388	LO	415	NORTHSIDE GEN	DUVAL	\$546.00
EL-20170917-000389	FLUC	415	NORTHSIDE GEN	DUVAL	\$981.00
EL-20170917-000390	WDNL	415	NORTHSIDE GEN	DUVAL	\$842.00
EL-20170917-000391	LO	415	NORTHSIDE GEN	DUVAL	\$2 073.00
EL-20170917-000392	WLOW	407	NORTHSHORE	DUVAL	\$981.00
EL-20170917-000393	LO	446	RANDALL ST	DUVAL	\$546.00
EL-20170917-000394	VRFC	494	IMESON	DUVAL	\$981.00
EL-20170917-000395	FEMA_TX	447	RANDALL ST	DUVAL	\$3 861.00
EL-20170917-000396	TREC	497	GARDEN CITY	DUVAL	\$981.00
EL-20170917-000397	TDWP	3804	COLLEGE ST	DUVAL	\$842.00
EL-20170917-000398	LO	447	RANDALL ST	DUVAL	\$981.00
EL-20170917-000399	TLWH	448	RANDALL ST	DUVAL	\$1 352.00
EL-20170917-000400	POLB	352	NAVAL AIR STATION	DUVAL	\$3 861.00
EL-20170917-000402	TLWH	409	GRAND PARK	DUVAL	\$1 352.00
EL-20170917-000403	SLOF	203	CENTER PARK	DUVAL	\$1 800.00
EL-20170917-000404	TLWH	450	RIBAUT	DUVAL	\$1 352.00
EL-20170917-000405	TLPP	468	HUNTER RD	DUVAL	\$371.00
EL-20170917-000406	LPAR	438	LANE AV	DUVAL	\$400.00
EL-20170917-000407	TLPP	409	GRAND PARK	DUVAL	\$842.00
EL-20170917-000408	TLPP	323	FIRESTONE	DUVAL	\$1 352.00
EL-20170917-000409	TLPP	512	POWERS AV	DUVAL	\$371.00
EL-20170917-000410	FLUC	415	NORTHSIDE GEN	DUVAL	\$981.00
EL-20170917-000411	TDWP	328	HERLONG	DUVAL	\$6 804.00
EL-20170917-000412	TDWP	310	HAMILTON ST	DUVAL	\$371.00
EL-20170917-000413	WDNR	360	NORMANDY	DUVAL	\$981.00
EL-20170917-000414	RCPI	325	FIRESTONE	DUVAL	\$981.00
EL-20170917-000415	RCPI	328	HERLONG	DUVAL	\$981.00
EL-20170917-000416	RCPI	589	CRAVEN RD	DUVAL	\$981.00
EL-20170917-000417	RCPI	297	BARTRAM	SIC	\$981.00
EL-20170917-000418	RCPI	506	SAN SOUCI	DUVAL	\$981.00
EL-20170917-000419	WDLP	565	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170917-000420	FEMA	411	RANDALL ST	DUVAL	\$1 010.00
EL-20170917-000421	SLOF	527	PHILLIPS HY	DUVAL	\$600.00
EL-20170917-000422	FEMA	411	RANDALL ST	DUVAL	\$639.00
EL-20170917-000423	RCPI	209	GREENLAND	DUVAL	\$981.00
EL-20170917-000426	WBAP	595	HARTLEY RD	DUVAL	\$1 352.00
EL-20170917-000427	LPAR	596	HARTLEY RD	DUVAL	\$981.00
EL-20170917-000429	WBAH	597	HARTLEY RD	DUVAL	\$981.00
EL-20170917-000432	LPAR	509	MANDARIN	DUVAL	\$981.00

EL-20170917-000436	WBAP	509	MANDARIN	DUVAL	\$500.00
EL-20170917-000437	WDLP	509	MANDARIN	DUVAL	\$1 352.00
EL-20170917-000445	WDBR	437	LANE AV	DUVAL	\$981.00
EL-20170917-000446	TXOH	417	PICKETTVILLE	DUVAL	\$3 861.00
EL-20170917-000447	FEMA	367	STARRATT	DUVAL	\$2 000.00
EL-20170917-000448	FEMA	367	STARRATT	DUVAL	\$1 000.00
EL-20170917-000449	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$1 900.00
EL-20170917-000450	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$9 500.00
EL-20170917-000451	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$300.00
EL-20170917-000452	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$1 400.00
EL-20170917-000453	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$1 000.00
EL-20170917-000454	FEMA	391	BEEGHLY HEIGHTS	DUVAL	\$950.00
EL-20170917-000455	FEMA	9101	21ST & HUBBARD	DUVAL	\$600.00
EL-20170917-000456	FEMA	468	HUNTER RD	DUVAL	\$388.00
EL-20170917-000457	FEMA	367	STARRATT	DUVAL	\$400.00
EL-20170917-000458	FEMA	367	STARRATT	DUVAL	\$700.00
EL-20170917-000459	FEMA	363	NORMANDY	DUVAL	\$ 2 701.00
EL-20170917-000460	FEMA	333	WESTLAKE	DUVAL	\$3 000.00
EL-20170917-000461	FEMA	363	NORMANDY	DUVAL	\$700.00
EL-20170917-000462	FEMA	363	NORMANDY	DUVAL	\$1 066.00
EL-20170917-000463	FEMA	393	BEEGHLY HEIGHTS	DUVAL	\$2 500.00
EL-20170917-000464	WLOW	408	NORTHSHORE	DUVAL	\$500.00
EL-20170917-000465	WBAP	307	HAMILTON ST	DUVAL	\$1 352.00
EL-20170917-000466	TDWP	328	HERLONG	DUVAL	\$1 352.00
EL-20170917-000467	TLPP	311	HAMILTON ST	DUVAL	\$371.00
EL-20170917-000468	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170917-000469	TLWH	367	STARRATT	DUVAL	\$842.00
EL-20170917-000470	SLOF	512	POWERS AV	DUVAL	\$600.00
EL-20170917-000472	SLOF	512	POWERS AV	DUVAL	\$600.00
EL-20170917-000473	TLWH	328	HERLONG	DUVAL	\$842.00
EL-20170917-000475	LO	578	ARLINGTON	DUVAL	\$981.00
EL-20170917-000476	LO	587	HUNTER RD	DUVAL	\$200.00
EL-20170917-000477	WDLP	479	ARLINGTON	DUVAL	\$981.00
EL-20170917-000478	TLPP	216	FOREST BV	DUVAL	\$371.00
EL-20170917-000479	WDLP	536	UNIVERSITY	DUVAL	\$3 861.00
EL-20170917-000480	TLWH	475	BROOKLYN	DUVAL	\$1 352.00
EL-20170917-000481	TREC	408	NORTHSHORE	DUVAL	\$981.00
EL-20170917-000482	WDLP	516	POWERS AV	DUVAL	\$981.00
EL-20170917-000483	TLWH	497	GARDEN CITY	DUVAL	\$981.00
EL-20170917-000484	LO	520	MANDARIN	DUVAL	\$546.00
EL-20170917-000485	TREC	450	RIBAUT	DUVAL	\$981.00
EL-20170917-000486	LO	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170917-000487	WDBR	513	POWERS AV	DUVAL	\$1 352.00
EL-20170917-000488	TDWP	8001	ROSSELLE ST	DUVAL	\$1 352.00
EL-20170917-000489	TLWH	415	NORTHSHORE GEN	DUVAL	\$981.00
EL-20170917-000490	TLWH	325	FIRESTONE	DUVAL	\$1 352.00
EL-20170917-000491	TLWH	355	BRANDY BRANCH	DUVAL	\$371.00
EL-20170917-000494	TLWH	451	RIBAUT	DUVAL	\$1 352.00
EL-20170917-000495	LO	516	POWERS AV	DUVAL	\$981.00
EL-20170917-000497	TREC	426	RITTER PARK	DUVAL	\$1 352.00
EL-20170917-000499	LO	431	MERRILL RD	DUVAL	\$981.00
EL-20170917-000500	TXOH	577	ARLINGTON	DUVAL	\$5 861.00
EL-20170917-000501	LO	480	ARLINGTON	DUVAL	\$981.00
EL-20170917-000502	TLPP	536	UNIVERSITY	DUVAL	\$371.00
EL-20170917-000503	WDLP	317	JAX HEIGHTS	DUVAL	\$981.00
EL-20170917-000504	WDLP	361	NORMANDY	DUVAL	\$1 962.00
EL-20170917-000505	WDBR	361	NORMANDY	DUVAL	\$689.00
EL-20170917-000507	TXOL	450	RIBAUT	DUVAL	\$3 861.00
EL-20170917-000508	LPAR	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170917-000509	LO	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170917-000510	DLTT	6307	MC DUFF AV	DUVAL	\$185.00
EL-20170917-000511	SLOT	521	MANDARIN	DUVAL	\$1 800.00
EL-20170917-000512	TREC	434	MERRILL RD	DUVAL	\$981.00
EL-20170917-000513	WBAP	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170917-000514	SLOF	329	HERLONG	DUVAL	\$600.00
EL-20170917-000515	POLB	203	CENTER PARK	DUVAL	\$4 800.00
EL-20170917-000516	LO	209	GREENLAND	DUVAL	\$981.00
EL-20170917-000517	SLOF	325	FIRESTONE	DUVAL	\$600.00
EL-20170917-000519	LO	393	BEEGHLY HEIGHTS	DUVAL	\$981.00
EL-20170917-000520	LO	393	BEEGHLY HEIGHTS	DUVAL	\$981.00
EL-20170917-000521	LO	393	BEEGHLY HEIGHTS	DUVAL	\$981.00
EL-20170917-000524	LPAR	390	CECIL FIELD	DUVAL	\$981.00
EL-20170917-000525	LO	390	CECIL FIELD	DUVAL	\$981.00
EL-20170917-000526	LO	390	CECIL FIELD	DUVAL	\$300.00
EL-20170917-000529	WBAH	311	HAMILTON ST	DUVAL	\$981.00
EL-20170917-000530	LO	311	HAMILTON ST	DUVAL	\$981.00
EL-20170917-000531	RCPI	6301	MC DUFF AV	DUVAL	\$981.00
EL-20170917-000532	TLPP	294	BARTRAM	SIC	\$842.00
EL-20170917-000533	WBAH	322	FIRESTONE	DUVAL	\$1 352.00
EL-20170917-000534	LO	322	FIRESTONE	DUVAL	\$1 092.00
EL-20170917-000535	LPAR	322	FIRESTONE	DUVAL	\$546.00
EL-20170917-000536	LO	323	FIRESTONE	DUVAL	\$981.00
EL-20170917-000538	TXUG	324	FIRESTONE	DUVAL	\$4 800.00
EL-20170917-000540	LO	325	FIRESTONE	DUVAL	\$981.00
EL-20170917-000541	LO	297	BARTRAM	SIC	\$981.00

EL-20170917-000542	EFIR	299	BARTRAM	DUVAL	\$2 500.00
EL-20170917-000543	OTHR	595	HARTLEY RD	DUVAL	\$1 400.00
EL-20170917-000544	LO	509	MANDARIN	DUVAL	\$3 861.00
EL-20170917-000545	TXUG	520	MANDARIN	DUVAL	\$4 800.00
EL-20170917-000546	WBAP	521	MANDARIN	DUVAL	\$981.00
EL-20170917-000548	LO	577	ARLINGTON	DUVAL	\$981.00
EL-20170917-000550	LPAR	580	FT CAROLINE	DUVAL	\$981.00
EL-20170917-000553	WDNL	479	ARLINGTON	DUVAL	\$981.00
EL-20170917-000556	LO	203	CENTER PARK	DUVAL	\$4 900.00
EL-20170917-000559	LPAR	563	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170917-000560	LO	564	NEPTUNE BEACH	DUVAL	\$21 000.00
EL-20170917-000561	TXOH	442	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170917-000562	LO	310	HAMILTON ST	DUVAL	\$600.00
EL-20170917-000563	PBDN	310	HAMILTON ST	DUVAL	\$981.00
EL-20170917-000564	LO	310	HAMILTON ST	DUVAL	\$5 823.00
EL-20170917-000566	LPAR	311	HAMILTON ST	DUVAL	\$981.00
EL-20170917-000568	LPAR	311	HAMILTON ST	DUVAL	\$981.00
EL-20170917-000570	LPAR	312	HAMILTON ST	DUVAL	\$981.00
EL-20170917-000571	LO	495	IMESON	DUVAL	\$981.00
EL-20170917-000572	WDLP	450	RIBAULT	DUVAL	\$981.00
EL-20170917-000573	LO	450	RIBAULT	DUVAL	\$3 861.00
EL-20170917-000574	TXOL	450	RIBAULT	DUVAL	\$3 861.00
EL-20170917-000575	LO	450	RIBAULT	DUVAL	\$981.00
EL-20170917-000576	LO	451	RIBAULT	DUVAL	\$981.00
EL-20170917-000580	LO	451	RIBAULT	DUVAL	\$981.00
EL-20170917-000583	WDBR	498	GARDEN CITY	DUVAL	\$1 352.00
EL-20170917-000585	LO	429	RITTER PARK	DUVAL	\$1 896.00
EL-20170917-000586	SLOF	521	MANDARIN	DUVAL	\$600.00
EL-20170917-000587	SLOO	521	MANDARIN	DUVAL	\$600.00
EL-20170917-000589	FBLD	426	RITTER PARK	DUVAL	\$185.00
EL-20170917-000590	LO	393	BEEHLY HEIGHTS	DUVAL	\$546.00
EL-20170917-000591	RCPI	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170917-000593	TLPP	554	ROBINWOOD ACRES	DUVAL	\$842.00
EL-20170917-000595	LO	310	HAMILTON ST	DUVAL	\$900.00
EL-20170917-000596	LO	362	NORMANDY	DUVAL	\$981.00
EL-20170917-000598	LO	328	HERLONG	DUVAL	\$981.00
EL-20170917-000599	LO	361	NORMANDY	DUVAL	\$981.00
EL-20170917-000600	LO	450	RIBAULT	DUVAL	\$981.00
EL-20170917-000603	WDBR	486	PAXON	DUVAL	\$1 500.00
EL-20170917-000604	LO	457	NORTHWEST JAX	DUVAL	\$1 800.00
EL-20170917-000605	LO	450	RIBAULT	DUVAL	\$981.00
EL-20170917-000606	LO	317	JAX HEIGHTS	DUVAL	\$981.00
EL-20170917-000608	LO	450	RIBAULT	DUVAL	\$981.00
EL-20170917-000609	LO	450	RIBAULT	DUVAL	\$981.00
EL-20170917-000610	LO	3803	COLLEGE ST	DUVAL	\$981.00
EL-20170917-000612	LO	323	FIRESTONE	DUVAL	\$500.00
EL-20170918-000006	WBAP	325	FIRESTONE	DUVAL	\$1 552.00
EL-20170918-000007	LO	363	NORMANDY	DUVAL	\$842.00
EL-20170918-000008	LO	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170918-000009	LO	354	BRANDY BRANCH	DUVAL	\$981.00
EL-20170918-000010	WDBR	328	HERLONG	DUVAL	\$981.00
EL-20170918-000011	LPAR	329	HERLONG	DUVAL	\$800.00
EL-20170918-000013	LO	349	NAVAL AIR STATION	DUVAL	\$1 352.00
EL-20170918-000017	LO	447	RANDALL ST	DUVAL	\$981.00
EL-20170918-000018	LO	360	NORMANDY	DUVAL	\$3 861.00
EL-20170918-000019	LO	6307	MC DUFF AV	DUVAL	\$981.00
EL-20170918-000020	LO	333	WESTLAKE	DUVAL	\$546.00
EL-20170918-000021	LO	330	HERLONG	DUVAL	\$546.00
EL-20170918-000022	LO	459	NORTHWEST JAX	DUVAL	\$981.00
EL-20170918-000023	LO	312	HAMILTON ST	DUVAL	\$981.00
EL-20170918-000024	WDLP	330	HERLONG	DUVAL	\$1 352.00
EL-20170918-000027	WDLP	389	CECIL FIELD	DUVAL	\$4 500.00
EL-20170918-000028	LO	8003	ROSSELLE ST	DUVAL	\$1 352.00
EL-20170918-000029	LO	407	NORTHSHORE	DUVAL	\$981.00
EL-20170918-000030	LO	362	NORMANDY	DUVAL	\$981.00
EL-20170918-000031	LO	308	HAMILTON ST	DUVAL	\$981.00
EL-20170918-000032	LO	407	NORTHSHORE	DUVAL	\$981.00
EL-20170918-000033	LO	407	NORTHSHORE	DUVAL	\$2 300.00
EL-20170918-000034	LO	330	HERLONG	DUVAL	\$981.00
EL-20170918-000035	LPAR	437	LANE AV	DUVAL	\$981.00
EL-20170918-000036	LO	451	RIBAULT	DUVAL	\$981.00
EL-20170918-000038	LO	310	HAMILTON ST	DUVAL	\$981.00
EL-20170918-000039	LO	450	RIBAULT	DUVAL	\$981.00
EL-20170918-000041	LO	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170918-000043	LO	349	NAVAL AIR STATION	DUVAL	\$1 352.00
EL-20170918-000044	LO	457	NORTHWEST JAX	DUVAL	\$3 500.00
EL-20170918-000045	LO	446	RANDALL ST	DUVAL	\$981.00
EL-20170918-000046	LO	301	ORANGE PARK	CLAY	\$300.00
EL-20170918-000047	LO	361	NORMANDY	DUVAL	\$1 962.00
EL-20170918-000048	LO	328	HERLONG	DUVAL	\$981.00
EL-20170918-000049	LO	447	RANDALL ST	DUVAL	\$981.00
EL-20170918-000051	LO	329	HERLONG	DUVAL	\$981.00
EL-20170918-000052	LO	390	CECIL FIELD	DUVAL	\$981.00
EL-20170918-000053	LO	328	HERLONG	DUVAL	\$981.00
EL-20170918-000054	LO	331	HERLONG	DUVAL	\$1 100.00

EL-20170918-000055	LO	448	RANDALL ST	DUVAL	\$3 861.00
EL-20170918-000056	LO	329	HERLONG	DUVAL	\$546.00
EL-20170918-000058	LO	6307	MC DUFF AV	DUVAL	\$981.00
EL-20170918-000062	LO	334	WESTLAKE	DUVAL	\$981.00
EL-20170918-000063	LO	308	HAMILTON ST	DUVAL	\$1 352.00
EL-20170918-000064	LO	330	HERLONG	DUVAL	\$981.00
EL-20170918-000067	POLE-SAF	446	RANDALL ST	DUVAL	\$981.00
EL-20170918-000068	PHBC	509	MANDARIN	DUVAL	\$2 800.00
EL-20170918-000069	POLB	463	KENNEDY	DUVAL	\$2 009.00
EL-20170918-000071	PBDN	572	SOUTHEAST JAX	DUVAL	\$1 800.00
EL-20170918-000074	SLOF	231	POINT MEADOWS	DUVAL	\$600.00
EL-20170918-000075	LO	430	RITTER PARK	DUVAL	\$981.00
EL-20170918-000076	WAAP	462	PICKETTVILLE	DUVAL	\$889.00
EL-20170918-000077	LO	310	HAMILTON ST	DUVAL	\$4 800.00
EL-20170918-000079	SLOF	571	FT CAROLINE	DUVAL	\$600.00
EL-20170918-000080	LPAR	463	KENNEDY	DUVAL	\$981.00
EL-20170918-000081	FEMA	360	NORMANDY	DUVAL	\$3 885.00
EL-20170918-000082	FEMA	361	NORMANDY	DUVAL	\$813.00
EL-20170918-000084	TLPP	535	UNIVERSITY	DUVAL	\$842.00
EL-20170918-000085	SLOF	223	MT PLEASANT	DUVAL	\$600.00
EL-20170918-000088	SLOT	203	CENTER PARK	DUVAL	\$1 800.00
EL-20170918-000089	LO	594	MAYPORT	DUVAL	\$3 861.00
EL-20170918-000090	SLOF	230	POINT MEADOWS	DUVAL	\$600.00
EL-20170918-000091	WLOW	404	GRAND PARK	DUVAL	\$981.00
EL-20170918-000092	SLOF	230	POINT MEADOWS	DUVAL	\$600.00
EL-20170918-000093	RCPI	513	POWERS AV	DUVAL	\$981.00
EL-20170918-000094	WDBR	594	MAYPORT	DUVAL	\$981.00
EL-20170918-000095	SLOF	202	CENTER PARK	DUVAL	\$600.00
EL-20170918-000097	DLTT	485	PAXON	DUVAL	\$185.00
EL-20170918-000098	SPEC	557	OAKWOOD VILLA	DUVAL	\$1 638.00
EL-20170918-000099	POLE-REC	365	STARRATT	DUVAL	\$981.00
EL-20170918-000100	WLOW	451	RIBAUT	DUVAL	\$981.00
EL-20170918-000101	TLWH	451	RIBAUT	DUVAL	\$981.00
EL-20170918-000102	SLOF	464	KENNEDY	DUVAL	\$600.00
EL-20170918-000103	FEMA	411	RANDALL ST	DUVAL	\$1 814.00
EL-20170918-000104	LO	415	NORTHSIDE GEN	DUVAL	\$546.00
EL-20170918-000105	LO	430	RITTER PARK	DUVAL	\$981.00
EL-20170918-000106	WAAH	554	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170918-000107	FEMA	310	HAMILTON ST	DUVAL	\$11 465.00
EL-20170918-000108	RCPI	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170918-000109	LO	303	ORANGE PARK	CLAY	\$981.00
EL-20170918-000111	TLWH	503	SAN SOUCI	DUVAL	\$1 352.00
EL-20170918-000112	TLWH	530	CRAVEN RD	DUVAL	\$1 352.00
EL-20170918-000113	TLWH	303	ORANGE PARK	CLAY	\$981.00
EL-20170918-000114	WLOW	209	GREENLAND	DUVAL	\$981.00
EL-20170918-000115	FEMA	365	STARRATT	DUVAL	\$1 671.00
EL-20170918-000116	FEMA	426	RITTER PARK	DUVAL	\$1 745.00
EL-20170918-000117	FEMA	451	RIBAUT	DUVAL	\$800.00
EL-20170918-000118	FEMA	450	RIBAUT	DUVAL	\$2 946.00
EL-20170918-000119	FEMA	415	NORTHSIDE GEN	DUVAL	\$2 946.00
EL-20170918-000120	FEMA	360	NORMANDY	DUVAL	\$900.00
EL-20170918-000121	FEMA	360	NORMANDY	DUVAL	\$900.00
EL-20170918-000122	FEMA	360	NORMANDY	DUVAL	\$600.00
EL-20170918-000123	FEMA	360	NORMANDY	DUVAL	\$900.00
EL-20170918-000124	SLOF	571	FT CAROLINE	DUVAL	\$600.00
EL-20170918-000125	LO	216	FOREST BV	DUVAL	\$1 800.00
EL-20170918-000126	LO	494	IMESON	DUVAL	\$546.00
EL-20170918-000128	SLOT	511	MANDARIN	DUVAL	\$600.00
EL-20170918-000129	TLPP	577	ARLINGTON	DUVAL	\$1 352.00
EL-20170918-000130	WAAP	594	MAYPORT	DUVAL	\$3 800.00
EL-20170918-000131	LO	417	PICKETTVILLE	DUVAL	\$7 200.00
EL-20170918-000132	LO	531	CRAVEN RD	DUVAL	\$981.00
EL-20170918-000133	PBDN	597	HARTLEY RD	DUVAL	\$1 800.00
EL-20170918-000134	LO	509	MANDARIN	DUVAL	\$4 394.00
EL-20170918-000135	SLOT	571	FT CAROLINE	DUVAL	\$600.00
EL-20170918-000137	TLWH	430	RITTER PARK	DUVAL	\$1 352.00
EL-20170918-000138	PBDN	530	CRAVEN RD	DUVAL	\$5 050.00
EL-20170918-000140	SLOF	594	MAYPORT	DUVAL	\$600.00
EL-20170918-000141	OTH1	330	HERLONG	DUVAL	\$842.00
EL-20170918-000142	DLTT	365	STARRATT	DUVAL	\$981.00
EL-20170918-000143	TLWH	328	HERLONG	DUVAL	\$371.00
EL-20170918-000146	TDWP	216	FOREST BV	DUVAL	\$842.00
EL-20170918-000147	SLOF	572	SOUTHEAST JAX	DUVAL	\$600.00
EL-20170918-000148	SLOT	390	CECIL FIELD	DUVAL	\$1 500.00
EL-20170918-000149	TDWP	499	GARDEN CITY	DUVAL	\$842.00
EL-20170918-000150	TLWH	312	HAMILTON ST	DUVAL	\$371.00
EL-20170918-000151	LO	216	FOREST BV	DUVAL	\$981.00
EL-20170918-000152	WDBR	503	SAN SOUCI	DUVAL	\$981.00
EL-20170918-000153	LBD	501	SAN SOUCI	DUVAL	\$981.00
EL-20170918-000154	PHBC	390	CECIL FIELD	DUVAL	\$1 200.00
EL-20170918-000155	TLWH	451	RIBAUT	DUVAL	\$1 352.00
EL-20170918-000156	RCPI	407	NORTHSHORE	DUVAL	\$981.00
EL-20170918-000157	RCPI	494	IMESON	DUVAL	\$981.00
EL-20170918-000158	TLPP	367	STARRATT	DUVAL	\$842.00
EL-20170918-000159	RCPI	494	IMESON	DUVAL	\$981.00

EL-20170918-000160	RCPI	450	RIBAULT	DUVAL	\$981.00
EL-20170918-000161	RCPI	312	HAMILTON ST	DUVAL	\$981.00
EL-20170918-000162	DLTT	308	HAMILTON ST	DUVAL	\$981.00
EL-20170918-000163	SLOF	407	NORTHSHORE	DUVAL	\$600.00
EL-20170918-000164	DLTT	330	HERLONG	DUVAL	\$185.00
EL-20170918-000165	ALOP	445	NORTHWEST JAX	DUVAL	\$1 500.00
EL-20170918-000166	RCPI	559	OAKWOOD VILLA	DUVAL	\$1 352.00
EL-20170918-000167	TREC	450	RIBAULT	DUVAL	\$981.00
EL-20170918-000168	LPAR	444	SOUTHSIDE PLANT	DUVAL	\$2 500.00
EL-20170918-000170	WDLP	303	ORANGE PARK	CLAY	\$1 352.00
EL-20170918-000173	TDWP	367	STARRATT	DUVAL	\$842.00
EL-20170918-000175	LO	6301	MC DUFF AV	DUVAL	\$981.00
EL-20170918-000176	TLWH	404	GRAND PARK	DUVAL	\$842.00
EL-20170918-000177	LO	468	HUNTER RD	DUVAL	\$3 861.00
EL-20170918-000178	SLOT	542	SOUTHPOINT	DUVAL	\$600.00
EL-20170918-000180	LO	393	BEEGLY HEIGHTS	DUVAL	\$1 352.00
EL-20170918-000181	WBAP	393	BEEGLY HEIGHTS	DUVAL	\$981.00
EL-20170918-000183	SLOF	361	NORMANDY	DUVAL	\$600.00
EL-20170918-000184	WDNL	459	NORTHWEST JAX	DUVAL	\$981.00
EL-20170918-000185	WBAP	313	CECIL FIELD	DUVAL	\$1 431.00
EL-20170918-000186	TLPP	405	NORTHSHORE	DUVAL	\$842.00
EL-20170918-000187	LO	367	STARRATT	DUVAL	\$981.00
EL-20170918-000189	TLWH	405	NORTHSHORE	DUVAL	\$842.00
EL-20170918-000190	WDNL	366	STARRATT	DUVAL	\$981.00
EL-20170918-000191	LO	365	STARRATT	DUVAL	\$981.00
EL-20170918-000192	SLOF	304	ORANGE PARK	CLAY	\$600.00
EL-20170918-000193	WDBR	527	PHILLIPS HY	DUVAL	\$4 842.00
EL-20170918-000194	TLPP	530	CRAVEN RD	DUVAL	\$371.00
EL-20170918-000195	PBDN	527	PHILLIPS HY	DUVAL	\$1 500.00
EL-20170918-000196	WLOW	444	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170918-000197	WDBR	209	GREENLAND	DUVAL	\$4 676.00
EL-20170918-000199	LBO	530	CRAVEN RD	DUVAL	\$981.00
EL-20170918-000200	WAAP	509	MANDARIN	DUVAL	\$981.00
EL-20170918-000201	LO	209	GREENLAND	DUVAL	\$981.00
EL-20170918-000203	PBDN	209	GREENLAND	DUVAL	\$4 676.00
EL-20170918-000204	LO	597	HARTLEY RD	DUVAL	\$981.00
EL-20170918-000205	TLPP	597	HARTLEY RD	DUVAL	\$371.00
EL-20170918-000206	LO	446	RANDALL ST	DUVAL	\$981.00
EL-20170918-000207	TXOH	415	NORTHSIDE GEN	DUVAL	\$4 861.00
EL-20170918-000209	LO	446	RANDALL ST	DUVAL	\$981.00
EL-20170918-000210	FEMA	310	HAMILTON ST	DUVAL	\$4 300.00
EL-20170918-000211	DLTT	317	JAX HEIGHTS	DUVAL	\$185.00
EL-20170918-000213	TLPP	393	BEEGLY HEIGHTS	DUVAL	\$371.00
EL-20170918-000215	LPAR	494	IMESON	DUVAL	\$981.00
EL-20170918-000217	TLPP	367	STARRATT	DUVAL	\$842.00
EL-20170918-000218	FEMA	451	RIBAULT	DUVAL	\$5 761.00
EL-20170918-000221	SLOT	570	FT CAROLINE	DUVAL	\$600.00
EL-20170918-000222	PLEA	210	GREENLAND	DUVAL	\$1 000.00
EL-20170918-000224	WDBR	365	STARRATT	DUVAL	\$981.00
EL-20170918-000225	WDBR	536	UNIVERSITY	DUVAL	\$981.00
EL-20170918-000226	WDBR	536	UNIVERSITY	DUVAL	\$981.00
EL-20170918-000227	WDBR	448	RANDALL ST	DUVAL	\$981.00
EL-20170918-000228	WDBR	447	RANDALL ST	DUVAL	\$981.00
EL-20170918-000229	WDLP	433	MERRILL RD	DUVAL	\$981.00
EL-20170918-000230	LO	447	RANDALL ST	DUVAL	\$981.00
EL-20170918-000231	FLIC	164	GEORGIA ST	DUVAL	\$185.00
EL-20170918-000232	SLOF	471	BROOKLYN	DUVAL	\$600.00
EL-20170918-000233	SLOT	202	CENTER PARK	DUVAL	\$600.00
EL-20170918-000234	SLOT	571	FT CAROLINE	DUVAL	\$600.00
EL-20170918-000235	WLOW	448	RANDALL ST	DUVAL	\$500.00
EL-20170918-000236	SLOT	202	CENTER PARK	DUVAL	\$1 800.00
EL-20170918-000237	SLOT	219	MT PLEASANT	DUVAL	\$1 200.00
EL-20170918-000239	LO	450	RIBAULT	DUVAL	\$1 300.00
EL-20170918-000240	SLOT	362	NORMANDY	DUVAL	\$2 300.00
EL-20170918-000241	LO	328	HERLONG	DUVAL	\$1 100.00
EL-20170918-000243	SLOF	418	PICKETTVILLE	DUVAL	\$600.00
EL-20170918-000244	WDLP	474	BROOKLYN	DUVAL	\$1 961.00
EL-20170918-000245	LPAR	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170918-000247	SLOF	565	NEPTUNE BEACH	DUVAL	\$600.00
EL-20170918-000248	SLOF	418	PICKETTVILLE	DUVAL	\$600.00
EL-20170918-000250	WDBR	328	HERLONG	DUVAL	\$981.00
EL-20170918-000251	SLOT	366	STARRATT	DUVAL	\$600.00
EL-20170918-000252	SLOF	431	MERRILL RD	DUVAL	\$600.00
EL-20170918-000253	LO	330	HERLONG	DUVAL	\$546.00
EL-20170918-000254	LO	331	HERLONG	DUVAL	\$546.00
EL-20170918-000256	LO	331	HERLONG	DUVAL	\$981.00
EL-20170918-000257	LO	5201	HERSCHEL ST	DUVAL	\$981.00
EL-20170918-000259	RCPI	496	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000260	RCPI	496	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000261	WDBR	468	HUNTER RD	DUVAL	\$1 352.00
EL-20170918-000262	LO	317	JAX HEIGHTS	DUVAL	\$981.00
EL-20170918-000263	LO	317	JAX HEIGHTS	DUVAL	\$981.00
EL-20170918-000264	TXOH	360	NORMANDY	DUVAL	\$3 861.00
EL-20170918-000265	RCPI	308	HAMILTON ST	DUVAL	\$981.00
EL-20170918-000266	LO	463	KENNEDY	DUVAL	\$546.00

EL-20170918-000267	LO	311	HAMILTON ST	DUVAL	\$981.00
EL-20170918-000268	FEMA	495	IMESON	DUVAL	\$2 000.00
EL-20170918-000269	FEMA	429	RITTER PARK	DUVAL	\$225.00
EL-20170918-000270	LO	531	CRAVEN RD	DUVAL	\$546.00
EL-20170918-000271	LPAR	208	GREENLAND	DUVAL	\$1 200.00
EL-20170918-000272	RCPI	209	GREENLAND	DUVAL	\$981.00
EL-20170918-000273	TLPP	554	ROBINWOOD ACRES	DUVAL	\$371.00
EL-20170918-000274	SLOT	408	NORTHSHORE	DUVAL	\$2 300.00
EL-20170918-000276	SLOF	304	ORANGE PARK	CLAY	\$600.00
EL-20170918-000277	DLPE	390	CECIL FIELD	DUVAL	\$185.00
EL-20170918-000278	TLWH	325	FIRESTONE	DUVAL	\$1 352.00
EL-20170918-000280	RCPI	577	ARLINGTON	DUVAL	\$981.00
EL-20170918-000281	TLWH	496	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000284	TLPP	535	UNIVERSITY	DUVAL	\$842.00
EL-20170918-000285	TLPP	557	OAKWOOD VILLA	DUVAL	\$842.00
EL-20170918-000286	LPAR	354	BRANDY BRANCH	DUVAL	\$981.00
EL-20170918-000287	TCA	355	BRANDY BRANCH	DUVAL	\$371.00
EL-20170918-000288	TLPP	325	FIRESTONE	DUVAL	\$842.00
EL-20170918-000289	PBDN	354	BRANDY BRANCH	DUVAL	\$3 400.00
EL-20170918-000292	LO	475	BROOKLYN	DUVAL	\$1 288.00
EL-20170918-000293	WBAH	451	RIBAUT	DUVAL	\$981.00
EL-20170918-000294	LO	136	COLLEGE ST	DUVAL	\$450.00
EL-20170918-000295	TXOH	322	FIRESTONE	DUVAL	\$3 861.00
EL-20170918-000296	WBAP	450	RIBAUT	DUVAL	\$981.00
EL-20170918-000298	WAAH	512	POWERS AV	DUVAL	\$981.00
EL-20170918-000299	LO	487	GARDEN CITY	DUVAL	\$546.00
EL-20170918-000300	LO	487	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000302	LO	445	NORTHWEST JAX	DUVAL	\$981.00
EL-20170918-000303	WDBR	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170918-000304	PBDN	487	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000305	LPAR	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170918-000307	LO	450	RIBAUT	DUVAL	\$981.00
EL-20170918-000308	WDLP	450	RIBAUT	DUVAL	\$981.00
EL-20170918-000309	TDWP	450	RIBAUT	DUVAL	\$1 352.00
EL-20170918-000310	WBAP	450	RIBAUT	DUVAL	\$1 352.00
EL-20170918-000311	LO	450	RIBAUT	DUVAL	\$981.00
EL-20170918-000312	LO	450	RIBAUT	DUVAL	\$981.00
EL-20170918-000313	LO	556	OAKWOOD VILLA	DUVAL	\$5 400.00
EL-20170918-000314	LO	487	GARDEN CITY	DUVAL	\$4 161.00
EL-20170918-000315	LO	487	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000316	LO	487	GARDEN CITY	DUVAL	\$1 352.00
EL-20170918-000317	LO	7204	ORTEGA	DUVAL	\$3 861.00
EL-20170918-000318	LO	417	PICKETTVILLE	DUVAL	\$1 400.00
EL-20170918-000320	WDLP	418	PICKETTVILLE	DUVAL	\$981.00
EL-20170918-000321	WDBR	418	PICKETTVILLE	DUVAL	\$7 022.00
EL-20170918-000322	LO	418	PICKETTVILLE	DUVAL	\$981.00
EL-20170918-000323	LO	418	PICKETTVILLE	DUVAL	\$3 861.00
EL-20170918-000324	TXSK	596	HARTLEY RD	DUVAL	\$4 500.00
EL-20170918-000325	LPAR	513	POWERS AV	DUVAL	\$981.00
EL-20170918-000327	WDLP	561	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170918-000328	LO	517	POWERS AV	DUVAL	\$6 400.00
EL-20170918-000329	SLOT	415	NORTHSHORE	DUVAL	\$600.00
EL-20170918-000330	WDBR	446	RANDALL ST	DUVAL	\$981.00
EL-20170918-000331	WAAH	446	RANDALL ST	DUVAL	\$981.00
EL-20170918-000332	SLOF	324	FIRESTONE	DUVAL	\$600.00
EL-20170918-000333	TLWH	468	HUNTER RD	DUVAL	\$981.00
EL-20170918-000335	TDWP	438	LANE AV	DUVAL	\$842.00
EL-20170918-000337	WDBR	564	NEPTUNE BEACH	DUVAL	\$546.00
EL-20170918-000338	FLIC	362	NORMANDY	DUVAL	\$981.00
EL-20170918-000339	PBDN	406	NORTHSHORE	DUVAL	\$1 800.00
EL-20170918-000340	SLOF	323	FIRESTONE	DUVAL	\$600.00
EL-20170918-000341	WLOW	597	HARTLEY RD	DUVAL	\$981.00
EL-20170918-000342	WLOW	537	UNIVERSITY	DUVAL	\$981.00
EL-20170918-000343	LO	461	PICKETTVILLE	DUVAL	\$546.00
EL-20170918-000344	LO	417	PICKETTVILLE	DUVAL	\$2 009.00
EL-20170918-000346	TLPP	6306	MC DUFF AV	DUVAL	\$371.00
EL-20170918-000347	WDLP	450	RIBAUT	DUVAL	\$981.00
EL-20170918-000348	LPAR	469	HUNTER RD	DUVAL	\$981.00
EL-20170918-000349	TLWH	418	PICKETTVILLE	DUVAL	\$1 352.00
EL-20170918-000350	SLOT	9103	21ST & HUBBARD	DUVAL	\$600.00
EL-20170918-000351	VRFC	578	ARLINGTON	DUVAL	\$981.00
EL-20170918-000353	LO	498	GARDEN CITY	DUVAL	\$1 527.00
EL-20170918-000354	FEMA	437	LANE AV	DUVAL	\$3 980.00
EL-20170918-000356	LO	530	CRAVEN RD	DUVAL	\$842.00
EL-20170918-000357	SLOF	317	JAX HEIGHTS	DUVAL	\$600.00
EL-20170918-000358	FEMA	437	LANE AV	DUVAL	\$6 031.00
EL-20170918-000359	SLOW	520	MANDARIN	DUVAL	\$600.00
EL-20170918-000360	LO	323	FIRESTONE	DUVAL	\$3 000.00
EL-20170918-000361	FEMA	495	IMESON	DUVAL	\$322.00
EL-20170918-000362	SLOF	311	HAMILTON ST	DUVAL	\$981.00
EL-20170918-000363	WLOW	409	GRAND PARK	DUVAL	\$981.00
EL-20170918-000364	TLPP	450	RIBAUT	DUVAL	\$771.00
EL-20170918-000366	LBO	409	GRAND PARK	DUVAL	\$981.00
EL-20170918-000367	LO	409	GRAND PARK	DUVAL	\$981.00
EL-20170918-000368	TLPP	536	UNIVERSITY	DUVAL	\$371.00

EL-20170918-000369	UGCD	232	POINT MEADOWS	DUVAL	\$185.00
EL-20170918-000371	LPAR	553	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170918-000372	LPAR	554	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170918-000373	WBAP	554	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170918-000374	TLPP	511	MANDARIN	DUVAL	\$371.00
EL-20170918-000375	DLTT	407	NORTHSHORE	DUVAL	\$689.00
EL-20170918-000376	TLPP	418	PICKETTVILLE	DUVAL	\$371.00
EL-20170918-000377	WLOW	537	UNIVERSITY	DUVAL	\$981.00
EL-20170918-000378	LPAR	496	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000379	WBAP	496	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000380	FLUC	496	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000381	LO	496	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000382	LO	496	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000383	LPAR	496	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000384	WBAP	393	BEECHLY HEIGHTS	DUVAL	\$981.00
EL-20170918-000385	FEMA	437	LANE AV	DUVAL	\$5 223.00
EL-20170918-000386	OTHR	496	GARDEN CITY	DUVAL	\$842.00
EL-20170918-000387	SLOF	553	ROBINWOOD ACRES	DUVAL	\$600.00
EL-20170918-000388	TLWH	330	HERLONG	DUVAL	\$1 352.00
EL-20170918-000389	RCPI	334	WESTLAKE	DUVAL	\$981.00
EL-20170918-000390	FEMA	317	JAX HEIGHTS	DUVAL	\$1 028.00
EL-20170918-000391	WBAH	311	HAMILTON ST	DUVAL	\$981.00
EL-20170918-000392	SLOF	361	NORMANDY	DUVAL	\$600.00
EL-20170918-000393	RCPI	325	FIRESTONE	DUVAL	\$981.00
EL-20170918-000394	TLWH	509	MANDARIN	DUVAL	\$981.00
EL-20170918-000395	FEMA	311	HAMILTON ST	DUVAL	\$8 616.00
EL-20170918-000396	LPAR	411	RANDALL ST	DUVAL	\$981.00
EL-20170918-000397	ALOP	203	CENTER PARK	DUVAL	\$600.00
EL-20170918-000398	ALOP	583	SWITZERLAND	SIC	\$1 600.00
EL-20170918-000399	FEMA	498	GARDEN CITY	DUVAL	\$8 765.00
EL-20170918-000400	DUHR	480	ARLINGTON	DUVAL	\$185.00
EL-20170918-000401	LBO	411	RANDALL ST	DUVAL	\$981.00
EL-20170918-000402	WDBR	411	RANDALL ST	DUVAL	\$981.00
EL-20170918-000403	LO	411	RANDALL ST	DUVAL	\$981.00
EL-20170918-000405	RCPI	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170918-000406	RCPI	503	SAN SOUCI	DUVAL	\$981.00
EL-20170918-000407	RCPI	451	RIBAUT	DUVAL	\$981.00
EL-20170918-000408	RCPI	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170918-000409	RCPI	445	NORTHWEST JAX	DUVAL	\$981.00
EL-20170918-000410	RCPI	415	NORTHSIDE GEN	DUVAL	\$981.00
EL-20170918-000411	RCPI	209	GREENLAND	DUVAL	\$981.00
EL-20170918-000412	RCPI	432	MERRILL RD	DUVAL	\$981.00
EL-20170918-000414	TLPP	461	PICKETTVILLE	DUVAL	\$1 352.00
EL-20170918-000415	LBO	527	PHILLIPS HY	DUVAL	\$981.00
EL-20170918-000416	LO	468	HUNTER RD	DUVAL	\$981.00
EL-20170918-000417	TDWP	472	BROOKLYN	DUVAL	\$981.00
EL-20170918-000418	FEMA	390	CECIL FIELD	DUVAL	\$3 628.00
EL-20170918-000419	LPAR	436	LANE AV	DUVAL	\$642.00
EL-20170918-000420	TLPP	475	BROOKLYN	DUVAL	\$371.00
EL-20170918-000421	FLUC	448	RANDALL ST	DUVAL	\$981.00
EL-20170918-000423	WLOW	426	RITTER PARK	DUVAL	\$500.00
EL-20170918-000425	WDBR	563	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170918-000426	LPAR	448	RANDALL ST	DUVAL	\$981.00
EL-20170918-000427	WLOW	311	HAMILTON ST	DUVAL	\$981.00
EL-20170918-000428	LO	363	NORMANDY	DUVAL	\$1 352.00
EL-20170918-000429	LO	363	NORMANDY	DUVAL	\$1 352.00
EL-20170918-000430	FEMA	349	NAVAL AIR STATION	DUVAL	\$6 709.00
EL-20170918-000431	WLOW	407	NORTHSHORE	DUVAL	\$981.00
EL-20170918-000432	ALOP	459	NORTHWEST JAX	DUVAL	\$370.00
EL-20170918-000433	LBO	409	GRAND PARK	DUVAL	\$981.00
EL-20170918-000434	RCPI	580	FT CAROLINE	DUVAL	\$981.00
EL-20170918-000435	SLOF	570	FT CAROLINE	DUVAL	\$1 200.00
EL-20170918-000436	WBAH	463	KENNEDY	DUVAL	\$981.00
EL-20170918-000437	LO	407	NORTHSHORE	DUVAL	\$1 352.00
EL-20170918-000438	WDBR	516	POWERS AV	DUVAL	\$981.00
EL-20170918-000439	WDBR	444	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170918-000440	WBAP	513	POWERS AV	DUVAL	\$981.00
EL-20170918-000441	LO	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170918-000442	TLWH	447	RANDALL ST	DUVAL	\$1 352.00
EL-20170918-000444	LO	469	HUNTER RD	DUVAL	\$1 636.00
EL-20170918-000446	LO	509	MANDARIN	DUVAL	\$3 961.00
EL-20170918-000447	LO	521	MANDARIN	DUVAL	\$1 924.00
EL-20170918-000448	LO	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170918-000450	WBAH	556	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170918-000451	POLB	580	FT CAROLINE	DUVAL	\$846.00
EL-20170918-000452	RCPI	577	ARLINGTON	DUVAL	\$981.00
EL-20170918-000453	WDBR	457	NORTHWEST JAX	DUVAL	\$1 100.00
EL-20170918-000454	SLOH	219	MT PLEASANT	DUVAL	\$600.00
EL-20170918-000456	SLOF	536	UNIVERSITY	DUVAL	\$600.00
EL-20170918-000457	LO	577	ARLINGTON	DUVAL	\$981.00
EL-20170918-000458	TLWH	200	CENTER PARK	DUVAL	\$842.00
EL-20170918-000459	TDWP	556	OAKWOOD VILLA	DUVAL	\$842.00
EL-20170918-000462	TDWP	535	UNIVERSITY	DUVAL	\$842.00
EL-20170918-000464	FEMA	8204	ST JOHNS PARK	DUVAL	\$13 836.00
EL-20170918-000465	TREC	6304	MC DUFF AV	DUVAL	\$981.00

EL-20170918-000467	FEMA	8204	ST JOHNS PARK	DUVAL	\$ 16 140.00
EL-20170918-000468	TLWH	451	RIBAUT	DUVAL	\$1 352.00
EL-20170918-000469	TLWH	216	FOREST BV	DUVAL	\$371.00
EL-20170918-000470	TLWH	323	FIRESTONE	DUVAL	\$842.00
EL-20170918-000471	LO	354	BRANDY BRANCH	DUVAL	\$981.00
EL-20170918-000472	FEMA	317	JAX HEIGHTS	DUVAL	\$7 747.00
EL-20170918-000473	SLOF	463	KENNEDY	DUVAL	\$600.00
EL-20170918-000474	FEMA	437	LANE AV	DUVAL	\$1 731.00
EL-20170918-000476	WDNL	509	MANDARIN	DUVAL	\$981.00
EL-20170918-000477	OTHR	510	MANDARIN	DUVAL	\$842.00
EL-20170918-000479	FLIC	209	GREENLAND	DUVAL	\$185.00
EL-20170918-000480	TDWP	509	MANDARIN	DUVAL	\$842.00
EL-20170918-000481	LO	583	SWITZERLAND	SIC	\$1 800.00
EL-20170918-000484	LO	210	GREENLAND	DUVAL	\$1 924.00
EL-20170918-000485	LO	530	CRAVEN RD	DUVAL	\$981.00
EL-20170918-000486	SLOF	362	NORMANDY	DUVAL	\$600.00
EL-20170918-000487	SLOF	320	FIRESTONE	DUVAL	\$600.00
EL-20170918-000488	FEMA	447	RANDALL ST	DUVAL	\$1 028.00
EL-20170918-000489	WLOW	410	GRAND PARK	DUVAL	\$981.00
EL-20170918-000490	FEMA	448	RANDALL ST	DUVAL	\$599.00
EL-20170918-000492	TLPP	216	FOREST BV	DUVAL	\$842.00
EL-20170918-000493	WLOW	595	HARTLEY RD	DUVAL	\$500.00
EL-20170918-000494	TXOH	598	HARTLEY RD	DUVAL	\$300.00
EL-20170918-000495	WBAF	595	HARTLEY RD	DUVAL	\$2 100.00
EL-20170918-000496	LO	522	MANDARIN	DUVAL	\$981.00
EL-20170918-000497	LO	596	HARTLEY RD	DUVAL	\$546.00
EL-20170918-000501	WBAH	522	MANDARIN	DUVAL	\$981.00
EL-20170918-000502	WDNL	594	MAYPORT	DUVAL	\$981.00
EL-20170918-000503	FLIC	442	ROBINWOOD ACRES	DUVAL	\$350.00
EL-20170918-000505	LO	442	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170918-000506	PLEA	563	NEPTUNE BEACH	DUVAL	\$800.00
EL-20170918-000509	FEMA	389	CECIL FIELD	DUVAL	\$3 413.00
EL-20170918-000510	RCPI	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170918-000512	TLWH	448	RANDALL ST	DUVAL	\$1 352.00
EL-20170918-000513	DLPE	463	KENNEDY	DUVAL	\$185.00
EL-20170918-000514	FEMA	389	CECIL FIELD	DUVAL	\$3 515.00
EL-20170918-000518	LO	150	KINGS AV	DUVAL	\$1 500.00
EL-20170918-000523	DLTT	511	MANDARIN	DUVAL	\$185.00
EL-20170918-000524	FEMA	389	CECIL FIELD	DUVAL	\$4 913.00
EL-20170918-000525	FEMA	448	RANDALL ST	DUVAL	\$4 370.00
EL-20170918-000526	FEMA	435	LANE AV	DUVAL	\$8 527.00
EL-20170918-000527	LO	308	HAMILTON ST	DUVAL	\$1 481.00
EL-20170918-000528	FEMA	334	WESTLAKE	DUVAL	\$2 647.00
EL-20170918-000530	LO	446	RANDALL ST	DUVAL	\$981.00
EL-20170918-000531	LO	446	RANDALL ST	DUVAL	\$981.00
EL-20170918-000532	TLWH	363	NORMANDY	DUVAL	\$1 352.00
EL-20170918-000533	FEMA	307	HAMILTON ST	DUVAL	\$2 499.00
EL-20170918-000534	SLOF	201	CENTER PARK	DUVAL	\$600.00
EL-20170918-000535	SLOO	430	RITTER PARK	DUVAL	\$600.00
EL-20170918-000537	FEMA	331	HERLONG	DUVAL	\$5 010.00
EL-20170918-000538	WLOW	471	BROOKLYN	DUVAL	\$1 352.00
EL-20170918-000539	DLTT	536	UNIVERSITY	DUVAL	\$981.00
EL-20170918-000540	FEMA	438	LANE AV	DUVAL	\$5 076.00
EL-20170918-000542	LBO	554	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170918-000543	WAAP	501	SAN SOUCI	DUVAL	\$546.00
EL-20170918-000544	WD8R	215	FOREST BV	DUVAL	\$15 099.00
EL-20170918-000545	LO	506	SAN SOUCI	DUVAL	\$981.00
EL-20170918-000547	LO	426	RITTER PARK	DUVAL	\$981.00
EL-20170918-000549	PLEA	430	RITTER PARK	DUVAL	\$981.00
EL-20170918-000552	LO	430	RITTER PARK	DUVAL	\$981.00
EL-20170918-000554	LBO	497	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000555	LO	497	GARDEN CITY	DUVAL	\$842.00
EL-20170918-000556	WBAH	494	IMESON	DUVAL	\$981.00
EL-20170918-000557	LO	494	IMESON	DUVAL	\$1 500.00
EL-20170918-000558	LO	494	IMESON	DUVAL	\$981.00
EL-20170918-000560	LO	450	RIBAUT	DUVAL	\$1 352.00
EL-20170918-000561	LO	450	RIBAUT	DUVAL	\$981.00
EL-20170918-000562	LO	450	RIBAUT	DUVAL	\$1 352.00
EL-20170918-000563	LO	450	RIBAUT	DUVAL	\$981.00
EL-20170918-000565	LO	496	GARDEN CITY	DUVAL	\$981.00
EL-20170918-000567	LO	418	PICKETTVILLE	DUVAL	\$3 511.00
EL-20170918-000568	LO	418	PICKETTVILLE	DUVAL	\$6 564.00
EL-20170918-000569	LO	418	PICKETTVILLE	DUVAL	\$981.00
EL-20170918-000570	TLWH	520	MANDARIN	DUVAL	\$1 352.00
EL-20170918-000571	TLWH	328	HERLONG	DUVAL	\$1 352.00
EL-20170918-000572	WLOW	203	CENTER PARK	DUVAL	\$600.00
EL-20170918-000573	LO	446	RANDALL ST	DUVAL	\$981.00
EL-20170918-000575	LO	448	RANDALL ST	DUVAL	\$4 861.00
EL-20170918-000576	LPAR	475	BROOKLYN	DUVAL	\$981.00
EL-20170918-000577	TLPP	501	SAN SOUCI	DUVAL	\$842.00
EL-20170918-000578	SLOT	417	PICKETTVILLE	DUVAL	\$1 800.00
EL-20170918-000579	RCPI	306	HAMILTON ST	DUVAL	\$981.00
EL-20170918-000580	LO	565	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170918-000581	SLOF	222	MT PLEASANT	DUVAL	\$600.00
EL-20170918-000582	VRFC	496	GARDEN CITY	DUVAL	\$981.00

0 LIMBS EXTRACTIONS (2) TRE

MENT

EL-20170918-000583	LO	530	Craven Rd	Duval	\$1 962.00
EL-20170918-000584	SLOT	503	SAN SOUCI	Duval	\$600.00
EL-20170918-000585	RCPI	447	RANDALL ST	Duval	\$981.00
EL-20170918-000586	SLOF	450	RIBAUT	Duval	\$600.00
EL-20170918-000587	LBD	308	HAMILTON ST	Duval	\$981.00
EL-20170918-000589	SLOT	521	MANDARIN	Duval	\$1 800.00
EL-20170918-000590	RCPI	537	UNIVERSITY	Duval	\$981.00
EL-20170918-000591	WBAP	535	UNIVERSITY	Duval	\$2 000.00
EL-20170918-000596	LO	580	FT CAROLINE	Duval	\$981.00
EL-20170918-000598	LO	367	STARRATT	Duval	\$1 500.00
EL-20170918-000599	WDBR	367	STARRATT	Duval	\$981.00
EL-20170918-000600	LO	366	STARRATT	Duval	\$8 703.00
EL-20170918-000601	PBDN	366	STARRATT	Duval	\$1 100.00
EL-20170918-000604	WDBR	415	NORTHSIDE GEN	Duval	\$1 100.00
EL-20170918-000605	LO	495	IMESON	Duval	\$5 400.00
EL-20170918-000607	TXUG	495	IMESON	Duval	\$4 800.00
EL-20170918-000608	SLOF	579	FT CAROLINE	Duval	\$600.00
EL-20170918-000609	SLOF	579	FT CAROLINE	Duval	\$600.00
EL-20170918-000613	LO	303	ORANGE PARK	CLAY	\$500.00
EL-20170918-000614	PBDN	303	ORANGE PARK	CLAY	\$7 022.00
EL-20170918-000616	PBDN	303	ORANGE PARK	CLAY	\$3 700.00
EL-20170918-000618	LO	479	ARLINGTON	Duval	\$981.00
EL-20170918-000620	LO	203	CENTER PARK	Duval	\$981.00
EL-20170918-000621	WBAP	479	ARLINGTON	Duval	\$1 200.00
EL-20170918-000622	LBD	218	MT PLEASANT	Duval	\$1 800.00
EL-20170918-000623	PLEA	563	NEPTUNE BEACH	Duval	\$800.00
EL-20170918-000624	PBDN	594	MAYPORT	Duval	\$600.00
EL-20170918-000625	LPAR	468	HUNTER RD	Duval	\$981.00
EL-20170918-000629	WBAP	545	BAYMEADOWS	Duval	\$689.00
EL-20170918-000630	LO	439	SOUTHSIDE PLANT	Duval	\$11 000.00
EL-20170918-000632	WBAH	516	POWERS AV	Duval	\$981.00
EL-20170918-000633	LO	513	POWERS AV	Duval	\$981.00
EL-20170918-000634	LPAR	468	HUNTER RD	Duval	\$981.00
EL-20170918-000635	LO	597	HARTLEY RD	Duval	\$3 861.00
EL-20170918-000636	LO	530	Craven Rd	Duval	\$981.00
EL-20170918-000638	FLUC	442	ROBINWOOD ACRES	Duval	\$350.00
EL-20170918-000641	WDNL	444	SOUTHSIDE PLANT	Duval	\$981.00
EL-20170918-000642	WDBR	307	HAMILTON ST	Duval	\$981.00
EL-20170918-000643	WDLP	360	NORMANDY	Duval	\$981.00
EL-20170918-000644	LO	307	HAMILTON ST	Duval	\$981.00
EL-20170918-000645	LBD	308	HAMILTON ST	Duval	\$1 962.00
EL-20170918-000646	LBD	308	HAMILTON ST	Duval	\$981.00
EL-20170918-000647	WDBR	310	HAMILTON ST	Duval	\$981.00
EL-20170918-000648	LO	322	FIRESTONE	Duval	\$4 081.00
EL-20170918-000650	LO	310	HAMILTON ST	Duval	\$1 000.00
EL-20170918-000651	LPAR	310	HAMILTON ST	Duval	\$981.00
EL-20170918-000652	WDNL	164	GEORGIA ST	Duval	\$981.00
EL-20170918-000653	LPAR	404	GRAND PARK	Duval	\$981.00
EL-20170918-000654	LO	409	GRAND PARK	Duval	\$981.00
EL-20170918-000655	WBAP	409	GRAND PARK	Duval	\$981.00
EL-20170918-000656	WBAH	410	GRAND PARK	Duval	\$981.00
EL-20170918-000658	LO	410	GRAND PARK	Duval	\$371.00
EL-20170918-000660	LO	463	KENNEDY	Duval	\$3 861.00
EL-20170918-000661	WDBR	407	NORTHSHORE	Duval	\$1 961.00
EL-20170918-000662	LBD	407	NORTHSHORE	Duval	\$981.00
EL-20170918-000664	LPAR	459	NORTHWEST JAX	Duval	\$981.00
EL-20170918-000666	WBAH	498	GARDEN CITY	Duval	\$981.00
EL-20170918-000668	LO	496	GARDEN CITY	Duval	\$1 352.00
EL-20170918-000670	SLOT	497	GARDEN CITY	Duval	\$600.00
EL-20170918-000671	POLB	438	LANE AV	Duval	\$1 546.00
EL-20170919-000001	LO	438	LANE AV	Duval	\$3 861.00
EL-20170919-000002	LPAR	437	LANE AV	Duval	\$981.00
EL-20170919-000003	WDBR	437	LANE AV	Duval	\$981.00
EL-20170919-000005	WDNL	437	LANE AV	Duval	\$981.00
EL-20170919-000006	LO	437	LANE AV	Duval	\$981.00
EL-20170919-000007	LO	437	LANE AV	Duval	\$981.00
EL-20170919-000008	LO	437	LANE AV	Duval	\$981.00
EL-20170919-000010	PHBC	330	HERLONG	Duval	\$6 564.00
EL-20170919-000011	LO	362	NORMANDY	Duval	\$981.00
EL-20170919-000012	OTHR	418	PICKETTville	Duval	\$981.00
EL-20170919-000013	LO	317	JAX HEIGHTS	Duval	\$981.00
EL-20170919-000014	TLWH	418	PICKETTville	Duval	\$842.00
EL-20170919-000015	POLB	418	PICKETTville	Duval	\$981.00
EL-20170919-000016	LO	317	JAX HEIGHTS	Duval	\$546.00
EL-20170919-000017	LO	462	PICKETTville	Duval	\$546.00
EL-20170919-000019	LO	418	PICKETTville	Duval	\$1 962.00
EL-20170919-000020	LO	496	GARDEN CITY	Duval	\$981.00
EL-20170919-000022	OTHR	323	FIRESTONE	Duval	\$981.00
EL-20170919-000023	LPAR	323	FIRESTONE	Duval	\$981.00
EL-20170919-000024	LO	451	RIBAUT	Duval	\$1 352.00
EL-20170919-000025	LO	451	RIBAUT	Duval	\$981.00
EL-20170919-000026	WDLP	407	NORTHSHORE	Duval	\$981.00
EL-20170919-000027	WDNL	349	NAVAL AIR STATION	Duval	\$371.00
EL-20170919-000030	LO	317	JAX HEIGHTS	Duval	\$981.00
EL-20170919-000032	LO	408	NORTHSHORE	Duval	\$1 352.00

EL-20170919-000033	LO	322	FIRESTONE	DUVAL	\$1 352.00
EL-20170919-000034	LO	556	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170919-000035	LO	389	CECIL FIELD	DUVAL	\$981.00
EL-20170919-000038	POLE-REC	205	CENTER PARK	DUVAL	\$981.00
EL-20170919-000044	LPAR	446	RANDALL ST	DUVAL	\$981.00
EL-20170919-000045	WDLP	441	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170919-000046	OTHR	455	NORTHWEST JAX	DUVAL	\$3 511.00
EL-20170919-000047	WDNL	352	NAVAL AIR STATION	DUVAL	\$600.00
EL-20170919-000048	FLIC	349	NAVAL AIR STATION	DUVAL	\$185.00
EL-20170919-000049	WDBR	349	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170919-000050	WDLP	324	FIRESTONE	DUVAL	\$981.00
EL-20170919-000051	WDBR	323	FIRESTONE	DUVAL	\$600.00
EL-20170919-000052	WBAP	323	FIRESTONE	DUVAL	\$500.00
EL-20170919-000053	WDLP	323	FIRESTONE	DUVAL	\$981.00
EL-20170919-000054	WDLP	322	FIRESTONE	DUVAL	\$981.00
EL-20170919-000055	LBO	390	CECIL FIELD	DUVAL	\$800.00
EL-20170919-000056	LBO	390	CECIL FIELD	DUVAL	\$981.00
EL-20170919-000057	PLEA	389	CECIL FIELD	DUVAL	\$1 352.00
EL-20170919-000058	WAIT	429	RITTER PARK	DUVAL	\$3 685.00
EL-20170919-000059	SLOF	152	WATER ST	DUVAL	\$1 200.00
EL-20170919-000060	WAAP	536	UNIVERSITY	DUVAL	\$842.00
EL-20170919-000061	SLOT	142	WATER ST	DUVAL	\$600.00
EL-20170919-000062	WDBR	418	PICKETTVILLE	DUVAL	\$1 352.00
EL-20170919-000063	WBAP	418	PICKETTVILLE	DUVAL	\$981.00
EL-20170919-000065	WDBR	418	PICKETTVILLE	DUVAL	\$981.00
EL-20170919-000067	SLOF	520	MANDARIN	DUVAL	\$1 200.00
EL-20170919-000068	SLOF	520	MANDARIN	DUVAL	\$600.00
EL-20170919-000069	SLOF	7201	ORTEGA	DUVAL	\$600.00
EL-20170919-000070	SLOF	520	MANDARIN	DUVAL	\$600.00
EL-20170919-000072	OTH1	563	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170919-000074	LO	163	GEORGIA ST	DUVAL	\$846.00
EL-20170919-000075	WSAH	450	RIBAUT	DUVAL	\$981.00
EL-20170919-000076	WAIT	328	HERLONG	DUVAL	\$371.00
EL-20170919-000079	LPAR	8003	ROSSELLE ST	DUVAL	\$981.00
EL-20170919-000080	POLB	561	NEPTUNE BEACH	DUVAL	\$4 561.00
EL-20170919-000081	LO	442	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170919-000082	LBO	527	PHILLIPS HY	DUVAL	\$981.00
EL-20170919-000083	WDBR	448	RANDALL ST	DUVAL	\$981.00
EL-20170919-000084	TDWP	7201	ORTEGA	DUVAL	\$1 723.00
EL-20170919-000085	LPAR	6302	MC DUFF AV	DUVAL	\$981.00
EL-20170919-000086	LO	6306	MC DUFF AV	DUVAL	\$981.00
EL-20170919-000087	DLTT	417	PICKETTVILLE	DUVAL	\$185.00
EL-20170919-000088	SLOF	407	NORTHSHORE	DUVAL	\$600.00
EL-20170919-000092	LPAR	407	NORTHSHORE	DUVAL	\$5 400.00
EL-20170919-000093	WDBR	471	BROOKLYN	DUVAL	\$981.00
EL-20170919-000094	WAAH	471	BROOKLYN	DUVAL	\$981.00
EL-20170919-000095	LPAR	472	BROOKLYN	DUVAL	\$981.00
EL-20170919-000096	LPAR	311	HAMILTON ST	DUVAL	\$981.00
EL-20170919-000100	LO	472	BROOKLYN	DUVAL	\$981.00
EL-20170919-000101	WDNL	472	BROOKLYN	DUVAL	\$981.00
EL-20170919-000103	LO	362	NORMANDY	DUVAL	\$1 500.00
EL-20170919-000105	FEMA	469	HUNTER RD	DUVAL	\$2 500.00
EL-20170919-000106	FEMA	432	MERRILL RD	DUVAL	\$3 400.00
EL-20170919-000107	FEMA	431	MERRILL RD	DUVAL	\$1 000.00
EL-20170919-000108	FEMA	513	POWERS AV	DUVAL	\$4 500.00
EL-20170919-000109	FEMA	597	HARTLEY RD	DUVAL	\$6 600.00
EL-20170919-000110	FEMA	598	HARTLEY RD	DUVAL	\$500.00
EL-20170919-000111	FEMA	208	GREENLAND	DUVAL	\$3 800.00
EL-20170919-000112	FEMA	521	MANDARIN	DUVAL	\$950.00
EL-20170919-000113	FEMA	583	SWITZERLAND	SIC	\$800.00
EL-20170919-000114	FEMA	597	HARTLEY RD	DUVAL	\$2 000.00
EL-20170919-000117	LPAR	230	POINT MEADOWS	DUVAL	\$370.00
EL-20170919-000118	RCPI	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170919-000120	WDBR	553	ROBINWOOD ACRES	DUVAL	\$3 354.00
EL-20170919-000123	SLOF	538	UNIVERSITY	DUVAL	\$600.00
EL-20170919-000124	SLOF	164	GEORGIA ST	DUVAL	\$1 200.00
EL-20170919-000125	ALOP	323	FIRESTONE	DUVAL	\$600.00
EL-20170919-000126	SLOF	185	CHURCH ST	DUVAL	\$600.00
EL-20170919-000127	SLOF	185	CHURCH ST	DUVAL	\$600.00
EL-20170919-000128	SLOF	185	CHURCH ST	DUVAL	\$600.00
EL-20170919-000129	TDWP	512	POWERS AV	DUVAL	\$842.00
EL-20170919-000130	SLOF	185	CHURCH ST	DUVAL	\$600.00
EL-20170919-000131	SLOF	6204	ST JOHNS PARK	DUVAL	\$600.00
EL-20170919-000132	SLOF	164	GEORGIA ST	DUVAL	\$1 200.00
EL-20170919-000133	SLOF	185	CHURCH ST	DUVAL	\$600.00
EL-20170919-000134	TCA	512	POWERS AV	DUVAL	\$371.00
EL-20170919-000135	SLOF	185	CHURCH ST	DUVAL	\$600.00
EL-20170919-000136	SLOF	119	KINGS AV	DUVAL	\$600.00
EL-20170919-000137	PBON	391	BEECHLY HEIGHTS	DUVAL	\$1 800.00
EL-20170919-000138	SLOF	155	WATER ST	DUVAL	\$600.00
EL-20170919-000139	SLOF	155	WATER ST	DUVAL	\$600.00
EL-20170919-000140	SLOF	546	BAYMEADOWS	DUVAL	\$600.00
EL-20170919-000141	SLOF	155	WATER ST	DUVAL	\$600.00
EL-20170919-000142	SLOF	155	WATER ST	DUVAL	\$600.00
EL-20170919-000143	SLOF	155	WATER ST	DUVAL	\$600.00

EL-20170919-000144	SLOF	503	SAN SOUCI	DUVAL	\$600.00
EL-20170919-000145	SLOF	155	WATER ST	DUVAL	\$600.00
EL-20170919-000146	SLOF	155	WATER ST	DUVAL	\$600.00
EL-20170919-000147	SLOF	503	SAN SOUCI	DUVAL	\$600.00
EL-20170919-000148	SLOF	155	WATER ST	DUVAL	\$600.00
EL-20170919-000149	SLOF	503	SAN SOUCI	DUVAL	\$600.00
EL-20170919-000150	SLOF	196	NEW MAIN ST	DUVAL	\$600.00
EL-20170919-000151	SLOF	196	NEW MAIN ST	DUVAL	\$600.00
EL-20170919-000152	SLOF	503	SAN SOUCI	DUVAL	\$600.00
EL-20170919-000153	WDNL	408	NORTHSHORE	DUVAL	\$981.00
EL-20170919-000154	SLOF	196	NEW MAIN ST	DUVAL	\$600.00
EL-20170919-000155	SLOF	503	SAN SOUCI	DUVAL	\$600.00
EL-20170919-000156	SLOF	196	NEW MAIN ST	DUVAL	\$600.00
EL-20170919-000158	SLOF	196	NEW MAIN ST	DUVAL	\$600.00
EL-20170919-000159	SLOF	196	NEW MAIN ST	DUVAL	\$600.00
EL-20170919-000160	PLEA	415	NORTHSIDE GEN	DUVAL	\$842.00
EL-20170919-000161	SLOF	196	NEW MAIN ST	DUVAL	\$600.00
EL-20170919-000164	WDNL	475	BROOKLYN	DUVAL	\$981.00
EL-20170919-000165	LO	475	BROOKLYN	DUVAL	\$981.00
EL-20170919-000166	RCPI	410	GRAND PARK	DUVAL	\$981.00
EL-20170919-000167	TLPP	328	HERLONG	DUVAL	\$1 352.00
EL-20170919-000168	TLPP	311	HAMILTON ST	DUVAL	\$377.00
EL-20170919-000169	LPAR	438	LANE AV	DUVAL	\$546.00
EL-20170919-000170	TLPP	328	HERLONG	DUVAL	\$1 418.00
EL-20170919-000171	LO	301	ORANGE PARK	CLAY	\$981.00
EL-20170919-000172	RCPI	447	RANDALL ST	DUVAL	\$981.00
EL-20170919-000173	LBD	461	PICKETTVILLE	DUVAL	\$981.00
EL-20170919-000174	LO	331	HERLONG	DUVAL	\$981.00
EL-20170919-000175	LO	330	HERLONG	DUVAL	\$3 861.00
EL-20170919-000176	PHBC	330	HERLONG	DUVAL	\$5 500.00
EL-20170919-000177	DLPE	530	Craven Rd	DUVAL	\$185.00
EL-20170919-000178	RCPI	537	UNIVERSITY	DUVAL	\$981.00
EL-20170919-000179	WLOW	330	HERLONG	DUVAL	\$5 500.00
EL-20170919-000180	DLTT	308	HAMILTON ST	DUVAL	\$185.00
EL-20170919-000181	TLPP	407	NORTHSHORE	DUVAL	\$842.00
EL-20170919-000182	SLOF	361	NORMANDY	DUVAL	\$600.00
EL-20170919-000183	TLPP	3804	COLLEGE ST	DUVAL	\$1 342.00
EL-20170919-000184	LO	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170919-000185	WDBR	479	ARLINGTON	DUVAL	\$981.00
EL-20170919-000187	WBAP	433	MERRILL RD	DUVAL	\$842.00
EL-20170919-000189	LO	530	Craven Rd	DUVAL	\$981.00
EL-20170919-000191	TLWH	6307	MC DUFF AV	DUVAL	\$981.00
EL-20170919-000192	LO	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170919-000193	WBAP	504	SAN SOUCI	DUVAL	\$600.00
EL-20170919-000195	TLPP	536	UNIVERSITY	DUVAL	\$842.00
EL-20170919-000196	SLOF	521	MANDARIN	DUVAL	\$600.00
EL-20170919-000197	WLOW	390	CECIL FIELD	DUVAL	\$500.00
EL-20170919-000198	SLOF	308	HAMILTON ST	DUVAL	\$600.00
EL-20170919-000199	DLPE	311	HAMILTON ST	DUVAL	\$370.00
EL-20170919-000200	TLPP	409	GRAND PARK	DUVAL	\$981.00
EL-20170919-000201	LO	506	SAN SOUCI	DUVAL	\$981.00
EL-20170919-000202	SLOF	408	NORTHSHORE	DUVAL	\$600.00
EL-20170919-000203	SLOF	535	UNIVERSITY	DUVAL	\$600.00
EL-20170919-000204	TLPP	331	HERLONG	DUVAL	\$842.00
EL-20170919-000205	SLOF	535	UNIVERSITY	DUVAL	\$600.00
EL-20170919-000206	LO	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170919-000207	LO	506	SAN SOUCI	DUVAL	\$981.00
EL-20170919-000208	SLOO	535	UNIVERSITY	DUVAL	\$600.00
EL-20170919-000209	LPAR	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170919-000211	LO	299	BARTRAM	DUVAL	\$5 400.00
EL-20170919-000212	LPAR	450	RIBAUT	DUVAL	\$981.00
EL-20170919-000213	PBDN	430	RITTER PARK	DUVAL	\$981.00
EL-20170919-000214	WDBR	497	GARDEN CITY	DUVAL	\$981.00
EL-20170919-000215	WLOW	436	LANE AV	DUVAL	\$981.00
EL-20170919-000216	TLWH	558	OAKWOOD VILLA	DUVAL	\$1 352.00
EL-20170919-000218	WLOW	563	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170919-000219	WLOW	8005	ROSSELLE ST	DUVAL	\$500.00
EL-20170919-000221	TLPP	553	ROBINWOOD ACRES	DUVAL	\$842.00
EL-20170919-000222	TOWP	416	NORTHSIDE GEN	DUVAL	\$842.00
EL-20170919-000223	TLWH	415	NORTHSIDE GEN	DUVAL	\$1 352.00
EL-20170919-000224	SLOF	564	NEPTUNE BEACH	DUVAL	\$600.00
EL-20170919-000226	TLWH	469	HUNTER RD	DUVAL	\$981.00
EL-20170919-000227	WDNL	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170919-000228	TOWP	512	POWERS AV	DUVAL	\$981.00
EL-20170919-000229	WLOW	311	HAMILTON ST	DUVAL	\$981.00
EL-20170919-000230	POLE-REC	408	NORTHSHORE	DUVAL	\$981.00
EL-20170919-000231	WDNL	451	RIBAUT	DUVAL	\$689.00
EL-20170919-000232	WBAP	451	RIBAUT	DUVAL	\$981.00
EL-20170919-000233	TXOH	497	GARDEN CITY	DUVAL	\$3 600.00
EL-20170919-000234	WLOW	497	GARDEN CITY	DUVAL	\$500.00
EL-20170919-000235	LBO	494	IMESON	DUVAL	\$981.00
EL-20170919-000236	TCA	506	HUNTER RD	DUVAL	\$842.00
EL-20170919-000237	LO	301	ORANGE PARK	CLAY	\$981.00
EL-20170919-000238	RCPI	556	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170919-000239	RCPI	479	ARLINGTON	DUVAL	\$981.00

EL-20170919-000240	RCPI	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170919-000243	SLOF	587	HUNTER RD	DUVAL	\$600.00
EL-20170919-000244	TLPP	349	NAVAL AIR STATION	DUVAL	\$371.00
EL-20170919-000245	TLWH	6307	MC DUFF AV	DUVAL	\$1 352.00
EL-20170919-000246	INIT	311	HAMILTON ST	DUVAL	\$185.00
EL-20170919-000247	SLOF	320	FIRESTONE	DUVAL	\$1 800.00
EL-20170919-000248	WLOW	451	RIBAUT	DUVAL	\$981.00
EL-20170919-000250	SLOT	561	NEPTUNE BEACH	DUVAL	\$3 200.00
EL-20170919-000251	POLB	580	FT CAROLINE	DUVAL	\$981.00
EL-20170919-000252	LBO	459	NORTHWEST JAX	DUVAL	\$981.00
EL-20170919-000253	WDBR	535	UNIVERSITY	DUVAL	\$842.00
EL-20170919-000254	LO	430	RITTER PARK	DUVAL	\$981.00
EL-20170919-000255	PBDN	430	RITTER PARK	DUVAL	\$1 800.00
EL-20170919-000256	RCPI	503	SAN SOUCI	DUVAL	\$981.00
EL-20170919-000257	TLWH	463	KENNEDY	DUVAL	\$981.00
EL-20170919-000260	LO	504	SAN SOUCI	DUVAL	\$981.00
EL-20170919-000261	TLPP	457	NORTHWEST JAX	DUVAL	\$842.00
EL-20170919-000266	OTHR	469	HUNTER RD	DUVAL	\$2 205.00
EL-20170919-000267	WBAP	530	CRAVEN RD	DUVAL	\$981.00
EL-20170919-000269	PBDN	564	NEPTUNE BEACH	DUVAL	\$1 800.00
EL-20170919-000270	LO	577	ARLINGTON	DUVAL	\$981.00
EL-20170919-000271	SLOT	571	FT CAROLINE	DUVAL	\$600.00
EL-20170919-000272	TLPP	418	PICKETTVILLE	DUVAL	\$842.00
EL-20170919-000273	TLWH	457	NORTHWEST JAX	DUVAL	\$1 352.00
EL-20170919-000276	RCPI	451	RIBAUT	DUVAL	\$981.00
EL-20170919-000277	WBAP	407	NORTHSHORE	DUVAL	\$981.00
EL-20170919-000278	EFIR	495	IMESON	DUVAL	\$4 170.00
EL-20170919-000281	LO	451	RIBAUT	DUVAL	\$981.00
EL-20170919-000284	WDBR	496	GARDEN CITY	DUVAL	\$981.00
EL-20170919-000286	LBO	391	BEEGLY HEIGHTS	DUVAL	\$981.00
EL-20170919-000287	LPAR	3802	COLLEGE ST	DUVAL	\$19 671.00
EL-20170919-000288	TLWH	496	GARDEN CITY	DUVAL	\$1 352.00
EL-20170919-000290	TLPP	410	GRAND PARK	DUVAL	\$1 352.00
EL-20170919-000291	DLTT	441	ROBINWOOD ACRES	DUVAL	\$185.00
EL-20170919-000292	SLOT	450	RIBAUT	DUVAL	\$1 800.00
EL-20170919-000293	OTHR	391	BEEGLY HEIGHTS	DUVAL	\$981.00
EL-20170919-000294	WDBR	407	NORTHSHORE	DUVAL	\$981.00
EL-20170919-000295	TLWH	209	GREENLAND	DUVAL	\$371.00
EL-20170919-000296	PLEA	222	MT PLEASANT	DUVAL	\$800.00
EL-20170919-000297	TCA	496	GARDEN CITY	DUVAL	\$842.00
EL-20170919-000298	RCPI	513	POWERS AV	DUVAL	\$981.00
EL-20170919-000299	LO	439	SOUTHSIDE PLANT	DUVAL	\$1 352.00
EL-20170919-000301	SLOT	522	MANDARIN	DUVAL	\$1 800.00
EL-20170919-000302	SLOT	219	MT PLEASANT	DUVAL	\$1 800.00
EL-20170919-000303	TLPP	565	NEPTUNE BEACH	DUVAL	\$842.00
EL-20170919-000304	OTHR	349	NAVAL AIR STATION	DUVAL	\$500.00
EL-20170919-000305	RCPI	408	NORTHSHORE	DUVAL	\$981.00
EL-20170919-000306	PLEA	208	GREENLAND	DUVAL	\$6 200.00
EL-20170919-000307	LBO	595	HARTLEY RD	DUVAL	\$981.00
EL-20170919-000309	FUC	556	OAKWOOD VILLA	DUVAL	\$185.00
EL-20170919-000311	FUC	441	ROBINWOOD ACRES	DUVAL	\$250.00
EL-20170919-000314	TLPP	450	RIBAUT	DUVAL	\$371.00
EL-20170919-000315	LO	409	GRAND PARK	DUVAL	\$981.00
EL-20170919-000316	SLOF	567	SAN PABLO	DUVAL	\$600.00
EL-20170919-000317	SLOF	322	FIRESTONE	DUVAL	\$600.00
EL-20170919-000318	TLWH	474	BROOKLYN	DUVAL	\$1 352.00
EL-20170919-000319	WLOW	322	FIRESTONE	DUVAL	\$981.00
EL-20170919-000320	LO	430	RITTER PARK	DUVAL	\$981.00
EL-20170919-000321	METD	329	HERLONG	DUVAL	\$981.00
EL-20170919-000322	WBAH	459	NORTHWEST JAX	DUVAL	\$981.00
EL-20170919-000323	LPAR	407	NORTHSHORE	DUVAL	\$981.00
EL-20170919-000324	TDWP	437	LANE AV	DUVAL	\$1 352.00
EL-20170919-000325	RCPI	417	PICKETTVILLE	DUVAL	\$981.00
EL-20170919-000326	WBAH	450	RIBAUT	DUVAL	\$981.00
EL-20170919-000327	TLWH	563	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170919-000328	WDBR	393	BEEGLY HEIGHTS	DUVAL	\$981.00
EL-20170919-000329	SLOT	311	HAMILTON ST	DUVAL	\$600.00
EL-20170919-000330	LO	554	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170919-000331	OTHI	362	NORMANDY	DUVAL	\$842.00
EL-20170919-000333	WLOW	328	HERLONG	DUVAL	\$981.00
EL-20170919-000335	LPAR	472	BROOKLYN	DUVAL	\$981.00
EL-20170919-000336	SLOF	441	ROBINWOOD ACRES	DUVAL	\$600.00
EL-20170919-000337	LBO	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170919-000338	PBDN	7201	ORTEGA	DUVAL	\$3 000.00
EL-20170919-000339	SLOF	506	SAN SOUCI	DUVAL	\$600.00
EL-20170919-000340	TLPP	583	SWITZERLAND	SIC	\$842.00
EL-20170919-000341	TLPP	314	JAX HEIGHTS	DUVAL	\$842.00
EL-20170919-000342	WLOW	418	PICKETTVILLE	DUVAL	\$981.00
EL-20170919-000343	TLPP	512	POWERS AV	DUVAL	\$842.00
EL-20170919-000345	LO	450	RIBAUT	DUVAL	\$981.00
EL-20170919-000346	SLOF	522	MANDARIN	DUVAL	\$600.00
EL-20170919-000347	DLHR	583	SWITZERLAND	SIC	\$185.00
EL-20170919-000349	LO	468	HUNTER RD	DUVAL	\$981.00
EL-20170919-000350	LO	513	POWERS AV	DUVAL	\$300.00
EL-20170919-000351	LO	439	SOUTHSIDE PLANT	DUVAL	\$981.00

EL-20170919-000352	WBAH	536	UNIVERSITY	DUVAL	\$981.00
EL-20170919-000354	LO	450	RIBAUT	DUVAL	\$800.00
EL-20170919-000355	SLOF	450	RIBAUT	DUVAL	\$600.00
EL-20170919-000357	TLWH	501	SAN SOUCI	DUVAL	\$1 352.00
EL-20170919-000358	SLOF	445	NORTHWEST JAX	DUVAL	\$600.00
EL-20170919-000360	LO	430	RITTER PARK	DUVAL	\$981.00
EL-20170919-000361	LPAR	322	FIRESTONE	DUVAL	\$546.00
EL-20170919-000362	LPAR	322	FIRESTONE	DUVAL	\$1 200.00
EL-20170919-000363	LPAR	325	FIRESTONE	DUVAL	\$981.00
EL-20170919-000364	SLOT	485	PAXON	DUVAL	\$600.00
EL-20170919-000366	OTHR	354	BRANDY BRANCH	DUVAL	\$981.00
EL-20170919-000367	LO	418	PICKETTVILLE	DUVAL	\$981.00
EL-20170919-000370	WBAP	360	NORMANDY	DUVAL	\$981.00
EL-20170919-000371	WLOW	561	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170919-000372	LO	363	NORMANDY	DUVAL	\$981.00
EL-20170919-000374	WDBR	437	LANE AV	DUVAL	\$3 600.00
EL-20170919-000375	TDWP	328	HERLONG	DUVAL	\$981.00
EL-20170919-000376	WDBR	328	HERLONG	DUVAL	\$981.00
EL-20170919-000377	TDFM	417	PICKETTVILLE	DUVAL	\$981.00
EL-20170919-000378	WDBR	471	BROOKLYN	DUVAL	\$981.00
EL-20170919-000381	LPAR	437	LANE AV	DUVAL	\$981.00
EL-20170919-000382	LPAR	447	RANDALL ST	DUVAL	\$981.00
EL-20170919-000383	LPAR	6306	MC DUFF AV	DUVAL	\$981.00
EL-20170919-000385	DLHR	499	GARDEN CITY	DUVAL	\$185.00
EL-20170919-000387	DLHR	499	GARDEN CITY	DUVAL	\$185.00
EL-20170919-000388	WLOW	512	POWERS AV	DUVAL	\$12 000.00
EL-20170919-000390	TDWP	587	HUNTER RD	DUVAL	\$1 352.00
EL-20170919-000392	SLOF	3801	COLLEGE ST	DUVAL	\$600.00
EL-20170919-000393	SLOF	3801	COLLEGE ST	DUVAL	\$600.00
EL-20170919-000394	TLWH	451	RIBAUT	DUVAL	\$981.00
EL-20170919-000395	SLOT	536	UNIVERSITY	DUVAL	\$1 800.00
EL-20170919-000396	SLOF	3801	COLLEGE ST	DUVAL	\$600.00
EL-20170919-000397	SLOF	564	NEPTUNE BEACH	DUVAL	\$600.00
EL-20170919-000398	LO	333	WESTLAKE	DUVAL	\$842.00
EL-20170919-000400	LO	333	WESTLAKE	DUVAL	\$981.00
EL-20170919-000401	RCPI	310	HAMILTON ST	DUVAL	\$981.00
EL-20170919-000402	LO	354	BRANDY BRANCH	DUVAL	\$4 861.00
EL-20170919-000403	SLOF	564	NEPTUNE BEACH	DUVAL	\$600.00
EL-20170919-000404	DLPE	317	JAX HEIGHTS	DUVAL	\$185.00
EL-20170919-000405	SLOT	349	NAVAL AIR STATION	DUVAL	\$600.00
EL-20170919-000406	TLPP	6307	MC DUFF AV	DUVAL	\$842.00
EL-20170919-000407	SLOT	564	NEPTUNE BEACH	DUVAL	\$800.00
EL-20170919-000408	TLWH	472	BROOKLYN	DUVAL	\$1 352.00
EL-20170919-000410	LO	430	RITTER PARK	DUVAL	\$1 352.00
EL-20170919-000411	PBDN	310	HAMILTON ST	DUVAL	\$2 500.00
EL-20170919-000412	LO	506	SAN SOUCI	DUVAL	\$546.00
EL-20170919-000413	RCPI	496	GARDEN CITY	DUVAL	\$981.00
EL-20170919-000414	TLPP	497	GARDEN CITY	DUVAL	\$371.00
EL-20170919-000416	LBD	578	ARLINGTON	DUVAL	\$981.00
EL-20170919-000417	LO	450	RIBAUT	DUVAL	\$981.00
EL-20170919-000418	LO	415	NORTHSIDE GEN	DUVAL	\$981.00
EL-20170919-000419	TLPP	557	OAKWOOD VILLA	DUVAL	\$371.00
EL-20170919-000420	TLPP	426	RITTER PARK	DUVAL	\$371.00
EL-20170919-000421	SLOT	537	UNIVERSITY	DUVAL	\$600.00
EL-20170919-000422	ALOP	360	NORMANDY	DUVAL	\$600.00
EL-20170919-000424	POLE-DIS	366	STARRATT	DUVAL	\$981.00
EL-20170919-000425	SLOT	218	MT PLEASANT	DUVAL	\$600.00
EL-20170919-000427	RCPI	323	FIRESTONE	DUVAL	\$981.00
EL-20170919-000429	INIT	438	LANE AV	DUVAL	\$981.00
EL-20170919-000430	LBD	301	ORANGE PARK	CLAY	\$1 800.00
EL-20170919-000431	TLPP	522	MANDARIN	DUVAL	\$842.00
EL-20170919-000432	WDBR	7204	ORTEGA	DUVAL	\$981.00
EL-20170919-000433	SLOF	486	PAXON	DUVAL	\$600.00
EL-20170919-000434	PBDN	136	COLLEGE ST	DUVAL	\$6 564.00
EL-20170919-000435	LO	471	BROOKLYN	DUVAL	\$981.00
EL-20170919-000436	WLOW	498	GARDEN CITY	DUVAL	\$500.00
EL-20170919-000437	INIT	317	JAX HEIGHTS	DUVAL	\$3 861.00
EL-20170919-000438	ALOP	123	SOUTHSIDE PLANT	DUVAL	\$185.00
EL-20170919-000439	PLEA	520	MANDARIN	DUVAL	\$1 800.00
EL-20170919-000440	WAIT	9103	21ST & HUBBARD	DUVAL	\$842.00
EL-20170919-000441	SLOF	164	GEORGIA ST	DUVAL	\$1 200.00
EL-20170919-000444	PBDN	509	MANDARIN	DUVAL	\$1 800.00
EL-20170919-000447	RCPI	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170919-000448	WLOW	321	FIRESTONE	DUVAL	\$3 756.00
EL-20170919-000449	DLPE	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170919-000450	LO	557	OAKWOOD VILLA	DUVAL	\$2 900.00
EL-20170919-000451	RCPI	431	MERRILL RD	DUVAL	\$981.00
EL-20170919-000452	RCPI	408	NORTHSHORE	DUVAL	\$981.00
EL-20170919-000453	TLWH	448	RANDALL ST	DUVAL	\$981.00
EL-20170919-000454	LO	418	PICKETTVILLE	DUVAL	\$1 352.00
EL-20170919-000455	LPAR	363	NORMANDY	DUVAL	\$3 861.00
EL-20170919-000456	LO	328	HERLONG	DUVAL	\$981.00
EL-20170919-000457	LO	362	NORMANDY	DUVAL	\$981.00
EL-20170919-000458	RCPI	501	SAN SOUCI	DUVAL	\$981.00
EL-20170919-000459	RCPI	501	SAN SOUCI	DUVAL	\$981.00

EL-20170919-000460	TLPP	355	BRANDY BRANCH	DUVAL	\$842.00
EL-20170919-000461	TLPP	443	SOUTHSIDE PLANT	DUVAL	\$371.00
EL-20170919-000462	TLWH	485	PAXON	DUVAL	\$981.00
EL-20170919-000463	RCPI	443	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170919-000464	SLOF	496	GARDEN CITY	DUVAL	\$600.00
EL-20170919-000465	TCA	520	MANDARIN	DUVAL	\$842.00
EL-20170919-000466	RCPI	5201	HERSCHEL ST	DUVAL	\$981.00
EL-20170919-000467	OTH1	352	NAVAL AIR STATION	DUVAL	\$1 200.00
EL-20170919-000468	RCPI	537	UNIVERSITY	DUVAL	\$981.00
EL-20170919-000469	OTH1	323	FIRESTONE	DUVAL	\$842.00
EL-20170919-000471	WDBR	426	RITTER PARK	DUVAL	\$981.00
EL-20170919-000472	SLOF	366	STARRATT	DUVAL	\$600.00
EL-20170919-000473	PROT	513	POWERS AV	DUVAL	\$981.00
EL-20170919-000475	WLOW	308	HAMILTON ST	DUVAL	\$981.00
EL-20170919-000476	LO	441	ROBINWOOD ACRES	DUVAL	\$981.00
EL-20170919-000477	TLPP	451	RIBAULT	DUVAL	\$731.00
EL-20170919-000479	SLOF	430	RITTER PARK	DUVAL	\$600.00
EL-20170919-000480	LO	546	BAYMEADOWS	DUVAL	\$981.00
EL-20170919-000481	METM	325	FIRESTONE	DUVAL	\$300.00
EL-20170919-000482	LPAR	563	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170919-000483	PBON	568	SAN PABLO	DUVAL	\$500.00
EL-20170919-000484	RCPI	297	BARTHAM	SIC	\$981.00
EL-20170919-000485	LO	563	SWITZERLAND	SIC	\$4 842.00
EL-20170919-000487	RCPI	503	SAN SOUCI	DUVAL	\$981.00
EL-20170919-000488	RCPI	310	HAMILTON ST	DUVAL	\$981.00
EL-20170919-000489	RCPI	494	IMESON	DUVAL	\$981.00
EL-20170919-000490	RCPI	450	RIBAULT	DUVAL	\$981.00
EL-20170919-000491	RCPI	6304	MC DUFF AV	DUVAL	\$981.00
EL-20170919-000494	TLPP	445	NORTHWEST JAX	DUVAL	\$371.00
EL-20170919-000495	LO	365	STARRATT	DUVAL	\$981.00
EL-20170919-000496	LO	496	GARDEN CITY	DUVAL	\$981.00
EL-20170919-000497	LO	447	RANDALL ST	DUVAL	\$981.00
EL-20170919-000499	LPAR	6307	MC DUFF AV	DUVAL	\$981.00
EL-20170919-000501	LPAR	349	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170919-000503	TLWH	450	RIBAULT	DUVAL	\$1 352.00
EL-20170919-000504	RCPI	496	GARDEN CITY	DUVAL	\$981.00
EL-20170919-000505	TLWH	203	CENTER PARK	DUVAL	\$981.00
EL-20170919-000506	DLPE	310	HAMILTON ST	DUVAL	\$981.00
EL-20170919-000507	SLOO	362	NORMANDY	DUVAL	\$600.00
EL-20170919-000508	WDBR	407	NORTHSHORE	DUVAL	\$981.00
EL-20170919-000509	SLOF	455	NORTHWEST JAX	DUVAL	\$600.00
EL-20170919-000510	TLPP	522	MANDARIN	DUVAL	\$371.00
EL-20170919-000511	TLWH	557	OAKWOOD VILLA	DUVAL	\$981.00
EL-20170919-000512	POLB	450	RIBAULT	DUVAL	\$842.00
EL-20170919-000513	TLPP	450	RIBAULT	DUVAL	\$842.00
EL-20170919-000514	LO	9103	21ST & HUBBARD	DUVAL	\$981.00
EL-20170919-000515	LPAR	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170919-000518	WDLP	561	NEPTUNE BEACH	DUVAL	\$981.00
EL-20170919-000519	WAAH	522	MANDARIN	DUVAL	\$981.00
EL-20170919-000521	DLTT	498	GARDEN CITY	DUVAL	\$981.00
EL-20170919-000522	SLOT	521	MANDARIN	DUVAL	\$1 800.00
EL-20170919-000523	LO	310	HAMILTON ST	DUVAL	\$981.00
EL-20170919-000525	LO	307	HAMILTON ST	DUVAL	\$981.00
EL-20170919-000526	RCPI	457	NORTHWEST JAX	DUVAL	\$981.00
EL-20170919-000527	SLOF	450	RIBAULT	DUVAL	\$600.00
EL-20170919-000528	LPAR	367	STARRATT	DUVAL	\$1 500.00
EL-20170919-000529	LO	468	HUNTER RD	DUVAL	\$842.00
EL-20170919-000530	LO	150	KINGS AV	DUVAL	\$25 000.00
EL-20170919-000531	OTHR	444	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170919-000534	LO	311	HAMILTON ST	DUVAL	\$981.00
EL-20170919-000535	LO	513	POWERS AV	DUVAL	\$1 352.00
EL-20170919-000536	LO	479	ARLINGTON	DUVAL	\$981.00
EL-20170919-000537	WDBR	410	GRAND PARK	DUVAL	\$981.00
EL-20170919-000539	TDWP	355	BRANDY BRANCH	DUVAL	\$842.00
EL-20170919-000540	TDWP	360	NORMANDY	DUVAL	\$371.00
EL-20170919-000541	TXOH	354	BRANDY BRANCH	DUVAL	\$546.00
EL-20170919-000542	LO	450	RIBAULT	DUVAL	\$842.00
EL-20170919-000543	WDNL	498	GARDEN CITY	DUVAL	\$981.00
EL-20170919-000544	RCPI	409	GRAND PARK	DUVAL	\$981.00
EL-20170919-000545	DLTT	308	HAMILTON ST	DUVAL	\$165.00
EL-20170919-000546	LO	352	NAVAL AIR STATION	CLAY	\$1 300.00
EL-20170919-000548	LPAR	352	NAVAL AIR STATION	DUVAL	\$981.00
EL-20170919-000549	LO	448	RANDALL ST	DUVAL	\$981.00
EL-20170919-000551	WDBR	311	HAMILTON ST	DUVAL	\$1 352.00
EL-20170919-000553	LO	461	PICKETTVILLE	DUVAL	\$981.00
EL-20170919-000557	POLB	495	IMESON	DUVAL	\$917.00
EL-20170919-000558	FEMA	428	RITTER PARK	DUVAL	\$1 000.00
EL-20170919-000560	LO	520	MANDARIN	DUVAL	\$7 150.00
EL-20170919-000561	PLEA	510	MANDARIN	DUVAL	\$2 300.00
EL-20170919-000562	FLUC	446	RANDALL ST	DUVAL	\$250.00
EL-20170919-000563	LO	323	FIRESTONE	DUVAL	\$546.00
EL-20170919-000564	TLWH	325	FIRESTONE	DUVAL	\$1 352.00
EL-20170919-000568	WDBR	417	PICKETTVILLE	DUVAL	\$981.00
EL-20170919-000569	LO	486	PAXON	DUVAL	\$981.00
EL-20170919-000572	WBAP	407	NORTHSHORE	DUVAL	\$1 352.00

EL-20170919-000573	SLOF	565	NEPTUNE BEACH	DUVAL	\$600.00
EL-20170919-000580	TXUG	185	CHURCH ST	DUVAL	\$2 500.00
EL-20170919-000581	SLOF	426	ITTER PARK	DUVAL	\$600.00
EL-20170919-000582	TLWH	459	NORTHWEST JAX	DUVAL	\$981.00
EL-20170919-000586	RCPI	328	HERLONG	DUVAL	\$981.00
EL-20170919-000587	LO	362	NORMANDY	DUVAL	\$3 861.00
EL-20170919-000588	LO	439	SOUTHSIDE PLANT	DUVAL	\$981.00
EL-20170919-000590	TREC	450	RIBAUT	DUVAL	\$981.00
EL-20170919-000591	TUPP	418	PICKETTVILLE	DUVAL	\$371.00
EL-20170919-000592	WDBR	537	UNIVERSITY	DUVAL	\$981.00
EL-20170919-000594	SLOF	429	ITTER PARK	DUVAL	\$600.00
EL-20170919-000595	WDBR	360	NORMANDY	DUVAL	\$981.00
EL-20170919-000596	SLOF	503	SAN SOUCI	DUVAL	\$600.00
EL-20170919-000597	SLOF	522	MANDARIN	DUVAL	\$600.00
EL-20170919-000600	LO	450	RIBAUT	DUVAL	\$546.00
EL-20170919-000601	LPAR	322	FIRESTONE	DUVAL	\$981.00
EL-20170919-000602	RCPI	308	HAMILTON ST	DUVAL	\$981.00
EL-20170919-000603	WDNL	494	IMESON	DUVAL	\$981.00
EL-20170919-000604	LPAR	407	NORTHSHORE	DUVAL	\$981.00
EL-20170919-000605	LO	404	GRAND PARK	DUVAL	\$4 500.00
EL-20170919-000606	LO	367	STARRATT	DUVAL	\$1 352.00
EL-20170919-000607	LPAR	389	CECIL FIELD	DUVAL	\$981.00
EL-20170919-000609	WBAP	577	ARLINGTON	DUVAL	\$2 100.00
EL-20170919-000610	SLOF	569	SAN PABLO	DUVAL	\$600.00
EL-20170919-000611	WLOW	516	POWERS AV	DUVAL	\$981.00
EL-20170919-000612	WBAB	437	LANE AV	DUVAL	\$1 352.00
EL-20170919-000613	SL0T	366	STARRATT	DUVAL	\$600.00
EL-20170920-000007	LO	404	GRAND PARK	DUVAL	\$546.00
EL-20170920-000029	WDBR	447	RANDALL ST	DUVAL	\$981.00
EL-20170920-000083	LO	328	HERLONG	DUVAL	\$981.00
EL-20170921-000054	PBDN	366	STARRATT	DUVAL	\$600.00
EL-20171004-000142	LO	389	CECIL FIELD	DUVAL	\$1 924.00
					\$11 541 639.00

Transmission Assessment Hurricane Irma
 Estimated Cost

County		Duval		Duval		Duval		Duval		Duval		Duval		Duval		Duval		Duval		Duval		Duval		Duval		Duval		Duval			
Crew Description	Hourly Crew estimated cost	Circuit # 823 Repair Fiber, str # 1B	Estimated cost	Circuit # 821 install new Fiber, str # 31B to #35	Estimated cost	Circuit # NSGS TG3 lattice Tower Failure	Estimated cost	Circuit # 847, str # 42, Replace Guy anchor preforms	Estimated cost	Circuit # 844, tree on line, damaged post insulators	Estimated cost	Circuit # 650, str # 57, tree on line	Estimated cost	Circuit # 669, str #2 to #3, tree on line	Estimated cost	Circuit # 631, str # 50 to #51, tree on line	Estimated cost	Circuit # 928, str # 37, tree on line, bent horizontal X arm	Estimated cost	Circuit # 670, str # 45 to 48, 54 to 55, tree on line	Estimated cost	Circuit # 923, str #4 in swamp and Hartley Sub, trees on line	Estimated cost	Circuit # 845, str # 26 to 27, tree on line	Estimated cost	Circuit # 848, str # 8, tree on line	Estimated cost	Circuit # 920, str # 5 and 6, tree on line	Estimated cost		
Brush Tree Crew	250	8	\$ 2,000.00		\$ -		\$ -		\$ -	12	\$ 3,000.00	5	\$ 1,250.00	5	\$ 1,250.00	5	\$ 1,250.00	5	\$ 1,250.00	5	\$ 1,250.00	10	\$ 2,500.00	5	\$ 1,250.00	5	\$ 1,250.00	5	\$ 1,250.00		
Tree Climbing Crew	225		\$ -		\$ -		\$ -		\$ -	12	\$ 2,700.00	5	\$ 1,125.00	5	\$ 1,125.00	5	\$ 1,125.00	5	\$ 1,125.00	5	\$ 1,125.00	10	\$ 2,250.00	5	\$ 1,125.00	5	\$ 1,125.00	5	\$ 1,125.00		
JEA Staff	350	8	\$ 2,800.00	24	\$ 8,400.00	60	\$ 21,000.00	10	\$ 3,500.00	10	\$ 3,500.00	5	\$ 1,750.00	5	\$ 1,750.00	5	\$ 1,750.00	5	\$ 1,750.00	5	\$ 1,750.00	10	\$ 3,500.00	5	\$ 1,750.00	5	\$ 1,750.00	5	\$ 1,750.00		
Per Diem	50	4	\$ 200.00	9	\$ 450.00	6	\$ 300.00	3	\$ 150.00	3	\$ 600.00	3	\$ 150.00	3	\$ 150.00	3	\$ 150.00	3	\$ 150.00	3	\$ 150.00	6	\$ 300.00	3	\$ 150.00	3	\$ 150.00	3	\$ 150.00		
County																												\$ -	\$ -		
Contractor Transmission Crew	1500	6	\$ 9,000.00	100	\$ 140,000.00		\$ 200,000.00	40	\$ 60,000.00	12	\$ 18,000.00	10	\$ 15,000.00	10	\$ 15,000.00	10	\$ 15,000.00	10	\$ 15,000.00	10	\$ 15,000.00	20	\$ 30,000.00			5	\$ 7,500.00	5	\$ 7,500.00	10	\$ 15,000.00
material					\$ 20,000.00		0		\$ -				\$ -		\$ -		\$ -		0		0		0		0		\$ -		\$ -		
Total			\$ 14,000.00		\$ 168,850.00		\$ 221,300.00		\$ 63,650.00		\$ 27,800.00		\$ 19,275.00		\$ 19,275.00		\$ 19,275.00		\$ 19,275.00		\$ 19,275.00		\$ 38,550.00		\$ 11,775.00		\$ 11,775.00		\$ 19,275.00		

Miscellaneous Expenses					
Helicopter	for system damage assessment				\$ 55,000.00
Air Boat	used at several locations				\$ 5,000.00

Grand Estimated Total:		\$ 728,350.00
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FEMA Reporting - Hurricane IRMA SJRPP
Regular Fringe Benefit Rate
Overtime Fringe Benefit Rate

90.96%
55.40%

GRE	Date		Project Number	Task Number	Cost Center	id#	Employee Name	Job Description	Pension Code	Bargaining Union	Payment Group	Payment Type	Hourly Rate	Regular Hours	Reg Fringe Rate	Reg Pay	Reg Fringe Pay	Tot Reg Pay	OT Hours	OT Factor	OT Pay	OT Fringe Rate	OT Fringe Pay	Tot OT Pay	Total \$
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892803	00442	5876	Fleming, Steven M	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 196.92	55%	\$ 109.09	\$ 306.01	\$ 306.01
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892803	00442	7279	Pollock, Stacy Lynn	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 196.92	55%	\$ 109.09	\$ 306.01	\$ 306.01
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892797	00439	9096	Filer, Darrin Dewayne	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$33.23	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 199.38	55%	\$ 110.46	\$ 309.84	\$ 309.84
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892803	00442	9521	Smith, Thomas Lewis (Tom)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$31.27	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 187.62	55%	\$ 103.94	\$ 291.56	\$ 291.56
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892803	00442	8968	Starbuck, Ronald G Jr (Ronnie)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 196.92	55%	\$ 109.09	\$ 306.01	\$ 306.01
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892803	00442	5876	Fleming, Steven M	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$32.82	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 590.76	55%	\$ 327.28	\$ 918.04	\$ 918.04
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892803	00442	7279	Pollock, Stacy Lynn	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$32.82	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 590.76	55%	\$ 327.28	\$ 918.04	\$ 918.04
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892797	00439	9096	Filer, Darrin Dewayne	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$33.23	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 598.14	55%	\$ 331.37	\$ 929.51	\$ 929.51
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892803	00442	9521	Smith, Thomas Lewis (Tom)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$31.27	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 562.86	55%	\$ 311.82	\$ 874.68	\$ 874.68
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892803	00442	8968	Starbuck, Ronald G Jr (Ronnie)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$32.82	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 590.76	55%	\$ 327.28	\$ 918.04	\$ 918.04
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892803	00442	5876	Fleming, Steven M	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	20.0	2.0	\$ 1,312.80	55%	\$ 727.29	\$ 2,040.09	\$ 2,040.09
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892803	00442	5876	Fleming, Steven M	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$32.82	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 196.92	55%	\$ 109.09	\$ 306.01	\$ 306.01
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892803	00442	7279	Pollock, Stacy Lynn	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$32.82	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 196.92	55%	\$ 109.09	\$ 306.01	\$ 306.01
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892803	00442	7279	Pollock, Stacy Lynn	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	20.0	2.0	\$ 1,312.80	55%	\$ 727.29	\$ 2,040.09	\$ 2,040.09
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892797	00439	9096	Filer, Darrin Dewayne	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 2_0	\$33.23	0.0	0%	\$ -	\$ -	\$ -	20.0	2.0	\$ 1,329.20	55%	\$ 736.38	\$ 2,065.58	\$ 2,065.58
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892797	00439	9096	Filer, Darrin Dewayne	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$33.23	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 199.38	55%	\$ 110.46	\$ 309.84	\$ 309.84
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892803	00442	9521	Smith, Thomas Lewis (Tom)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$31.27	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 187.62	55%	\$ 103.94	\$ 291.56	\$ 291.56
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892803	00442	9521	Smith, Thomas Lewis (Tom)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0	\$31.27	0.0	0%	\$ -	\$ -	\$ -	20.0	2.0	\$ 1,250.80	55%	\$ 692.94	\$ 1,943.74	\$ 1,943.74
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892803	00442	8968	Starbuck, Ronald G Jr (Ronnie)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	20.0	2.0	\$ 1,312.80	55%	\$ 727.29	\$ 2,040.09	\$ 2,040.09
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892803	00442	8968	Starbuck, Ronald G Jr (Ronnie)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$32.82	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 196.92	55%	\$ 109.09	\$ 306.01	\$ 306.01
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892803	00442	5876	Fleming, Steven M	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	24.0	2.0	\$ 1,575.36	55%	\$ 872.75	\$ 2,448.11	\$ 2,448.11
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892803	00442	7279	Pollock, Stacy Lynn	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	24.0	2.0	\$ 1,575.36	55%	\$ 872.75	\$ 2,448.11	\$ 2,448.11
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892797	00439	9096	Filer, Darrin Dewayne	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 2_0	\$33.23	0.0	0%	\$ -	\$ -	\$ -	24.0	2.0	\$ 1,595.04	55%	\$ 883.65	\$ 2,478.69	\$ 2,478.69
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892803	00442	9521	Smith, Thomas Lewis (Tom)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0	\$31.27	0.0	0%	\$ -	\$ -	\$ -	24.0	2.0	\$ 1,500.96	55%	\$ 831.53	\$ 2,332.49	\$ 2,332.49
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892803	00442	8968	Starbuck, Ronald G Jr (Ronnie)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	24.0	2.0	\$ 1,575.36	55%	\$ 872.75	\$ 2,448.11	\$ 2,448.11
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892803	00442	5876	Fleming, Steven M	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pav	\$32.82	6.0	91%	\$ 196.92	\$ 179.12	\$ 376.04	0.0	\$ -	\$ -	0%	\$ -	\$ -	\$ 376.04
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892803	00442	9521	Smith, Thomas Lewis (Tom)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pay	\$31.27	3.0	91%	\$ 93.81	\$ 85.33	\$ 179.14	0.0	\$ -	\$ -	0%	\$ -	\$ -	\$ 179.14
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892803	00442	8968	Starbuck, Ronald G Jr (Ronnie)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pav	\$32.82	5.0	91%	\$ 164.10	\$ 149.27	\$ 313.37	0.0	\$ -	\$ -	0%	\$ -	\$ -	\$ 313.37
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892803	00442	7279	Pollock, Stacy Lynn	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pay	\$32.82	3.0	91%	\$ 98.46	\$ 89.56	\$ 188.02	0.0	\$ -	\$ -	0%	\$ -	\$ -	\$ 188.02
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892796	00451	8143	Gariepy, Wayne R	Sr Mgr Business Services.0004.7221	09	SJRPP NBU	REGULAR	Regular Pay	\$59.39	2.0	91%	\$ 118.78	\$ 108.04	\$ 226.82	0.0	\$ -	\$ -	0%	\$ -	\$ -	\$ 226.82
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892803	00442	9518	Frey, Harold K Jr (Skip)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Contract Policy 2_0	\$31.27	0.0	0%	\$ -	\$ -	\$ -	8.0	2.0	\$ 500.32	55%	\$ 277.18	\$ 777.50	\$ 777.50
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892803	00442	9517	King, Shaun A	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Contract Policy 2_0	\$31.27	0.0	0%	\$ -	\$ -	\$ -	8.0	2.0	\$ 500.32	55%	\$ 277.18	\$ 777.50	\$ 777.50
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892803	00442	8974	Lambert, Scott Joseph	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Contract Policy 2_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	10.0	2.0	\$ 656.40	55%	\$ 363.65	\$ 1,020.05	\$ 1,020.05
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892803	00442	8972	Griffis, Bruce R	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pay	\$32.82	8.0	91%	\$ 262.56	\$ 238.82	\$ 501.38	0.0	\$ -	\$ -	0%	\$ -	\$ -	\$ 501.38
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892803	00442	5876	Fleming, Steven M	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Contract Policy 2_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	6.0	2.0	\$ 393.84	55%	\$ 218.19	\$ 612.03	\$ 612.03
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892803	00442	7279	Pollock, Stacy Lynn	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Contract Policy 2_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	6.0	2.0	\$ 393.84	55%	\$ 218.19	\$ 612.03	\$ 612.03
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892805	00437	9751	Jones, James Mathew	Electrical Technician.1618.5318	29	SJRPP IBEW	REGULAR	Regular Pay	\$33.23	10.0	91%	\$ 332.30	\$ 302.26	\$ 634.56	0.0	\$ -	\$ -	0%	\$ -	\$ -	\$ 634.56
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892803	00442	7278	Lloyd, Brad Adrian	Senior Operator Repairer.1618.5507	29	SJRPP IBEW	OVERTIME	Contract Policy 2_0	\$37.40	0.0	0%	\$ -	\$ -	\$ -	12.0	2.0	\$ 897.60	55%	\$ 497.27	\$ 1,394.87	\$ 1,394.87
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892803	00442	191	Persinger, Randy L	Power Plant Operator BM.1618.5518	09	SJRPP IBEW	OVERTIME	Contract Policy 2_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	6.0	2.0	\$ 393.84	55%	\$ 218.19	\$ 612.03	\$ 612.03
SJRPP GRE	09/12/2017	26 FY16/17	8004368	24892803	00442	8975	Youmans, Jeremy E	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Contract Policy 2_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	10.0	2.0	\$ 656.40	55%	\$ 363.65	\$ 1,020.05	\$ 1,020.05
SJRPP GRE	09/13/2017	26 FY16/17	8004368	24892805	00437	5780	Kisloski, Joseph J	Electrical Technician.1618.5318	29	SJRPP IBEW	REGULAR	Regular Pay	\$34.89	10.0	91%	\$ 348.90	\$ 317.36	\$ 666.26	0.0	\$ -	\$ -	0%	\$ -	\$ -	\$ 666.26
SJRPP GRE	09/13/2017	26 FY16/17	8004368	24892805	00437	8965	Hawkins, Tommy A	Electrical Technician.1618.5318	29	SJRPP IBEW	REGULAR	Regular Pay	\$34.89	5.0	91%	\$ 174.45	\$ 158.68	\$ 333.13	0.0	\$ -	\$ -	0%	\$ -	\$ -	\$ 333.13
SJRPP GRE	09/13/2017	26 FY16/17	8004368	24892803	00442	9521	Smith, Thomas Lewis (Tom)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pav	\$31.27	4.0	91%	\$ 125.08	\$ 113.77	\$ 238.85	0.0	\$ -	\$ -	0%	\$ -	\$ -	\$ 238.85
SJRPP GRE	09/13/2017	26 FY16/17	8004368	24892803	00442	8968	Starbuck, Ronald G Jr (Ronnie)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pay	\$32.82	10.0	91%	\$ 328.20	\$ 298.53	\$ 626.73	0.0	\$ -	\$ -	0%	\$ -	\$ -	\$ 626.73
SJRPP GRE	09/13/2017	26 FY16/17	8004368	24892803	00442	7279	Pollock, Stacy Lynn	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pay	\$32.82	4.0	91%	\$ 131.28	\$ 119.41	\$ 250.69	0.0	\$ -	\$ -	0%	\$ -	\$ -	\$ 250.69
SJRPP GRE	09/13/2017	26 FY16/17	8004368	24892805	00437	9296	Moody, Jeffrey Lawshe (Jeff)	Electrical Technician.1618.5318	29	SJRPP IBEW	REGULAR	Regular Pav	\$33.23	10.0	91%	\$ 332.30	\$ 302.26	\$ 634.56	0.0	\$ -	\$ -	0%	\$ -	\$ -	\$ 634.56
SJRPP GRE																									

SJRPP GRE	11/01/2017	04 FY17/18	8004368	24892803	00442	7463	Miller, Joey Lee	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pay	\$33.81	8.0	91%	\$ 270.48	\$ 246.03	\$ 516.51	0.0	\$ -	0%	\$ -	\$ -	\$ 516.51
SJRPP GRE	11/03/2017	04 FY17/18	8004368	24892803	00442	7276	Helbert, Sean Edward	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pay	\$33.81	3.0	91%	\$ 101.43	\$ 92.26	\$ 193.69	0.0	\$ -	0%	\$ -	\$ -	\$ 193.69
SJRPP GRE	11/03/2017	04 FY17/18	8004368	24892803	00442	7463	Miller, Joey Lee	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pay	\$33.81	8.0	91%	\$ 270.48	\$ 246.03	\$ 516.51	0.0	\$ -	0%	\$ -	\$ -	\$ 516.51
SJRPP GRE	11/06/2017	04 FY17/18	8004368	24892803	00442	7276	Helbert, Sean Edward	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pay	\$33.81	8.0	91%	\$ 270.48	\$ 246.03	\$ 516.51	0.0	\$ -	0%	\$ -	\$ -	\$ 516.51
SJRPP GRE	11/07/2017	04 FY17/18	8004368	24892803	00442	7276	Helbert, Sean Edward	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pay	\$33.81	8.0	91%	\$ 270.48	\$ 246.03	\$ 516.51	0.0	\$ -	0%	\$ -	\$ -	\$ 516.51
SJRPP GRE	11/07/2017	04 FY17/18	8004368	24892803	00442	8972	Griffis, Bruce R	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pay	\$33.81	8.0	91%	\$ 270.48	\$ 246.03	\$ 516.51	0.0	\$ -	0%	\$ -	\$ -	\$ 516.51
SJRPP GRE	11/08/2017	04 FY17/18	8004368	24892803	00442	7276	Helbert, Sean Edward	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pay	\$33.81	5.0	91%	\$ 169.05	\$ 153.77	\$ 322.82	0.0	\$ -	0%	\$ -	\$ -	\$ 322.82
SJRPP GRE	11/08/2017	04 FY17/18	8004368	24892803	00442	8972	Griffis, Bruce R	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	REGULAR	Regular Pay	\$33.81	8.0	91%	\$ 270.48	\$ 246.03	\$ 516.51	0.0	\$ -	0%	\$ -	\$ -	\$ 516.51

Subtotal \$ 65,008.55

Time

Review: Fleming, Steven M, 5876

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting Monday, September 04 2017


Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000442	001	Holiday Pay	12														12	
0000442	001	Regular Pay			6	12	6			0	0	12	6				42	
8004368	24892803	Contract Policy 2_0					0	0	0		6		0				6	
0000442	001	Shift Payment			6	12	6			0	6	12	6				48	
8004368	24892803	Regular Pay									6						6	
0000442	001	Emergency Relief					6	12	12	12							42	
8004368	24892803	Emergency 1_0					6										6	
8004368	24892803	Emergency 1_5						12	4								16	
8004368	24892803	Emergency 2_0							20	24							44	
0000442	001	Meal Allowance							3	3	3	1					10	
			12	0	12	24	24	24	39	39	21	25	12	0	0	0	232	

Audit Summary

Audit Summary

 Rows 1 to 38							
Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
0000442	001	Shift Payment	Thu, Sep 14	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Shift Payment	Thu, Sep 14	Thu, Sep 14	4		
0000442	001	Regular Pay	Thu, Sep 14	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Regular Pay	Thu, Sep 14	Thu, Sep 14	4		
8004368	24892803	Contract Policy 2_0	Thu, Sep 14	Fri, Sep 15	0	Correcting Hours	
1008897	001.1	Contract Policy 1_5	Thu, Sep 14	Thu, Sep 14	2		
0000442	001	Regular Pay	Wed, Sep 13	Fri, Sep 15	12	Correcting Project	
1008897	001.1	Regular Pay	Wed, Sep 13	Thu, Sep 14	12		
0000442	001	Shift Payment	Wed, Sep 13	Fri, Sep 15	12	Correcting Task	
1008897	001.1	Shift Payment	Wed, Sep 13	Thu, Sep 14	12		
0000442	001	Regular Pay	Tue, Sep 12	Fri, Sep 15	0	Correcting Hours	
0000442	001	Regular Pay	Tue, Sep 12	Fri, Sep 15	6		
8004368	24892803	Regular Pay	Tue, Sep 12	Fri, Sep 15	6	Correcting Hours	
8004368	24892803	Regular Pay	Tue, Sep 12	Thu, Sep 14	12		
0000442	001	Shift Payment	Tue, Sep 12	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Shift Payment	Tue, Sep 12	Thu, Sep 14	12		
0000442	001	Regular Pay	Mon, Sep 11	Fri, Sep 15	0	Correcting Hours	
1008897	001.1	Regular Pay	Mon, Sep 11	Thu, Sep 14	12		
0000442	001	Shift Payment	Mon, Sep 11	Fri, Sep 15	0	Correcting Hours	
1008897	001.1	Shift Payment	Mon, Sep 11	Thu, Sep 14	12		
8004368	24892803	Contract Policy 2_0	Sun, Sep 10	Fri, Sep 15	0	Correcting Hours	

1008897	001.1	Contract Policy 1_5	Sat, Sep 09	Thu, Sep 14	12		
0000442	001	Regular Pay	Fri, Sep 08	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Regular Pay	Fri, Sep 08	Thu, Sep 14	10		
8004368	24892803	Contract Policy 2_0	Fri, Sep 08	Fri, Sep 15	0	Correcting Hours	
1008897	001.1	Contract Policy 1_5	Fri, Sep 08	Thu, Sep 14	2		
0000442	001	Shift Payment	Fri, Sep 08	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Shift Payment	Fri, Sep 08	Thu, Sep 14	10		
0000442	001	Regular Pay	Thu, Sep 07	Fri, Sep 15	12	Correcting Project	
1008897	001.1	Regular Pay	Thu, Sep 07	Thu, Sep 14	12		
0000442	001	Shift Payment	Thu, Sep 07	Fri, Sep 15	12	Correcting Task	
1008897	001.1	Shift Payment	Thu, Sep 07	Thu, Sep 14	12		
0000442	001	Regular Pay	Wed, Sep 06	Fri, Sep 15	6	Correcting Project	
1008897	001.1	Regular Pay	Wed, Sep 06	Thu, Sep 14	6		
0000442	001	Shift Payment	Wed, Sep 06	Fri, Sep 15	6	Correcting Task	
1008897	001.1	Shift Payment	Wed, Sep 06	Thu, Sep 14	6		

Time

Review: Fleming, Steven M, 5876

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting Monday, October 02 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Oct 02	Tue, Oct 03	Wed, Oct 04	Thu, Oct 05	Fri, Oct 06	Sat, Oct 07	Sun, Oct 08	Mon, Oct 09	Tue, Oct 10	Wed, Oct 11	Thu, Oct 12	Fri, Oct 13	Sat, Oct 14	Sun, Oct 15	Total	Additional Details
1008897	001.1	Regular Pay	12	12	12	4							12	0	12	4	68	
1008897	001.1	Contract Policy 1_5			1	8	12	12	6							8	47	
1008897	001.1	Shift Payment	12	12	12	4											40	
0000442	001	Personal or Birthday												12			12	
			24	24	25	16	12	12	6	0	0	0	12	12	12	12	167	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
1008897	001.1	Regular Pay	Fri, Oct 13	Thu, Oct 12	0	Contracting Hours	
1008897	001.1	Regular Pay	Fri, Oct 13	Tue, Oct 03	12		

Time

Review: Fleming, Steven M, 5876

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting Monday, October 16 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Oct 16	Tue, Oct 17	Wed, Oct 18	Thu, Oct 19	Fri, Oct 20	Sat, Oct 21	Sun, Oct 22	Mon, Oct 23	Tue, Oct 24	Wed, Oct 25	Thu, Oct 26	Fri, Oct 27	Sat, Oct 28	Sun, Oct 29	Total	Additional Details
1008897	001.1	Regular Pay	12	12	12	4					6	12	12	10			80	
1008897	001.1	Contract Policy 1_5				8								2	12	12	34	
1008897	001.1	Shift Payment									6	12	12	10			40	
			12	12	12	12	0	0	0	0	12	24	24	22	12	12	154	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
No results found.							

[Return to Recent Timecards](#)

Review: Fleming, Steven M, 5876

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting Monday, October 30 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Oct 30	Tue, Oct 31	Wed, Nov 01	Thu, Nov 02	Fri, Nov 03	Sat, Nov 04	Sun, Nov 05	Mon, Nov 06	Tue, Nov 07	Wed, Nov 08	Thu, Nov 09	Fri, Nov 10	Sat, Nov 11	Sun, Nov 12	Total	Additional Details
1000097	001.1	Regular Pay	12	12	6				10	12	12	12	4				80	
1000097	001.1	Contract Policy 1_5							2				8	12	12	12	46	
1000097	001.1	Shift Payment	12	12	6												30	
0000442	001	Holiday Pay													12		12	
			24	24	12	0	0	0	12	12	12	12	12	12	24	12	168	

Audit Summary



Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
to results found.							

Return to Main Timecard

Time

Review: Pollock, Stacy Lynn, 7279

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)


Week Starting Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000442	001	Regular Pay			6	12	6			0	3	8	2				37	
0000442	001	Shift Payment			6	12	6			0	6	12	6				48	
8004368	24892803	Contract Policy 2_0					0	0	0					0			6	
8004368	24892803	Regular Pay									3	4	4				11	
0000442	001	Scheduled 1_5													10	10	20	
0000442	001	Holiday Pay		12													12	
0000442	001	Holiday Worked 1_5		10													10	
0000442	001	Emergency Relief						6	12	12	12						42	
8004368	24892803	Emergency 1_0					6										6	
8004368	24892803	Emergency 1_5							12	4							16	
8004368	24892803	Emergency 2_0							20	24							44	
0000442	001	Meal Allowance							3	3	3	1					10	
			22	0	12	24	24	24	39	39	21	25	12	0	10	10	262	

Audit Summary

 Rows 1 to 53							
Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
0000442	001	Scheduled 1_5	Sun, Sep 17	Fri, Sep 15	10	Correcting Task	
1013044	001.1	Scheduled 1_5	Sun, Sep 17	Thu, Sep 14	10		
0000442	001	Scheduled 1_5	Sat, Sep 16	Fri, Sep 15	10	Correcting Task	
1013044	001.1	Scheduled 1_5	Sat, Sep 16	Thu, Sep 14	10		
0000442	001	Regular Pay	Thu, Sep 14	Fri, Sep 15	2	Correcting Hours	
0000442	001	Regular Pay	Thu, Sep 14	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Regular Pay	Thu, Sep 14	Thu, Sep 14	0		
0000442	001	Shift Payment	Thu, Sep 14	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Shift Payment	Thu, Sep 14	Thu, Sep 14	4		
8004368	24892803	Contract Policy 2_0	Thu, Sep 14	Fri, Sep 15	0	Correcting Project	
1008897	001.1	Contract Policy 2_0	Thu, Sep 14	Fri, Sep 15	0	Correcting Hours	
1008897	001.1	Contract Policy 1_5	Thu, Sep 14	Thu, Sep 14	2		
0000442	001	Shift Payment	Wed, Sep 13	Fri, Sep 15	12	Correcting Project	
1008897	001.1	Shift Payment	Wed, Sep 13	Thu, Sep 14	12		
0000442	001	Regular Pay	Wed, Sep 13	Fri, Sep 15	8	Correcting Hours	
0000442	001	Regular Pay	Wed, Sep 13	Fri, Sep 15	12	Correcting Hours	
1008897	001.1	Regular Pay	Wed, Sep 13	Thu, Sep 14	8		
8004368	24892803	Contract Policy 2_0	Tue, Sep 12	Fri, Sep 15	6	Correcting Project	
1008897	001.1	Contract Policy 2_0	Tue, Sep 12	Fri, Sep 15	6		
0000442	001	Shift Payment	Tue, Sep 12	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Shift Payment	Tue, Sep 12	Thu, Sep 14	12		

0000442	001	Regular Pay	Wed, Sep 13	Fri, Sep 15	8	Correcting Hours	
0000442	001	Regular Pay	Wed, Sep 13	Fri, Sep 15	12	Correcting Hours	
1008897	001.1	Regular Pay	Wed, Sep 13	Thu, Sep 14	8		
8004368	24892803	Contract Policy 2_0	Tue, Sep 12	Fri, Sep 15	6	Correcting Project	
1008897	001.1	Contract Policy 2_0	Tue, Sep 12	Fri, Sep 15	6		
0000442	001	Shift Payment	Tue, Sep 12	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Shift Payment	Tue, Sep 12	Thu, Sep 14	12		
0000442	001	Regular Pay	Tue, Sep 12	Fri, Sep 15	3	Correcting Hours	
0000442	001	Regular Pay	Tue, Sep 12	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Regular Pay	Tue, Sep 12	Thu, Sep 14	3		
8004368	24892803	Regular Pay	Tue, Sep 12	Fri, Sep 15	3	Correcting Hours	
8004368	24892803	Regular Pay	Tue, Sep 12	Thu, Sep 14	9		
0000442	001	Shift Payment	Mon, Sep 11	Fri, Sep 15	0	Correcting Hours	
1008897	001.1	Shift Payment	Mon, Sep 11	Thu, Sep 14	12		
0000442	001	Regular Pay	Mon, Sep 11	Fri, Sep 15	0	Correcting Hours	
1008897	001.1	Regular Pay	Mon, Sep 11	Thu, Sep 14	12		

Time

Review: Pollock, Stacy Lynn, 7279

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting Monday, October 30 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Oct 30	Tue, Oct 31	Wed, Nov 01	Thu, Nov 02	Fri, Nov 03	Sat, Nov 04	Sun, Nov 05	Mon, Nov 06	Tue, Nov 07	Wed, Nov 08	Thu, Nov 09	Fri, Nov 10	Sat, Nov 11	Sun, Nov 12	Total	Additional Details
1008897	001.1	Regular Pay	12	6					10	12	12	12	4				68	
1008897	001.1	Shift Payment	12	6													18	
0000442	001	Annual Leave		6	6												12	
1008897	001.1	Contract Policy 1_5							2				8	12		12	46	
0000442	001	Holiday Pay													12		12	
			24	18	6	0	0	0	12	12	12	12	12	12	24	12	156	

Audit Summary



Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
No results found.							

[Return to Default Timecard](#)

Time

Review: Filer, Darrin Dewayne, 9096

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)


Week Starting Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000439	001	Regular Pay	0	0	6	12	6	0	0	0	6	12	4	0	0	0	46	
0000439	001	Shift Payment			6	12	6	0		0	6	12	4				48	
0000439	001	Contract Policy 1_5				0	0	0	0				2			0	2	
0000439	001	Scheduled 1_5	12			0	0		0				6	6			24	
8004368	24892797	Emergency 1_0					6		0	0							6	
8004368	24892797	Emergency 2_0	0						20	24							44	
0000439	001	Meal Allowance	0						3	3	3	1					10	
0000439	001	Holiday Pay	12														12	
8004368	24892797	Emergency 1_5						12	4								16	
0000439	001	Emergency Relief					6	12	12	12							42	
			24	0	12	24	24	24	39	39	15	25	16	6	0	0	248	

Audit Summary

 Rows 1 to 37							
Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
0000439	001	Regular Pay	Thu, Sep 14	Mon, Sep 25	4	Correcting Hours	
0000439	001	Regular Pay	Thu, Sep 14	Fri, Sep 15	6	Correcting Hours	
0000439	001	Regular Pay	Thu, Sep 14	Mon, Sep 11	4		
0000439	001	Shift Payment	Thu, Sep 14	Mon, Sep 25	4	Correcting Hours	
0000439	001	Shift Payment	Thu, Sep 14	Fri, Sep 15	6	Correcting Hours	
0000439	001	Shift Payment	Thu, Sep 14	Mon, Sep 11	4		
0000439	001	Contract Policy 1_5	Thu, Sep 14	Mon, Sep 25	2	Correcting Hours	
0000439	001	Contract Policy 1_5	Thu, Sep 14	Fri, Sep 15	0	Correcting Hours	
0000439	001	Contract Policy 1_5	Thu, Sep 14	Mon, Sep 11	2		
0000439	001	Shift Payment	Tue, Sep 12	Fri, Sep 15	6	Correcting Hours	
0000439	001	Shift Payment	Tue, Sep 12	Mon, Sep 11	12		
0000439	001	Regular Pay	Tue, Sep 12	Fri, Sep 15	6	Correcting Hours	
0000439	001	Regular Pay	Tue, Sep 12	Mon, Sep 11	12		
8004368	24892797	Emergency 1_0	Mon, Sep 11	Fri, Sep 15	0	Correcting Hours	
0000439	001	Emergency 1_0	Mon, Sep 11	Wed, Sep 13	0	Correcting Hours	
0000439	001	Emergency 1_0	Mon, Sep 11	Mon, Sep 11	12		
0000439	001	Shift Payment	Mon, Sep 11	Fri, Sep 15	0	Correcting Hours	
0000439	001	Shift Payment	Mon, Sep 11	Mon, Sep 11	12		
0000439	001	Regular Pay	Mon, Sep 11	Fri, Sep 15	0	Correcting Hours	
0000439	001	Regular Pay	Mon, Sep 11	Mon, Sep 11	12		

8004368	24892797	Emergency 1_0	Sun, Sep 10	Fri, Sep 15	0	Correcting Hours	
0000439	001	Emergency 1_0	Sun, Sep 10	Wed, Sep 13	0	Correcting Hours	
0000439	001	Emergency 1_0	Sun, Sep 10	Mon, Sep 11	12		
0000439	001	Contract Policy 1_5	Sun, Sep 10	Fri, Sep 15	0	Correcting Hours	
0000439	001	Contract Policy 1_5	Sun, Sep 10	Mon, Sep 11	12		
0000439	001	Shift Payment	Sat, Sep 09	Fri, Sep 15	0	Correcting Hours	
0000439	001	Shift Payment	Sat, Sep 09	Wed, Sep 13	10		
0000439	001	Contract Policy 1_5	Sat, Sep 09	Fri, Sep 15	0	Correcting Hours	
0000439	001	Contract Policy 1_5	Sat, Sep 09	Mon, Sep 11	2		
0000439	001	Regular Pay	Sat, Sep 09	Fri, Sep 15	0	Correcting Hours	
0000439	001	Regular Pay	Sat, Sep 09	Mon, Sep 11	10		
0000439	001	Shift Payment	Fri, Sep 08	Fri, Sep 15	6	Correcting Hours	
0000439	001	Shift Payment	Fri, Sep 08	Mon, Sep 11	12		
0000439	001	Regular Pay	Fri, Sep 08	Fri, Sep 15	6	Correcting Hours	
0000439	001	Regular Pay	Fri, Sep 08	Mon, Sep 11	12		
8004368	24892797	Emergency 2_0	Mon, Sep 04	Fri, Sep 15	0	Correcting Hours	
0000439	001	Emergency 2_0	Mon, Sep 04	Wed, Sep 13	0		

Time

Review: Filer, Darrin Dewayne, 9096

If you do not know your home default project or task number, please click here. [Cost Center Spreadsheet](#)

Week Starting Monday, October 02 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Oct 02	Tue, Oct 03	Wed, Oct 04	Thu, Oct 05	Fri, Oct 06	Sat, Oct 07	Sun, Oct 08	Mon, Oct 09	Tue, Oct 10	Wed, Oct 11	Thu, Oct 12	Fri, Oct 13	Sat, Oct 14	Sun, Oct 15	Total	Additional Details
0000439	001	Regular Pay	12	12	12	4	0	0	0	0		0	12	12	12	4	80	
0000439	001	Shift Payment	12	12	12	4	0	0	0	0							40	
0000439	001	Contract Policy 1_5				8	12	12	6							8	46	
			24	24	24	16	12	12	6	0	0	0	12	12	12	12	166	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
No results found.							

[Return to Recent Timecards](#)

Time

Review: Filer, Darrin Dewayne, 9096

If you do not know your home default project or task number, please click here. [Cost Center Spreadsheet](#)

Week Starting Monday, October 16 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Oct 16	Tue, Oct 17	Wed, Oct 18	Thu, Oct 19	Fri, Oct 20	Sat, Oct 21	Sun, Oct 22	Mon, Oct 23	Tue, Oct 24	Wed, Oct 25	Thu, Oct 26	Fri, Oct 27	Sat, Oct 28	Sun, Oct 29	Total	Additional Details
0000439	001	Regular Pay	12	12	12	4			0	0	6	12	12	10			80	
0000439	001	Contract Policy 1_5				8							0	2	12	12	34	
0000439	001	Shift Payment	0	0	0	0					6	12	12	10	0	0	40	
			12	12	12	12	0	0	0	0	12	24	24	22	12	12	154	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
0000439	001	Shift Payment	Sun, Oct 29	Fri, Oct 27	0	Correcting Hours	
0000439	001	Shift Payment	Sun, Oct 29	Fri, Oct 27	12		
0000439	001	Shift Payment	Sat, Oct 28	Fri, Oct 27	0	Correcting Hours	
0000439	001	Shift Payment	Sat, Oct 28	Fri, Oct 27	12		
0000439	001	Shift Payment	Fri, Oct 27	Fri, Oct 27	10	Correcting Hours	
0000439	001	Shift Payment	Fri, Oct 27	Fri, Oct 27	12		

Time

Review: Filer, Darrin Dewayne, 9096

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting Monday, October 30 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Oct 30	Tue, Oct 31	Wed, Nov 01	Thu, Nov 02	Fri, Nov 03	Sat, Nov 04	Sun, Nov 05	Mon, Nov 06	Tue, Nov 07	Wed, Nov 08	Thu, Nov 09	Fri, Nov 10	Sat, Nov 11	Sun, Nov 12	Total	Additional Details
0000439	001	Regular Pay	12	12	6	0	0	0	10	12	12	12	4	0	0	0	80	
0000439	001	Shift Payment	12	12	6	0	0	0	0	0							30	
0000439	001	Contract Policy 1_5							2				8	12	12	12	46	
0000439	001	Holiday Pay													12		12	
			24	24	12	0	0	0	12	12	12	12	12	12	24	12	168	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
No results found.							

[Return to Recent Timecards](#)

Time

Review: Smith, Thomas Lewis (Tom), 9521

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)


Week Starting Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000442	001	Scheduled 1_5													10	10	20	
0000442	001	Regular Pay			6	12	6	0		0	3	8	2				37	
8004368	24892803	Regular Pay									3	4	4				11	
0000442	001	Holiday Pay	12														12	
0000442	001	Holiday Worked 1_5	10														10	
0000442	001	Contract Policy 2_0					0	0	0		6		0				6	
0000442	001	Shift Payment			6	12	6	0		0	6	12	6				48	
0000442	001	Emergency Relief					6	12	12	12							42	
8004368	24892803	Emergency 1_0					6										6	
8004368	24892803	Emergency 1_5						12	4								16	
8004368	24892803	Emergency 2_0						20	24								44	
0000442	001	Meal Allowance							3	3	3	1					10	
			22	0	12	24	24	24	39	39	21	25	12	0	10	10	262	

Audit Summary

 Rows 1 to 55							
Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
0000442	001	Scheduled 1_5	Sun, Sep 17	Fri, Sep 15	10	Correcting Task	
1013044	001.1	Scheduled 1_5	Sun, Sep 17	Wed, Sep 13	10		
0000442	001	Scheduled 1_5	Sat, Sep 16	Fri, Sep 15	10	Correcting Task	
1013044	001.1	Scheduled 1_5	Sat, Sep 16	Wed, Sep 13	10		
0000442	001	Shift Payment	Thu, Sep 14	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Shift Payment	Thu, Sep 14	Wed, Sep 13	4		
0000442	001	Contract Policy 2_0	Thu, Sep 14	Fri, Sep 15	0	Correcting Type	
0000442	001	Contract Policy 1_5	Thu, Sep 14	Fri, Sep 15	0	Correcting Hours	
1008897	001.1	Contract Policy 1_5	Thu, Sep 14	Wed, Sep 13	2		
0000442	001	Shift Payment	Wed, Sep 13	Fri, Sep 15	12	Correcting Task	
1008897	001.1	Shift Payment	Wed, Sep 13	Wed, Sep 13	12		
0000442	001	Regular Pay	Wed, Sep 13	Fri, Sep 15	8	Correcting Project	
1008897	001.1	Regular Pay	Wed, Sep 13	Wed, Sep 13	8		
0000442	001	Contract Policy 2_0	Tue, Sep 12	Fri, Sep 15	6	Correcting Type	
0000442	001	Contract Policy 1_5	Tue, Sep 12	Fri, Sep 15	6		
0000442	001	Shift Payment	Tue, Sep 12	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Shift Payment	Tue, Sep 12	Wed, Sep 13	12		
8004368	24892803	Regular Pay	Tue, Sep 12	Fri, Sep 15	3	Correcting Hours	
8004368	24892803	Regular Pay	Tue, Sep 12	Wed, Sep 13	9		
0000442	001	Regular Pay	Tue, Sep 12	Fri, Sep 15	3	Correcting Project	

1008897	001.1	Regular Pay	Tue, Sep 12	Wed, Sep 13	3		
0000442	001	Regular Pay	Mon, Sep 11	Fri, Sep 15	0	Correcting Hours	
1008897	001.1	Regular Pay	Mon, Sep 11	Wed, Sep 13	12		
0000442	001	Shift Payment	Mon, Sep 11	Fri, Sep 15	0	Correcting Hours	
1008897	001.1	Shift Payment	Mon, Sep 11	Wed, Sep 13	12		
0000442	001	Contract Policy 2_0	Sun, Sep 10	Fri, Sep 15	0	Correcting Type	
0000442	001	Contract Policy 1_5	Sun, Sep 10	Fri, Sep 15	0	Correcting Hours	
1008897	001.1	Contract Policy 1_5	Sun, Sep 10	Wed, Sep 13	12		
0000442	001	Contract Policy 2_0	Sat, Sep 09	Fri, Sep 15	0	Correcting Type	
0000442	001	Contract Policy 1_5	Sat, Sep 09	Fri, Sep 15	0	Correcting Hours	
1008897	001.1	Contract Policy 1_5	Sat, Sep 09	Thu, Sep 14	12	Correcting Hours	
1008897	001.1	Contract Policy 1_5	Sat, Sep 09	Wed, Sep 13	2		
0000442	001	Regular Pay	Sat, Sep 09	Fri, Sep 15	0	Correcting Project	
1008897	001.1	Regular Pay	Sat, Sep 09	Thu, Sep 14	0	Correcting Hours	
1008897	001.1	Regular Pay	Sat, Sep 09	Wed, Sep 13	10		
0000442	001	Shift Payment	Sat, Sep 09	Fri, Sep 15	0	Correcting Task	
1008897	001.1	Shift Payment	Sat, Sep 09	Thu, Sep 14	0	Correcting Hours	
1008897	001.1	Shift Payment	Sat, Sep 09	Wed, Sep 13	10		
0000442	001	Contract Policy 2_0	Fri, Sep 08	Fri, Sep 15	0	Correcting Type	

0000442	001	Contract Policy 1_5	Fri, Sep 08	Fri, Sep 15	0	Correcting Hours	
1008897	001.1	Contract Policy 1_5	Fri, Sep 08	Thu, Sep 14	2		
0000442	001	Regular Pay	Fri, Sep 08	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Regular Pay	Fri, Sep 08	Thu, Sep 14	10	Correcting Hours	
1008897	001.1	Regular Pay	Fri, Sep 08	Wed, Sep 13	12		
0000442	001	Shift Payment	Fri, Sep 08	Fri, Sep 15	6	Correcting Hours	
1008897	001.1	Shift Payment	Fri, Sep 08	Thu, Sep 14	10	Correcting Hours	
1008897	001.1	Shift Payment	Fri, Sep 08	Wed, Sep 13	12		
0000442	001	Regular Pay	Thu, Sep 07	Fri, Sep 15	12	Correcting Project	
1008897	001.1	Regular Pay	Thu, Sep 07	Wed, Sep 13	12		
0000442	001	Shift Payment	Thu, Sep 07	Fri, Sep 15	12	Correcting Task	
1008897	001.1	Shift Payment	Thu, Sep 07	Wed, Sep 13	12		
0000442	001	Regular Pay	Wed, Sep 06	Fri, Sep 15	6	Correcting Project	
1008897	001.1	Regular Pay	Wed, Sep 06	Wed, Sep 13	6		
0000442	001	Shift Payment	Wed, Sep 06	Fri, Sep 15	6	Correcting Task	
1008897	001.1	Shift Payment	Wed, Sep 06	Wed, Sep 13	6		

Time

Review: Smith, Thomas Lewis (Tom), 9521

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting Monday, October 02 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Oct 02	Tue, Oct 03	Wed, Oct 04	Thu, Oct 05	Fri, Oct 06	Sat, Oct 07	Sun, Oct 08	Mon, Oct 09	Tue, Oct 10	Wed, Oct 11	Thu, Oct 12	Fri, Oct 13	Sat, Oct 14	Sun, Oct 15	Total	Additional Details
1008897	001.1	Regular Pay							1				12	12	12	4	40	
1008897	001.1	Scheduled 1_5															1	
0000442	001	Annual Leave	6	12		10											28	
1008897	001.1	Contract Policy 1_5						6	6							8	20	
0000442	001	Personal or Birthday			12												12	
			6	12	12	10	0	6	7	0	0	0	12	12	12	12	101	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
No results found.							

Time

Review: Smith, Thomas Lewis (Tom), 9521

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting Monday, October 16 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Oct 16	Tue, Oct 17	Wed, Oct 18	Thu, Oct 19	Fri, Oct 20	Sat, Oct 21	Sun, Oct 22	Mon, Oct 23	Tue, Oct 24	Wed, Oct 25	Thu, Oct 26	Fri, Oct 27	Sat, Oct 28	Sun, Oct 29	Total	Additional Details
1013044	001.1	Scheduled 1_5						8	8								16	
1008897	001.1	Regular Pay	12	12	12	4					6	12	12	10			80	
1008897	001.1	Contract Policy 1_5				8								2	12	12	34	
1008897	001.1	Shift Payment									6	12	12	10			40	
			12	12	12	12	0	8	8	0	12	24	24	22	12	12	170	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
No results found.							

[Return to Recent Timecards](#)

Time

Review: Smith, Thomas Lewis (Tom), 9521

If you do not know your home default project or task number, please click here. Cost Center Spreadsheet

Week Starting Monday, October 30 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Oct 30	Tue, Oct 31	Wed, Nov 01	Thu, Nov 02	Fri, Nov 03	Sat, Nov 04	Sun, Nov 05	Mon, Nov 06	Tue, Nov 07	Wed, Nov 08	Thu, Nov 09	Fri, Nov 10	Sat, Nov 11	Sun, Nov 12	Total	Additional Details
1008897	001.1	Regular Pay	12	6					10	12	12	12	4				68	
000442	001	Annual Leave		6	6												12	
000442	001	Holiday Pay													12		12	
1008897	001.1	Contract Policy 1_5							2				8	12	12	12	46	
1008897	001.1	Shift Payment	12	6													18	
			24	18	6	0	0	0	12	12	12	12	12	12	24	12	156	

Audit Summary

							
Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
No results found.							

[Return to Recent Timecards](#)

Data Source: SharePoint		361.9	JEA's Property Damage (Actual Expenses, 12-Sep-2017)					Hurricane IRMA (Sept 10, 2017)		Robert Stanley, Maintenance Superintendent	
		258.3	JEA Electric Plant - St. Johns River Power Park (SJRPP)					Paul Yarger, Operations Superintendent		Office (904)665-8932 Cell: (904)629-3199	
		620.2	310.1	11235 New Berlin Road, Jacksonville, FL 32226 (Duval County)					Office: (904) 665-6611 Cell: (904) 568-6018		
Damage Assessment Date	Assessor's Name and Title	Business Phone and Cell Phone	JEA's Cost Center	Description of Damage	Picture Numbers	Infrastructure Damaged	Damage Estimate	Date Damage Repaired/Replaced	Description	GPS Location	
9/12/2017	Hart, Calvin		00438	Metal covered garage flipped	1	Metal Building	3000	10/12/17	Crushed and disposed of by plant personnel	30.433806	-81.5501497
9/12/2017	Hart, Calvin		00438	Building #6 Roof and Siding torn off	2	Metal Building	20000		No repair work completed due to plant decommissioning	30.4379615	-81.5524863
9/12/2017	Hart, Calvin		00438	U1 Cir. Water Pump Protective Fence Torn down	3	Metal Fencing	5000		No repair work completed due to plant decommissioning	30.436831	-81.552051
9/12/2017	Hart, Calvin		00438	Rail Car Gate Behind Chlorine Building Damaged	4	Metal Fence	4000	11/6/17	Repairs completed by plant personnel	30.4288145	-81.5539938
9/12/2017	Doyle, Chris		00438	Lime Slaker Roof is damaged	5	Metal Roof	2000	11/6/17	Repairs completed by plant personnel	30.4288373	-81.5471791
9/12/2017	Ehrle, Alan		00438	Building 22 leak in AQCS Lab	6	Building 22	2000	11/6/17	Repairs completed by plant personnel	30.430045	-81.551288
9/12/2017	Ehrle, Alan		00438	Building 27 leak in WWT Control Room	7	Building 27	5000	11/8/17	Repairs completed by plant personnel	30.428689	-81.547697
9/12/2017	Davis, Phillip		00438	Perimeter fence by gate #66 damaged	8	Metal Fencing	500	11/8/17	Removed trees and patched fencing	30.4226347	-81.5474184
9/12/2017	Davis, Phillip		00438	Metal covered garage flipped	9	Metal Building	3000	11/8/17	Crushed and disposed of by plant personnel. Not replacing due to plant closure	30.433806	-81.5501497
9/12/2017	Davis, Phillip		00438	Building 26 - 20' Flashing east of building damaged	10	Building 26	200	11/8/17	Repairs completed by plant personnel	30.2342	-81.3253
9/12/2017	Walters, Matt		00438	U1 17th Floor Crane Power Track damaged	11	U1 Crane 17th Floor	1500		No repair work completed due to plant decommissioning	30.2554	-81.334
9/12/2017	Walters, Matt		00438	U2 B SCR 18th Floor Southeast Corner Lagging and Skirt Missing	12	U2 SCR B	3000		No repair work completed due to plant decommissioning	30.2556	-81.335
9/12/2017	Conner, Lyle		00438	U2 A SCR 18th Floor Southeast Corner Lagging and Skirt Missing	13	U2 SCR A	3000		No repair work completed due to plant decommissioning	30.2556	-81.334
9/12/2017	Conner, Lyle		00438	U1 B SCR 18th Floor Southeast Corner Lagging and Skirt Missing	14	U1 SCR B	3000		No repair work completed due to plant decommissioning	30.2557	-81.339
9/12/2017	Conner, Lyle		00438	U1 A SCR 18th Floor Southeast Corner Lagging and Skirt Missing	14A	U1 SCR A	3000		No repair work completed due to plant decommissioning	30.2554	-81.334
9/12/2017	Samuel, Dwight		00438	Reagent Prep Area Lighting Panel Damaged	15	LP-1F21-4	4000	11/10/17	Repairs completed by plant personnel	30.2577	-81.989
9/12/2017	Samuel, Dwight		00438	Gypsum Dewatering Area Sump Electrical Panel Damaged	16	95-05 Waste Disp. Area Sump Panel P-22	4000	11/10/17	Repairs completed by plant personnel	30.25673	-81.34254
9/12/2017	Samuel, Dwight		00438	U2 FGD 5th Floor Fire Hose Cabinet Damaged	17	2-HOV-078 154A	500	11/10/17	Repairs completed by plant personnel	30.818	-81.33027
9/12/2017	Samuel, Dwight		00438	Center Park/East Park Rd Wind Sock Damaged	18	Wind Sock	250	11/16/17	Replaced	30.25868	-81.32980
9/12/2017	Samuel, Dwight		00438	Reagent Prep Classifier Roof 240 ft. Missing	19	Reagent Prep Area Missing	6000	11/16/17	Removed damaged roof	30.803	-81.33004
9/12/2017	Davis, Phillip		00438	Ash-3 Tree on Fence between Railroad Tracks and 9GC4	20	Metal Fence	500	11/14/17	Removed trees by plant personnel	30.43314316	-81.546959
9/12/2017	Davis, Phillip		00438	Ash-2 Metal building destroyed	21	Metal Building	3000		No repair work completed due to plant decommissioning	30.4351736	-81.5472846

Damage Assessment Date	Assessor's Name and Title	Business Phone and Cell Phone	JEA's Cost Center	Description of Damage	Picture Numbers	Infrastructure Damaged	Damage Estimate	Date Damage Repaired/Replaced	Description	GPS Location
9/12/2017	Davis, Phillip		00438	Ash-1 Metal building destroyed	21A	Metal Building	3000		No repair work completed due to plant decommissioning	30.4350397 -81.5460116
9/12/2017	Davis, Phillip		00438	Perimeter fence by gate CT-3 damaged	22	Metal Fencing	500	11/14/17	Removed trees and patched fencing	30.4218522 -81.5470781
9/12/2017	Jensen, Rick		00436	U2 Turbine Deck (2) Windows damaged	23	Turbine Deck Windows	1800		No repair work completed due to plant decommissioning	30.432 -81.551
9/12/2017	Dykhuis, Scott		00436	U2 D1 and D2 Main Flame Detector		Burner Decks	10000	10/27/17	Replaced by plant personnel Parts 9179.86 Labor 1477.60	Unit 2 Boiler D deck
9/12/2017	Yarger, Paul		00438	Make-Up Pump Building Roof Damaged	24	Make-Up Pump metal Building	2000	11/6/17	Repairs completed by plant personnel	Make-Up Pump Building Roof Damaged located at Northside
9/12/2017	Gariepy, Wayne		00438	Perimeter Fence at Gate 64 Damaged by Tree	25	Metal Fence	2000	11/7/17	Removed trees and patched fencing	Perimeter Fence at Gate #64 Damaged by Tree
9/12/2017	Gariepy, Wayne		00438	Gate #7 Bent	26	Metal Fence	5000	11/6/17	Repairs completed by plant personnel	30.4338523 -815534091
9/12/2017	Barry, Jay		00438	Building #1 Siding / Rollup Door Damaged	27	Metal Building	1700	11/6/17	Repairs completed by plant personnel	30.43455 -81.55031
9/12/2017	Barry, Jay		00438	Building #2 Siding / Flashing Damaged 50ft	28	Metal Building	2000	11/6/17	Repairs completed by plant personnel	30.43455 -81.55031
9/12/2017	Barry, Jay		00438	Building #4 Siding / Flashing Damaged 50ft	29	Metal Building	1700	11/6/17	Repairs completed by plant personnel	30.40388 -81.54571
9/12/2017	Barry, Jay		00438	Building #1 Weather Vane and Wind Sock	30	Metal Building	250	11/6/17	Replaced	30.43455 -81.55031
9/12/2017	Hogan, Mark		00438	Street Light West of Dewatering Building	31	Stet Light	1000		No repair work completed due to plant decommissioning	30.4321000 -81.5488667
9/12/2017	Hogan, Mark		00438	Street Light South of ILP Pumps	31A	Street Light	1000		No repair work completed due to plant decommissioning	30.4336500 -81.5462167
9/12/2017	Hogan, Mark		00438	Street Light North of Building #29	31B	Street Light	1000		No repair work completed due to plant decommissioning	30.4351000 -81.5461667
9/12/2017	Peacock, James		00439	Coal Pile Perimeter Ditch Ash Landfill area Clean-Up	32,33,34	Coal Pile Perimeter Ditch	48939	11/13/17	Repairs completed by plant personnel With heavy equipment and fuel charge	Coal Pile Perimeter Ditch
9/13/2017	Hart, Calvin		00438	Unit 1 and Unit 2 Boiler Elevators Control Cabinets Water Damaged	35	18th Floor Boiler U1 and U2	10000	11/15/17	Repaired by Thyssenkrupp Elevator Corporation	30.4329061 -8155142224 / 30.4328304 -80.15508437
9/13/2017	Hart, Calvin		00438	Removal of tree obstruction on SJRPP Plant site by Utility workers	36	SJRPP Plant site	7000	11/8/17	Repairs completed by plant personnel	30.4336378 -81.5527309
9/13/2017	Hart, Calvin		00438	Building 26 - HVAC Unit #27 water damaged	37	Building 26	4000	11/15/17	Repaired by Thermaserve	30.4336378 -81.5527309
9/13/2017	Davis, Phillip		00438	Building #25 Roof leak into Dumper Control Room	38	Building 25	6000	11/8/17	Repairs completed by plant personnel	30.42935 -80.5467813
9/13/2017	Davis, Phillip		00438	Building #26 Roof leak into offices	39	Building 26	6000	11/8/17	Repairs completed by plant personnel	30.4286047 -80.5483061
9/13/2017	Soule, Louis C.		00437	U2 FGD Electrical Conduit Box Damaged	40	U2 FGD Area	500	11/8/17	Repairs completed by plant personnel	30.025846 -81.33057
9/14/2017	Calvin Hart		00438	Unit#2 FGD Area Elevator	41	U2 FGD Area	5000	11/15/17	Repaired by Thyssenkrupp Elevator Corporation	30.4310682 -81.5510084
9/14/2017	Calvin Hart		00438	SJRPP Coal Terminal Ship Unloder Elevator		Coal Terminal	3000	11/3/17	Repaired by Thyssenkrupp Elevator Corporation	30.390929, -81.532058
							\$199,839			30.2342 -81.3253

Trans Id	Project	Task	Expnd Type	Item Date	Employee/Supplier	Quantity	UOM	Project	
								Burdened Cost	Comment
22971288	R12X00436	30163103	ISSUES	13-Sep-17		2	Each	\$ 81.70	POWER SUPPLY,24VDC,2A,48W,DIN-RAIL MOUNTED
22971290	R12X00436	30163103	ISSUES	13-Sep-17		1	Each	\$ 3,215.20	FLAME SCANNER,FIREYE TYPE INSIGHT II INTEGRATED FLAME SCANNER,DUAL DETECTOR (IR&UV),w/SIGNAL QUICK DISCONNECT,NEMA 4X, FM UL/c APPROVED
22971292	R12X00436	30163103	ISSUES	13-Sep-17		2	Each	\$ 312.00	QUICK DISCONNECT, 1" NPT MOUNTING FLANGE FOR FIREYE INSIGHT II FLAME SCANNER
22971294	R12X00436	30163103	ISSUES	13-Sep-17		2	Each	\$ 1,411.00	VACUUM FLOURESCENT DISPLY FIREYE II FLAME SCANNER
23024838	R12X00436	30163103	ISSUES	28-Sep-17		4	Each	\$ 12.42	CONNECTOR,1/4" TUBE X 1/4" FPT BRASS
23077455	R12X00436	30163103	ISSUES	17-Oct-17		3	Each	\$ 2,193.00	CABLE ASSEMBLY, FACTORY WIRED WITH RIGHT ANGLE CONNECTOR
23080949	R12X00436	30163103	ISSUES	19-Oct-17		-3	Each	\$ (2,193.00)	CABLE ASSEMBLY, FACTORY WIRED WITH RIGHT ANGLE CONNECTOR
23080962	R12X00436	30163103	ISSUES	19-Oct-17		2	Each	\$ 6,688.00	FLAME SCANNER,FIREYE TYPE INSIGHT II INTEGRATED FLAME SCANNER,DUAL DETECTOR (IR&UV),w/SIGNAL QUICK DISCONNECT,NEMA 4X, FM UL/c APPROVED
23080964	R12X00436	30163103	ISSUES	19-Oct-17		2	Each	\$ 316.00	QUICK DISCONNECT, 1" NPT MOUNTING FLANGE FOR FIREYE INSIGHT II FLAME SCANNER
23080966	R12X00436	30163103	ISSUES	19-Oct-17		3	Each	\$ 1,134.00	CABLE ADAPTER, CONNECTS 95DSS3-WNC TO 45FS1/45UVFS1 FLAME SCANNER
23080999	R12X00436	30163103	ISSUES	19-Oct-17		3	Each	\$ 2,514.00	VACUUM FLOURESCENT DISPLY FIREYE II FLAME SCANNER
23081001	R12X00436	30163103	ISSUES	19-Oct-17		1	Each	\$ 731.00	CABLE ASSEMBLY, FACTORY WIRED WITH RIGHT ANGLE CONNECTOR
23107577	R12X00436	30163103	ISSUES	26-Oct-17		1	Each	\$ 731.00	CABLE ASSEMBLY, FACTORY WIRED WITH RIGHT ANGLE CONNECTOR
						Materials		\$ 17,146.32	

FLORIDA DIVISION OF EMERGENCY MANAGEMENT
FORCE ACCOUNT & MUTUAL AID CLAIMANT/FRINGE BENEFIT RATE DETERMINATION

Page: 1

Applicant/Subgrantee or Mutual Aid Claimant JEA	For FA:	FIPS#	Category	Declaration#
	For MA:	EIN#	State EOC Msn#	
Location/Site of Work		Description of Work:		

FRINGE BENEFIT (Employer's Cost)	REGULAR TIME PAY (By Percent)	OVERTIME PAY (By Percent)
Social Security	8.15	8.15
Retirement	45.74	45.74
Workers Compensation Insurance	1.51	1.51
Unemployment Insurance	—	—
Health Insurance Benefits	18.74	N/A
Life Insurance Benefits	0.31	N/A
Annual (Vacation) Leave	10.0	N/A
Holiday Leave	4.62	N/A
Average Used Sick Leave	—	N/A
Other (Specify Below): Deferred Comp 457 plus LTD	1.89	N/A
TOTAL (% of Annual Leave)	90.96	55.40

Work Unit: JEA's St. Johns River Power Park facility
 (Employer-wide, Department, Unit, Special Risk, etc.)

Instructions:

To effectively use this form to determine fringe benefit rates, group employees by Status or common benefits in the Labor Summaries (Salaried, Full-time, Permanent, Special Risk, Part-time, Contract Hires, and/or Temporary Help. For each employee grouping, determine the average fringe benefit rate for both Regular Time wages and Overtime Wages. The Overtime fringe benefits are usually limited to the types indicated as applicable above in the Overtime column. If the participating group of employees is substantially alike in benefits, with few exceptions, use the majority group determination for all the employees in the group. The Applicant may also use an Employer-Wide Average.

1. The Employer's Retirement Benefit Cost is usually a percentage of the paid RT and OT wages paid.
2. The Employer's Workers Comp costs is usually a given cost per \$100 pay or a percentage of the paid RT and OT wages paid.
3. The employer's Unemployment Insurance cost % can be determined by dividing the total annual premium by the total annual RT and OT wages paid.
4. To determine the average Health or Life Insurance Benefit %, divide total annual premium costs by the total annual regular time wages for the group of employees as per the last available annual audit, or by the current projected budget.
5. To determine the Annual Leave %, divide the total Annual RT hours (2080) pay by the total Annual Leave hours earned as determined from the last annual audit report or from the current budget.
6. The Holiday Leave % can be determined by dividing the number of Holiday hours granted each year by the number of annual RT work hours (2080).
7. The sick leave % should be based upon the last annual sick leave cost divided by the total regular time wages paid in the last audited year.

Note: Other established methods previously adopted by the Claimant to convert benefit costs to a percentage of total paid annual wages may be acceptable.

Comments (i.e., Explain Other Specified Benefits):

These Fringe Benefit Rates are applicable to St. Johns River Power Park facility, a jointly owned electric generating plant jointly owned by JEA (80%) and Florida Power & Light Company (20%). Rates on this form are at 100%.

The above information was obtained from time records that are available for audit.

Certified <i>James D. Chapman</i>	Title Director Risk Management Services	Date 11/8/2016
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INVOICE

CORPORATE HEADQUARTERS: 9711 LANCASTER ROAD SE, HEBRON, OHIO 43025
740-927-8790/OHIO • 800-827-8790 • FAX 740-928-8033

2017 NOV -6 AM 8:05

For billing inquiries please contact the local office or e-mail collections@mpwservices.com

CUSTOMER 117871

JEA
ACCOUNTS PAYABLE

INVOICE NO. 1410744

JEA- SJRPP

INVOICE DATE 09/26/17

ATTN: ACCOUNTS PAYABLE

PO BOX 4910

DUE DATE 10/26/17

JACKSONVILLE FL 32201-4910

YOUR ORDER NO.

161012 111538

PLEASE REMIT TO: MPW Industrial Services Inc, 1300 Paysphere Circle, Chicago IL 60674

ACH/EFT: Bank of America, Acct#: [REDACTED] ABA Routing#: 071000039

DATE WORK ORDER NO.	DESCRIPTION	UNITS	UNIT PRICE	AMOUNT
09/01/17 1586285	Vac CT1 & CT2 1 Vacuum Truck, Wet/Dry @ 8.5 2 Operators @ 8 Hrs Ea 2 Operators OT @ 0.5 Hrs Ea	8.50 16.00 1.00	65.00 HR 27.50 HR 35.75 HR	552.50 440.00 35.75
09/03/17 1586286	Vac tripping PT CT3 Coal handling ditch 1 Vacuum Truck, Wet/Dry @ 4 Hr 1 Operator OT @ 4 Hrs Ea	4.00 4.00	65.00 HR 35.75 HR	260.00 143.00
09/05/17 1586260	CT3 & Various sumps, coal ditch 1 Vacuum Truck, Wet/Dry @ 10 H 1 Operator @ 8 Hrs Ea 1 Operator OT @ 2 Hrs Ea	10.00 8.00 2.00	65.00 HR 27.50 HR 35.75 HR	650.00 220.00 71.50
09/06/17 1586288	CT1, CT2 Vac out sumps 1 Vacuum Truck, Wet/Dry @ 10 H 1 Operator @ 8 Hrs Ea 1 Operator OT @ 2 Hrs Ea	10.00 8.00 2.00	65.00 HR 27.50 HR 35.75 HR	650.00 220.00 71.50
09/07/17 1586287	Vac coal handle ditch C3 tipper sump 1 Vacuum Truck, Wet/Dry @ 8 Hr 1 Operator @ 8 Hrs Ea	8.00 8.00	65.00 HR 27.50 HR	520.00 220.00
09/08/17 1586259	Coal Truck Vac Ct2 ect, Coal hauling ditch ct3 sump Prepare for hurricane 1 Vacuum Truck, Wet/Dry @ 8 Hr 1 Operator @ 8 Hrs Ea 1 Superintendent @ 8 Hrs Ea	8.00 8.00 8.00	65.00 HR 27.50 HR 45.00 HR	520.00 220.00 360.00
09/09/17 1586422	Vac C&3 & set up for hurrican 2 Vacuum Truck, Wet/Dry @ 4.5 2 Operators @ 4.5 Hrs Ea	9.00 9.00	65.00 HR 27.50 HR	585.00 247.50
09/12/17 1619130	Vac Coal Ditch, T53 sump, Ts4 sump 2 Vacuum Truck, Wet/Dry @ 10 H 2 Operators @ 8 Hrs Ea 2 Operators OT @ 2 Hrs Ea	20.00 16.00 4.00	65.00 HR 27.50 HR 35.75 HR	1,300.00 440.00 143.00
09/13/17 1586261	C-3 Coal Handle ditch 2 Vacuum Truck, Wet/Dry @ 10 H 1 Operator @ 5 Hrs Ea 1 Operator @ 8 Hrs Ea	20.00 5.00 8.00	65.00 HR 27.50 HR 27.50 HR	1,300.00 137.50 220.00

TERMS: NET 30 DAYS UNPAID INVOICES SUBJECT TO INTEREST CHARGE OF 1 1/2% PER MONTH

ORIGINAL INVOICE

JEA ACCOUNTS PAYABLE

WWW.MPWSERVICES.COM

VOUCHER# 1051490

CORPORATE HEADQUARTERS: 9711 LANCASTER ROAD SE, HEBRON, OHIO 43025
740-927-8790/OHIO • 800-827-8790 • FAX 740-928-8033

For billing inquiries please contact the local office or e-mail collections@mpwservices.com

CUSTOMER 117871
JEA- SJRPP
ATTN: ACCOUNTS PAYABLE
PO BOX 4910
JACKSONVILLE FL 32201-4910

INVOICE NO. 1410744

INVOICE DATE 09/26/17

DUE DATE 10/26/17

YOUR ORDER NO.

161012

PLEASE REMIT TO: MPW Industrial Services Inc, 1300 Paysphere Circle, Chicago IL 60674
ACH/EFT: Bank of America, Acct#: [REDACTED] ABA Routing#: 071000039

DATE WORK ORDER NO.	DESCRIPTION	UNITS	UNIT PRICE	AMOUNT
	1 Superintendent @ 5 Hrs Ea	5.00	45.00 HR	225.00
	1 Operator OT @ 2 Hrs Ea	2.00	35.75 HR	71.50
09/14/17 1586439	C3, Ct3 Coal handlers ditch ct2			
	2 Vacuum Truck, Wet/Dry @ 9.5	19.00	65.00 HR	1,235.00
	1 Operator @ 8 Hrs Ea	8.00	27.50 HR	220.00
	1 Superintendent @ 8 Hrs Ea	8.00	45.00 HR	360.00
	1 Operator OT @ 1.5 Hrs Ea	1.50	35.75 HR	53.63
	1 Superintendent OT @ 1.5 Hrs	1.50	58.50 HR	87.75
	Tape - Duct- Roll	2.00	4.50 RL	9.00
09/15/17 1586437	Vac C-3, Vac CT2, coal handing ditch			
	2 Vacuum Truck, Wet/Dry @ 8.25	16.50	65.00 HR	1,072.50
	2 Operators @ 8 Hrs Ea	16.00	27.50 HR	440.00
	2 Operators OT @ 1.5 Hrs Ea	3.00	35.75 HR	107.25
	Tape - Duct- Roll	1.00	4.50 RL	4.50
09/15/17 1586438	Lance coal line in C-3 belt area			
	1 250 H/P 20K W/B @ 4 Hrs Ea	4.00	105.00 HR	420.00
	1 Operator @ 4 Hrs Ea	4.00	27.50 HR	110.00
	1 Technician @ 4 Hrs Ea	4.00	25.00 HR	100.00
09/17/17 1586436	Vac ct1 & coal handing ditch			
	1 Vacuum Truck, Wet/Dry @ 5.5	5.50	65.00 HR	357.50
	1 Operator OT @ 5.5 Hrs Ea	5.50	35.75 HR	196.63
09/18/17 1586435	Cac coal ditch CT1			
	1 Vacuum Truck, Wet/Dry @ 9.5	9.50	65.00 HR	617.50
	1 Operator @ 8 Hrs Ea	8.00	27.50 HR	220.00
	1 Operator OT @ 0.5 Hrs Ea	.50	35.75 HR	17.88
	Tape - Duct- Roll	1.00	4.50 RL	4.50
09/20/17 1586434	Tripper coal ditch			
	1 Vacuum Truck, Wet/Dry @ 6.5	6.50	65.00 HR	422.50
	1 Operator @ 6.5 Hrs Ea	6.50	27.50 HR	178.75
09/22/17 1586425	Voc out C2, C3			
	1 Vacuum Truck, Wet/Dry @ 7 Hr	7.00	65.00 HR	455.00
	1 Operator @ 7 Hrs Ea	7.00	27.50 HR	192.50
	Tape - Duct- Roll	1.00	4.50 RL	4.50
09/24/17 1586424	Voc Coal Haudling ditch & Ball mill ditc			
	1 Vacuum Truck, Wet/Dry @ 7 Hr	7.00	65.00 HR	455.00
	1 Operator OT @ 7 Hrs Ea	7.00	35.75 HR	250.25

TERMS: NET 30 DAYS UNPAID INVOICES SUBJECT TO INTEREST CHARGE OF 1 1/2% PER MONTH

ORIGINAL INVOICE



WORK ORDER

WORK ORDER # 1619130

9711 Lancaster Rd., SE, Hebron, Ohio 43025 Corporate Office: (800) 827-8790 or (740) 927-8790

Customer / Location	SSRPP	Branch	QAK
P.O. #		T&M <input type="checkbox"/> T&M (NTE) <input type="checkbox"/> \$	Bid <input type="checkbox"/> \$
Release #		Date	9-12-17
Department	COAL YARD	Customer Representative	COAL YARD FLOYD
Shift #	DAYS	Start Time	0700
		Completion Time	1700

Type Equipment	Unit #	Hours	Miles	Office Use	Type Equipment	Unit #	Hours	Miles	Office Use
HP K W/B					Hi Vac Maxi Vac	217	10		
HP K W/B					Hi Vac Maxi Vac	406	10		
HP K W/B					Turbo Vac				
HP K W/B					Dry Vac / Wet Vac				
Wash Truck, # of guns					Other / Rental				
Pressure Washer					Other / Rental				
Service Support Vehicle	6662				Other				
Service Support Vehicle					Other				

Ancillary Equipment / Materials & Supplies

Description	QTY	Office Use	Description	QTY	Office Use	Description	QTY	Office Use
Air Support Trailer			Face Shield Bracket(s)			Air Compressor		
Confined Space Package			Face Shield Lens			Flex Hose - 2"		
Air Monitor / Tritector			Dust Mask(s)			Flex Hose - 4"		
Retrieval Device			Respirator(s)			Flex Hose - 6"		
Safety Harness			Cartridge(s)			Metal Flex		
Rhino Tank			Cartridge(s)			Rags (Type)		
Roll Off Box Yds			Acid Suit(s)			Rotary Nozzle		
Rhino/Roll Off Delivery			Rain Suit(s)			2D Head / Nozzle		
Tool/Trailer			Tyvek (Paper) Suit(s)			3D Head / Nozzle		
Trash Pump - 2" 4"			Rubber Gloves			Other / Rental		
Submersible Pump			Leather Gloves			Other / Rental		
Tape (Type)			Kevlar Gloves			Other		
Tape (Duct)			Goggles			Other		
Rope (Type)			PPE	2		Other		

Personnel Hours

Titles: Project Mgr. (PM) Superintend. (SU) Supervisor (SP) Safety Tech (ST) Crew Leader (CL) Operator (OP) Technician (TC) Driver (DR) Rider (RD)

Title	QTY	S/T Hours	O/T Hours	Per Diem	Office Use	Title	QTY	S/T Hours	O/T Hours	Per Diem	Office Use
OP	2	8	2								

Outside Services

Job Description

VACUUM COAL DITCH, TS3 SUMP, TS4 SUMP

Customer Suggestions and Comments on Work

Overall how satisfied are you with our service?

☐ Very Satisfied ☐ Satisfied ☐ DissatisfiedJob Complete? ☐ Yes ☐ NoOff Schedule? ☐ Yes ☐ NoDelays? ☐ Yes ☐ No

Office Use

Supervisor Signature

Customer Signature

Date: 9-12-17

Titles: Project Mgr. (PM) Superintendent (SU) Supervisor (SP) Safety Tech (ST) Crew Leader (CL) ~~Operator (OP)~~ Technician (TC) Driver (DR) Rider (RD)

	C/C or Temp	Title	Employee Name First / Last	Start Time	Finish Time	Hours / Miles	Per Diem Yes / No	Additional Comments
1.		OP	MICHAEL STOTT	0700	1700	10	N	
2.		OP	LEMONT BROWN	0700	1700	10	N	
3.								
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WORK ORDER

AD WORK ORDER # 1586261

9711 Lancaster Rd., SE, Hebron, Ohio 43025 Corporate Office: (800) 827-8790 or (740) 927-8790

Customer / Location St Johns River Power Park Branch NE

P.O. # _____ T&M ☐ T&M (NTE) ☐ \$ _____ Bid ☐ \$ _____

Release # _____ Date 09-19-17 Customer Representative Floyd

Department Coal Yard Shift # _____ Start Time 0700 Completion Time 1700

Type Equipment	Unit #	Hours	Miles	Office Use	Type Equipment	Unit #	Hours	Miles	Office Use
HP K W/B					Hi Vac / Maxi Vac	<u>217</u>	<u>10</u>		
HP K W/B					Hi Vac / Maxi Vac	<u>406</u>	<u>10</u>		
HP K W/B					Turbo Vac				
HP K W/B					Dry Vac / Wet Vac				
Wash Truck, # of guns					Other / Rental				
Pressure Washer					Other / Rental				
Service Support Vehicle	<u>662</u>				Other				
Service Support Vehicle					Other				

Ancillary Equipment / Materials & Supplies

Description	QTY	Office Use	Description	QTY	Office Use	Description	QTY	Office Use
Air Support Trailer			Face Shield Bracket(s)			Air Compressor		
Confined Space Package			Face Shield Lens			Flex Hose - 2"		
Air Monitor / Tritector			Dust Mask(s)			Flex Hose - 4"		
Retrieval Device			Respirator(s)			Flex Hose - 6"		
Safety Harness			Cartridge(s)			Metal Flex		
Rhino Tank			Cartridge(s)			Rags (Type)		
Roll Off Box Yds			Acid Suit(s)			Rotary Nozzle		
Rhino/Roll Off Delivery			Rain Suit(s)			2D Head / Nozzle		
Tool/Trailer			Tyvek (Paper) Suit(s)			3D Head / Nozzle		
Trash Pump - 2" 4"			Rubber Gloves			Other / Rental		
Submersible Pump			Leather Gloves			Other / Rental		
Tape (Type)			Kevlar Gloves			Other		
Tape (Duct)			Goggles			Other		
Rope (Type)			PPE	<u>2</u>		Other		

Personnel Hours

Titles: Project Mgr. (PM) Superintend. (SU) Supervisor (SP) Safety Tech (ST) Crew Leader (CL) Operator (OP) Technician (TC) Driver (DR) Rider (RD)

Title	QTY	S/T Hours	O/T Hours	Per Diem	Office Use	Title	QTY	S/T Hours	O/T Hours	Per Diem	Office Use
<u>OP</u>	<u>2</u>	<u>8</u>	<u>2</u>								

Outside Services

Job Description

C-3 Coal handling Unit CT2

Customer Suggestions and Comments on Work

Overall how satisfied are you with our service?

☐ Very Satisfied☐ Satisfied☐ Dissatisfied

Office Use

Job Complete? ☐ Yes ☐ NoOn Schedule? ☐ Yes ☐ NoDelays? ☐ Yes ☐ No

Supervisor Signature

Customer Signature

9-13-17

PAYROLL TICKET

WORK ORDER # 1586261

Date: 9-13-17

Titles: Project Mgr. (PM) Superintendent (SU) Supervisor (SP) Safety Tech (ST) Crew Leader (CL) Operator (OP) Technician (TC) Driver (DR) Rider (RD)

	C/C or Temp	Title	Employee Name First Last	Start Time	Finish Time	Hours / Miles	Per Diem Yes / No	Additional Comments
1.			Tonya A Cooke	1200	1700	5		
2.			Mike Stott	0700	1200	5		
3.			Lahont Brown	0700	1700	10		
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Invoice Cover Sheet – JEA

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X

Voucher Number:
1053349



Invoice ID:
17970333



Vendor Name:

THYSSENKRUPP ELEVATOR CORP

Vendor Number: 47166

Invoice Number: 6000277444

Invoice Date: 11/2/2017

Invoice Amount: \$3,042.04

Site Name: ACH-ATLANTA

Site Address: PO BOX 933004

AS

Atlanta, GA 31193-3004

Check Handling

Instructions:

X

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thyssenkrupp

RECEIVED

2011 NOV -8 PM 3:47

ORIGINAL INVOICE

CUSTOMER NUMBER: 111473

Attn: Accounts Payable
ST JOHNS RIVER POWER PLANT
PO BOX 4910
JACKSONVILLE, FL 32201-4910
United States

PLEASE REMIT TO: THYSSENKRUPP ELEVATOR CORP
PO BOX 933004
ATLANTA, GA 31193-3004

JEA
ACCOUNTS PAYABLE

Please specify invoice number and customer number with your payment.

TERMS	REPAIR NO.	CUSTOMER REFERENCE NO.	INVOICE DATE	INVOICE NO.
IMMEDIATE	499672	EMAIL APPROVAL	11-02-2017	6000277444

UNIT NUMBER: US218808

LOCATION: ST JOHNS RIVER POWER

SHIP TO: 11201 NEW BERLIN RD, JACKSONVILLE, FL 32226-2275 US

ITEM NO.	ITEM DESCRIPTION	QTY	UNIT	PRICE	TOTAL
FIXED_PRICE_Q	thyssenkrupp ELEVATOR WILL FURNISH LABOR AND MATERIAL TO REPLACE THE COMPONENTS DAMAGED FROM WATER INTRUSION	1	Each	\$3,042.04	\$3,042.04

TOTAL (EXCLUDING TAX)	\$3,042.04
TOTAL TAX	\$0.00
AMOUNT DUE (INCLUDING TAX)	\$3,042.04

THYSSENKRUPP ELEVATOR CORP
6942 PHILLIPS PARKWAY DRIVE SOUTH
Jacksonville, FL 32256
904-260-4656

JEA ACCOUNTS PAYABLE

VOUCHER# 1053349

ENTERED BY: _____



thyssenkrupp

WORK ORDER

Date: September 13, 2017

Purchaser:	St Johns River Power Plant	Location:	St Johns River Power
Address:	PO Box 4910		11201 New Berlin Rd
City/State/Zip:	Jacksonville, FL 32201-4910		Jacksonville, FL 32226-2275

Purchaser authorizes thyssenkrupp Elevator Corporation (referred to as "thyssenkrupp Elevator" hereafter) to perform the following work on the equipment and at the location described above, in exchange for the sum of **Three Thousand Forty Two Dollars and Four Cents (\$3,042.04)** plus any applicable tax pursuant to the terms and conditions contained in this Work Order (the "Work Order").

Scope of Work:

Water Damage Caused By Hurricane Irma- Boiler 1

We propose to furnish the necessary labor and materials to replace the components damaged from water intrusion at the above-referenced location.

- Door Board
- Door Motor
- Door Control unit Drive and contacts

*Please note that due to the inherent nature of water damage we may, during the performance of this Work Order, determine that additional work beyond that described in this Work Order may be necessary. In that event, we will provide Purchaser with a written change order for Purchaser's execution. Once executed by Purchaser the associated change order will be subject to all of the terms and conditions of this Work Order. Change orders requesting us to provide stand-by assistance to Purchaser or its contractors will be proposed by us on a time and material basis.

No permits or inspections by others are included in this work, unless otherwise indicated herein. Delivery and shipping is included. All work is to be performed during regular working days and hours as defined in this Work Order unless otherwise indicated herein.






thyssenkrupp

Acceptance

This Work Order is submitted for acceptance within 30 days from the date executed by thyssenkrupp Elevator. Unless otherwise stated, the Purchaser agrees to pay as follows: 50% upon signed acceptance of this Work Order and \$1,521.02 upon completion of the work described in this Work Order.

Purchaser's acceptance of this Work Order will constitute exclusively and entirely the agreement for the work herein described. All prior representations or agreements regarding this work, whether written or verbal, will be deemed to be merged herein, and no other changes in or additions to this Work Order will be recognized unless made in writing and properly executed by both parties. No agent or employee of thyssenkrupp Elevator shall have the authority to waive or modify any of the terms of this Work Order without the written approval of an authorized thyssenkrupp Elevator manager. This Work Order specifically contemplates work outside the scope of any other contract currently in effect between the parties; any such contract shall be unaffected by this Work Order.

To indicate acceptance of this work order, please sign and return one (1) original of this agreement to the address shown below. Upon receipt of your written authorization and required materials and/or supplies, we shall implement the work called for in this Work Order.

thyssenkrupp Elevator Corporation:	(PURCHASER):
By: <u></u> (Signature of thyssenkrupp Elevator Representative) Brennan Heintzman Service Sales Representative brennan.heintzman@thyssenkrupp.com +1 813 3349833 09-13-2017 (Date of Submission)	By: <u></u> (Signature of Authorized Individual) Eric Collari (Print or Type Name) (Print or Type Title) (Date of Acceptance)
<u>thyssenkrupp Elevator Corporation Approval</u>	
<u>9/13/17</u> (Date of Approval)	<u></u> (Signature of Branch Representative) Erik Murnane Branch Manager



thyssenkrupp

**SCHEDULING AND PRODUCTION
REQUEST FOR PAYMENT**

Please Remit To: thyssenkrupp Elevator Corporation
PO Box 933004
Atlanta, GA 31193-3004

Attn: Eric Collari

Date	Terms	Reference ID	Customer Reference # / PO
September 13, 2017	Immediate	ACIA-1BUJT4G	

Total Contract Price: \$3,042.04

Down Payment: (50%) \$1,521.02

Amount Due upon Acceptance: \$1,521.02

For inquiries regarding your contract or services provided by thyssenkrupp Elevator, please contact your local account manager at +1 813 3349833. To make a payment by phone, please call 786-336-5252 with the reference information provided below.

Thank you for choosing thyssenkrupp Elevator. We appreciate your business.

Please detach the below section and provide along with payment.

Customer Name: St Johns River Power Plant
Location Name: St Johns River Power
Customer Number: 111473

Remit To:
thyssenkrupp Elevator Corporation
PO Box 933004
Atlanta GA 31193-3004

Reference ID:	ACIA-1BUJT4G
Remittance Amount:	\$1,521.02

Murnane, Erik

From: Hart, Calvin J. <HartCJ@jea.com>
Sent: Wednesday, September 13, 2017 10:43 AM
To: Murnane, Erik
Subject: RE: SJRPP- Elevators Boiler 1 and 2

Please order cards and repair
Calvin

From: Murnane, Erik [<mailto:erik.murnane@thyssenkrupp.com>]
Sent: Wednesday, September 13, 2017 10:11 AM
To: Hart, Calvin J. <HartCJ@jea.com>
Cc: McCauley, Jim (ThyssenKrupp) <jim.mccauley@thyssenkrupp.com>
Subject: SJRPP- Elevators Boiler 1 and 2

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

Calvin-

I understand you spoke with Jim regarding Boiler 1 and 2 at SJRPP. Attached are two work orders, one for each unit, for approval.
Once installed we will be able to troubleshoot the elevator further/turn them over for use.

Please provide approval, or simply reply 'approved' to work orders 2017-2-406389 | ACIA-1BUJT4G and 2017-2-406655 | ACIA-1BUUNTN so we can proceed.

Thank you!

Erik Murnane, LEED Green Associate
Branch Manager, Jacksonville FL
ET-AMS/FLD

T: +1 904 260 1960, M: +1 561 441 0139, F: 866 251 4213, erik.murnane@thyssenkrupp.com
thyssenKrupp Elevator Corporation, 6942 Phillips Parkway Dr S, Jacksonville, FL 32256, www.thyssenkruppelevator.com
[Facebook](#) · [Twitter](#) · [LinkedIn](#) · [YouTube](#) · [Instagram](#)

Florida has a very broad Public Records Law. Virtually all written communications to or from State and Local Officials and employees are public records available to the public and media upon request. Any email sent to or from JEA's system may be considered a public record and subject to disclosure under Florida's Public Records Laws. Any information deemed confidential and exempt from Florida's Public Records Laws should be clearly marked. Under Florida law, e-mail addresses are public records. If you do not want your e-mail address released in response to a public-records request, do not send electronic mail to this entity. Instead, contact JEA by phone or in writing.

Invoice Cover Sheet – JEA

X

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Voucher Number:
1053348



Invoice ID:
17970332



Vendor Name:

THYSSENKRUPP ELEVATOR CORP

Vendor Number: 47166

Invoice Number: 6000277446

Invoice Date: 11/2/2017

Invoice Amount: \$974.00

Site Name: ACH-ATLANTA

Site Address: PO BOX 933004

Atlanta, GA 31193-3004

Check Handling

Instructions:

X

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thyssenkrupp

RECEIVED

2017 NOV -8 PM 3:47

JEA
ACCOUNTS PAYABLE

ORIGINAL INVOICE

CUSTOMER NUMBER: 111473

PLEASE REMIT TO: THYSSENKRUPP ELEVATOR CORP
PO BOX 933004
ATLANTA, GA 31193-3004

Attn: Accounts Payable
ST JOHNS RIVER POWER PLANT
PO BOX 4910
JACKSONVILLE, FL 32201-4910
United States

Please specify invoice number and customer number with your payment.

TERMS	REPAIR NO.	CUSTOMER REFERENCE NO.	INVOICE DATE	INVOICE NO.
IMMEDIATE	502208	EMAIL APPROVAL	11-02-2017	6000277446

UNIT NUMBER: US218808

LOCATION: ST JOHNS RIVER POWER

SHIP TO: 11201 NEW BERLIN RD, JACKSONVILLE, FL 32226-2275 US

ITEM NO.	ITEM DESCRIPTION	QTY	UNIT	PRICE	TOTAL
FIXED_PRICE_Q	ThyssenKrupp ELEVATOR WILL FURNISH LABOR AND MATERIAL TO REPAIR DAMAGES FROM HURRICANE	1	Each	\$974.00	\$974.00
TOTAL (EXCLUDING TAX)					\$974.00
TOTAL TAX					\$0.00
AMOUNT DUE (INCLUDING TAX)					\$974.00

THYSSENKRUPP ELEVATOR CORP
6942 PHILLIPS PARKWAY DRIVE SOUTH
Jacksonville, FL 32256
904-260-4656

JEA ACCOUNTS PAYABLE
VOUCHER# 1053348
ENTERED BY: _____



thyssenkrupp

WORK ORDER

Date: September 20, 2017

Purchaser: St Johns River Power Plant
Address: PO Box 4910
City/State/Zip: Jacksonville, FL 32201-4910

Location: St Johns River Power
11201 New Berlin Rd
Jacksonville, FL 32226-2275

Purchaser authorizes thyssenkrupp Elevator Corporation (referred to as "thyssenkrupp Elevator" hereafter) to perform the following work on the equipment and at the location described above, in exchange for the sum of **Nine Hundred Seventy Four Dollars (\$974.00)** plus any applicable tax pursuant to the terms and conditions contained in this Work Order (the "Work Order").

Scope of Work:

Hurricane Irma Storm Damage - Boiler 2

We propose to furnish the necessary labor and materials to repair damage by Hurricane Irma at the above-referenced location:

- CAN Card
- 2 mechanic hours: \$320
- Material Cost: \$653.57

*Please note that due to the inherent nature of damage caused by storms such as power surges, power outages, and/or water intrusion we may, during the performance of this Work Order, determine that additional work beyond that described in this Work Order may be necessary. In that event, we will provide Purchaser with a written change order for Purchaser's execution. Once executed by Purchaser the associated change order will be subject to all of the terms and conditions of this Work Order. Change orders requesting us to provide stand-by assistance to Purchaser or its contractors will be proposed by us on a time and material basis.

No permits or inspections by others are included in this work, unless otherwise indicated herein. Delivery and shipping is included. All work is to be performed during regular working days and hours as defined in this Work Order unless otherwise indicated herein.



thyssenkrupp

Acceptance

This Work Order is submitted for acceptance within 30 days from the date executed by thyssenkrupp Elevator. Unless otherwise stated, the Purchaser agrees to pay as follows: 50% upon signed acceptance of this Work Order and \$487.00 upon completion of the work described in this Work Order.

Purchaser's acceptance of this Work Order will constitute exclusively and entirely the agreement for the work herein described. All prior representations or agreements regarding this work, whether written or verbal, will be deemed to be merged herein, and no other changes in or additions to this Work Order will be recognized unless made in writing and properly executed by both parties. No agent or employee of thyssenkrupp Elevator shall have the authority to waive or modify any of the terms of this Work Order without the written approval of an authorized thyssenkrupp Elevator manager. This Work Order specifically contemplates work outside the scope of any other contract currently in effect between the parties; any such contract shall be unaffected by this Work Order.

To indicate acceptance of this work order, please sign and return one (1) original of this agreement to the address shown below. Upon receipt of your written authorization and required materials and/or supplies, we shall implement the work called for in this Work Order.

thyssenkrupp Elevator Corporation:	(PURCHASER):
<p>By: <u>BH</u></p> <p>(Signature of thyssenkrupp Elevator Representative)</p> <p>Brennan Heintzman Service Sales Representative brennan.heintzman@thyssenkrupp.com +1 813 3349833</p> <p>09-20-2017</p> <p>(Date of Submission)</p>	<p>By: <u>Emery</u></p> <p>(Signature of Authorized Individual)</p> <p>(Print or Type Name)</p> <p>(Print or Type Title)</p> <p>(Date of Acceptance)</p>
<p>thyssenkrupp Elevator Corporation Approval</p>	
<p><u>9/20/17</u></p> <p>(Date of Approval)</p>	<p><u>Erik Murnane</u></p> <p>(Signature of Branch Representative)</p> <p>Erik Murnane Branch Manager</p>



thyssenkrupp

**SCHEDULING AND PRODUCTION
REQUEST FOR PAYMENT**

Please Remit To: thyssenkrupp Elevator Corporation
PO Box 933004
Atlanta, GA 31193-3004

Date	Terms	Reference ID	Customer Reference # / PO
September 20, 2017	Immediate	ACIA-1BX82M9	

Total Contract Price: \$974.00

Down Payment: (50%) \$487.00

Amount Due upon Acceptance: \$487.00

For inquiries regarding your contract or services provided by thyssenkrupp Elevator, please contact your local account manager at +1 813 3349833. To make a payment by phone, please call 786-336-5252 with the reference information provided below.

Thank you for choosing thyssenkrupp Elevator. We appreciate your business.

Please detach the below section and provide along with payment.

Customer Name: St Johns River Power Plant
Location Name: St Johns River Power
Customer Number: 111473

Remit To:
thyssenkrupp Elevator Corporation
PO Box 933004
Atlanta GA 31193-3004

Reference ID:	ACIA-1BX82M9
Remittance Amount:	\$487.00

Murnane, Erik

From: Heintzman, Brennan
Sent: Wednesday, September 20, 2017 9:43 AM
To: Murnane, Erik
Subject: FW: SJRPP- Elevators Boiler 1 and 2

Boiler 1 and 2 repairs

Regards,
Brennan Heintzman
Account Manager, Service and Repair
ET-AMS/FLD

T: +1 904 260 1960ext5332, M:+1 813 334 9833, brennan.heintzman@thyssenkrupp.com
thyssenkrupp Elevator Corporation, 6942 Phillips Parkway Drive South., Jacksonville, FL, Zip 32256 www.thyssenkrupp.com
[Facebook](#) · [Blog](#) · [Twitter](#) · [LinkedIn](#) · [Google+](#) · [YouTube](#)

From: Hart, Calvin J. [<mailto:HartCJ@jea.com>]
Sent: Wednesday, September 20, 2017 9:05 AM
To: Heintzman, Brennan
Subject: RE: SJRPP- Elevators Boiler 1 and 2

Approved
Calvin Hart

From: Heintzman, Brennan [<mailto:brennan.heintzman@thyssenkrupp.com>]
Sent: Wednesday, September 20, 2017 8:34 AM
To: Hart, Calvin J. <HartCJ@jea.com>
Cc: Murnane, Erik <erik.murnane@thyssenkrupp.com>; McCauley, Jim (ThyssenKrupp) <jim.mccauley@thyssenkrupp.com>
Subject: RE: SJRPP- Elevators Boiler 1 and 2

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

Calvin,

I wanted to quickly follow up with you regarding these repairs. Do we have your approval to move forward with ordering this material?

Regards,
Brennan Heintzman
Account Manager, Service and Repair
ET-AMS/FLD

T: +1 904 260 1960ext5332, M:+1 813 334 9833, brennan.heintzman@thyssenkrupp.com
thyssenkrupp Elevator Corporation, 6942 Phillips Parkway Drive South., Jacksonville, FL, Zip 32256 www.thyssenkrupp.com
[Facebook](#) · [Blog](#) · [Twitter](#) · [LinkedIn](#) · [Google+](#) · [YouTube](#)

From: Heintzman, Brennan
Sent: Tuesday, September 19, 2017 11:05 AM
To: Hart, Calvin J. (HartCJ@jea.com)
Cc: Murnane, Erik; McCauley, Jim
Subject: RE: SJRPP- Elevators Boiler 1 and 2

Calvin,

We have one more board that need to be replaced on both Boiler 1 and 2. Attached you will find work orders **ACIA-1BX82LV** and **ACIA-1BX82M9** to replace these boards. Please take a look at these work orders and let me know if we have your approval to proceed.

Regards,
Brennan Heintzman
Account Manager, Service and Repair
ET-AMS/FLD

T: +1 904 260 1960ext5332, M:+1 813 334 9833, brennan.heintzman@thyssenkrupp.com
thyssenkrupp Elevator Corporation, 6942 Phillips Parkway Drive South., Jacksonville, FL, Zip 32256 www.thyssenkrupp.com
[Facebook](#) · [Blog](#) · [Twitter](#) · [LinkedIn](#) · [Google+](#) · [YouTube](#)

From: McCauley, Jim
Sent: Tuesday, September 19, 2017 9:28 AM
To: Heintzman, Brennan
Cc: Murnane, Erik
Subject: FW: SJRPP- Elevators Boiler 1 and 2
Importance: High

NEED ADDITIONAL PARTS ;
One for each car-

From: Murnane, Erik
Sent: Wednesday, September 13, 2017 10:11 AM
To: Hart, Calvin J.
Cc: McCauley, Jim
Subject: SJRPP- Elevators Boiler 1 and 2

Calvin-

I understand you spoke with Jim regarding Boiler 1 and 2 at SJRPP. Attached are two work orders, one for each unit, for approval.
Once installed we will be able to troubleshoot the elevator further/turn them over for use.

Please provide approval, or simply reply 'approved' to work orders 2017-2-406389 | ACIA-1BUJT4G and 2017-2-406655 | ACIA-1BUUNTN so we can proceed.

Thank you!

Erik Murnane, LEED Green Associate
Branch Manager, Jacksonville FL
ET-AMS/FLD

T: +1 904 260 1960, M: +1 561 441 0139, F: 866 251 4213, erik.murnane@thyssenkrupp.com
thyssenKrupp Elevator Corporation, 6942 Phillips Parkway Dr S, Jacksonville , FL 32256, www.thyssenkruppelevator.com
[Facebook](#) · [Twitter](#) · [LinkedIn](#) · [YouTube](#) · [Instagram](#)

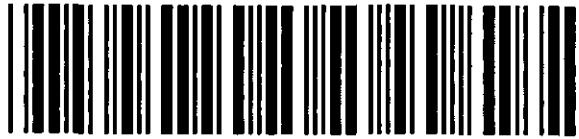
Florida has a very broad Public Records Law. Virtually all written communications to or from State and Local Officials and employees are public records available to the public and media upon request. Any email sent to or from JEA's system may be considered a public record and subject to disclosure under Florida's Public Records Laws. Any information deemed confidential and exempt from Florida's Public Records Laws should be clearly marked. Under Florida law, e-mail addresses are public records. If you do not want your e-mail address released in response to a public-records request, do not send electronic mail to this entity. Instead, contact JEA by phone or in writing.

Invoice Cover Sheet – JEA

X

X

Voucher Number:
1053350



Invoice ID:
17970334



Vendor Name:

THYSSENKRUPP ELEVATOR CORP

Vendor Number: 47166

Invoice Number: 6000277484

Invoice Date: 11/3/2017

Invoice Amount: \$3,043.00

Site Name: ACH-ATLANTA

Site Address: PO BOX 933004

Atlanta, GA 31193-3004

Check Handling

Instructions:

X

X



thyssenkrupp

RECEIVED

2017 NOV -8 PM 3:47

ORIGINAL INVOICE

JEA
ACCOUNTS PAYABLE

CUSTOMER NUMBER: 111473

PLEASE REMIT TO: THYSSENKRUPP ELEVATOR CORP
PO BOX 933004
ATLANTA, GA 31193-3004

Attn: Accounts Payable
ST JOHNS RIVER POWER PLANT
PO BOX 4910
JACKSONVILLE, FL 32201-4910
United States

Please specify invoice number and customer number with your payment.

TERMS	REPAIR NO.	CUSTOMER REFERENCE NO.	INVOICE DATE	INVOICE NO.
IMMEDIATE	499701	EMAIL APPROVAL	11-03-2017	6000277484

UNIT NUMBER: US218807

LOCATION: ST JOHNS RIVER POWER

SHIP TO: 11201 NEW BERLIN RD, JACKSONVILLE, FL 32226-2275 US

ITEM NO.	ITEM DESCRIPTION	QTY	UNIT	PRICE	TOTAL
FIXED_PRICE_Q	thyssenkrupp ELEVATOR WILL FURNISH LABOR AND MATERIAL TO REPLACE THE COMPONENTS DAMAGED FROM WATER INTRUSION	1	Each	\$3,043.00	\$3,043.00
TOTAL (EXCLUDING TAX)					\$3,043.00
TOTAL TAX					\$0.00
AMOUNT DUE (INCLUDING TAX)					\$3,043.00

THYSSENKRUPP ELEVATOR CORP
6942 PHILLIPS PARKWAY DRIVE SOUTH
Jacksonville, FL 32256
904-260-4656

JEA ACCOUNTS PAYABLE
VOUCHER# 1053350
ENTERED BY: _____



thyssenkrupp

WORK ORDER

Date: September 13, 2017

Purchaser:	St Johns River Power Plant	Location:	St Johns River Power
Address:	PO Box 4910		11201 New Berlin Rd
City/State/Zip:	Jacksonville, FL 32201-4910		Jacksonville, FL 32226-2275

Purchaser authorizes thyssenkrupp Elevator Corporation (referred to as "thyssenkrupp Elevator" hereafter) to perform the following work on the equipment and at the location described above, in exchange for the sum of **Three Thousand Forty Three Dollars (\$3,043.00)** plus any applicable tax pursuant to the terms and conditions contained in this Work Order (the "Work Order").

Scope of Work:

Water Damage Caused By Hurricane Irma- Boiler 2

We propose to furnish the necessary labor and materials to replace the components damaged from water intrusion at the above-referenced location.

- Door Board
- Door Motor
- Door Control unit Drive and contacts

*Please note that due to the inherent nature of water damage we may, during the performance of this Work Order, determine that additional work beyond that described in this Work Order may be necessary. In that event, we will provide Purchaser with a written change order for Purchaser's execution. Once executed by Purchaser the associated change order will be subject to all of the terms and conditions of this Work Order. Change orders requesting us to provide standby assistance to Purchaser or its contractors will be proposed by us on a time and material basis.

No permits or inspections by others are included in this work, unless otherwise indicated herein. Delivery and shipping is included. All work is to be performed during regular working days and hours as defined in this Work Order unless otherwise indicated herein.




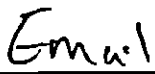

thyssenkrupp

Acceptance

This Work Order is submitted for acceptance within 30 days from the date executed by thyssenkrupp Elevator. Unless otherwise stated, the Purchaser agrees to pay as follows: 50% upon signed acceptance of this Work Order and \$1,521.50 upon completion of the work described in this Work Order.

Purchaser's acceptance of this Work Order will constitute exclusively and entirely the agreement for the work herein described. All prior representations or agreements regarding this work, whether written or verbal, will be deemed to be merged herein, and no other changes in or additions to this Work Order will be recognized unless made in writing and properly executed by both parties. No agent or employee of thyssenkrupp Elevator shall have the authority to waive or modify any of the terms of this Work Order without the written approval of an authorized thyssenkrupp Elevator manager. This Work Order specifically contemplates work outside the scope of any other contract currently in effect between the parties; any such contract shall be unaffected by this Work Order.

To indicate acceptance of this work order, please sign and return one (1) original of this agreement to the address shown below. Upon receipt of your written authorization and required materials and/or supplies, we shall implement the work called for in this Work Order.

thyssenkrupp Elevator Corporation:	(PURCHASER):
<p>By: <u></u> (Signature of thyssenkrupp Elevator Representative)</p> <p>Erik Murnane Branch Manager erik.murnane@thyssenkrupp.com +1 561 8425761</p> <p>09-13-2017 _____ (Date of Submission)</p>	<p>By: <u></u> (Signature of Authorized Individual)</p> <p>Eric Collari _____ (Print or Type Name)</p> <p>_____ (Print or Type Title)</p> <p>_____ (Date of Acceptance)</p>
<u>thyssenkrupp Elevator Corporation Approval</u>	
<p><u>9/13/17</u> (Date of Approval) <u></u> (Signature of Branch Representative)</p> <p>Erik Murnane Branch Manager</p>	

Murnane, Erik

From: Hart, Calvin J. <HartCJ@jea.com>
Sent: Wednesday, September 13, 2017 10:43 AM
To: Murnane, Erik
Subject: RE: SJRPP- Elevators Boiler 1 and 2

Please order cards and repair
Calvin

From: Murnane, Erik [<mailto:erik.murnane@thyssenkrupp.com>]
Sent: Wednesday, September 13, 2017 10:11 AM
To: Hart, Calvin J. <HartCJ@jea.com>
Cc: McCauley, Jim (ThyssenKrupp) <jim.mccauley@thyssenkrupp.com>
Subject: SJRPP- Elevators Boiler 1 and 2

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

Calvin-

I understand you spoke with Jim regarding Boiler 1 and 2 at SJRPP. Attached are two work orders, one for each unit, for approval.
Once installed we will be able to troubleshoot the elevator further/turn them over for use.

Please provide approval, or simply reply 'approved' to work orders 2017-2-406389 | ACIA-1BUJT4G and 2017-2-406655 | ACIA-1BUUNTN so we can proceed.

Thank you!

Erik Murnane, LEED Green Associate
Branch Manager, Jacksonville FL
ET-AMS/FLD

T: +1 904 260 1960, M: +1 561 441 0139, F: 866 251 4213, erik.murnane@thyssenkrupp.com
thyssenKrupp Elevator Corporation, 6942 Phillips Parkway Dr S, Jacksonville , FL 32256, www.thyssenkruppelevator.com
[Facebook](#) · [Twitter](#) · [LinkedIn](#) · [YouTube](#) · [Instagram](#)

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Invoice Cover Sheet – JEA

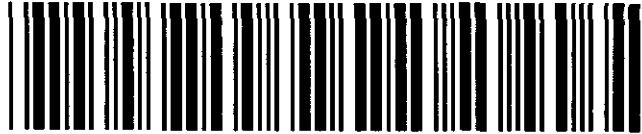
X

X

Voucher Number:
1053351



Invoice ID:
17970335



Vendor Name:

THYSSENKRUPP ELEVATOR CORP

Vendor Number: 47166

Invoice Number: 6000277485

Invoice Date: 11/3/2017

Invoice Amount: \$2,108.05

Site Name: ACH-ATLANTA

Site Address: PO BOX 933004

Atlanta, GA 31193-3004

Check Handling

Instructions:

X

X



thyssenkrupp

RECEIVED

2017 NOV -8 PM 3:47

ORIGINAL INVOICE

JEA
ACCOUNTS PAYABLE

CUSTOMER NUMBER: 111473

PLEASE REMIT TO: THYSSENKRUPP ELEVATOR CORP
PO BOX 933004
ATLANTA, GA 31193-3004

Attn: Accounts Payable
ST JOHNS RIVER POWER PLANT
PO BOX 4910
JACKSONVILLE, FL 32201-4910
United States

Please specify invoice number and customer number with your payment.

TERMS	REPAIR NO.	CUSTOMER REFERENCE NO.	INVOICE DATE	INVOICE NO.
IMMEDIATE	502218	SIGNED PROPOSAL	11-03-2017	6000277485

HURRICANE IRMA

UNIT NUMBER: US320560

LOCATION: ST JOHNS RIVER POWER

SHIP TO: 11201 NEW BERLIN RD, JACKSONVILLE, FL 32226-2275 US

ITEM NO.	ITEM DESCRIPTION	QTY	UNIT	PRICE	TOTAL
FIXED_PRICE_Q	thyssenkrupp ELEVATOR WILL FURNISH LABOR AND MATERIAL TO REPAIR SHIP UNLOADER DUE TO STORM DAMAGE	1	Each	\$2,108.05	\$2,108.05
TOTAL (EXCLUDING TAX)					\$2,108.05
TOTAL TAX					\$0.00
AMOUNT DUE (INCLUDING TAX)					\$2,108.05

THYSSENKRUPP ELEVATOR CORP
6942 PHILLIPS PARKWAY DRIVE SOUTH
Jacksonville, FL 32256
904-260-4656

JEA ACCOUNTS PAYABLE
VOUCHER# 1053351
ENTERED BY: _____



thyssenkrupp

WORK ORDER

Date: September 20, 2017

Purchaser: St Johns River Power Plant
Address: PO Box 4910
City/State/Zip: Jacksonville, FL 32201-4910

Location: St Johns River Power
11201 New Berlin Rd
Jacksonville, FL 32226-2275

Purchaser authorizes thyssenkrupp Elevator Corporation (referred to as "thyssenkrupp Elevator" hereafter) to perform the following work on the equipment and at the location described above, in exchange for the sum of **Two Thousand One Hundred Eight Dollars and Five Cents (\$2,108.05)** plus any applicable tax pursuant to the terms and conditions contained in this Work Order (the "Work Order").

Scope of Work:

Hurricane Irma Storm Damage - Ship Unloader

We propose to furnish the necessary labor and materials to repair damage by Hurricane Irma at the above-referenced location.

- Replace three (3) limit switches
- Labor Cost: Four Hrs@160: \$640
- Material Cost: \$1468.05

*Please note that due to the inherent nature of damage caused by storms such as power surges, power outages, and/or water intrusion we may, during the performance of this Work Order, determine that additional work beyond that described in this Work Order may be necessary. In that event, we will provide Purchaser with a written change order for Purchaser's execution. Once executed by Purchaser the associated change order will be subject to all of the terms and conditions of this Work Order. Change orders requesting us to provide stand-by assistance to Purchaser or its contractors will be proposed by us on a time and material basis.

No permits or inspections by others are included in this work, unless otherwise indicated herein. Delivery and shipping is included. All work is to be performed during regular working days and hours as defined in this Work Order unless otherwise indicated herein.



thyssenkrupp

Acceptance

This Work Order is submitted for acceptance within 30 days from the date executed by thyssenkrupp Elevator. Unless otherwise stated, the Purchaser agrees to pay as follows: 50% upon signed acceptance of this Work Order and \$1,054.03 upon completion of the work described in this Work Order.

Purchaser's acceptance of this Work Order will constitute exclusively and entirely the agreement for the work herein described. All prior representations or agreements regarding this work, whether written or verbal, will be deemed to be merged herein, and no other changes in or additions to this Work Order will be recognized unless made in writing and properly executed by both parties. No agent or employee of thyssenkrupp Elevator shall have the authority to waive or modify any of the terms of this Work Order without the written approval of an authorized thyssenkrupp Elevator manager. This Work Order specifically contemplates work outside the scope of any other contract currently in effect between the parties; any such contract shall be unaffected by this Work Order.

To indicate acceptance of this work order, please sign and return one (1) original of this agreement to the address shown below. Upon receipt of your written authorization and required materials and/or supplies, we shall implement the work called for in this Work Order.

thyssenkrupp Elevator Corporation:	(PURCHASER):
<p>By: <u>BMM</u> (Signature of thyssenkrupp Elevator Representative)</p> <p>Brennan Heintzman Service Sales Representative brennan.heintzman@thyssenkrupp.com +1 813 3349833</p> <p>09-20-2017 (Date of Submission)</p>	<p>By: <u>Email</u> (Signature of Authorized Individual)</p> <p>Eric Collari (Print or Type Name)</p> <p>(Print or Type Title)</p> <p>(Date of Acceptance)</p>
thyssenkrupp Elevator Corporation Approval	
<div style="display: flex; justify-content: space-around;"> <div data-bbox="183 1453 649 1634"> <p><u>9/20/17</u> (Date of Approval)</p> </div> <div data-bbox="649 1453 1437 1634"> <p><u>Erik Murnane</u> (Signature of Branch Representative)</p> <p>Erik Murnane Branch Manager</p> </div> </div>	

Murnane, Erik

From: Hart, Calvin J. <HartCJ@jea.com>
Sent: Wednesday, September 20, 2017 9:47 AM
To: Heintzman, Brennan
Cc: McCauley, Jim; Murnane, Erik
Subject: RE: Ship Unloader Limit switches

Approved
Calvin

From: Heintzman, Brennan [<mailto:brennan.heintzman@thyssenkrupp.com>]
Sent: Wednesday, September 20, 2017 9:13 AM
To: Hart, Calvin J. <HartCJ@jea.com>
Cc: McCauley, Jim (ThyssenKrupp) <jim.mccauley@thyssenkrupp.com>; Murnane, Erik <erik.murnane@thyssenkrupp.com>
Subject: Ship Unloader Limit switches

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

Calvin,

Per your conversation with Jim, please see the attached work order to install three new limit switches on the ship unloader Alimak. Please let me know if we have approval on work order **ACIA-1BXOV35**.

Regards,
Brennan Heintzman
Account Manager, Service and Repair
ET-AMS/FLD

T: +1 904 260 1960ext5332, M: +1 813 334 9833, brennan.heintzman@thyssenkrupp.com
thyssenkrupp Elevator Corporation, 6942 Phillips Parkway Drive South., Jacksonville, FL, Zip 32256 www.thyssenkrupp.com
[Facebook](#) · [Blog](#) · [Twitter](#) · [LinkedIn](#) · [Google+](#) · [YouTube](#)

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Invoice Cover Sheet – JEA

X

X

Voucher Number:

1053347



Invoice ID:

17970331



Vendor Name:

THYSSENKRUPP ELEVATOR CORP

Vendor Number: 47166

Invoice Number: 6000277486

Invoice Date: 11/3/2017

Invoice Amount: \$974.00

Site Name: ACH-ATLANTA

Site Address: PO BOX 933004

Atlanta, GA 31193-3004

Check Handling

Instructions:

X

X



thyssenkrupp

RECEIVED

2017 NOV -8 PM 3:47

ORIGINAL INVOICE

CUSTOMER NUMBER: 111473

Attn: Accounts Payable
ST JOHNS RIVER POWER PLANT
PO BOX 4910
JACKSONVILLE, FL 32201-4910
United States

JEA
ACCOUNTS PAYABLE

PLEASE REMIT TO: THYSSENKRUPP ELEVATOR CORP
PO BOX 933004
ATLANTA, GA 31193-3004

Please specify invoice number and customer number with your payment.

TERMS	REPAIR NO.	CUSTOMER REFERENCE NO.	INVOICE DATE	INVOICE NO.
IMMEDIATE	502225	SIGNED PROPOSAL	11-03-2017	6000277486

UNIT NUMBER: US218807

LOCATION: ST JOHNS RIVER POWER

SHIP TO: 11201 NEW BERLIN RD, JACKSONVILLE, FL 32226-2275 US

ITEM NO.	ITEM DESCRIPTION	QTY	UNIT	PRICE	TOTAL
FIXED_PRICE_Q	thyssenkrupp ELEVATOR PROPOSES TO FURNISH THE NECESSARY LABOR AND MATERIALS TO REPAIR DAMAGE BY HURRICANE IRMA;CAN CARD	1	Each	\$974.00	\$974.00
TOTAL (EXCLUDING TAX)					\$974.00
TOTAL TAX					\$0.00
AMOUNT DUE (INCLUDING TAX)					\$974.00

THYSSENKRUPP ELEVATOR CORP
6942 PHILLIPS PARKWAY DRIVE SOUTH
Jacksonville, FL 32256
904-260-4656

JEA ACCOUNTS PAYABLE

VOUCHER# 1053347

ENTERED BY: _____



thyssenkrupp

WORK ORDER

Date: September 20, 2017

Purchaser: St Johns River Power Plant
Address: PO Box 4910
City/State/Zip: Jacksonville, FL 32201-4910

Location: St Johns River Power
11201 New Berlin Rd
Jacksonville, FL 32226-2275

Purchaser authorizes thyssenkrupp Elevator Corporation (referred to as "thyssenkrupp Elevator" hereafter) to perform the following work on the equipment and at the location described above, in exchange for the sum of **Nine Hundred Seventy Four Dollars (\$974.00)** plus any applicable tax pursuant to the terms and conditions contained in this Work Order (the "Work Order").

Scope of Work:

Hurricane Irma Storm Damage - Boiler 1

We propose to furnish the necessary labor and materials to repair damage by Hurricane Irma at the above-referenced location:

- CAN Card
- Two mechanic Hours labor : \$320.00
- \$653.57 material cost

*Please note that due to the inherent nature of damage caused by storms such as power surges, power outages, and/or water intrusion we may, during the performance of this Work Order, determine that additional work beyond that described in this Work Order may be necessary. In that event, we will provide Purchaser with a written change order for Purchaser's execution. Once executed by Purchaser the associated change order will be subject to all of the terms and conditions of this Work Order. Change orders requesting us to provide stand-by assistance to Purchaser or its contractors will be proposed by us on a time and material basis.

No permits or inspections by others are included in this work, unless otherwise indicated herein. Delivery and shipping is included. All work is to be performed during regular working days and hours as defined in this Work Order unless otherwise indicated herein.



thyssenkrupp

Acceptance

This Work Order is submitted for acceptance within 30 days from the date executed by thyssenkrupp Elevator. Unless otherwise stated, the Purchaser agrees to pay as follows: 50% upon signed acceptance of this Work Order and \$487.00 upon completion of the work described in this Work Order.

Purchaser's acceptance of this Work Order will constitute exclusively and entirely the agreement for the work herein described. All prior representations or agreements regarding this work, whether written or verbal, will be deemed to be merged herein, and no other changes in or additions to this Work Order will be recognized unless made in writing and properly executed by both parties. No agent or employee of thyssenkrupp Elevator shall have the authority to waive or modify any of the terms of this Work Order without the written approval of an authorized thyssenkrupp Elevator manager. This Work Order specifically contemplates work outside the scope of any other contract currently in effect between the parties; any such contract shall be unaffected by this Work Order.

To indicate acceptance of this work order, please sign and return one (1) original of this agreement to the address shown below. Upon receipt of your written authorization and required materials and/or supplies, we shall implement the work called for in this Work Order.

thyssenkrupp Elevator Corporation:	(PURCHASER):
By: <u>BH</u> (Signature of thyssenkrupp Elevator Representative) Brennan Heintzman Service Sales Representative brennan.heintzman@thyssenkrupp.com +1 813 3349833 09-20-2017 (Date of Submission)	By: <u>EMail</u> (Signature of Authorized Individual) (Print or Type Name) (Print or Type Title) (Date of Acceptance)
thyssenkrupp Elevator Corporation Approval	
<u>9/20/17</u> (Date of Approval)	<u>Erik Murnane</u> (Signature of Branch Representative) Erik Murnane Branch Manager

Murnane, Erik

From: Heintzman, Brennan
Sent: Wednesday, September 20, 2017 9:43 AM
To: Murnane, Erik
Subject: FW: SJRPP- Elevators Boiler 1 and 2

Boiler 1 and 2 repairs

Regards,
Brennan Heintzman
Account Manager, Service and Repair
ET-AMS/FLD

T: +1 904 260 1960ext5332, M: +1 813 334 9833, brennan.heintzman@thyssenkrupp.com
thyssenkrupp Elevator Corporation, 6942 Phillips Parkway Drive South., Jacksonville, FL, Zip 32256 www.thyssenkrupp.com
[Facebook](#) · [Blog](#) · [Twitter](#) · [LinkedIn](#) · [Google+](#) · [YouTube](#)

From: Hart, Calvin J. [<mailto:HartCJ@jea.com>]
Sent: Wednesday, September 20, 2017 9:05 AM
To: Heintzman, Brennan
Subject: RE: SJRPP- Elevators Boiler 1 and 2

Approved
Calvin Hart

From: Heintzman, Brennan [<mailto:brennan.heintzman@thyssenkrupp.com>]
Sent: Wednesday, September 20, 2017 8:34 AM
To: Hart, Calvin J. <HartCJ@jea.com>
Cc: Murnane, Erik <erik.murnane@thyssenkrupp.com>; McCauley, Jim (ThyssenKrupp) <jim.mccauley@thyssenkrupp.com>
Subject: RE: SJRPP- Elevators Boiler 1 and 2

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

Calvin,

I wanted to quickly follow up with you regarding these repairs. Do we have your approval to move forward with ordering this material?

Regards,
Brennan Heintzman
Account Manager, Service and Repair
ET-AMS/FLD

T: +1 904 260 1960ext5332, M: +1 813 334 9833, brennan.heintzman@thyssenkrupp.com
thyssenkrupp Elevator Corporation, 6942 Phillips Parkway Drive South., Jacksonville, FL, Zip 32256 www.thyssenkrupp.com
[Facebook](#) · [Blog](#) · [Twitter](#) · [LinkedIn](#) · [Google+](#) · [YouTube](#)

Invoice Cover Sheet – JEA

X

X

Voucher Number:
1057771



Invoice ID:
18009435



Vendor Name:

THYSSENKRUPP ELEVATOR CORP

Vendor Number: 47166

Invoice Number: 6000279590

Invoice Date: 11/21/2017

Invoice Amount: \$1,200.00

Site Name: ACH-ATLANTA

Site Address: PO BOX 933004

AS

Atlanta, GA 31193-3004

Check Handling

Instructions:

X

X



thyssenkrupp

RECEIVED

2017 DEC -7 PM 2:16

ORIGINAL INVOICE

JEA
ACCOUNTS PAYABLE

CUSTOMER NUMBER: 111473

PLEASE REMIT TO: THYSSENKRUPP ELEVATOR CORP
PO BOX 933004
ATLANTA, GA 31193-3004

Attn: Accounts Payable
ST JOHNS RIVER POWER PLANT
PO BOX 4910
JACKSONVILLE, FL 32201-4910
United States

Please specify invoice number and customer number with your payment.

TERMS	REPAIR NO.	CUSTOMER REFERENCE NO.	INVOICE DATE	INVOICE NO.
IMMEDIATE	502314	EMAIL APPROVAL	11-21-2017	6000279590

UNIT NUMBER: US218806 **LOCATION:** ST JOHNS RIVER POWER

SHIP TO: 11201 NEW BERLIN RD, JACKSONVILLE, FL 32226-2275 US

ITEM NO.	ITEM DESCRIPTION	SERVICE DATE	QTY	UNIT	PRICE	TOTAL
L06001	Labor Repair Daytime	10-17-2017	7.5	Hour	\$160.00	\$1,200.00

thyssenkrupp ELEVATOR WIL FURNISH LABOR AND MATERIAL TO REPAIR HURRICANE DAMAGE

TOTAL (EXCLUDING TAX)	\$1,200.00
TOTAL TAX	\$0.00
AMOUNT DUE (INCLUDING TAX)	\$1,200.00

THYSSENKRUPP ELEVATOR CORP
6942 PHILLIPS PARKWAY DRIVE SOUTH
Jacksonville, FL 32256
904-260-4656

JEA ACCOUNTS PAYABLE
VOUCHER# _____
ENTERED BY: _____



thyssenkrupp

Time and Material Proposal

Reply To: thyssenkrupp Elevator Corporation
6942 Phillips Parkway Dr S,
Jacksonville, FL 32256

Date: September 20, 2017

Purchaser: St Johns River Power Plant

Location: St Johns River Power

Address: PO Box 4910

11201 New Berlin Rd

City/State/Zip: Jacksonville, FL 32201-4910

Jacksonville, FL 32226-2275

RE: Time and Material Proposal - Hurricane IRMA Damage Repair - FGD2

thyssenkrupp elevator has been solicited to perform work at the above location. ThyssenKrupp Elevator Company proposes to furnish labor and material to do the necessary work with full and uninterrupted use of the elevator the work is to be performed on.

By signing this proposal you hereby assume responsibility for the debt incurred as a result of the work performed to the above unit. Please review this hourly rate and sign both pages of this quote before work can begin

A MINIMUM CHARGE OF 2 (TWO) HOURS LABOR WILL BE BILLED.

Mechanic Rate: One Hundred Sixty and 0/100 Dollars \$160.00 per hour

Terms and Conditions

thyssenkrupp Elevator does not assume any responsibility for any part of the vertical transportation equipment other than the specific components that are described in this Work Order and then only to the extent thyssenkrupp Elevator has performed the work described above.

No work, service, examination or liability on the part of thyssenkrupp Elevator is intended, implied or included other than the work specifically described above. It is agreed that thyssenkrupp Elevator does not assume possession or control of any part of the vertical transportation equipment and that such remains Purchaser's exclusively as the owner, lessor, lessee, possessor, or manager thereof.

Unless otherwise stated herein, thyssenkrupp Elevator's performance of this Work Order is expressly contingent upon Purchaser securing permission or priority as required by all applicable governmental agencies and paying for any and all applicable permits or other similar documents.

It is agreed that thyssenkrupp Elevator's personnel shall be given a safe place in which to work. thyssenkrupp Elevator reserves the right to discontinue its work in the location above whenever, in its sole opinion, thyssenkrupp Elevator believes that any aspect of the location is in any way unsafe until such time as Purchaser has demonstrated, at its sole expense, that it has appropriately remedied the unsafe condition to thyssenkrupp Elevator's satisfaction. Unless otherwise agreed, it is understood that the work described above will be performed during regular working days and hours which are defined as Monday through Friday, 8:00 AM to 4:30 PM (except scheduled union holidays). If overtime is mutually agreed upon, an additional charge at thyssenkrupp Elevator's usual rates for such work shall be added to the price of this Work Order.

In consideration of thyssenkrupp Elevator performing the work described above Purchaser, to the fullest extent permitted by law, expressly agrees to indemnify, defend, save harmless, discharge, release and forever acquit thyssenkrupp Elevator, its employees, officers, agents, affiliates, and subsidiaries from and against any and all claims, demands, suits, and proceedings made or brought against thyssenkrupp Elevator, its employees, officers, agents, affiliates and subsidiaries for loss, property damage (including damage to the equipment which is the subject matter of this Work Order), personal injury or death that are alleged to have been caused by Purchaser or any others in connection with the presence, use, misuse, maintenance, installation, removal, manufacture, design, operation or condition of the vertical transportation equipment that is the subject of this Work Order, or the associated areas surrounding such equipment.



Time and Material Proposal

thyssenkrupp

Purchaser's duty to indemnify does not apply to the extent that the loss, property damage (including damage to the equipment which is the subject matter of this Work Order), personal injury or death is determined to be caused by or resulting from the negligence of thyssenkrupp Elevator and/or its employees. Purchaser recognizes, however, that its obligation to defend thyssenkrupp Elevator and its employees, officers, agents, affiliates and subsidiaries under this clause is broader and distinct from its duty to indemnify and specifically includes payment of all attorney's fees, court costs, interest and any other expenses of litigation arising out of such claims or lawsuits.

Purchaser expressly agrees to name thyssenkrupp Elevator along with its officers, agents, affiliates and subsidiaries as additional insureds in Purchaser's liability and any excess (umbrella) liability insurance policy(ies). Such insurance must insure thyssenkrupp Elevator, along with its officers, agents, affiliates and subsidiaries for those claims and/or losses referenced in the above paragraph, and for claims and/or losses arising from the negligence or legal responsibility of thyssenkrupp Elevator and/or its officers, agents, affiliates and subsidiaries. Such insurance must specify that its coverage is primary and non-contributory. Purchaser hereby waives the right of subrogation.

thyssenkrupp Elevator shall not be liable for any loss, damage or delay caused by acts of government, labor, troubles, strikes, lockouts, fire, explosions, theft, riot, civil commotion, war, malicious mischief, acts of God, or any cause beyond its control. thyssenkrupp Elevator Corporation shall automatically receive an extension of time commensurate with any delay regarding the work called for in this Work Order.

Should loss of or damage to thyssenkrupp Elevator's material, tools or work occur at the location that is the subject of this Work Order, Purchaser shall compensate thyssenkrupp Elevator therefor, unless such loss or damage results solely from thyssenkrupp Elevator's own acts or omissions.

If any drawings, illustrations or descriptive matter are furnished with this Work Order, they are approximate and are submitted only to show the general style and arrangement of equipment being offered. Work Order.

Purchaser shall bear all cost(s) for any reinspection of thyssenkrupp Elevator's work due to items outside the scope of this Work Order or for any inspection arising from the work of other trades requiring the assistance of thyssenkrupp Elevator.

Purchaser expressly agrees to waive any and all claims for consequential, special or indirect damages arising out of the performance of this Work Order and specifically releases thyssenkrupp Elevator from any and all such claims.

A service charge of 1.5% per month, or the highest legal rate, whichever is less, shall apply to delinquent accounts. In the event of any default of any of the payment provisions herein, Purchaser agrees to pay, in addition to any defaulted amount, any attorney fees, court costs and all other expenses, fees and costs incurred by thyssenkrupp Elevator in connection with the collection of that defaulted amount.

Purchaser agrees that this Work Order shall be construed and enforced in accordance with the laws of the state where the vertical transportation equipment that is the subject of this Work Order is located and consents to jurisdiction of the courts, both state and Federal, of that as to all matters and disputes arising out of this Work Order. Purchaser further agrees to waive trial by jury for all such matters and disputes.

The rights of thyssenkrupp Elevator under this Work Order shall be cumulative and the failure on the part of the thyssenkrupp Elevator to exercise any rights given hereunder shall not operate to forfeit or waive any of said rights and any extension, indulgence or change by thyssenkrupp Elevator in the method, mode or manner of payment or any of its other rights shall not be construed as a waiver of any of its rights under this Work Order.

In the event any portion of this Work Order is deemed invalid or unenforceable by a court of law, such finding shall not affect the validity or enforceability of any other portion of this Work Order.

This Work Order shall be considered as having been drafted jointly by Purchaser and thyssenkrupp Elevator and shall not be construed or interpreted against either Purchaser or thyssenkrupp Elevator by reason of either Purchaser or thyssenkrupp Elevator's role in drafting same.

In the event Purchaser's acceptance of the work called for in this Work Order is in the form of a purchase order or other kind of document, the provisions, terms and conditions of this Work Order shall exclusively govern the relationship between thyssenkrupp Elevator and Purchaser with respect to the work described herein.



thyssenkrupp

Time and Material Proposal

Acceptance

This proposal, together with the terms and conditions which are expressly made a part of this proposal and agreed to, when signed and accepted by the Purchaser and approved by an officer or an authorized representative of thyssenkrupp Elevator shall constitute exclusively and entirely the contract between the parties and all prior representation or agreements, whether written or verbal, not incorporated herein, are superseded. No changes in or addition to this agreement will be recognized unless made in writing and properly executed by both parties.

thyssenkrupp Elevator Corporation:	(PURCHASER):
By: <u>BM</u> (Signature of thyssenkrupp Elevator Representative) Brennan Heintzman Service Sales Representative brennan.heintzman@thyssenkrupp.com +1 813 3349833 09-20-2017 (Date of Submission)	By: <u>Eric Collari</u> (Signature of Authorized Individual) Eric Collari (Print or Type Name) (Print or Type Title) (Date of Acceptance)
thyssenkrupp Elevator Corporation Approval	
<u>9/20/17</u> (Date of Approval)	<u>Erik Murnane</u> (Signature of Branch Representative) Erik Murnane Branch Manager

Murnane, Erik

From: Heintzman, Brennan
Sent: Wednesday, September 20, 2017 9:43 AM
To: Murnane, Erik
Subject: FW: FGD2 Elevator REpair

FGD repair

Regards,
Brennan Heintzman
Account Manager, Service and Repair
ET-AMS/FLD

T: +1 904 260 1960ext5332, M:+1 813 334 9833, brennan.heintzman@thyssenkrupp.com
thyssenkrupp Elevator Corporation, 6942 Phillips Parkway Drive South., Jacksonville, FL, Zip 32256 www.thyssenkrupp.com
[Facebook](#) · [Blog](#) · [Twitter](#) · [LinkedIn](#) · [Google+](#) · [YouTube](#)

From: Hart, Calvin J. [<mailto:HartCJ@jea.com>]
Sent: Wednesday, September 20, 2017 9:08 AM
To: Heintzman, Brennan
Subject: RE: FGD2 Elevator REpair

Approved
Calvin

From: Heintzman, Brennan [<mailto:brennan.heintzman@thyssenkrupp.com>]
Sent: Wednesday, September 20, 2017 8:23 AM
To: Hart, Calvin J. <HartCJ@jea.com>
Cc: Murnane, Erik <erik.murnane@thyssenkrupp.com>; McCauley, Jim (ThyssenKrupp) <jim.mccauley@thyssenkrupp.com>
Subject: FGD2 Elevator REpair

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

Calvin,

It appears that the FGD2 elevator shut down is related to the Hurricane and will need to be assessed for damage. Attached is a time and material work order authorizing us to spend some time going through the elevator to determine what exactly is has been damaged by the storm. If an additional work order for parts is needed then I will send a second fixed repair order.

Please let me know if we have your approval of work order **ACIA-1BXOV29**.

Regards,
Brennan Heintzman
Account Manager, Service and Repair
ET-AMS/FLD

T: +1 904 260 1960ext5332, M:+1 813 334 9833, brennan.heintzman@thyssenkrupp.com
thyssenkrupp Elevator Corporation, 6942 Phillips Parkway Drive South., Jacksonville, FL, Zip 32256 www.thyssenkrupp.com
[Facebook](#) · [Blog](#) · [Twitter](#) · [LinkedIn](#) · [Google+](#) · [YouTube](#)

Florida has a very broad Public Records Law. Virtually all written communications to or from State and Local Officials and employees are public records available to the public and media upon request. Any email sent to or from JEA's system may be considered a public record and subject to disclosure under Florida's Public Records Laws. Any information deemed confidential and exempt from Florida's Public Records Laws should be clearly marked. Under Florida law, e-mail addresses are public records. If you do not want your e-mail address released in response to a public-records request, do not send electronic mail to this entity. Instead, contact JEA by phone or in writing.

JEA
21 West Church Street
Jacksonville, FL 32202-3139
United States

Type	Standard Purchase Order
Purchase Order	161538
Revision	1
Order Created Date	06-JAN-2017
Buyer	Selders, Elaine
Telephone	904-665-6133
Email	seldel@jea.com
Revision Date	15-JUN-2017

Company:
MPW INDUSTRIAL SERVICES, INC.
9711 LANCASTER ROAD SE
HEBRON, OH 43025
United States

Ship To	Bill To
St. Johns River Power Park Shipping/Receiving Warehouse, Building #1 11201 New Berlin Road Jacksonville, FL 32226 United States	JEA P.O. Box 4910 Jacksonville, FL 32201-4910 United States

Customer Account No.	Company No.	Payment Terms	Freight Terms	FOB	Transportation	Ship Via
	921957	NET 30	Paid	DESTINATIO N		BEST WAY
Company Contact			Requester			
MCDEVITT, MICHAEL (800) 827-8790			Peacock, James PEACJT@JEA.COM			

Notes to Company: THIS PURCHASE ORDER IS YOUR NOTICE TO PROCEED.

THE TERMS AND CONDITIONS OF SPECIFICATION CPA 160660 - 093-16 Electric Plant Industrial Cleaning Services SUPERSEDE THE TERMS AND CONDITIONS CONTAINED ON THE LAST PAGE OF THIS PURCHASE ORDER.

INVOICES MUST BE SENT TO:

JEA
P O Box 4910
Jacksonville FL 32201-4910

INVOICES SENT TO ANY OTHER ADDRESS WILL NOT BE PAID.

ALL INVOICES MUST REFERENCE THIS PURCHASE ORDER NUMBER.

TO ASSURE ACCURATE DELIVERY AND PAYMENT, ALL INVOICES AND PACKING SLIPS MUST CONTAIN THE PURCHASE ORDER NUMBER, RELEASE NUMBER (if applicable), LINE NUMBER, AND SHIPMENT LOCATION.

SHIPMENTS WITH INCOMPLETE PACKING SLIP MAY BE REJECTED AND RETURNED AT THE SUPPLIER'S EXPENSE.

FEDEX AND UPS WILL NOT DELIVER INVOICES TO POST OFFICE BOXES.

INVOICE INQUIRIES ADDRESSED TO OTHERS MAY RECEIVE A SIGNIFICANTLY DELAYED RESPONSE.

INVOICE AND PAYMENT INQUIRIES SHOULD BE ADDRESSED TO:

ACCTPAYCUSTSRV@JEA.COM

SUPPLIERS CAN LOOK UP THE STATUS OF SUBMITTED INVOICES BY NAVIGATING TO JEA.COM, WORKING WITH JEA, PROCUREMENT, INVOICE STATUS, INVOICE LOOK UP.

OR

COPY AND PASTE THE TEXT LINK BELOW INTO THE ADDRESS BAR ON YOUR BROWSER:

[HTTPS://WWW.JEA.COM/POINVOICE/](https://www.jea.com/poinvoice/)

6/15/2017 - CHANGE ORDER TO ADD \$100000 TO LINE 2. ELS

YOUR POINT OF CONTACT FOR THIS PURCHASE ORDER IS:

JIMMY PEACOCK
PEACJT@JEA.COM
904-665-7528

Line	Part Number / Description	Delivery Date/Time	Quantity	UOM	Unit Price	Amount
1	70000 Dollars				\$1.0000	\$70,000.00
	Open PO for FY17 MPW vac truck services in Bulk Materials. Reference Contract 160660.					
	This line references Contract Agreement 161537					
1	Ship To:					
	Use the ship-to address at the top of page 1					
2	Promised:					\$100,000.00
	16-JUN-2017					
	Change order to MPW vac truck service PO 161538 to increase by an additional \$100,000. Reference Contract 160660.					
	This line references Contract Agreement 161537					
1	Ship To:					
	Use the ship-to address at the top of page 1					
						Total: 170,000.00 (USD)

Approving Authority

John P. McCarthy,
Chief Purchasing Officer

JEA AND ST. JOHNS RIVER POWER PARK (SJRP)
PURCHASE ORDER TERMS AND CONDITIONS

1. The term "Company" shall mean the legal person, firm, corporation or any other entity, or business relationship with whom JEA has issued a Purchase Order to or has executed a Contract with.
2. Acceptance of this purchase order is limited to the terms on the face hereof and these Purchase Order Terms and Conditions. Additional or modified terms on Company's form are objected to and rejected and shall be deemed a material alteration hereof.
3. TAX INSTRUCTIONS: Do not include sales and use tax. We remit tax directly to State of Florida. Registration for JEA 85-8012753002C-9; for SJRP TPP-0142. Certificate of FET exempt # for JEA 59-2983007; for SJRP 59-2351813.
4. JEA will issue payment to the Company for the amount requested in accordance with the payment terms listed herein following the date the invoice is received by JEA. JEA may reject an improper invoice within 10 calendar days after receipt. JEA will return the invoice to the Company stating the reasons for rejection. Upon receipt of an acceptable revised invoice, JEA will issue payment to the Company for the revised amount within the original payment terms or 10 days, whichever is latest.
5. JEA reserves the right to terminate all or part of this contract for its convenience. In such event, Company shall immediately stop all work and observe any instructions from JEA as to work in process. Company shall be paid an equitable adjustment for work already performed.
6. JEA may also terminate all or part of this contract for cause in the event of a default by Company. In such event, JEA shall not be liable to Company for any amounts, and Company shall be liable for, and shall hold JEA harmless from, any damages occasioned by the Company's breach or default. If it should be determined that the JEA has improperly terminated this contract for default, such termination shall be deemed to be for JEA's convenience.
7. Company warrants that all goods or services furnished hereunder shall be merchantable, and free from any defects in workmanship or material. If Company has been informed of the use of the products, Company also warrants that the items furnished hereunder are suited and appropriate for such use. Company shall indemnify and save the JEA harmless from any breach of this warranty, and no limitations on JEA's remedy in Company's documents shall operate to reduce this indemnification. Company shall extend all warranties it receives from its vendors to JEA. This warranty is in addition to all warranties contained under the law.
8. Company warrants that the prices quoted hereunder are the lowest prices inclusive of all applicable discounts for these or similar articles sold by the Company to other customers, and in the event of any price reduction between execution of the purchase order and delivery of the goods, JEA shall be entitled to such reduction.
9. JEA may delay delivery or acceptance of goods in the event of any unforeseen event. Company shall hold the goods pending JEA's direction, and JEA shall be liable only for direct increased costs incurred by the Company by reason of JEA's instructions.
10. JEA or representatives shall be allowed access to Company's plants and to plants of Company's suppliers to expedite production and shipment of goods. Company shall upon timely request furnish schedules and progress reports for JEA's use in expediting.
11. JEA shall have the right to make changes in this order at any time and Company agrees to accept such changes. In the event such changes result in decreased or additional costs, JEA shall make an equitable adjustment in the purchase price provided any additional costs are itemized for JEA by Company.
12. Company agrees to hold JEA harmless from any patent or similar proceedings which are based on products sold by the Company hereunder. Company shall defend any such suits at its own expense, and JEA shall have the right to have such litigation monitored by its own counsel at the expense of Company.
13. For ten dollars (\$10.00) acknowledged to be included and paid for in the purchase price and other good and valuable considerations, the Company shall hold harmless, defend and indemnify JEA (and if applicable, Florida Power & Light Company (FPL), for purchases pertaining to the St. Johns River Power Park facility) 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 Company and any person or entity used by Company in the performance of this Purchase Order or associated Contract. For purposes of this indemnification, the terms "JEA" and "FPL" shall include their governing boards, officers, employees, agents, successors, and assigns. The indemnification shall survive the term of the Purchase Order or associated Contract, for events that occurred during the term of this agreement. This indemnification shall be separate and apart from, and in addition to, any other indemnification provisions set forth elsewhere in this Purchase Order or associated Contract.
14. In the event that Company's performance or contemplated performance of services hereunder, by Company's employees or by persons under contract to Company, is to be done on JEA's property, Company agrees that all such work shall be done as an independent contractor and that the persons doing such work shall not be considered employees of JEA. Company shall maintain all necessary insurance coverages, including public liability and Worker's Compensation insurance. Company shall indemnify and save harmless and defend JEA from any and all claims of liabilities arising out of the work covered by this paragraph.
15. Payment for the goods delivered under this order shall not be deemed acceptance of such goods. Goods shall only be deemed accepted when they have actually been counted, inspected and tested by the JEA and found to be in conformance with this order. However, failure to inspect or test by JEA shall not relieve the Company of any responsibilities hereunder.
16. Time is of the essence on this contract. Company shall take all reasonable actions, including but not limited to use of overtime and shipment by expedited means, all at Company's expense, to meet promised delivery.

17. This purchase order shall be governed by the laws of the State of Florida. All goods or services offered by Company pursuant to this contract shall comply with, satisfy and be subjected to all applicable codes, ordinances, rules and regulations of any governmental authority having jurisdiction, including the Florida Public Records law.
18. Material Safety Data Sheets (MSDS) must accompany shipments of any items containing toxic substances listed in Chapter 442, Florida Statutes.
19. This purchase order and any documents referred to on the face hereof and these Purchase Order Terms and Conditions constitute the entire agreement between the parties and can only be modified by change order. No part of this order may be assigned or subcontracted without the prior written approval of JEA. Any monies due JEA from Company can be set off from any monies due Company from JEA whether or not under this contract. JEA's failure to insist on any right shall not operate as a waiver of any other right.

JEA
Hurricane Irma
September 04, 2017 - October 18, 2017

PW 3: Category F - Electric Permanent Restoration - SJRPP
Project Worksheet
Summary

Description	Schedule Reference	Amount
Contractors	3A	\$ 18,677.09
Force Account Labor - Permanent	(A)	65,008.55
Materials from Inventory	(B)	17,146.32
Subtotal		100,831.96
JEA's Ownership	(C)	80%
Subtotal		80,665.57
DAC		TBD
Total		\$ 80,665.57

Notes:

(A) The task numbers for permanent repairs are 24892796, 24892797, 24892803, and 24892805. Fringe benefits are already captured in the labor amount. Source: PR#30993 - FA Labor Record - FEMA Reporting - Hurricane IRMA_SJRPP.xlsx & PR#30993 - FA Labor Benefit Calculation - SJRPP Force Account Fringe Benefit Rate Hurricane Irma.pdf.

(B) Source: PR#30993 - Material Summary - U2 Main Flame Detector.xlsx

(C) JEA's ownership in SJRPP is 80%, therefore 80% of the total damages are captured.

JEA
Hurricane Irma
September 04, 2017 - October 18, 2017

PW 3: Category F - Electric Permanent Restoration - SJRPP
Project Worksheet
Contractors

Folder Reference	Vendor	Project Number	Project Description	Invoice Number	Invoice Date	Description	Invoice Amount	Notes
01_Thyssenkrupp	Thyssenkrupp Elevator Corporation	8004368	SJRPP	6000277444	11/2/2017	Labor and material to replace the components damaged from water intrusion	\$ 3,042.04	
01_Thyssenkrupp	Thyssenkrupp Elevator Corporation	8004368	SJRPP	6000277446	11/2/2017	Labor and material to repair damages from hurricane	974.00	
01_Thyssenkrupp	Thyssenkrupp Elevator Corporation	8004368	SJRPP	6000277484	11/3/2017	Labor and material to replace the components damaged from water intrusion	3,043.00	
01_Thyssenkrupp	Thyssenkrupp Elevator Corporation	8004368	SJRPP	6000277485	11/3/2017	Labor and material to repair ship unloader due to storm damage	2,108.05	
01_Thyssenkrupp	Thyssenkrupp Elevator Corporation	8004368	SJRPP	6000277486	11/3/2017	Labor and materials to repair damage by Hurricane Irma	974.00	
01_Thyssenkrupp	Thyssenkrupp Elevator Corporation	8004368	SJRPP	6000279590	11/21/2017	Labor and materials to repair hurricane damage	1,200.00	
02_ThermaServe	ThermaServe, Inc.	8004368	SJRPP	19922	9/18/2017	A/C 27, unit down and panels off - mechanic hours	340.00	
02_ThermaServe	ThermaServe, Inc.	8004368	SJRPP	19923	10/19/2017	Carrier AC #27, replaced blower motor and fuse block, checked operations; materials and fuel	1,809.00	
03_MPW	MPW Industrial Services	8004368	SJRPP	1410744	9/26/2017	Vacuum truck rental	3,837.00	(A)
04_Other	N/A	8004368	SJRPP	PC1336134		Rent/lease heavy equipment	1,350.00	(B)
Total							\$ 18,677.09	

Notes:

(A) Invoice amount reflects equipment usage on 9/13 and 9/14.

(B) Invoice not yet received.

FLORIDA DIVISION OF EMERGENCY MANAGEMENT
FORCE ACCOUNT & MUTUAL AID CLAIMANT/FRINGE BENEFIT RATE DETERMINATION

Page: 1

Applicant/Subgrantee or Mutual Aid Claimant JEA	For FA: _____	FIPS# _____	Category _____	Declaration# _____
	For MA: _____	EIN# _____	State EOC Msn# _____	

Location/Site of Work _____	Description of Work: _____
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FRINGE BENEFIT (Employer's Cost)	REGULAR TIME PAY (By Percent)	OVERTIME PAY (By Percent)
Social Security (Med Tax Only)	1.6	1.6
Retirement	37.1	37.1
Workers Compensation Insurance	1.4	1.4
Unemployment Insurance	—	—
Health Insurance Benefits	13.5	N/A
Life Insurance Benefits	0.4	N/A
Annual (Vacation) Leave	11.15	N/A
Holiday Leave	4.62	N/A
Average Used Sick Leave	—	N/A
Other (Specify Below): <u>Deferred Comp 401A</u>	0.5	
TOTAL (% of Annual Leave)	70.27	40.10

Work Unit: All JEA, except St. Johns River Power Park facility
 (Employer-wide, Department, Unit, Special Risk, etc.)

Instructions:

To effectively use this form to determine fringe benefit rates, group employees by Status or common benefits in the Labor Summaries (Salaried, Full-time, Permanent, Special Risk, Part-time, Contract Hires, and/or Temporary Help. For each employee grouping, determine the average fringe benefit rate for both Regular Time wages and Overtime Wages. The Overtime fringe benefits are usually limited to the types indicated as applicable above in the Overtime column. If the participating group of employees is substantially alike in benefits, with few exceptions, use the majority group determination for all the employees in the group. The Applicant may also use an Employer-Wide Average.

1. The Employer's Retirement Benefit Cost is usually a percentage of the paid RT and OT wages paid.
2. The Employer's Workers Comp costs is usually a given cost per \$100 pay or a percentage of the paid RT and OT wages paid.
3. The employer's Unemployment Insurance cost % can be determined by dividing the total annual premium by the total annual RT and OT wages paid.
4. To determine the average Health or Life Insurance Benefit %, divide total annual premium costs by the total annual regular time wages for the group of employees as per the last available annual audit, or by the current projected budget.
5. To determine the Annual Leave %, divide the total Annual RT hours (2080) pay by the total Annual Leave hours earned as determined from the last annual audit report or from the current budget.
6. The Holiday Leave % can be determined by dividing the number of Holiday hours granted each year by the number of annual RT work hours (2080).
7. The sick leave % should be based upon the last annual sick leave cost divided by the total regular time wages paid in the last audited year.

Note: Other established methods previously adopted by the Claimant to convert benefit costs to a percentage of total paid annual wages may be acceptable.

Comments (i.e., Explain Other Specified Benefits):

These Fringe Benefit Rates are applicable to JEA, excluding its St. Johns River Power Park facility.

The above information was obtained from time records that are available for audit.

Certified <i>James D. Chapman</i>	Title Director Risk Management Services	Date 11/8/2016
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JEA
Hurricane Irma
September 04, 2017 - October 18, 2017

PW 4: Category F - Electric Permanent Restoration - Northside Generating Station (NGS)
Project Worksheet
Summary

Description	Schedule Reference	Amount
Force Account Labor - Permanent	4A	\$ 41,026.50
Materials from Inventory	4B	15,772.58
Other Contractors	(A)	TBD
Meals & Supplies	(A)	TBD
DAC		TBD
Total		\$ 56,799.08

Note:

(A) Documentation not yet received.

JEA
Hurricane Irma
September 04, 2017 - October 18, 2017

PW 4: Category F - Electric Permanent Restoration - Northside Generating Station (NGS)
Project Worksheet
Force Account Labor - Permanent

Task Number	Description	Amount (A)
1.7 & 30161687	Permanent Repair	\$ 30,364.83
1.6	Site Preparation	220.21
1.5	Damage Assessment (B)	10,441.46
Total		\$ 41,026.50

Notes:

(A) Amounts can be found by filtering for the project number associated with Northside Generating Station 8004207, and for each respective task number. Fringe benefits are already captured in the labor amount. Source: NGS_FEMA Reporting - Hurricane IRMA_JEA.xlsx.

(B) Damage Assessments include performing analysis of damage locations that were already identified by either customers who have called in to report damages or identified by JEA. These assessments are used to dispatch proper personnel, equipment, and material as part of permanent restoration.

JEA
Hurricane Irma
September 04, 2017 - October 18, 2017

PW 4: Category F - Electric Permanent Restoration - Northside Generating Station (NGS)
Project Worksheet
Materials from Inventory

Description	Amount (A)
Issued	\$ 15,772.58
Returned	-
Total	\$ 15,772.58

Note:

(A) The project numbers associated with issued and returned materials are 8004207. Source: 2017 Material Transactions IRMA.xlsx.

FEMA Reporting - Hurricane IRMA JEA

Regular Fringe Benefit Rate

Overtime Fringe Benefit Rate

70.27%

40.10%

JEA GRE	Date	Project Number	Task Number	Cost Center	id#	Employee Name	Job Description	Pension Code	Bargaining Union	Payment Group	Payment Type	Hourly Rate	Regular Hours	Reg Fringe Rate	Reg Pay	Reg Fringe Pay	Tot Reg Pay	OT Hours	OT Factor	OT Pay	OT Fringe Rate	OT Fringe Pay	Tot OT Pay	Total \$\$
JEA GRE	09/06/2017	26 FY16/17	8004207	001.6	30309	219 Nelson, Marty L	Predictive Maintenance Analyst.0064.2312	51	Professional Employees Association	REGULAR	Regular Pay	\$43.11	3.0	70%	\$ 129.33	\$ 90.88	\$ 220.21	0.0		\$ -	0%	\$ -	\$ -	\$ 220.21
JEA GRE	09/10/2017	26 FY16/17	8004207	001.7	30300	1617 Cummings, Robert B	Mechanical Technician.0050.1047	50	JEA IBEW	OVERTIME	Comp Time Earned 1_5	\$36.31	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 653.58	40%	\$ 262.09	\$ 915.67	\$ 915.67
JEA GRE	09/10/2017	26 FY16/17	8004207	001.7	30300	9320 Rominger, Donald Ray (Donny)	Mechanical Technician.0050.1047	55	JEA IBEW	OVERTIME	Comp Time Earned 1_5	\$36.31	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 653.58	40%	\$ 262.09	\$ 915.67	\$ 915.67
JEA GRE	09/10/2017	26 FY16/17	8004207	001.7	40307	3471 King, Angus W II (Andy)	Electric Troubleshooter.0050.1060	51	JEA IBEW	OVERTIME	Emergency 1_5	\$41.40	0.0	0%	\$ -	\$ -	\$ -	7.0	1.5	\$ 434.70	40%	\$ 174.31	\$ 609.01	\$ 609.01
JEA GRE	09/11/2017	26 FY16/17	8004207	001.5	30309	2817 Holmes, Bryan D	Project Scheduler Senior.0064.2300	51	Professional Employees Association	REGULAR	Regular Pay	\$48.55	3.3	70%	\$ 160.22	\$ 112.58	\$ 272.80	0.0		\$ -	0%	\$ -	\$ -	\$ 272.80
JEA GRE	09/11/2017	26 FY16/17	8004207	001.5	30300	1817 Lee, Ronald E	Electrical Technician.0050.1040	51	JEA IBEW	OVERTIME	Scheduled 1_5	\$36.31	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 217.86	40%	\$ 87.36	\$ 305.22	\$ 305.22
JEA GRE	09/11/2017	26 FY16/17	8004207	001.5	30300	4105 Lee, Larry D	Mechanical Technician.0050.1047	51	JEA IBEW	OVERTIME	Scheduled 1_5	\$36.31	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 217.86	40%	\$ 87.36	\$ 305.22	\$ 305.22
JEA GRE	09/11/2017	26 FY16/17	8004207	001.5	30300	6679 Brazell, David Eason	Mechanical Technician.0050.1047	51	JEA IBEW	OVERTIME	Scheduled 1_5	\$36.31	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 217.86	40%	\$ 87.36	\$ 305.22	\$ 305.22
JEA GRE	09/11/2017	26 FY16/17	8004207	001.5	30300	8842 Chavez, Richard Gacillos	Electrical Technician.0050.1040	51	JEA IBEW	OVERTIME	Scheduled 1_5	\$36.31	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 217.86	40%	\$ 87.36	\$ 305.22	\$ 305.22
JEA GRE	09/11/2017	26 FY16/17	8004207	001.5	30300	3638 Runyon, Eric E	Mechanical Technician.0050.1047	51	JEA IBEW	OVERTIME	Scheduled 1_5	\$34.58	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 207.48	40%	\$ 83.20	\$ 290.68	\$ 290.68
JEA GRE	09/11/2017	26 FY16/17	8004207	001.5	30300	9431 Mauro, Philip David	Associate Engineer.0064.2224	51	Professional Employees Association	REGULAR	Regular Pay	\$29.62	3.0	70%	\$ 88.86	\$ 62.44	\$ 151.30	0.0		\$ -	0%	\$ -	\$ -	\$ 151.30
JEA GRE	09/11/2017	26 FY16/17	8004207	001.5	30300	9038 McLeod, Thomas J (Tom)	Electrical Technician.0050.1040	51	JEA IBEW	OVERTIME	Comp Time Earned 2_0	\$36.31	0.0	0%	\$ -	\$ -	\$ -	3.0	2.0	\$ 217.86	40%	\$ 87.36	\$ 305.22	\$ 305.22
JEA GRE	09/11/2017	26 FY16/17	8004207	001.7	30300	296 Taylor, James L	Mechanical Technician.0050.1047	51	JEA IBEW	OVERTIME	Scheduled 2_0	\$34.58	0.0	0%	\$ -	\$ -	\$ -	12.0	2.0	\$ 829.92	40%	\$ 332.80	\$ 1,162.72	\$ 1,162.72
JEA GRE	09/11/2017	26 FY16/17	8004207	001.5	30300	7701 Trotter, Freddie Argustas Jr.	Mechanical Technician.0050.1047	51	JEA IBEW	OVERTIME	Scheduled 1_5	\$36.31	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 217.86	40%	\$ 87.36	\$ 305.22	\$ 305.22
JEA GRE	09/11/2017	26 FY16/17	8004207	001.7	30300	1617 Cummings, Robert B	Mechanical Technician.0050.1047	50	JEA IBEW	OVERTIME	Comp Time Earned 2_0	\$36.31	0.0	0%	\$ -	\$ -	\$ -	12.0	2.0	\$ 871.44	40%	\$ 349.45	\$ 1,220.89	\$ 1,220.89
JEA GRE	09/11/2017	26 FY16/17	8004207	001.7	30300	1617 Cummings, Robert B	Mechanical Technician.0050.1047	50	JEA IBEW	OVERTIME	Comp Time Earned 1_5	\$36.31	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 217.86	40%	\$ 87.36	\$ 305.22	\$ 305.22
JEA GRE	09/11/2017	26 FY16/17	8004207	001.7	30300	9320 Rominger, Donald Ray (Donny)	Mechanical Technician.0050.1047	55	JEA IBEW	OVERTIME	Comp Time Earned 2_0	\$36.31	0.0	0%	\$ -	\$ -	\$ -	12.0	2.0	\$ 871.44	40%	\$ 349.45	\$ 1,220.89	\$ 1,220.89
JEA GRE	09/11/2017	26 FY16/17	8004207	001.7	30300	9320 Rominger, Donald Ray (Donny)	Mechanical Technician.0050.1047	55	JEA IBEW	OVERTIME	Comp Time Earned 1_5	\$36.31	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 217.86	40%	\$ 87.36	\$ 305.22	\$ 305.22
JEA GRE	09/11/2017	26 FY16/17	8004207	001.5	30300	9727 Cochran, Kellie Michelle	Instrument & Control Technician.0050.1051	51	JEA IBEW	OVERTIME	Comp Time Earned 2_0	\$36.31	0.0	0%	\$ -	\$ -	\$ -	5.0	2.0	\$ 363.10	40%	\$ 145.60	\$ 508.70	\$ 508.70
JEA GRE	09/11/2017	26 FY16/17	8004207	001.5	30200	2813 Vinas, Ramon A	Mqr Electrical Group.0003.6620	51	JEA Appointed	REGULAR	Regular Pav	\$45.94	8.0	70%	\$ 367.52	\$ 258.26	\$ 625.78	0.0		\$ -	0%	\$ -	\$ -	\$ 625.78
JEA GRE	09/11/2017	26 FY16/17	8004207	001.5	30300	9025 Crawford, DeShawn Charles	Electrical Technician.0050.1040	51	JEA IBEW	OVERTIME	Scheduled 2_0	\$36.31	0.0	0%	\$ -	\$ -	\$ -	3.0	2.0	\$ 217.86	40%	\$ 87.36	\$ 305.22	\$ 305.22
JEA GRE	09/12/2017	26 FY16/17	8004207	001.5	30309	2817 Holmes, Bryan D	Project Scheduler Senior.0064.2300	51	Professional Employees Association	REGULAR	Regular Pay	\$48.55	8.0	70%	\$ 388.40	\$ 272.93	\$ 661.33	0.0		\$ -	0%	\$ -	\$ -	\$ 661.33
JEA GRE	09/12/2017	26 FY16/17	8004207	001.5	30300	5840 Green, Kevin L	Instrument & Control Technician.0050.1051	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	5.0	70%	\$ 181.55	\$ 127.58	\$ 309.13	0.0		\$ -	0%	\$ -	\$ -	\$ 309.13
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	7663 Bezares, John Gary	Mechanical Technician.0050.1047	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	4.0	70%	\$ 145.24	\$ 102.06	\$ 247.30	0.0		\$ -	0%	\$ -	\$ -	\$ 247.30
JEA GRE	09/12/2017	26 FY16/17	8004207	001.5	30300	5879 Deal, Jerry L	Mechanical Technician.0050.1047	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	8.0	70%	\$ 290.48	\$ 204.12	\$ 494.60	0.0		\$ -	0%	\$ -	\$ -	\$ 494.60
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	3028 Gray, Courtney Craig (Chap)	Electrical Technician.0050.1040	51	JEA IBEW	REGULAR	Regular Pay	\$36.31	7.0	70%	\$ 254.17	\$ 178.61	\$ 432.78	0.0		\$ -	0%	\$ -	\$ -	\$ 432.78
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	9213 Love, Steven Jethro	Mechanical Technician.0050.1047	55	JEA IBEW	REGULAR	Regular Pav	\$36.31	8.0	70%	\$ 290.48	\$ 204.12	\$ 494.60	0.0		\$ -	0%	\$ -	\$ -	\$ 494.60
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	9221 Scisco, Mark	Electrical Technician.0050.1040	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	8.0	70%	\$ 290.48	\$ 204.12	\$ 494.60	0.0		\$ -	0%	\$ -	\$ -	\$ 494.60
JEA GRE	09/12/2017	26 FY16/17	8004207	001.5	30300	5817 Dotson, Jessica Lee	I&C Working Foreman.0063.2165	51	JEA Supervisors Association	REGULAR	Regular Pav	\$42.56	5.0	70%	\$ 212.80	\$ 149.53	\$ 362.33	0.0		\$ -	0%	\$ -	\$ -	\$ 362.33
JEA GRE	09/12/2017	26 FY16/17	8004207	001.5	30300	9723 Ruger, Darrell	Instrument & Control Technician.0050.1051	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	5.0	70%	\$ 181.55	\$ 127.58	\$ 309.13	0.0		\$ -	0%	\$ -	\$ -	\$ 309.13
JEA GRE	09/12/2017	26 FY16/17	8004207	001.5	30300	9636 McEwen, Joel Matthew	Instrument & Control Technician.0050.1051	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	4.0	70%	\$ 145.24	\$ 102.06	\$ 247.30	0.0		\$ -	0%	\$ -	\$ -	\$ 247.30
JEA GRE	09/12/2017	26 FY16/17	8004207	001.5	30300	9038 McLeod, Thomas J (Tom)	Electrical Technician.0050.1040	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	7.0	70%	\$ 254.17	\$ 178.61	\$ 432.78	0.0		\$ -	0%	\$ -	\$ -	\$ 432.78
JEA GRE	09/12/2017	26 FY16/17	8004207	001.5	30300	9725 Merritt, Michael Allen Jr (Mike)	Instrument & Control Technician.0050.1051	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	3.0	70%	\$ 108.93	\$ 76.55	\$ 185.48	0.0		\$ -	0%	\$ -	\$ -	\$ 185.48
JEA GRE	09/12/2017	26 FY16/17	8004207	001.5	30300	2822 Love, Vanessa	Electrical Technician.0050.1040	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	5.0	70%	\$ 181.55	\$ 127.58	\$ 309.13	0.0		\$ -	0%	\$ -	\$ -	\$ 309.13
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	8212 Cooner, John Carl	Mechanical Technician.0050.1047	55	JEA IBEW	REGULAR	Regular Pav	\$34.58	3.0	70%	\$ 103.74	\$ 72.90	\$ 176.64	0.0		\$ -	0%	\$ -	\$ -	\$ 176.64
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	9392 Humphries, Mark Thomas	Mechanical Technician.0050.1047	55	JEA IBEW	REGULAR	Regular Pav	\$36.31	8.0	70%	\$ 290.48	\$ 204.12	\$ 494.60	0.0		\$ -	0%	\$ -	\$ -	\$ 494.60
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	7200 Butts, Raymond O	Mechanical Technician.0050.1047	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	8.0	70%	\$ 290.48	\$ 204.12	\$ 494.60	0.0		\$ -	0%	\$ -	\$ -	\$ 494.60
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	9857 Burch, Sheldon Wayne	Mechanical Technician.0050.1047	51	JEA IBEW	REGULAR	Regular Pav	\$32.93	8.0	70%	\$ 263.44	\$ 185.12	\$ 448.56	0.0		\$ -	0%	\$ -	\$ -	\$ 448.56
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	7720 Rodgers, William F (Buddy)	Mechanical Technician.0050.1047	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	8.0	70%	\$ 290.48	\$ 204.12	\$ 494.60	0.0		\$ -	0%	\$ -	\$ -	\$ 494.60
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	1617 Cummings, Robert B	Mechanical Technician.0050.1047	50	JEA IBEW	REGULAR	Regular Pav	\$36.31	7.0	70%	\$ 254.17	\$ 178.61	\$ 432.78	0.0		\$ -	0%	\$ -	\$ -	\$ 432.78
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	9320 Rominger, Donald Ray (Donny)	Mechanical Technician.0050.1047	55	JEA IBEW	REGULAR	Regular Pav	\$36.31	7.0	70%	\$ 254.17	\$ 178.61	\$ 432.78	0.0		\$ -	0%	\$ -	\$ -	\$ 432.78
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	20300	5604 Meyers, Timothy L	Construction Specialist.0064.2306	51	Professional Employees Association	REGULAR	Regular Pav	\$42.81	8.0	70%	\$ 342.48	\$ 240.66	\$ 583.14	0.0		\$ -	0%	\$ -	\$ -	\$ 583.14
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	8207 Nikkola, Kenneth Aaron (Kenney)	Mechanical Technician.0050.1047	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	7.0	70%	\$ 254.17	\$ 178.61	\$ 432.78	0.0		\$ -	0%	\$ -	\$ -	\$ 432.78
JEA GRE	09/12/2017	26 FY16/17	8004207	001.5	30300	9685 Robinson, Anthony Quinn (Tony)	Instrument & Control Technician.0050.1051	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	2.5	70%	\$ 90.78	\$ 63.79	\$ 154.56	0.0		\$ -	0%	\$ -	\$ -	\$ 154.56
JEA GRE	09/12/2017	26 FY16/17	8004207	001.5	30300	9257 Wooten, Robert Cory (Cory)	Electrical Technician.0050.1040	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	7.0	70%	\$ 254.17	\$ 178.61	\$ 432.78	0.0		\$ -	0%	\$ -	\$ -	\$ 432.78
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	9025 Crawford, DeShawn Charles	Electrical Technician.0050.1040	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	7.0	70%	\$ 254.17	\$ 178.61	\$ 432.78	0.0		\$ -	0%	\$ -	\$ -	\$ 432.78
JEA GRE	09/12/2017	26 FY16/17	8004207	001.7	30300	9321 DeCicco, John Michael	Mechanical Technician.0050.1047	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	6.0	70%	\$ 217.86	\$ 153.09	\$ 370.95	0.0		\$ -	0%	\$ -	\$ -	\$ 370.95
JEA GRE	09/13/2017	26 FY16/17	8004207	001.7	30300	5879 Deal, Jerry L	Mechanical Technician.0050.1047	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	5.0	70%	\$ 181.55	\$ 127.58	\$ 309.13	0.0		\$ -	0%	\$ -	\$ -	\$ 309.13
JEA GRE	09/13/2017	26 FY16/17	8004207	001.7	30300	3028 Gray, Courtney Craig (Chap)	Electrical Technician.0050.1040	51	JEA IBEW	REGULAR	Regular Pav	\$36.31	7.0	70%	\$ 254.17									

Time

Review: Love, Vanessa, 2022

If you do not know your team default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, September 14, 2017

Forward Period (Days): 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
HE3000	001.1	Holiday Pay	8														8	
HE3000	001.1	Regular Pay			1	1	1				1	1	1				7	
HE3000	001.1	Annual Leave						8						8			8	
R12X0000	3014040	Regular Pay		4													4	
R12X0000	3014040	Regular Pay		3													3	
R12X0000	3014000	Regular Pay			4												4	
R12X0000	21020104	Regular Pay			8						8	2	1				8	
HE3000	001.1	Upgrade Pay			8	8											16	
8004207	001.1	Regular Pay				2	7			8							14	
R12X0000	3010010	Regular Pay									2						2	
HE3000	001.1	Emergency Relief								8							8	
R12X0000	3014000	Regular Pay											2				2	
R12X0000	30101000	Regular Pay											2				2	
R12X0000	3014001	Regular Pay											1				1	
R12X0000	3014000	Regular Pay											1				1	
8004207	001.8	Regular Pay									8	8					16	
			8	8	16	16	8	8	8	8	8	8	8	8	8	8	88	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
R12X0000	21020104	Regular Pay	Thu, Sep 14	Thu, Sep 14	1	Connecting Hours	
R12X0000	21020104	Regular Pay	Thu, Sep 14	Thu, Sep 14	8		
R12X0000	21020104	Regular Pay	Wed, Sep 13	Thu, Sep 14	2	Connecting Project	
R12X0000	21020104	Regular Pay	Wed, Sep 13	Wed, Sep 13	7		
R12X0000	21020104	Regular Pay	Tue, Sep 12	Thu, Sep 14	8	Connecting Project	
R12X0000	21020104	Regular Pay	Tue, Sep 12	Wed, Sep 13	8		
8004207	001.1	Regular Pay	Mon, Sep 11	Tue, Sep 12	8	Connecting Hours	
8004207	001.1	Regular Pay	Mon, Sep 11	Tue, Sep 12	8		
HE3000	001.1	Annual Leave	Fri, Sep 08	Fri, Sep 08	8	Connecting Leave Request	
HE3000	001.1	Annual Leave	Fri, Sep 08	Tue, Sep 05	8		

Contributors

Audit Summary

Comments

Audit Summary

Return to Recent Transcripts

Review: Love, Vanessa, 2822

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, October 16 2017
Telusnet Network ID: 14

Comments

Project	Task	Type	Mon, Oct 16	Tue, Oct 17	Wed, Oct 18	Thu, Oct 19	Fri, Oct 20	Sat, Oct 21	Sun, Oct 22	Mon, Oct 23	Tue, Oct 24	Wed, Oct 25	Thu, Oct 26	Fri, Oct 27	Sat, Oct 28	Sun, Oct 29	Total	Additional Details
R-1000000	001-X	Regular Pay	1	1		1	1	1			1	1	1	1			10	
	0000100	Regular Pay	7	2													9	
	0000100	Comp Time Earned 1_X	2	2							2	2		2	2		10	
R-1000000	0000100	Regular Pay		8													8	
R-1000000	0017074	Regular Pay				4.5											4.5	
HE-10000	001-X	Annual Leave			2.5												2.5	
R-1000000	0010002	Comp Time Earned 1_X			2												2	
R-1000000	0017099	Regular Pay					7										7	
R-1000000	0000171	Comp Time Earned 1_X					2										2	
R-1000000	0017071	Regular Pay						1									1	
R-1000000	0018000	Regular Pay						1									1	
R-1000000	0018992	Regular Pay						1									1	
R-1000000	0018992	Regular Pay						1									1	
R-1000000	0018999	Regular Pay						1									1	
R-1000000	0017099	Regular Pay						1									1	
R-1000000	0017099	Regular Pay						1									1	
R-1000000	0017099	Regular Pay						1									1	
R-1000000	0017099	Comp Time Earned 1_X						2									2	
R-1000000	0017100	Regular Pay							9								9	
R-1000000	0018000	Regular Pay								2							2	
R-1000000	1688888	Regular Pay									7						7	
R-1000000	0017021	Regular Pay										6					6	
R-1000000	0017829	Regular Pay											6				6	
R-1000000	0018214	Regular Pay												3			3	
R-1000000	0000145	Regular Pay											2		2		4	
R-1000000	0018000	Regular Pay														2	2	
HE-10000	001-X	Sick Pay														1	1	
			10	10	10	10	10	5	5	10	10	5	10	10	1	5	26	

Audit Summary

✖

Project	Task Type	Day	Date Entered	Hours	Reason	Comment
no results found						

Time

Review: Robinson, Anthony Quinn (Tony), 9625

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Ending: Monday, September 14, 2015

Comments

Table 1

[illegible]

Audit Summary

Project	Task Type	Day	Date Entered	Hours	Reason	Comment
No results found						

Return in Recent Timecards

Time

Review: Robinson, Anthony Quinn (Tony), 9685

If you do not know your home default project or task number, please click here: [Click Center Spreadsheet](#)

Week Starting: Wednesday, September 12 2017

Timecard Period (days): 14

Comments:

Project	Task	Type	Mon, Sep 18	Tue, Sep 19	Wed, Sep 20	Thu, Sep 21	Fri, Sep 22	Sat, Sep 23	Sun, Sep 24	Mon, Sep 25	Tue, Sep 26	Wed, Sep 27	Thu, Sep 28	Fri, Sep 29	Sat, Sep 30	Sun, Oct 01	Total	Additional Details
#12X0000	20000000	Regular Pay		5.5	1.0	0.0	0.0			0.0	0.0	0.0	0.0	0.0	0.0		6.5	
#12X0000	20001000	Regular Pay	7.0	4	0.0	1	0.0			0.0	0.0			7.0			27.0	
#12X0000	20100007	Regular Pay		3.0													3.0	
#E030000	001.1	Annual Leave	0.0									4.0					4	
#12X0000	20100004	Regular Pay				0.0	1										1.0	
#12X0000	20100004	Schedule L_1				0											0	
#12X0000	20100000	Regular Pay					1										1	
#12X0000	20100000	Regular Pay								1							1	
#12X0000	20100000	Regular Pay								2							2	
#12X0000	20100000	Regular Pay								0							0	
#12X0000	20100000	Regular Pay									4						4	
#E030000	001.1	Standby Pay				1	1	1	1	1	1	1	1	1	1	1	11	
			0	0	0	10	0	1	1	0	0	0	0	0	0	1	0	21

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
501	00010	0001					

[Return to Recent Timecards](#)

Time

Review: Robinson, Anthony Quinn (Tony), 9685

If you do not know your home default project or task number, please click here: [Click Center Spreadsheet](#)

Week Starting: Wednesday, October 12 2017

Timecard Period (days): 14

Comments:

Project	Task	Type	Mon, Oct 02	Tue, Oct 03	Wed, Oct 04	Thu, Oct 05	Fri, Oct 06	Sat, Oct 07	Sun, Oct 08	Mon, Oct 09	Tue, Oct 10	Wed, Oct 11	Thu, Oct 12	Fri, Oct 13	Sat, Oct 14	Sun, Oct 15	Total	Additional Details
#12X0000	20000000	Regular Pay	0.0	0.0		0.0	0.0			0.0	0.0		1	0.0	0.0		0	
#12X0000	20100000	Regular Pay	7.0	7.0	2		0.0	7.0			1	1	1	1			30	30
#12X0000	20170000	Emergency L_1		0													0	30
#E030000	001.1	Rest Period			0												0	
#E030000	001.1	Annual Leave			0												0	
#12X0000	20000001	Regular Pay				0											0	
#E030000	001.1	Standby Pay	1	1	0	0	0	0	0				0	0	0	0	10	
#12X0000	20170000	Regular Pay								0.0							0.0	
#12X0000	20070070	Regular Pay									0.0						0.0	
#12X0000	20070070	Schedule L_1									1						1	
#12X0000	20170001	Regular Pay										0	0.0	0.0			10	
			0	14	0	0	0	1	1	0	0	0	0	0	0	1	1	30

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
#E030000	001.1	Annual Leave	04	Mon, Oct 10	0	Comp/Reg	check
#E030000	001.1	Annual Leave	04	Fri, Oct 13	0.0	Comp/Reg	check
#E030000	001.1	Rest Period	04	Mon, Oct 10	0	Comp/Reg	check
#E030000	001.1	Rest Period	04	Fri, Oct 13	0.0	Comp/Reg	check

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Title

Review: Robinson, Anthony Quinn (Tony), 9685

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Home Starting: 8/26/2016, October 10 2017

Forward Period (days): 14

Comments

Project	Task	Type	Mon, Oct 16	Tue, Oct 17	Wed, Oct 18	Thu, Oct 19	Fri, Oct 20	Sat, Oct 21	Sun, Oct 22	Mon, Oct 23	Tue, Oct 24	Wed, Oct 25	Thu, Oct 26	Fri, Oct 27	Sat, Oct 28	Sun, Oct 29	Total	Additional Details
R12X0000	2001000	Regular Pay	0.0	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0	0.0		0.0	
R12X0000	2010000	Regular Pay	0.0	1	1	1	1	1		1	1	1	1	1	1		10.0	
R12X0000	2017700	Regular Pay		0.0	0.0	0.0	0.0			0.0							0.0	
R12X0000	2017800	Regular Pay		1													1	
R12X0000	2018000	Emergency 1,3		4													4	
R12X0000	2017700	Scheduled 1,3			0	0	0			0.0							0.0	
R12X0000	2018000	Emergency 1,3							4								4	
R12X0000	2018200	Regular Pay									0						0	
R12X0000	2401000	Regular Pay									4.0	4.0					8	
R12X0000	2402000	Regular Pay												0			0	
R12X0000	2018200	Regular Pay											0	0.0			0.0	
R12X0000	2018200	Emergency 1,3		1	1	1	1	1	1	1	1	1	1	1	1	1	10	
Audit Summary			0	10	0	0	0	0	7	0	10.0	0	0	0	0	0	10.0	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
R12X0000	2017700	Scheduled 1,3	Fri, Oct 20	0	0	Correcting hours	
R12X0000	2017700	Scheduled 1,3	Fri, Oct 20	0	0		
R12X0000	2017700	Scheduled 1,3	Thu, Oct 19	0	0	Correcting hours	
R12X0000	2017700	Scheduled 1,3	Thu, Oct 19	0	0		
R12X0000	2001000	Regular Pay	Fri, Oct 16	0	0	Correcting hours	
R12X0000	2001000	Regular Pay	Fri, Oct 16	0	0		

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Review: Taylor, James L, 296-2

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Home Starting: 8/26/2016, September 14 2017

Forward Period (days): 14

Comments

Project	Task	Type	Mon, Sep 18	Tue, Sep 19	Wed, Sep 20	Thu, Sep 21	Fri, Sep 22	Sat, Sep 23	Sun, Sep 24	Mon, Sep 25	Tue, Sep 26	Wed, Sep 27	Thu, Sep 28	Fri, Sep 29	Sat, Sep 30	Sun, Sep 31	Total	Additional Details
R12X0000	2410100	Regular Pay	0	0	0	0	0							0	0		0	
R12X0000	20111	Holiday Pay	0				0.0						0.0				0	
R12X0000	20111	Annual Leave											0				0	
R12X0000	2012000	Regular Pay											0				0	
R12X0000	20111	Regular Pay				0.0	0						0.0	0	0		10	
R12X0000	20111	Scheduled 1,3						10		4							14	
R12X0000	20111	Scheduled 2,3						0	0								0	
R12X0000	20111	Scheduled 2,3						10									10	
R12X0000	20111	Emergency Pay							0								0	
R12X0000	20111	Scheduled Leave	0						0								0	
R12X0000	20111	Scheduled Leave	0						0								0	
R12X0000	20111	Scheduled Leave	0						0								0	
R12X0000	20111	Scheduled Leave	0						0								0	
R12X0000	20111	Scheduled Leave	0		0	0	0	0	0	14	20	0	0	0	0	0	100	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
R12X0000	20111	Regular Pay	Fri, Sep 15	0	0	Correcting hours	
R12X0000	20111	Regular Pay	Fri, Sep 15	0	0		
R12X0000	20111	Regular Pay	Thu, Sep 14	0	0	Correcting hours	
R12X0000	20111	Regular Pay	Thu, Sep 14	0	0		
R12X0000	20111	Scheduled 2,3	Mon, Sep 11	0	0	Correcting hours	
R12X0000	20111	Scheduled 2,3	Mon, Sep 11	0	0		
R12X0000	20111	Scheduled 2,3	Mon, Sep 11	0	0	Correcting hours	
R12X0000	20111	Scheduled 2,3	Mon, Sep 11	0	0		
R12X0000	2410100	Regular Pay	Mon, Sep 11	0	0	Correcting hours	
R12X0000	2410100	Regular Pay	Mon, Sep 11	0	0		
R12X0000	20111	Scheduled 2,3	Sun, Sep 10	0	0	Correcting hours	
R12X0000	20111	Scheduled 2,3	Sun, Sep 10	0	0		
R12X0000	20111	Scheduled 2,3	Sun, Sep 10	0	0	Correcting hours	
R12X0000	20111	Scheduled 2,3	Sun, Sep 10	0	0		
R12X0000	20111	Regular Pay	Thu, Sep 07	0	0	Correcting hours	
R12X0000	20111	Regular Pay	Thu, Sep 07	0	0		
R12X0000	2410100	Regular Pay	Thu, Sep 07	0	0	Correcting hours	
R12X0000	2410100	Regular Pay	Thu, Sep 07	0	0		
R12X0000	20111	Scheduled Leave	Mon, Sep 04	0	0	Correcting hours	
R12X0000	20111	Scheduled Leave	Mon, Sep 04	0	0		
R12X0000	20111	Scheduled Leave	Mon, Sep 04	0	0	Correcting hours	
R12X0000	20111	Scheduled Leave	Mon, Sep 04	0	0		
R12X0000	20111	Scheduled Leave	Mon, Sep 04	0	0	Correcting hours	
R12X0000	20111	Scheduled Leave	Mon, Sep 04	0	0		
R12X0000	20111	Scheduled Leave	Mon, Sep 04	0	0	Correcting hours	
R12X0000	20111	Scheduled Leave	Mon, Sep 04	0	0		

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Time

Review: Taylor, James L, 296.2

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, September 18 2017
Timecard Period (days): 14

Comments

Project	Task	Type	Mon, Sep 18	Tue, Sep 19	Wed, Sep 20	Thu, Sep 21	Fri, Sep 22	Sat, Sep 23	Sun, Sep 24	Mon, Sep 25	Tue, Sep 26	Wed, Sep 27	Thu, Sep 28	Fri, Sep 29	Sat, Sep 30	Sun, Oct 01	Total	Additional Details
HE00000	001.1	Annual Leave					0.5					1			2.5		4	
FI0000000	0040000	Regular Pay															0.5	
FI0000000	0010170	Regular Pay		0	0	0	0.5	0			0	7	0	0			10.5	
			0	0	0	0	0	0	0	0	0	0	0	0	0	0	30	

Audit Summary

Project	Task	Type	Date Entered	Hours	Reason	Comment
HE00000						
FI0000000						
FI0000000						

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Time

Review: Taylor, James L, 296.2

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, October 02 2017
Timecard Period (days): 14

Comments

Project	Task	Type	Mon, Oct 02	Tue, Oct 03	Wed, Oct 04	Thu, Oct 05	Fri, Oct 06	Sat, Oct 07	Sun, Oct 08	Mon, Oct 09	Tue, Oct 10	Wed, Oct 11	Thu, Oct 12	Fri, Oct 13	Sat, Oct 14	Sun, Oct 15	Total	Additional Details
HE00000	001.1	Annual Leave	0														0	
FI0000000	0010470	Regular Pay		0	1												1	
FI0000000	0017010	Regular Pay			1												1	
FI0000000	0017007	Regular Pay			1												1	
FI0000000	0017000	Regular Pay			1												1	
FI0000000	0017003	Regular Pay			1												1	
FI0000000	0017004	Regular Pay			1												1	
FI0000000	0017005	Regular Pay			1												1	
FI0000000	0017006	Regular Pay			1												1	
FI0000000	0017007	Regular Pay				1											1	
FI0000000	0017007	Regular Pay				1	0	0		0	0	0	0	0	0		6	
FI0000000	0010170	Regular Pay					0	0	0	0	0	0	0	0	0	0	30	
			0	0	0	0	0	0	0	0	0	0	0	0	0	0	30	

Audit Summary

Project	Task	Type	Date Entered	Hours	Reason	Comment
HE00000						
FI0000000						
FI0000000						

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Time

Review: Taylor, James L, 296.2

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, October 16 2017
Timecard Period (days): 14

Comments

Project	Task	Type	Mon, Oct 16	Tue, Oct 17	Wed, Oct 18	Thu, Oct 19	Fri, Oct 20	Sat, Oct 21	Sun, Oct 22	Mon, Oct 23	Tue, Oct 24	Wed, Oct 25	Thu, Oct 26	Fri, Oct 27	Sat, Oct 28	Sun, Oct 29	Total	Additional Details
FI0000000	0010170	Regular Pay	0	0	0	0	0										0	
FI0000000	0007000	Regular Pay					0				0	0					2	
FI0000000	0007000	Regular Pay										0	0	0	0		2	
			0	0	0	0	0	0	0	0	0	0	0	0	0	0	30	

Audit Summary

Project	Task	Type	Date Entered	Hours	Reason	Comment
HE00000						
FI0000000						
FI0000000						

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Time

Review: Vinas, Ramon A, 2013

If you do not know your home default project or task number, please click here: [Click Center Spreadsheet](#)

Week Starting: Monday, September 02 2013

Forecast Period (days): 14

Comments:

Project	Task	Type	Mon, Sep 02	Tue, Sep 03	Wed, Sep 04	Thu, Sep 05	Fri, Sep 06	Sat, Sep 07	Sun, Sep 08	Mon, Sep 09	Tue, Sep 10	Wed, Sep 11	Thu, Sep 12	Fri, Sep 13	Sat, Sep 14	Sun, Sep 15	Total	Additional Details
HE3000	001.1	Regular Pay		0	0	0	0	0	0			0	0	0	0		0	
HE3400	001.0	Regular Pay										0					0	
HE3000	001.0	Holiday Pay		0													0	
			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
HE3000	001.1	Regular Pay	Fri, Sep 20	17h, Sep 20	0	Correcting Type	
HE3000	001.1	Regular Pay	Fri, Sep 20	Tue, Sep 24	0		

No Audit

None

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Time

Review: Vinas, Ramon A, 2013

If you do not know your home default project or task number, please click here: [Click Center Spreadsheet](#)

Week Starting: Monday, September 16 2013

Forecast Period (days): 14

Comments:

Project	Task	Type	Mon, Sep 16	Tue, Sep 17	Wed, Sep 18	Thu, Sep 19	Fri, Sep 20	Sat, Sep 21	Sun, Sep 22	Mon, Sep 23	Tue, Sep 24	Wed, Sep 25	Thu, Sep 26	Fri, Sep 27	Sat, Sep 28	Sun, Sep 29	Total	Additional Data
HE3000	001.1	Regular Pay		0		0	0	0	0		0	0	0	0	0		0	
HE3000	001.1	Annual Leave			0										0		0	
			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
HE3000	001.1	Regular Pay	Fri, Sep 20	17h, Sep 20	0	Correcting Type	
HE3000	001.1	Regular Pay	Fri, Sep 20	Tue, Sep 24	0		

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Time

Review: Vinas, Ramon A, 2013

If you do not know your home default project or task number, please click here: [Click Center Spreadsheet](#)

Week Starting: Monday, October 07 2013

Forecast Period (days): 14

Comments:

Project	Task	Type	Mon, Oct 07	Tue, Oct 08	Wed, Oct 09	Thu, Oct 10	Fri, Oct 11	Sat, Oct 12	Sun, Oct 13	Mon, Oct 14	Tue, Oct 15	Wed, Oct 16	Thu, Oct 17	Fri, Oct 18	Sat, Oct 19	Sun, Oct 20	Total	Additional Details
HE3000	001.1	Regular Pay		0	0	0	0	0		0	0	0	0	0	0		0	
			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
HE3000	001.1	Regular Pay	Fri, Sep 20	17h, Sep 20	0	Correcting Type	
HE3000	001.1	Regular Pay	Fri, Sep 20	Tue, Sep 24	0		

No Audit

None

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Time

Review: Vinas, Ramon A, 2013

If you do not know your home default project or task number, please click here: [Click Center Spreadsheet](#)

Week Starting: Monday, October 14 2013

Forecast Period (days): 14

Comments:

Project	Task	Type	Mon, Oct 14	Tue, Oct 15	Wed, Oct 16	Thu, Oct 17	Fri, Oct 18	Sat, Oct 19	Sun, Oct 20	Mon, Oct 21	Tue, Oct 22	Wed, Oct 23	Thu, Oct 24	Fri, Oct 25	Sat, Oct 26	Sun, Oct 27	Total	Additional Details
HE3000	001.1	Regular Pay		0	0	0	0	0		0	0	0	0	0	0		0	
			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
HE3000	001.1	Regular Pay	Fri, Sep 20	17h, Sep 20	0	Correcting Type	
HE3000	001.1	Regular Pay	Fri, Sep 20	Tue, Sep 24	0		

No Audit

None

[Return to Report Forecasts](#)

Time

Review: Dotson, Jessica Lee, 5817

If you do not know your home default project or task number, please click here. [Cost Center Spreadsheet](#)

Week Starting Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
HE30300	001.1	Holiday Pay	8														8	
HE30300	001.1	Regular Pay		8	8	8	7				3	3	8	8			53	
HE30300	001.1	Annual Leave					1										1	
HE30300	001.1	Emergency Relief							8								8	
B004207	001.5	Regular Pay									5	5					10	
			8	8	8	8	8	0	0	8	8	8	8	8	0	0	80	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
B004207	001.5	Regular Pay	Wed, Sep 13	Fri, Sep 15	5	Correcting Task	
B004207	001.6	Regular Pay	Wed, Sep 13	Thu, Sep 14	5		
HE30300	001.1	Regular Pay	Wed, Sep 13	Thu, Sep 14	3	Correcting Hours	
HE30300	001.1	Regular Pay	Wed, Sep 13	Thu, Sep 14	0	Correcting Task	
HE30300	001.1	Regular Pay	Wed, Sep 13	Wed, Sep 06	8		
B004207	001.5	Regular Pay	Tue, Sep 12	Fri, Sep 15	5	Correcting Task	
B004207	001.6	Regular Pay	Tue, Sep 12	Thu, Sep 14	5		
HE30300	001.1	Regular Pay	Tue, Sep 12	Thu, Sep 14	3	Correcting Hours	
HE30300	001.1	Regular Pay	Tue, Sep 12	Thu, Sep 14	0	Correcting Task	
HE30300	001.1	Regular Pay	Tue, Sep 12	Wed, Sep 06	8		
HE30300	001.1	Regular Pay	Fri, Sep 08	Fri, Sep 08	7	Correcting Hours	
HE30300	001.1	Regular Pay	Fri, Sep 08	Wed, Sep 06	8		

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Time

Review: Dotson, Jessica Lee, 5817

If you do not know your home default project or task number, please click here. [Cost Center Spreadsheet](#)

Week Starting Monday, September 18 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 18	Tue, Sep 19	Wed, Sep 20	Thu, Sep 21	Fri, Sep 22	Sat, Sep 23	Sun, Sep 24	Mon, Sep 25	Tue, Sep 26	Wed, Sep 27	Thu, Sep 28	Fri, Sep 29	Sat, Sep 30	Sun, Oct 01	Total	Additional Details
HE30300	001.1	Regular Pay	8	8	8	8	8			8	8	8	8				72	
HE30300	001.1	Personal or Birthday												8			8	
			8	8	8	8	8	0	0	8	8	8	8	8	0	0	80	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
No results found.							

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Time

Review: Dotson, Jessica Lee, 5817

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, October 02 2017

Timecard Period (days): 14

Comments:

Project	Task	Type	Mon, Oct 02	Tue, Oct 03	Wed, Oct 04	Thu, Oct 05	Fri, Oct 06	Sat, Oct 07	Sun, Oct 08	Mon, Oct 09	Tue, Oct 10	Wed, Oct 11	Thu, Oct 12	Fri, Oct 13	Sat, Oct 14	Sun, Oct 15	Total	Additional Details
HE30300	001.1	Regular Pay	8	8	8	8	8			8	8	8	8	8			80	
R12K30300	30175005	Comp Time Earned 1, 5			4												4	
			8	8	12	8	8	0	0	8	8	8	8	8	0	0	84	

Audit Summary

Project	Task	Type	Date Entered	Hours	Reason	Comment
No results found.						

[Return to Recent Timecards](#)

Time

Review: Dotson, Jessica Lee, 5817

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, October 16 2017

Timecard Period (days): 14

Comments:

Project	Task	Type	Mon, Oct 16	Tue, Oct 17	Wed, Oct 18	Thu, Oct 19	Fri, Oct 20	Sat, Oct 21	Sun, Oct 22	Mon, Oct 23	Tue, Oct 24	Wed, Oct 25	Thu, Oct 26	Fri, Oct 27	Sat, Oct 28	Sun, Oct 29	Total	Additional Details
HE30300	001.1	Regular Pay	8	8	8	4	8			8	7	6.5	7	8			72.5	
HE30300	001.1	Safety Leave				4											4	
HE30300	001.1	Annual Leave									1	1.5	1				3.5	
			8	8	8	8	8	8	8	8	8	8	8	8	8	8	88	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
HE30300	001.1	Regular Pay	Thu, Oct 26	Fri, Oct 27	7	Correcting Hours	
HE30300	001.1	Regular Pay	Thu, Oct 26	Wed, Oct 25	8		
HE30300	001.1	Regular Pay	Wed, Oct 25	Wed, Oct 25	6.5	Correcting Hours	
HE30300	001.1	Regular Pay	Wed, Oct 25	Wed, Oct 25	8	Correcting Hours	
HE30300	001.1	Regular Pay	Wed, Oct 25	Mon, Oct 23	8		

Time

Review: Holmes, Bryan D, 2817

If you do not know your home default project or task number, please click here [Cost Center Spreadsheet](#)

Week Starting Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
R12X30300	2050559	Regular Pay	0	0	0							0	0	0			40	
0004207	001.1	Regular Pay				0	0										10	
0004207	001.5	Regular Pay								3.3							3.3	
HE30300	001.1	Emergency Relief								0							0	
0004207	001.5	Regular Pay									0						0	
HE30300	001.1	Holiday Pay	0														0	
			0	0	0	0	0	0	0	11.3	0	0	0	0	0	0	83.3	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
0004207	001.5	Regular Pay	Mon, Sep 11	Thu, Sep 14	3.3	Correcting Type	
0004207	001.5	Comp Time Earned 1_5	Mon, Sep 11	Tue, Sep 12	3.3		
R12X30300	2050559	Regular Pay	Mon, Sep 04	Thu, Sep 14	0	Correcting Type	
R12X30300	2050559	Regular Pay	Mon, Sep 04	Tue, Sep 12	0		

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Time

Review: Holmes, Bryan D, 2817

If you do not know your home default project or task number, please click here [Cost Center Spreadsheet](#)

Week Starting Monday, September 10 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 18	Tue, Sep 19	Wed, Sep 20	Thu, Sep 21	Fri, Sep 22	Sat, Sep 23	Sun, Sep 24	Mon, Sep 25	Tue, Sep 26	Wed, Sep 27	Thu, Sep 28	Fri, Sep 29	Sat, Sep 30	Sun, Oct 01	Total	Additional Details
R12X30300	24462145	Regular Pay	0	0	0	0	0			0	7.4	0	0	0			79.4	
R12X30300	24462145	Contract Policy 1_0					1				1	1	1	1			5	
R12X30300	24462145	Contract Policy 1_5							5.5							6	11.5	
HE30300	001.1	Annual Leave									0.6						0.6	
			0	0	0	0	0	0	5.5	0	9	9	9	9	0	6	96.5	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
R12X30300	24462145	Contract Policy 1_0	Fri, Sep 29	Sun, Oct 01	1	Correcting Type	
R12X30300	24462145	Comp Time Earned 1_0	Fri, Sep 29	Thu, Sep 28	1		
R12X30300	24462145	Contract Policy 1_0	Thu, Sep 28	Sun, Oct 01	1	Correcting Type	
R12X30300	24462145	Comp Time Earned 1_0	Thu, Sep 28	Thu, Sep 28	1		
R12X30300	24462145	Contract Policy 1_0	Wed, Sep 27	Sun, Oct 01	1	Correcting Type	
R12X30300	24462145	Comp Time Earned 1_0	Wed, Sep 27	Thu, Sep 28	1		
R12X30300	24462145	Contract Policy 1_0	Tue, Sep 26	Sun, Oct 01	1	Correcting Type	
R12X30300	24462145	Comp Time Earned 1_0	Tue, Sep 26	Tue, Sep 26	1		
R12X30300	24462145	Regular Pay	Tue, Sep 26	Thu, Sep 28	7.4	Correcting Hours	LONG LUNCH FOR ELMORE'S RETIREMENT
R12X30300	24462145	Regular Pay	Tue, Sep 26	Fri, Sep 22	0		
R12X30300	24462145	Contract Policy 1_5	Sun, Sep 24	Sun, Sep 24	5.5	Correcting Hours	
R12X30300	24462145	Contract Policy 1_5	Sun, Sep 24	Fri, Sep 22	0		
R12X30300	24462145	Contract Policy 1_0	Fri, Sep 22	Sun, Oct 01	1	Correcting Type	
R12X30300	24462145	Comp Time Earned 1_0	Fri, Sep 22	Fri, Sep 22	1		

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Time

Review: Holmes, Bryan D, 2817

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, October 12 2017

Timesheet Period (days): 14

Comments

Project	Task	Type	Mon, Oct 02	Tue, Oct 03	Wed, Oct 04	Thu, Oct 05	Fri, Oct 06	Sat, Oct 07	Sun, Oct 08	Mon, Oct 09	Tue, Oct 10	Wed, Oct 11	Thu, Oct 12	Fri, Oct 13	Sat, Oct 14	Sun, Oct 15	Total	Additional Details
R12X0000	24402140	Regular Pay		8	8.5	8	10	8		10							77.8	
44E00000	0001.1	Annual Leave			2.5												2.5	
R12X0000	24402140	Camp Time Earned 1.5						4	1						8		10	
R12X0000	24402140	Contract Policy 1.5						4.5	0					8	7.5	5	22	
			8	8	8	10	10	5.5	0	10	10	10	10	10	7.5	5	112	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
R12X0000	24402140	Contract Policy 1.5		Tue, Oct 10 Sun, Oct 10	5	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sat, Oct 15 Sat, Oct 14	4	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sat, Oct 14 Sun, Oct 15	7.5	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sat, Oct 14 Sat, Oct 14	7	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sat, Oct 14 Thu, Oct 08	8	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Fri, Oct 13 Sat, Oct 14	9	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Fri, Oct 13 Fri, Oct 08	4.5	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Fri, Oct 13 Thu, Oct 08	8	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sun, Oct 08 Sun, Oct 10	3	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sun, Oct 08 Fri, Oct 08	4	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sun, Oct 08 Thu, Oct 08	8	Correcting Hours	
R12X0000	24402140	Camp Time Earned 1.5		Sat, Oct 07 Fri, Oct 08	1	Correcting Hours	
R12X0000	24402140	Camp Time Earned 1.5		Sat, Oct 07 Thu, Oct 08	3.5	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sat, Oct 07 Sat, Oct 07	4.5	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sat, Oct 07 Fri, Oct 08	4	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sat, Oct 07 Thu, Oct 08	8	Correcting Hours	
R12X0000	24402140	Camp Time Earned 1.5		Fri, Oct 06 Fri, Oct 08	4	Correcting Hours	
R12X0000	24402140	Camp Time Earned 1.5		Fri, Oct 06 Thu, Oct 08	4.5	Correcting Hours	
R12X0000	24402140	Camp Time Earned 1.5		Fri, Oct 08 Thu, Oct 08	8	Correcting Hours	
R12X0000	24402140	Regular Pay		Fri, Oct 08 Sun, Oct 10	9	Correcting Hours	
R12X0000	24402140	Regular Pay		Fri, Oct 08 Thu, Oct 08	5.5	Correcting Hours	
R12X0000	24402140	Regular Pay		Thu, Oct 08 Thu, Oct 08	10	Correcting Hours	
R12X0000	24402140	Regular Pay		Thu, Oct 08 Thu, Oct 08	10.5	Correcting Hours	

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Time

Review: Holmes, Bryan D, 2817

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, October 16 2017

Timesheet Period (days): 14

Comments

Project	Task	Type	Mon, Oct 16	Tue, Oct 17	Wed, Oct 18	Thu, Oct 19	Fri, Oct 20	Sat, Oct 21	Sun, Oct 22	Mon, Oct 23	Tue, Oct 24	Wed, Oct 25	Thu, Oct 26	Fri, Oct 27	Sat, Oct 28	Sun, Oct 29	Total	Additional Details
R12X0000	24402140	Regular Pay		10	10	10	10			8							70	
R12X0000	24402140	Camp Time Earned 1.5						8							8		10	
R12X0000	24402140	Contract Policy 1.5						8	8						8	8	4	28
44E00000	0001.1	Annual Leave								2							2	
			10	10	10	10	10	8	8	10	10	10	10	10	8	4	118	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
R12X0000	24402140	Contract Policy 1.5		Sun, Oct 28 Sun, Oct 29	4	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sun, Oct 28 Sat, Oct 28	8	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sat, Oct 28 Sat, Oct 28	8	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sat, Oct 28 Thu, Oct 19	7	Correcting Hours	
R12X0000	24402140	Regular Pay		Mon, Oct 23 Tue, Oct 24	8	Correcting Hours	
R12X0000	24402140	Regular Pay		Mon, Oct 23 Thu, Oct 19	10	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sat, Oct 21 Tue, Oct 24	8	Correcting Hours	
R12X0000	24402140	Contract Policy 1.5		Sat, Oct 21 Thu, Oct 19	7	Correcting Hours	

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Time

Review: Cummings, Robert B, 1617

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, September 04 2017

Timecard Period (Days): 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
HE3000	001.1	Regular Pay		0	1	1	0	1		0	1	1	1	1	1		7	
8004207	001.1	Regular Pay		0	7	7	0	7									21	
8004207	001.7	Comp Time Earned 1,5							12	4							16	
8004207	001.7	Comp Time Earned 2,5								12							12	
HE3000	001.1	Emergency Relief								8							8	
8004207	001.7	Regular Pay									7	3		3.5			13.5	
R12X0000	3010300	Regular Pay										4					4	
R12X0000	3010307	Regular Pay											8				8	
HL6000	001.1	Annual Leave					8							1	3.5		12.5	
HE3000	001.1	Holiday Pay		8													8	
			8	8	8	8	8	0	12	24	8	8	8	8	0	0	108	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours Reason	Comment
HE3000	001.1	Emergency Relief	Mon, Sep 11	Fri, Sep 15	8	Correcting Project
8004207	001.7	Rest Period	Mon, Sep 11	Fri, Sep 15	8	
8004207	001.1	Regular Pay	Thu, Sep 07	Mon, Sep 18	0	Correcting Type
8004207	001.1	Regular Pay	Thu, Sep 07	Fri, Sep 15	7	
HE3000	001.1	Regular Pay	Thu, Sep 07	Mon, Sep 18	0	Correcting Type
HE3000	001.1	Regular Pay	Thu, Sep 07	Fri, Sep 15	1	

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Time

Review: Cummings, Robert B, 1617

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Week Starting: Monday, September 18 2017

Timecard Period (Days): 14

Comments

Project	Task	Type	Mon, Sep 18	Tue, Sep 19	Wed, Sep 20	Thu, Sep 21	Fri, Sep 22	Sat, Sep 23	Sun, Sep 24	Mon, Sep 25	Tue, Sep 26	Wed, Sep 27	Thu, Sep 28	Fri, Sep 29	Sat, Sep 30	Sun, Oct 01	Total	Additional Details
HE3000	001.1	Regular Pay	1	1	0	0	1			1	1	1	1	1			8	
R12X0000	3010101	Regular Pay	3														3	
R12X0000	3010741	Regular Pay	4														4	
R12X0000	3010728	Regular Pay		7													7	
R12X0000	3010309	Regular Pay			7												7	
R12X0000	3010707	Regular Pay				7				7							14	
R12X0000	2407800	Regular Pay					7										7	
R12X0000	2401281	Regular Pay									7	7	7				21	
HE3000	001.1	Annual Leave												8			8	
			8	8	8	8	8	0	0	8	8	8	8	8	0	0	80	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours Reason	Comment
HE3000	001.1	Annual Leave				

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Time

Review: Cummings, Robert B, 1617

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Week Starting: Monday, October 02 2017

Timesheet Period (days): 14

Comments

Project	Task	Type	Mon, Oct 02	Tue, Oct 03	Wed, Oct 04	Thu, Oct 05	Fri, Oct 06	Sat, Oct 07	Sun, Oct 08	Mon, Oct 09	Tue, Oct 10	Wed, Oct 11	Thu, Oct 12	Fri, Oct 13	Sat, Oct 14	Sun, Oct 15	Total	Additional Details
HE3000	001.1	Regular Pay	1	1	1	1	1	1			1	1	1	1	1		10	
R1200000	30170045	Regular Pay	7	7	5.5	7	7										51.5	
HE3000	001.1	Safety Leave			5.5												5.5	
R1200000	30170045	Comp Time Earned 1.5						5.5									5.5	
R1200000	24110754	Regular Pay								7							7	
R1200000	22101598	Regular Pay									5						5	
R1200000	30170719	Regular Pay									5						5	
R1200000	30170723	Regular Pay									2						2	
0003919	24041207	Regular Pay										7					7	
R1200000	30170698	Regular Pay											7	7			14	
			5	5	5	5	5	5.5	5	5	5	5	5	5	5	5	55.5	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
HE3000	001.1	Safety Leave	24	Fri, Oct 06	5.5	Compelling Type	
HE3000	001.1	Annual Leave	24	Fri, Oct 06	5.5		

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Time

Review: Cummings, Robert B, 1617

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Week Starting: Monday, October 16 2017

Timesheet Period (days): 14

Comments

Project	Task	Type	Mon, Oct 16	Tue, Oct 17	Wed, Oct 18	Thu, Oct 19	Fri, Oct 20	Sat, Oct 21	Sun, Oct 22	Mon, Oct 23	Tue, Oct 24	Wed, Oct 25	Thu, Oct 26	Fri, Oct 27	Sat, Oct 28	Sun, Oct 29	Total	Additional Details
HE3000	001.1	Regular Pay	1	1	1					1	1	1	1	1			6	
HE3000	001.1	Annual Leave				2.5	8										10.5	
HE3000	001.1	Safety Leave				5.5											5.5	
R1200000	30040603	Regular Pay								7							7	
R1200000	30172289	Regular Pay									7	7					14	
R1200000	22101598	Regular Pay	2	3									7	2			12	
R1200000	30170698	Regular Pay	5														5	
R1200000	30172289	Regular Pay		4													4	
R1200000	30160030	Regular Pay				7											7	
0003919	24041207	Regular Pay												7			7	
			5	5	5	5	5	5	5	5	5	5	5	5	5	5	55	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
R1200000	22101598	Regular Pay	Fri, Oct 27	Fri, Oct 27	5	Compelling Type	
R1200000	22101598	Regular Pay	Fri, Oct 27	Fri, Oct 27	7		
HE3000	001.1	Annual Leave	Fri, Oct 20	Fri, Oct 27	8	Compelling Type	
HE3000	001.1	Annual Leave	Fri, Oct 20	Tue, Oct 24	6		
HE3000	001.1	Annual Leave	Thu, Oct 18	Fri, Oct 27	2.5	Compelling Type	
HE3000	001.1	Annual Leave	Thu, Oct 18	Fri, Oct 27	2.5	Compelling Type	
HE3000	001.1	Annual Leave	Thu, Oct 18	Tue, Oct 24	5.5		

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Time

Review: Green, Kevin L, 5840

If you do not know your home default project or task number, please click here: [Grid Center Spreadsheet](#)

Week Starting: Monday, September 24 2017

Timecard Period (days): 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
HE3000	001.1	Regular Pay		1	1		0			0	1	1	1	1			6	
HE3000	001.1	Holiday Pay	8														8	
R12X0000	30141012	Regular Pay		7	7						2	2	2	7			27	
HE3000	001.1	Annual Leave				8	8			0							16	
HE3000	001.1	Emergency L_0								8							8	
8004007	001.8	Regular Pay									8						8	
R12X0000	30000620	Regular Pay										8	8				16	
R12X0000	21000620	Comp Time Earned 1,8															1.8	1.8
			8	8	8	8	8	0	0	8	8	8	8	8	0	0	5.8	51.8

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
8004007	001.8	Regular Pay	Tue, Sep 12 Fri, Sep 15	8	Correcting Task		
R12X0000	21000620	Regular Pay	Tue, Sep 12 Tue, Sep 12	8			
HE3000	001.1	Regular Pay	Mon, Sep 11 Tue, Sep 12	0	Correcting Hours		
HE3000	001.1	Regular Pay	Mon, Sep 11 Wed, Sep 05	1			
HE3000	001.1	Regular Pay	Thu, Sep 07 Tue, Sep 12	0	Correcting Hours		
HE3000	001.1	Regular Pay	Thu, Sep 07 Wed, Sep 08	1			

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Time

Review: Green, Kevin L, 5840

If you do not know your home default project or task number, please click here: [Grid Center Spreadsheet](#)

Week Starting: Monday, October 02 2017

Timecard Period (days): 14

Comments

Project	Task	Type	Mon, Oct 02	Tue, Oct 03	Wed, Oct 04	Thu, Oct 05	Fri, Oct 06	Sat, Oct 07	Sun, Oct 08	Mon, Oct 09	Tue, Oct 10	Wed, Oct 11	Thu, Oct 12	Fri, Oct 13	Sat, Oct 14	Sun, Oct 15	Total	Additional Details
HE3000	001.1	Regular Pay	1	1	1	1	1			1	1	1	1	1			10	
R12X0000	30188620	Regular Pay	2	4	8	8	2			8	4	2	2	2			38	
R12X0000	20800086	Regular Pay	3	8	2	2											8	
R12X0000	30172147	Regular Pay	3														3	
R12X0000	30188620	Regular Pay								2							2	
R12X0000	24678807	Regular Pay									2						2	
R12X0000	24722252	Regular Pay										2					2	
R12X0000	24712043	Regular Pay										2					2	
R12X0000	24712040	Regular Pay										1					1	
R12X0000	30170085	Regular Pay											1				1	
R12X0000	30170040	Regular Pay											1				1	
R12X0000	30170078	Regular Pay											2				2	
R12X0000	30170084	Regular Pay											1				1	
R12X0000	30170084	Regular Pay												1			1	
R12X0000	30170083	Regular Pay												1			1	
R12X0000	30170086	Regular Pay												1			1	
R12X0000	30170072	Regular Pay												1			1	
			8	8	8	8	8	0	0	8	8	8	8	8	0	0	80	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
No results found!							

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Time

Review: Green, Kevin L, 5840

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, September 18, 2017

Timecard Period (days): 14

Comments

Project	Task	Type	Mon, Sep 18	Tue, Sep 19	Wed, Sep 20	Thu, Sep 21	Fri, Sep 22	Sat, Sep 23	Sun, Sep 24	Mon, Sep 25	Tue, Sep 26	Wed, Sep 27	Thu, Sep 28	Fri, Sep 29	Sat, Sep 30	Sun, Oct 01	Total	Additional Details
HE3000	001.1	Regular Pay		1	1	1	0				1	1	1	1			7	
R12X0000	2109028	Comp Time Earned L_3	0.5														0.5	
HE3000	001.1	Rest Period	0														0	
R12X0000	30141612	Regular Pay		2	3					2	2	2	2	0			10	
R12X0000	30180085	Regular Pay		2													2	
R12X0000	24000775	Regular Pay		3													3	
R12X0000	30150421	Regular Pay			4												4	
HE3000	001.1	Annual Leave					0	0									0	
R12X0000	24000004	Comp Time Earned L_3					4										4	
R12X0000	30190029	Regular Pay								2.5							2.5	
R12X0000	30190030	Regular Pay								2.5							2.5	
R12X0000	30190052	Regular Pay									0						0	
R12X0000	30190056	Regular Pay										0					0	
R12X0000	20000000	Regular Pay											2				2	
R12X0000	30170090	Regular Pay											3				3	
R12X0000	30170098	Regular Pay												1			1	
			14.5	0	0	0	12	0	0	0	0	0	0	0	0	0	30.0	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
HE3000	001.1	Regular Pay	Thu, Sep 21	Wed, Sep 20	0	Correcting hours	
HE3000	001.1	Regular Pay	Thu, Sep 21	Mon, Sep 18	1		

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Time

Review: Green, Kevin L, 5840

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, October 02, 2017

Timecard Period (days): 14

Comments

Project	Task	Type	Mon, Oct 02	Tue, Oct 03	Wed, Oct 04	Thu, Oct 05	Fri, Oct 06	Sat, Oct 07	Sun, Oct 08	Mon, Oct 09	Tue, Oct 10	Wed, Oct 11	Thu, Oct 12	Fri, Oct 13	Sat, Oct 14	Sun, Oct 15	Total	Additional Details
HE3000	001.1	Regular Pay	1	1	1	1	1										7	
R12X0000	30180029	Regular Pay	2	7	0	0	0					0					9	
HE3000	001.1	Annual Leave			1			0						0			1	
R12X0000	30170086	Regular Pay	2														2	
R12X0000	30170402	Regular Pay	2														2	
R12X0000	30170010	Regular Pay	1														1	
HE3000	001.1	Jury Duty Leave								0							0	
R12X0000	30020011	Regular Pay										0					0	
R12X0000	30180049	Regular Pay											2				2	
R12X0000	30180029	Regular Pay											2				2	
			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
HE3000	001.1	Regular Pay	Mon, Oct 02	Tue, Oct 03	0	Correcting hours	
HE3000	001.1	Regular Pay	Mon, Oct 02	Wed, Oct 04	1		

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Time

Review: McEwen, Joel Matthew, 9626

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Week Starting: Monday, September 14, 2017
Timespan Period (days): 14

Comments

Project	Task	Type	Mon, Sep 14	Tue, Sep 15	Wed, Sep 16	Thu, Sep 17	Fri, Sep 18	Sat, Sep 19	Sun, Sep 20	Mon, Sep 21	Tue, Sep 22	Wed, Sep 23	Thu, Sep 24	Fri, Sep 25	Sat, Sep 26	Sun, Sep 27	Total	Additional Details
R12X0000	2080388	Regular Pay				1	1	1					1	1.5			5.5	
HE3000	001.1	Holiday Pay		8													8	
HE3000	001.1	Annual Leave			8												8	
R12X0000	2400071	Regular Pay			8												8	
8004207	001.1	Regular Pay			1												1	
R12X0000	2222084	Regular Pay				5	5										10	
R12X0000	2420104	Regular Pay					2										2	
R12X0000	2100003	Regular Pay						2				1					1	
R12X0000	2422142	Regular Pay										3					3	
8004207	001.5	Regular Pay										4	8				12	
HE3000	001.1	Emergency Relief								8							8	
R12X0000	3014711	Regular Pay				2							2				4	
R12X0000	2470040	Regular Pay											3				3	
R12X0000	3010420	Regular Pay												6.5			6.5	
R12X0000	2100003	Emergency L_3										2.8					2.8	
R12X0000	2100003	Scheduled L_3															11	11
Audit Summary			8	8	8	8	8	8	8	8	10.8	8	8	8	8	11	65.8	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
8004207	001.5	Regular Pay	Wed, Sep 13	Fri, Sep 18	8	Compiling Task	
8004207	001.5	Regular Pay	Wed, Sep 13	Thu, Sep 14	8	Compiling Task	
8004207	001.5	Regular Pay	Tue, Sep 12	Fri, Sep 18	4	Compiling Task	
8004207	001.5	Regular Pay	Tue, Sep 12	Thu, Sep 14	4	Compiling Task	

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Time

Review: McEwen, Joel Matthew, 9626

If you do not know your home default project or task number, please click here: [Click Center Spreadsheet](#)

Week Starting: Monday, September 18, 2017
Timespan Period (days): 14

Comments

Project	Task	Type	Mon, Sep 18	Tue, Sep 19	Wed, Sep 20	Thu, Sep 21	Fri, Sep 22	Sat, Sep 23	Sun, Sep 24	Mon, Sep 25	Tue, Sep 26	Wed, Sep 27	Thu, Sep 28	Fri, Sep 29	Sat, Sep 30	Sun, Oct 01	Total	Additional Details
R12X0000	2080388	Regular Pay	3.5	1	2	1	3			1	1.8	2	4	8			24	
R12X0000	3010052	Regular Pay	4														4	
R12X0000	2100003	Regular Pay	3														3	
HE3000	001.1	Rest Period	3.5														3.5	
R12X0000	3010054	Regular Pay		4													4	
R12X0000	2400007	Regular Pay		3													3	
R12X0000	3010046	Regular Pay			2												2	
R12X0000	3010773	Regular Pay			1	3											4	
R12X0000	2420104	Regular Pay			1												1	
R12X0000	2222084	Regular Pay			1												1	
R12X0000	3000003	Regular Pay				2							2				4	
R12X0000	3010111	Regular Pay				2											2	
R12X0000	2477700	Regular Pay					2										2	
R12X0000	3010703	Regular Pay					1										1	
R12X0000	3010100	Regular Pay					2										2	
R12X0000	2400000	Regular Pay							7								7	
R12X0000	3010100	Regular Pay									6.5						6.5	
R12X0000	3010100	Regular Pay										8					8	
R12X0000	3010100	Regular Pay											2				2	
R12X0000	3010074	Regular Pay												2			2	
Audit Summary			8	8	8	8	8	8	8	8	8	8	8	8	8	8	80	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
No results found.							

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Time

Review: McEwen, Joel Matthew, 9626

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, October 12 2017

Timecard Period (days): 14

Comments

Project	Task	Type	Mon, Oct 02	Tue, Oct 03	Wed, Oct 04	Thu, Oct 05	Fri, Oct 06	Sat, Oct 07	Sun, Oct 08	Mon, Oct 09	Tue, Oct 10	Wed, Oct 11	Thu, Oct 12	Fri, Oct 13	Sat, Oct 14	Sun, Oct 15	Total	Additional Details
R12X0000	2080300	Regular Pay	1	4.0			2	0.0			1	0.0	1.0	1	2		14	
R12X0000	3017012	Regular Pay	.0														.0	
R12X0000	2407804	Regular Pay	0	3.0													3.0	
H03000	001.1	Annual Leave			0		1.0				3.0						4.0	
R12X0000	3014711	Regular Pay				4							4				8	
R12X0000	3010740	Regular Pay				2											2	
R12X0000	3014101	Regular Pay					0			0	4	0.0					4.0	
M1X0000	0070701	Regular Pay					0			1							1	
R12X0000	3017700	Regular Pay								0							0	
R12X0000	3010801	Regular Pay											0				0	
R12X0000	3010800	Regular Pay												2			2	
R12X0000	2408100	Regular Pay												4			4	
R12X0000			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
R12X0000	2408100	Regular Pay	Fri, Oct 13	4	Correcting Hours		
R12X0000	2408100	Regular Pay	Fri, Oct 13	1			
R12X0000	2080300	Regular Pay	Wed, Oct 11	1.0	Correcting Hours		
R12X0000	2080300	Regular Pay	Wed, Oct 11	0.0			

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Time

Review: McEwen, Joel Matthew, 9626

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting: Monday, October 16 2017

Timecard Period (days): 14

Comments

Project	Task	Type	Mon, Oct 16	Tue, Oct 17	Wed, Oct 18	Thu, Oct 19	Fri, Oct 20	Sat, Oct 21	Sun, Oct 22	Mon, Oct 23	Tue, Oct 24	Wed, Oct 25	Thu, Oct 26	Fri, Oct 27	Sat, Oct 28	Sun, Oct 29	Total	Additional Details
R12X0000	2080300	Regular Pay	0.0		0.0	1	0.0			1	0	0	1	1			3.0	
R12X0000	22041207	Regular Pay	1														1	
R12X0000	3017012	Regular Pay			2			0.0									2	
H03000	001.1	Annual Leave		0				0.0									0.0	
R12X0000	3010640	Regular Pay					2										2	
R12X0000	3010120	Regular Pay					4										4	
R12X0000	3010000	Regular Pay				1											1	
R12X0000	3010000	Regular Pay				1											1	
R12X0000	22041207	Regular Pay			0												0	
R12X0000	3010710	Regular Pay				4							4				8	
R12X0000	3010120	Regular Pay					1						1				2	
R12X0000	2100104	Regular Pay	0.0		0.0	1				4							5.0	
R12X0000	3007370	Regular Pay								0							0	
R12X0000	3010400	Regular Pay												0.0			0.0	
R12X0000	3010401	Regular Pay												0.0			0.0	
R12X0000	3010400	Regular Pay											2	0.0			2.0	
R12X0000			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
R12X0000	2080300	Regular Pay	Mon, Oct 23	Fri, Oct 27	1	Correcting Hours	
R12X0000	2080300	Regular Pay	Mon, Oct 23	Mon, Oct 23	4		

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**Electric Plant Damages
Hurricane Irma**

Assessor's Name	Date	Generating Stations	County	Description of Damage	Picture Number	Infrastructure Damaged	Comments	Damage Estimate	Business Phone	Title	Cell Phone	JEA Cost	Date Report	Maximo Work Order
Winters, Jr., Eugene - Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	unit 1 cross-over duct to SDA siding and insulation		Buildings/Structure	Complete	1000	904-665-7063		904-571-5635	30300	9/15/2017	30163383
Winters, Jr., Eugene - Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	unit 1 SDA penthouse roof		Buildings/Structure	Complete	10000	904-665-7063		904-571-5635	30300	9/15/2017	30163302
Runyon, Eric E.	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	diesel pumping station cover ripped off		Buildings/Structure	Not started. Projected Completion Time - 1/31/18	1000	904-665-7063		904-571-5635	30300	9/13/2017	30161835
Trotter, Freddie A.	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	UNIT 3 FOURTH FLOOR NORTH DOOR WINDOW PANE WITH REINFORCED WIRING BROKEN		Buildings/Structure	Complete	1000	904-		904-	30300	9/12/2017	30161638
Lugo, Benjamin E.	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	BED ASH #1 AND BED ASH #2 ASH SILO CANOPIES OVER LOAD OUT SPOUTS CANOPY RIPPED		Material Handling System	Complete. Further inspection revealed additional damage and the repairs were more extensive. \$11,100 versus the \$300 estimate.	300	904-		904-	30205	9/12/2017	30162865
Curtright, David M.- Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	UNIT 3 BOILER APPROXIMATELY 8 BROKEN LIGHT FIXTURES		Plants Lighting	This work has not been started. Estimated completion - 2/28/18	4000	904-		904-	30300	9/12/2017	30162867
Curtright, David M.- Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	UNIT 3 A ID FAN DUCT - LAGGING BLOWN FROM THE TOP AND EAST SIDE OF DUCT ABOUT 60 FT		Power Block	This work is 50% complete and estimated completion date is 2/28/18.	150000	904-		904-	30300	9/12/2017	30162016
Curtright, David M.- Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	UNIT 1 BOILER PENTHOUSE - SOUTHWEST CORNER OF BOILER LAGGING PULLING AWAY		Power Block	This work is 60% complete. The repairs are more extensive than initial estimates. Work performed by 3 contractors - welding, insulation and scaffold. Estimated cost of \$150,000 versus \$75,000 initial estimate.	75000	904-		904-	30300	9/12/2017	30162859

**Electric Plant Damages
Hurricane Irma**

Curtright, David M.- Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	UNIT 1 REHEAT DAMPER LAGGING PUSHED IN ON EAST WALL OF REHEAT DAMPER		Power Block	Complete. Final cost is well below the \$75,000 estimate.	75000	904-		904-	30300	9/12/2017	30162840
Curtright, David M.- Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	UNIT 1 B CROSSOVER EXPANSION JOINT - LAGGING DAMAGES/MISSING ON NORTH SIDE OF JOINT 8TH FLOOR		Power Block	Complete. There was a mistake when inputting the estimate which was \$75,000. Final cost is around \$1,000	75000	904-		904-	30300	9/12/2017	30161859
Curtright, David M.- Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	UNIT 1 AND 2 MAIN STEAM PIPING - LAGGING BLOWN OFF IN SEVERAL PLACES IN PIPE RACK CROSSING THE ROAD FROM UNIT 3 TO THE SOLID FUEL UNITS		Power Block	Complete	25000	904-		904-	30300	9/12/2017	30161906
Curtright, David M.- Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	N02 B CROSSOVER EXPANSION JOINT - LAGGING DAMAGE ON NORTH SIDE OF JOINT		Power Block	Work not started. Estimated completion date is 2/28/18	5000	904-		904-	30300	9/12/2017	30162987
Curtright, David M.- Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	N02 A CROSSOVER EXPANSION JOINT LAGGING DAMAGE ON SOUTHSIDE OF JOINT		Power Block	Work not started. Estimated completion date is 2/28/18	5000	904-		904-	30300	9/12/2017	30161903
Curtright, David M.- Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	UNIT 2 SECONDARY AIR DUCT UNDER C INTREX LAGGING BLOWN OFF		Power Block	Work not started. Estimated completion date is 2/28/18	3000	904-		904-	30300	9/12/2017	30162032
Curtright, David M.- Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	LAGGING BLOWN OFF OF UNIT 1 ECONOMIZER FEEDWATER PIPING 144' ELEVATION NORTH SIDE		Power Block	Complete	2000	904-		904-	30300	9/12/2017	30162012
Winters, Jr., Eugene - Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	COVERED PARKING LOT (POLE BARN) MISSING PORTIONS OF ROOF/SIDING		Buildings/Structure	Work not started. Estimated completion date is 2/28/18	2000	904-		904-	30300	9/12/2017	30162008
Curtright, David M.- Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	SDA PENTHOUSE unit 1 & 2 HALF OF RIDGE FLASHING TORN AWAY		Buildings/Structure	This damage is on Unit 2 - not Unit 1. This will be corrected in the system. Starting work 12/13/17. Estimate to be complete by 12/29/17	10000	904-		904-	30300	9/12/2017	30162864

**Electric Plant Damages
Hurricane Irma**

Lee, Ronald E.	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	HEAT TRACE END OF CIRCUIT DEVICE CLAMP HAS BROKEN OFF.		Power Block	Not started. Projected Completion Time - 1/31/18	500	904-		904-	30300	9/12/2017	30161875
Lee, Ronald E.	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	THE CONDUIT FOR N00-AB34- FT001 WAS BROKEN BY FALLING BUILDING LAGGING. THE TWO CABLE IN THE CONDUIT ARE STILL INTACT.		Power Block	Complete. Final cost \$3,307	2500	904-		904-	30300	9/11/2017	30161719
Crabtree, Jeremy D. - Mgr NGS Material Handling Operations	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	ABOUT HALF THE TIN IS BLOWN OFF THE COVER FOR BUILDING 13		Buildings/Structure	Complete. Final cost \$6,700	5000	904-		904-	30205	9/12/2017	30161905
Davis, Michael A. - Sr Mgr NGS Bulk Material Handling	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	ROLL UP DOOR ON FUEL STORAGE DOME PULLED AWAY FROM FRAME		Buildings/Structure	Complete. Final cost \$1,459 versus \$15,000 estimate.	15000	904-		904-	30205	9/11/2017	30162831
Bledsoe, David E. - Manager, Maintenance Planning	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	FALLING OBSTRUCTION PUNCHED HOLE IN ROOF OVER WASTE OIL TANKS		Power Block	Not started. Projected Completion Time - 1/31/18	500	904-		904-	30300	9/12/2017	30161838
Bledsoe, David E. - Manager, Maintenance Planning	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	STEAM AND FEEDWATER PIPING INSULATION IS DAMAGED FROM FALLING OBSTRUCTION		Power Block	Work not started. Estimated completion date is 2/28/18	5000	904-		904-	30300	9/12/2017	30161808
Meyers, Tim	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	turbine building roof flashing along south side of building damaged about 500'		Buildings/Structure	Work not started. Estimated completion date is 2/28/18	10000	904-665-7063		904-571-5635	30300	9/11/2017	30161790
Meyers, Tim	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	old unit 1 turbime elevator inclosure, siding damage, some blown off 150' to 180' north and west sides. some inner material missing also.		Buildings/Structure	Complete. The proposal to repair damage in kind was \$205,374. We made decision to remove the old manlift and lower the building roof to eliminate future issues. Total cost was \$172,884.36. FEMA reimbursable amount of that would be \$90,601.60.	50000	904-665-7063		904-571-5635	30300	9/11/2017	30161687

**Electric Plant Damages
Hurricane Irma**

Bledsoe, David E. - Manager, Maintenance Planning	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	DOOR ON EYE WASH STATION AT HYDRAZINE PUMP SHED WAS BROKEN BY WIND		Power Block	Complete	500	904-		904-	30300	9/11/2017	30161874
Bledsoe, David E. - Manager, Maintenance Planning	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	CAP LIFTED ON ROOF JOINT IN 2 PLACES ON TOP OF TURBINE BUILDING		Buildings/Structure	Work not started. Estimated completion date is 2/28/18	1000	904-665-69141		904-	30300	9/11/2017	30161790
Winters, Jr., Eugene - Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	unit 1 SDA cable tray damage		Buildings/Structure	Complete	3500	904-665-7063		904-571-5635	30300	9/11/2017	30162061
Winters, Jr., Eugene - Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	limestone prep building flooded		Buildings/Structure	Complete	500	904-665-7063		904-571-5635	30300	9/11/2017	30162045
Winters, Jr., Eugene - Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	unit 2 SDA pump room cable trays missing 7 sections		Buildings/Structure	Complete.	500	904-665-7063		904-571-5635	30300	9/11/2017	30162026
Winters, Jr., Eugene - Mgr Electric Production Maintenance	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	unit 2 I.D. fan missing siding from cross section		Buildings/Structure	Work not started. Estimated completion date is 2/28/18	4000	904-665-7063		904-571-5635	30300	9/11/2017	30161904
Biruk, David D. - Mgr Electric Prod Reliability Engineering	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	cable tray damage / missing parts at diesel tank farm		Buildings/Structure	Not started. Projected Completion Time - 1/31/18	10000	904-665-7063		904-571-5635	30300	9/11/2017	30161836
Biruk, David D. - Mgr Electric Prod Reliability Engineering	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	7 A & B fuel oil transfer pump cover / enclosure has structural damage from wind		Buildings/Structure	Complete. Final cost \$4,465	10000	904-665-7063		904-571-5635	30300	9/11/2017	30161762
Biruk, David D. - Mgr Electric Prod Reliability Engineering	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	6A & B fuel oil transfer pump cover / enclosure has structural damage		Buildings/Structure	Complete. Final cost \$4,465	10000	904-665-7063		904-571-5635	30300	9/11/2017	30161747

**Electric Plant Damages
Hurricane Irma**

Runyon, Eric E.	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	cable tray to diesel tank missing lid / top cover		Buildings/Structure	Work not started. Estimated completion date is 2/28/18	2000	904-665-7063		904-571-5635	30300	9/11/2017	30161817
Runyon, Eric E.	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	CT6 upper cable tray corner and 25' run missing parts		Buildings/Structure	Work not started. Estimated completion date is 2/28/18	2000	904-665-7063		904-571-5635	30300	9/11/2017	30161740
Runyon, Eric E.	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	sheet metal heat shield missing on side of CT5		Buildings/Structure	Work not started. Estimated completion date is 2/28/18	1000	904-665-7063		904-571-5635	30300	9/11/2017	30161725
Runyon, Eric E.	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	upper cable tray on CT5 bent/damaged		Buildings/Structure	Work not started. Estimated completion date is 2/28/18	1000	904-665-7063		904-571-5635	30300	9/11/2017	30161718
Runyon, Eric E.	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	CT4 cable tray north front corner missing 15' of cover		Buildings/Structure	Work not started. Estimated completion date is 2/28/18	2000	904-665-7063		904-571-5635	30300	9/11/2017	30161660
Chavez, Richard G.	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	water intrusion in BIAB MCC room		Buildings/Structure	Work not started. Estimated completion date is 2/28/18	5000	904-665-7063		904-571-5635	30300	9/11/2017	30161901
Vinas, Ramon A. - Manager Electrical Group	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	cable tray damage at T 9.8 13' elevation by BIEB		Buildings/Structure	Complete	3000	904-665-7063		904-571-5635	30300	9/11/2017	30161711
Vinas, Ramon A. - Manager Electrical Group	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	unit 2 various cable tray damaged and covers missing or blown open by wind		Buildings/Structure	Not started. Projected Completion Time - 1/31/18	5000	904-665-7063		904-571-5635	30300	9/11/2017	30161724
Vinas, Ramon A. - Manager Electrical Group	9/11/2017	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226	Duval	water intrusion in BIAB MCC room		Buildings/Structure	Work not started. Estimated completion date is 2/28/18	10000	904-665-7063		904-571-5635	30300	9/11/2017	30161864

Electric Plant Damages Hurricane Irma

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Electric Plant Damages Hurricane Irma

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Date	Project Number	Task Number	Organization	Sales Order Number	PO Number	PO Release Number	Inventory Item ID	Item Description	Requestor Name	SubInventory	Inventory Locator	Cost Group	Owning Party	Avg Item Cost	Actual Issue Quantity	Extended Issue Cost	Actual Receipt Quantity	UOM	Source Type	Transaction Type	Reason	Reference	Costed
09/28/2017	8004207	002.1	CSC Stores	192463			BOLTE001	BOLT, TERMINAL KIT, (KIT INCLUDES) 1-EACH 1/2" DIA. X 2" S/S BOLT FULL THREAD, 2-EACH S/S FLAT WASHERS, 1-EACH S/S BELLEVILLE 1-SILICON BRONZE NUT (SHIPPED IN BAGS OF 10-EACH ASSEMBLED) **1(SEE SPECIFICATION)**	Henderson, Jessica Danielle	Issued	IS.00.000.00..	CG-1001	CSC Stores	\$2.58	10	\$25.80		0 Each	Inventory	Miscellaneous Project Issue			Y
09/28/2017	8004207	002.1	CSC Stores	192358			CNNAJ006	TERMINAL, ALUMINUM JUMPER, CONDUCTOR RANGE 1.092"-1.172", CONDUCTOR SIZE 954-AAC 0-DEGREE ANGLE	Chmist, Sebastian Miroslaw	Issued	IS.00.000.00..	CG-1001	CSC Stores	\$21.64	3	\$64.92		0 Each	Inventory	Miscellaneous Project Issue			Y
09/28/2017	8004207	002.1	CSC Stores	192463			CNNAJ020	TERMINAL, STRAIGHT, ALUMINUM JUMPER, FOR 2500 ACC CONDUCTOR.	Henderson, Jessica Danielle	Issued	IS.00.000.00..	CG-1001	CSC Stores	\$85.42	3	\$256.26		0 Each	Inventory	Miscellaneous Project Issue			Y
09/28/2017	8004207	002.1	CSC Stores	192358			COBAA028	CONDUCTOR, LUPINE 2500 AAC	Chmist, Sebastian Miroslaw	Issued	IS.00.000.00..	CG-1001	CSC Stores	\$6.17	200	\$1,234.00		0 Feet	Inventory	Miscellaneous Project Issue			Y
09/29/2017	8004207	002.1	CSC Stores	192486			COBAA028	CONDUCTOR, LUPINE 2500 AAC	Pate, Mark A	Issued	IS.00.000.00..	CG-1001	CSC Stores	\$6.17	1,800	\$11,106.00		0 Feet	Inventory	Miscellaneous Project Issue			Y
09/15/2017	8004207	001.1	NGS Stores				HFIAD020	ADAPTER, HOSE, FIRE, 2 1/2" FEMALE NPSH X 1 1/2" MALE NATIONAL HOSE, BRASS		Primary	1B.06.J06.00..	CG-1002	NGS Stores	\$15.25	2	\$30.50		0 Each	Job or Schedule	WIP Issue			Y
09/15/2017	8004207	001.1	NGS Stores				HOSF1015	HOSE, FIRE, 2 1/2" DIA X 50' LONG, 100% POLYESTER, DOUBLE JACKET, W/BRASS ROCKER LUG (NH) COUPLINGS, 800# PSI		Primary	1P.03.J04.00..	CG-1002	NGS Stores	\$195.12	2	\$390.24		0 Each	Job or Schedule	WIP Issue			Y
09/28/2017	8004207	002.1	CSC Stores	192358			INSPG304	INSULATOR, STATION POST, TR-304, ANSI-70 GRAY, STANDARD STRENGTH, 230 KV CLASS, 900 KV BIL, 5" BCD, 80" HEIGHT ***TAPPED HOLES TO BE FILLED WITH RUST INHIBITIVE GREASE & PLASTIC CAPS INSERT- ED*** INDIVIDUAL STACKING UNITS CRATED SEPERATEI	Chmist, Sebastian Miroslaw	Issued	IS.00.000.00..	CG-1001	CSC Stores	\$438.59	6	\$2,631.54		0 Each	Inventory	Miscellaneous Project Issue			Y
09/28/2017	8004207	002.1	CSC Stores	192358			NUTBC500	NUT, 1/2"-13, HEX, SILICON BRONZE HS, NC ASTM-B99 ***PACKAGE OF 50 OR 100 EACH*** NO SUBSTITUTE	Chmist, Sebastian Miroslaw	Issued	IS.00.000.00..	CG-1001	CSC Stores	\$0.59	14	\$8.26		0 Each	Inventory	Miscellaneous Project Issue			Y
09/28/2017	8004207	002.1	CSC Stores	192358			SCWHI519	SCREW, 1/2"-13 X 2 1/2", HEX HEAD CAP, 316 SS, NC 50/100 PER BOX/BAG	Chmist, Sebastian Miroslaw	Issued	IS.00.000.00..	CG-1001	CSC Stores	\$0.83	14	\$11.62		0 Each	Inventory	Miscellaneous Project Issue			Y
09/28/2017	8004207	002.1	CSC Stores	192358			WASBA500	WASHER, BELLEVILLE SPRING, 1/2", 301 SS ***100 EACH PER BOX***NO SUBSTITUTE*** KEY BELLEVILLE P/N K1063-E-109-S	Chmist, Sebastian Miroslaw	Issued	IS.00.000.00..	CG-1001	CSC Stores	\$0.70	14	\$9.80		0 Each	Inventory	Miscellaneous Project Issue			Y
09/28/2017	8004207	002.1	CSC Stores	192358			WASFG500	WASHER, 1/2", FLAT ROUND, 316 SS ** STD PKG 100 EACH **	Chmist, Sebastian Miroslaw	Issued	IS.00.000.00..	CG-1001	CSC Stores	\$0.13	28	\$3.64		0 Each	Inventory	Miscellaneous Project Issue			Y
Total																\$15,772.58							

Damage Inventory

Disaster Number:		4337DR PW 5 - Wastewater			Program Delivery Manager (PDMG) Name:			PINCHOT, MICHAEL							
Applicant Name:		JEA (formerly Jacksonville Electric Authority) (031-UOFWF-00)			Program Delivery Manager (PDMG) Phone:			(202) 664-6422							
Applicant FIPS:		031-UOFWF-00			Program Delivery Manager (PDMG) Email:			michael.pinchot@fema.dhs.gov							
Applicant Point of Contact Name:		Steven Bossier													
Applicant Point of Contact Phone:		(904) 665-6019													
Applicant Point of Contact Email:		bossism@jea.com													
Category	Name of damage/facility FMS Ticket #	Address 1	Address 2	City	State	County	Latitude	Longitude	Describe Damage	Primary Cause of Damage	Approx. Cost	% Work Complete	Labor Type	Has received PA grant(s) on this facility in a past?	Applicant priority
F	SWR-20170911-0087	SUNRISE DR		Jacksonville	Florida	Duval			SEWER MAINLINE FLOWING PARTY CALLED ABOUT STORM WATER ON STREET	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0088	VERMANTH RD		Jacksonville	Florida	Duval			SEWER MANHOLE OVERFLOWING..NO POWER TO LIFT STATION AT 2421 LANSDOWNE DR	Flood	350.00	100%	FA	Y	High
F	SWR-20170911-0090	WILDERLAND DR		Jacksonville	Florida	Duval			SEWER MANHOLE OVER FLOW AT ADDRESS..ONGOING..ABOUT 30 GALLONS IN CURB GOING IN CATCH BASIN AT ADDRESS..NO POWER AT LIFT STATION AT 1054 WILDERLAND DR..PARTY AND ERC NOTIFIED	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0092	WOODBINE ST		Jacksonville	Florida	Duval			WATER IS COMEING INTO HOME FROM OUT SIDE	Flood	195.00	100%	FA	Y	High
F	SWR-20170911-0093	ELLIS RD		Jacksonville	Florida	Duval			SYSTEM IS OVERLOADED	Flood	195.00	100%	FA	Y	High
F	SWR-20170911-0097	ST ELLIS RD		Jacksonville	Florida	Duval			SEWER HIGH LEVEL ALARM	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0098	HARRIS AV		Jacksonville	Florida	Duval			BACK UP IN HOUSE	Flood	300.00	100%	FA	Y	High
F	SWR-20170911-0100	48TH ST E		Jacksonville	Florida	Duval			NO SEWER BACK-UP. CUSTOMER CALL ABOUT ELE	Flood	195.00	100%	FA	Y	High
F	SWR-20170911-0120	SHIPWRECK DR		Jacksonville	Florida	Duval			MANHOLE OVERFLOW	Flood	300.00	100%	FA	Y	High
F	SWR-20170911-0121	CHERYL DR		Jacksonville	Florida	Duval			SYSTEM OVERLOAD DUE TO EXCESSIVE RAINFALL	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0122	TAMPICO RD S		Jacksonville	Florida	Duval			MANHOLE OVER FLOW DUE TO HURRICANE IRMA	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0125	BEAUCLERC COVE RD		Jacksonville	Florida	Duval			FOUND MANHOLE OVERFLOW FOUND LS 809 @ 9465 BEAUCLERC RD WITH NO POWER	Flood	1,500.00	100%	FA	Y	High
F	SWR-20170911-0126	SIERRA MADRE DR S		Jacksonville	Florida	Duval			BACK IN HOUSE	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0129	MOBY DICK DR W		Jacksonville	Florida	Duval			LIFT STATION AT BLUE WHALE WAY IS NOT RUNNING..MAIN SEWER LINES ARE UP	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0130	SCADLOCKE RD		Jacksonville	Florida	Duval			BACK-UP IN HOME TV CONNECTION FOUND WATER IN LINE JETTED CONNECTION THEN TV AGAIN NO PROBLEM FOUND	Flood	195.00	100%	FA	Y	High
F	SWR-20170911-0132	SIBBALD RD		Jacksonville	Florida	Duval			SYSTEM OVERLOADED	Flood	195.00	100%	FA	Y	High
F	SWR-20170911-0133	TUMBLING OAKS LA		Jacksonville	Florida	Duval			FLOODED AREA DUE TO STOPPED UP STORM DRAINS	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0134	VINEYARD LAKE LA		Jacksonville	Florida	Duval			SAID HE WAS BACKING UP DURING ALL THE RAIN,,, SYSTEM OVERLOAD,,, IT IS DOWN NOW AND HE IS FLOWING	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0137	WRICO DR		Jacksonville	Florida	Duval			SYSTEM OVERLOADED	Flood	195.00	100%	FA	Y	High
F	SWR-20170911-0140	REDTAIL DR		Jacksonville	Florida	Duval			NO BACK UP,, MAIN LINE DOWN	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0141	NORDE DR S		Jacksonville	Florida	Duval			MANHOLE OVERFLOW	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0142	GLENDAS MEADOW DR		Jacksonville	Florida	Duval			SEWER BACKUP	Flood	120.00	100%	FA	Y	High
F	SWR-20170911-0144	NORTH RIDE DR		Jacksonville	Florida	Duval			BACK UP	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0146	INDIAN WALK RD		Jacksonville	Florida	Duval			MAIN LINES DOWN AND FLOWING. SPOKE TO CUSTOMER AND FOUND NO TROUBLE AT THIS TIME, NOTIFI804D CONSUMER	Flood	200.00	100%	FA	Y	High

Damage Inventory

F	SWR-20170911-0148	FROST LAKE DR		Jacksonville	Florida	Duval			PARTY CALLED ABOUT STORM DRAIN STOPPED UP	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0152	WESTGATE DR		Jacksonville	Florida	Duval			NO PROBLEM FOUND	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0153	LITTLE FILLY CT		Jacksonville	Florida	Duval			CHECKED MAIN LINE AND IT IS DOWN,, NO ONE HOME AND PHONE NUMBER NO GOOD,,, DON'T KNOW WHAT THEY CALLED ABOUT	Flood	200.00	100%	FA	Y	High

Damage Inventory

F	SWR-20170911-0154	BENES TL		Jacksonville	Florida	Duval			STORM DRAIN OVERFLOWING	Flood	120.00	100%	FA	Y	High
F	SWR-20170911-0156	COUNTRY CREEK BV		Jacksonville	Florida	Duval			CHECKED NO PROBLEM FOUND AT THIS TIME	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0157	MERLIN DR N		Jacksonville	Florida	Duval			SEWER MANHOLE OVERFLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170911-0159	ROLLO RD		Jacksonville	Florida	Duval			NO PROBLEM FOUND	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0161	BROOKVIEW DR S		Jacksonville	Florida	Duval			SEWER MANHOLE OVERFLOW IN FRONT OF LIFT STATION AT 10410 LAWSON.POWER OUT 2000 GALLONS ONGOING GOING IN DITCH PARTY AND ERC NOTIFIED	Flood	300.00	100%	FA	Y	High
F	SWR-20170911-0164	WAVERLEY BLUFF WY		Jacksonville	Florida	Duval			BACK UP IN HOUSE	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0166	VINEYARD LAKE LA		Jacksonville	Florida	Duval			SAID HE WAS BACKING UP DURING THE RAIN,, SYSTEM OVERLOAD,, HE IS FLOWING NOW,,, P/N IN PERSON	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0168	INDIAN PRINCESS RD		Jacksonville	Florida	Duval			HE WAS CALLING ABOUT THE LIGHTS BEING OUT EARLIER AND WAS BACKING UP,,, POWER BACK ON AND EVERYTHING IS GOOD,, P/N IN PERSON	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0174	GOODBYS HIDEAWAY DR N		Jacksonville	Florida	Duval			BACK UP	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0175	PINEVERDE LA		Jacksonville	Florida	Duval			SEWER BACKUP	Flood	120.00	100%	FA	Y	High
F	SWR-20170911-0177	DIVIDING OAKS TL E		Jacksonville	Florida	Duval			SEWER CAVE-IN	Flood	10,000.00	100%	FA	Y	High
F	SWR-20170911-0178	JOSE CR W		Jacksonville	Florida	Duval			PARTY SAID MONDAY NITE 9-11-2007 DURING STORM THAT THE POP OFF VALVE ON CLEANOUT POPPED OFF SEWER WAS COMING OUT AND GOT IN HOUSE HE FILED A FEMA CLAIM	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0179	CREEK BEND RD		Jacksonville	Florida	Duval			MAIN LINES DOWN AND FLOWING. SPOKE TO CUSTOMER AND FOUND NO TROUBLE AT THIS TIME, NOTIFIED CONSUMEF	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0180	NO ADDRESS		Jacksonville	Florida	Duval			SYSTEM OVERLOADED	Flood	195.00	100%	FA	Y	High
F	SWR-20170911-0181	NORDE DR S		Jacksonville	Florida	Duval			MANHOLE OVER FLOW DUE TO (HURRICANE IRMA)	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0184	ROBERT SCOTT DR W		Jacksonville	Florida	Duval			MAINLINE DOWN .PARTY SAID MANHOLE WAS OVERFLOWING BUT WHEN POWER CAME BACK ON IT STOPPED ..NO SIGN OF OVERFLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170911-0186	WESTGATE DR		Jacksonville	Florida	Duval			EVERYTHING IS GOOD NOW,, IT HAPPENED MONDAY WHEN THE POWER WAS OUT,,	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0188	ALPHA AV		Jacksonville	Florida	Duval			CAVE IN ON STORM DRAIN	Flood	120.00	100%	FA	Y	High
F	SWR-20170911-0190	PATSY ANNE DR		Jacksonville	Florida	Duval			PARTY SAID LIFT STATION ALARM ON 9-11-2007..ALARM HAS CLEARED	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0191	NO ADDRESS		Jacksonville	Florida	Duval			NO POWER AT LIFT STATION CAUSING A SEWER OVERFLOW	Flood	1,500.00	100%	FA	Y	High
F	SWR-20170911-0192	MONUMENT RD APT 605		Jacksonville	Florida	Duval			HE WAS BACKING UP DUE TO POWER OUT,, POWER IS BACK ON NOW AND HE IS FINE,, P/N IN PERSON	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0193	MARTIN LUTHER KING DR		Jacksonville	Florida	Duval			NO MANHOLE OVERFLOW AT THIS TIME	Flood	195.00	100%	FA	Y	High
F	SWR-20170911-0195	SPANISH BLUFF DR		Jacksonville	Florida	Duval			FROCE MAIN LEAK	Flood	150.00	100%	FA	Y	High
F	SWR-20170911-0196	CELEBRANT DR		Jacksonville	Florida	Duval			NO OVERFLOW FOUND / FOUND CAVE IN ON M/H AT INTERSECTION OF CELEBRANT DR AND WILDERLAND DR	Flood	5,000.00	100%	FA	Y	High
F	SWR-20170911-0200	GREENWAY DR N		Jacksonville	Florida	Duval			BACK DUE TO LIFT STATION DOWN AT 4739 AVENT DR NO SSO'S	Flood	1,000.00	100%	FA	Y	High
F	SWR-20170911-0201	EMERALD BAY DR		Jacksonville	Florida	Duval			TREE FROM YARD NEXT DOOR FELL OVER AND THE TOP OF IT IS LAYING ON THE FENCE OF THE LIFT STATION,,, NOT HURTING ANYTHING,,, P/N IN PERSON	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0203	MISSISSIPPI CT		Jacksonville	Florida	Duval			NO ONE HOME. MAIN LINE IS DOWN..NO PROBLEM FOUND	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0204	PARENTAL CR		Jacksonville	Florida	Duval			PARTY HAS PRIVATE LIFT STATION WHEN POWER WAS OUT SEWER BACKUP IN APARTMENT..PARTY HAS POWER NO LONGER HAVING TROUBLE	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0205	24TH ST E		Jacksonville	Florida	Duval			BACK-UP IN HOME...MAIN LINE IS DOWN ..NO CLEAN OUT..PRIVATE TROUBLE	Flood	195.00	100%	FA	Y	High
F	SWR-20170911-0206	PINEY BRANCH CT		Jacksonville	Florida	Duval			MAIN LINE DOWN AND FLOWING , FOUND NO TROUBLE AT THIS TIME	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0207	CREEK BEND RD		Jacksonville	Florida	Duval			MAIN LINES DOWN AND FLOWING. SPOKE TO CUSTOMER AND FOUND NO TROUBLE AT THIS TIME, NOTIFIED CONSUMEF	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0209	BESSENT RD		Jacksonville	Florida	Duval			BACKUP IN HOUSE	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0210	NO ADDRESS		Jacksonville	Florida	Duval			MANHOLE IS DOWN NOW,, NO OVERFLOW	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0211	ROBERT SCOTT DR W		Jacksonville	Florida	Duval			MAINLINE FLOWING..PARTY SAID MANHOLE WAS OVERFLOWING YESTERDAY FROM POWER OFF AT LIFT STATION FROM STORM..WHEN POWER WAS RESTORED IT STOPPED..AMOUNT UNKNOWN..ERC NOTIFIED	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0213	LAURINA ST		Jacksonville	Florida	Duval			REFER TO MAINT..POWER OFF AT LIFT STATION # S535 BEHIND APARTMENTS SEWER FLOWING OUT OF WET WELL ABOUT 1000 GALLONS ONGOING..NEED VACTOR OR GENERATOR ON RUSH..ERC NOTIFIED	Flood	1,000.00	100%	FA	Y	High
F	SWR-20170911-0215	DEVONSHIRE BV		Jacksonville	Florida	Duval			THERE IS A LARGE HOLE IN YARD..DID DYE TEST GOT DYE IN MANHOLED BROKEN CONNECTION	Flood	200.00	100%	FA	Y	High

Damage Inventory

F	SWR-20170911-0216	ODEN AVE		Jacksonville	Florida	Duval			SEWER BACKUP	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0217	BLACKFOOT CT		Jacksonville	Florida	Duval			BACK UP	Flood	250.00	100%	FA	Y	High
F	SWR-20170911-0220	MALLARD LAKE AV		Jacksonville	Florida	Duval			FOUND LPSP SYSTEM DOWN AND HIGH WELL ALARM FLOAT STUCK ON LIP OF WELL, ADJUSTED HIGH WELL ALARM TO FLOAT FREELY	Flood	500.00	100%	FA	Y	High
F	SWR-20170911-0221	CASTLE ROCK DR		Jacksonville	Florida	Duval			EVERYTHING IS GOOD NOW,, TROUBLE WAS MONDAY WHEN THEY HAD NO POWER,,, P/N IN PERSON	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0222	HEATHER RUN DR S		Jacksonville	Florida	Duval			PARTY CALLED ABOUT STORM DRAINS STOPPED UP	Flood	50.00	100%	FA	Y	High
F	SWR-20170911-0223	CORAL SEA RD		Jacksonville	Florida	Duval			AREA BACKED UP DUE TO STATION AT 4739 AVENT RD...PUMP MECH ON SITE INSTALLING GENERATOR & DERAGGING PUMP AT STATION	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0226	WINDYPINE LA		Jacksonville	Florida	Duval			MANHOLE ALARM CHECKED FOUND LINE DOWN ON HIGH & LOW SIDE.....	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0227	MALLARD LANDING BV		Jacksonville	Florida	Duval			FOUND LPSP SYSTEM DOWN AND HIGH WELL ALARM FLOAT STUCK ON LIP OF WELL, ADJUSTED HIGH WELL ALARM TO FLOAT FREELY	Flood	500.00	100%	FA	Y	High
F	SWR-20170911-0229	DANFORTH DR W		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170911-0230	COTTON TAIL LA		Jacksonville	Florida	Duval			BACK-UP IN HOME...MAIN LINE IS DOWN...JETTED AND UNSTOPED CONNECTION...TV CONNECTION FOUND BLOCKAGES ON CUSTOMER SIDE...PARTY NOTIFIED IN PERSON	Flood	400.00	100%	FA	Y	High
F	SWR-20170911-0231	WESTGATE DR		Jacksonville	Florida	Duval			SEWER LIFT STATION BEING PUMPED OUT BY PEARL ST VAC TRUCKS WHEN I ARRIVED...P/N BY PHONE CUSTOMER IS NOT HAVING PROBLEM AT THIS TIME EVERTHING IS WORKING PROPERLY..	Flood	1,000.00	100%	FA	Y	High
F	SWR-20170911-0236	PARENTAL HOME RD		Jacksonville	Florida	Duval			BACK UP AT PRIVATE STATION DUE TO NO POWER,, P/N IN PERSON	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0237	CHESSWOOD CT		Jacksonville	Florida	Duval			NO POWEWR TO HOME OR LPSP SYSTEM PUMPED OUT LPSP SYSTEM TO GIVE RELEASE OF SEWER BACK UP IN HOME.	Flood	600.00	100%	FA	Y	High
F	SWR-20170911-0238	STETLER DR		Jacksonville	Florida	Duval			MAINLINE FLOWING...NO SIGN OF OVERFLOW..PARTY SAID MANHOLE OVERFLOWING YESTERDAY ..STOPPED OVERFLOWING LAST NIGHT..AMOUNT UNKNOWN ..ERC NOTIFIED	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0261	ST & FRANKLIN ST		Jacksonville	Florida	Duval			CAVE-IN ON DRAIN..NOT JEA ISSUE	Flood	195.00	100%	FA	Y	High
F	SWR-20170911-0265	SUN DANCE LA		Jacksonville	Florida	Duval			BACK UP	Flood	150.00	100%	FA	Y	High
F	SWR-20170911-0266	ROBERTS RD		Jacksonville	Florida	Duval			HIGH LEDDVEAL ALARM GOING OFF	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0267	DUVAL RD		Jacksonville	Florida	Duval			CUSTOMER DID NOT CALL JEA	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0268	HAWKCREST DR		Jacksonville	Florida	Duval			FOUIND NO TROUBLE AT THIS TIME CONCERNED WITH M/H OVERFLOW 9/11/17	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0270	EDGEWATER CROSSING DR		Jacksonville	Florida	Duval			MAIN LINE DOWN AND FLOWING , FOUND NO TROUBLE AT THIS TIME	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0271	WINDSOR PARK DR N		Jacksonville	Florida	Duval			MNA HOLE OVER FLOW	Flood	300.00	100%	FA	Y	High
F	SWR-20170911-0273	NEEDLEPOINT PL		Jacksonville	Florida	Duval			CHECKED & TALKED WITH CUSTOMER FOUND NO BACKUP AT HOUSE & MANHOLES DOWNP/N IN PERSON	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0275	WHEELER AV		Jacksonville	Florida	Duval			CHECKED FOUND ALARM ON AT STATION VAC TRUCKS ON SITE & REFER TO STATION MECH	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0291	HUNTSCOTT PL		Jacksonville	Florida	Duval			CAVE-IN	Flood	400.00	100%	FA	Y	High
F	SWR-20170911-0309	26TH ST W		Jacksonville	Florida	Duval			SYSTEM OVERLOADED DUE TO HURRICANE IRMA	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0315	SHIPWRECK CR N		Jacksonville	Florida	Duval			BACK UP IN THE HOUSE	Flood	300.00	100%	FA	Y	High
F	SWR-20170911-0316	HAWKCREST DR E		Jacksonville	Florida	Duval			FOUIND NO TROUBLE AT THIS TIME LPSP SYSTEM DOWN AND WORKING PROPERLY	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0317	COTTAGE HILL DR E		Jacksonville	Florida	Duval			MANHOLE DID RUN OVER,, POWER IS BACK ON AND NOW EVERYTHING IS ALRIGHT,,, WASHED DOWN MANHOLE AND PUT DOWN DISINFECT,, P/N IN PERSON	Flood	250.00	100%	FA	Y	High
F	SWR-20170911-0318	LITTLE CREEK LN		Jacksonville	Florida	Duval			BACK UP	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0320	MALLARD LAKE AV		Jacksonville	Florida	Duval			FOUIND NO TROUBLE AT THIS TIME LPSP SYSTEM DOWN AND WORKING PROPERLY	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0321	GREENRIDGE CIR 1749 GREE		Jacksonville	Florida	Duval			REFER TO SEWER MAINTENACE BROKE PROPERTY LINE VALVE, CLOSED/ FOUND LPSP BURNED UP, REPLACED MYERS MW 50 LPSP. PUMPED DOWN LPSP SYSTEM TO GIVE CUSTOMER RELEAF	Flood	5,000.00	100%	FA	Y	High
F	SWR-20170911-0322	LINWOOD LP		Jacksonville	Florida	Duval			FOUND HIGH WELL ALARM FLOAT STUCK ON LIP OF THE LPSP WELL ADJUSTED HIGH WELL FLOAT N/P	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0323	ANSLEY LAKE DR		Jacksonville	Florida	Duval			ODOR COMPLAINT...NO ONE HOME...NO ODOR COMEING FROM CLEAN OUT OR MANHOLE...PARTY NOTIFIED BY NOTE	Flood	300.00	100%	FA	Y	High
F	SWR-20170911-0324	FULTON AV		Jacksonville	Florida	Duval			PARTYS SEWER LINE WAS BACKED UP FROM NO POWER AT LIFT STATION AT 3924 SPRING PARK RD..POWER WAS RESTORED PARTY NO LONGER HAVING TROUBLE	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0325	LINWOOD LP		Jacksonville	Florida	Duval			FOUND HIGH WELL ALARM FLOAT STUCK ON LIP OF THE LPSP WELL ADJUSTED HIGH WELL FLOAT N/P	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0326	ROUNDWOOD GLEN CT		Jacksonville	Florida	Duval			M/H OVERFLOW	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0327	CHESSWOOD CT		Jacksonville	Florida	Duval			REPLACED MYERS MW 50 LPSP FOUND LPSP BURNED UP DUE TO MUCH GROUND WATER INFILTRATION . REFER TO RIDENOUR , WELL LID NEEDS TO BE RAISE	Flood	600.00	100%	FA	Y	High

Damage Inventory

F	SWR-20170911-0328	VINEYARD LAKE LA		Jacksonville	Florida	Duval			SAID HE WAS BACKED UP DURING ALL THE RAIN,, SYSTEM OVERLOAD,, HE IS FLOWING NOW AND MAIN LINE IS DOWN,, P/N IN PERSON	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0330	VINEYARD LAKE RD N		Jacksonville	Florida	Duval			SAID MANHOLE WAS RUNNING OVER YESTURDAY IN ALL THAT RAIN,, SYSTEM OVERLOAD,,, EVERYTHING IS DOWN NOW,,, P/N IN PERSON	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0331	COLLINSWOOD DR W		Jacksonville	Florida	Duval			TALKING ABOUT THE STORM DRAINS IS CLOGGED UP,, TOLD HIM TO CALL THE CITY	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0332	LINWOOD LP		Jacksonville	Florida	Duval			FOUND HIGH WELL ALARM FLOAT STUCK ON LIP OF THE LPSP WELL ADJUSTED HIGH WELL FLOAT N/P	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0334	LINWOOD LP		Jacksonville	Florida	Duval			FOUND HIGH WELL ALARM FLOAT STUCK ON LIP OF THE LPSP WELL ADJUSTED HIGH WELL FLOAT N/P	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0336	DANFORTH DR W		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170911-0338	SANDHURST RD S		Jacksonville	Florida	Duval			NO SEWER PROBLEM,,, SHE HAD A LEAK ON THERE SIDE OF THE METER,, SHE THOUGHT IT WAS OURS THE OTHER DAY,,, P/N IN PERSON	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0339	WILKSHIRE LA		Jacksonville	Florida	Duval			MAIN LINE DOWN AND FLOWING , FOUND NO TROUBLE AT THIS TIME	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0340	EVERCHARM PL		Jacksonville	Florida	Duval			MAIN LINE DOWN AND FLOWING , FOUND NO TROUBLE AT THIS TIME	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0341	CAVALIER RD		Jacksonville	Florida	Duval			NO PROBLEM FOUND	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0342	HICKORY HILL		Jacksonville	Florida	Duval			THERE WAS AN SSO ABOUT 150GAL SPIL BUT CREW HAS TAKEN CARE OF IT HELP CREW WITH WASH DOWN OF WET WELL...REF TO PM NEED TO CLEAN UP AREA	Flood	195.00	100%	FA	Y	High
F	SWR-20170911-0343	HARBOR WINDS DR		Jacksonville	Florida	Duval			HE CALLED ABOUT THE MANHOLE THAT WAS RUNNING OVERIN FRONT OF 896 COLLINS WOOD DR W,, WE WASHED IT DOWN AND PUT DOWN DISINFECT	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0344	MALLARD LANDING BV		Jacksonville	Florida	Duval			FOUIND NO TROUBLE AT THIS TIME LPSP SYSTEM DOWN AND WORKING PROPERLY	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0348	DANFORTH DR S		Jacksonville	Florida	Duval			BACK UP IN HOUSE	Flood	150.00	100%	FA	Y	High
F	SWR-20170911-0349	PROSPERITY LAKE DR		Jacksonville	Florida	Duval			ENTIRE BLOCK HAS 3FT OF WATER STANDING ALL THE WAY TO DEAD END OF ROAD.....TALKED WITH OTHER CUSTOMER ON STREET & EVERTHING IS WORKING PROPERLY THEY WERE CALLING ABOUT THE STREET FLOODING.....P/N	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0350	KUSAE DR S		Jacksonville	Florida	Duval			ODOR	Flood	150.00	100%	FA	Y	High
F	SWR-20170911-0353	NO ADDRESS		Jacksonville	Florida	Duval			NO SEWER LEAK FOUND..NEED MORE INFORMATION	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0354	DONGALLA CT APT LS01		Jacksonville	Florida	Duval			TREE FELL CLOSE TO LIFT STATION AND CUSTOMER THOUGHT IT WOULD BE A PROBLEM,,, TOLD HIM THE TREE IS FAR ENOUGH AWAY	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0356	AMELIA VIEW DR		Jacksonville	Florida	Duval			CAVE-IN IN THE GRASS..REF TO SEWER MAINT...CAVE-IN ON CONNECTION...JETTED AND TV CONNECTION FOUND CAVE-IN	Flood	7,000.00	100%	FA	Y	High
F	SWR-20170911-0357	LINWOOD LP		Jacksonville	Florida	Duval			REFER TO E & I TECH REPLACED POWER CORD AND MYERS MW 50 LPSP GFI PLUG KEEPS TRIPPING OTHER PULGS ALLSO HAACD A SEWER O/F CALLED ERC	Flood	3,000.00	100%	FA	Y	High
F	SWR-20170911-0359	DANFORTH DR W		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170911-0360	SUNBEAM RD		Jacksonville	Florida	Duval			FOUND NO JEA TROUBLE AT THIS TIME PRIVATE	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0361	STARFISH AV		Jacksonville	Florida	Duval			MAINLINE FLOWING..PARTY SAID YESTERDAY MANHOLE WAS OVERFLOWING AT 2924 MANGROVE AV..AFTER POWER CAME BACK ON IT STOPPED OVERFLOWING..AMOUNT UNKNOWN..ERC NOTIFIED	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0362	NO ADDRESS		Jacksonville	Florida	Duval			POSSIBLE SEWER OVERFLOW	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0363	NORTH RIDE DR		Jacksonville	Florida	Duval			BACK UP	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0364	NORTH RIDE DR		Jacksonville	Florida	Duval			BACK UP	Flood	250.00	100%	FA	Y	High
F	SWR-20170911-0365	VICTORIA PARK CT		Jacksonville	Florida	Duval			MAINLINE DOWN..PARTY SAID MANHOLE WAS OVERFLOWING AT ADDRESS YESTERERDAY AND STOP RUNNUNG OVER THIS MOURNING AFTER POWER WAS RESTORED NO SIGN OF SPILL..NOTIFIED ERC FOR DOCUMENTATION	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0369	COLLINS RIDGE BV E		Jacksonville	Florida	Duval			SYSTEM OVERLOADED DUE TO HURRICANE IRMA	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0370	SABLE CREEK DR E		Jacksonville	Florida	Duval			MANHOLE OVERLOADED DUE TO HURRICANE IRMA	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0371	24TH ST E		Jacksonville	Florida	Duval			BACKUP IN HOUSE	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0374	FIRESTONE RD		Jacksonville	Florida	Duval			BACK UP IN HOUSE	Flood	120.00	100%	FA	Y	High
F	SWR-20170911-0375	SECRET WOODS DR		Jacksonville	Florida	Duval			SHE SAID JEA HAS ALREADY CLEANED UP LIFT STATION	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0376	DERBY FOREST DR N		Jacksonville	Florida	Duval			MANHOLE OVERFLOW	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0377	CHIRPING WY W		Jacksonville	Florida	Duval			NO POWER AT LIFT STATION DUE TO HURRICANE IRMA	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0378	HAVERHILL ST		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170911-0380	SECRET WOODS TL		Jacksonville	Florida	Duval			NO ALARM GOING OFF, STATION IS GOOD	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0381	ARROWLEAF LA		Jacksonville	Florida	Duval			no data	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0383	CHIRPING WY		Jacksonville	Florida	Duval			LIFT STATION HAS NO POWER DUE TO HURRICANE IRMA	Flood	500.00	100%	FA	Y	High
F	SWR-20170911-0384	DERBY FOREST DR		Jacksonville	Florida	Duval			MANHOLE OVERFLOW	Flood	100.00	100%	FA	Y	High

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F	SWR-20170911-0385	COTTAGE HILL DR N		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0386	ANDES DR		Jacksonville	Florida	Duval			SEWER MISC...SET SEWER LID COMPLETELY ON	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0387	COLLINS RIDGE BV E		Jacksonville	Florida	Duval			SYSTEM OVERLOADED DUE TO HURRICANE IRMA	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0388	HAWKS VIEW DR APT LS01		Jacksonville	Florida	Duval			NO JEA ISSUES	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0389	CLARENDON RD		Jacksonville	Florida	Duval			CHECKED FOUND NO SEWER BACKUP AT THIS TIME	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0391	SHEPARD ST		Jacksonville	Florida	Duval			DUPLICATE TICKET - REFER TO SWR-20170912-0145	Flood	0.00	100%	FA	Y	High
F	SWR-20170911-0392	GOODSON PL		Jacksonville	Florida	Duval			SEWER BACKUP	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0393	SHAWNEE SHORES DR		Jacksonville	Florida	Duval			LIFT STATION NEXT DOOR WAS RUNNING OVER,, JEA HAS ALREADY FIXED PROBLEM,,, P/N IN PERSON	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0395	GREENWAY DR N		Jacksonville	Florida	Duval			LINE UP DUE TO STATION AT 4739 AVENT DR	Flood	1,000.00	100%	FA	Y	High
F	SWR-20170911-0396	CHESTER LAKE RD E		Jacksonville	Florida	Duval			ALARM GOING OFF AT STATIO	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0397	CORBETT ST		Jacksonville	Florida	Duval			BACKED UP MONDAY WHEN THE CREEK FLOODED	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0399	CROWN POINT CT		Jacksonville	Florida	Duval			HEAD UP MMAN HOLE DOWN AND FLOWING , FOUND NO TROUBLE AT THIS TIME	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0400	ANGLETERRE DR		Jacksonville	Florida	Duval			PUMP STATION ALARM GOING OFF DURING THE STORM. POWER OUTAGE	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0402	SECRET WOODS TL W		Jacksonville	Florida	Duval			MAINLINE DOWN..PARTY SAID MANHOLE WAS OVERFLOWING YESTERDAY..POWER WAS RESTORED IT STOPPED TODAY..AMOUNT UNKNOWN..ERC NOTIFIED	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0403	BRISTOL BAY LA N		Jacksonville	Florida	Duval			MANHOLE OVER FLOW SSO...CONTACTED ENVIROMENTAL OF SSO...EST OF SPILLAGE 100 GAL	Flood	1,000.00	100%	FA	Y	High
F	SWR-20170911-0404	HAMPTON FALLS DR N		Jacksonville	Florida	Duval			BACK UP IN THE HOUSE	Flood	150.00	100%	FA	Y	High
F	SWR-20170911-0407	WESTLAND OAKS DR APT LS01		Jacksonville	Florida	Duval			PUMP STATION ALARM	Flood	120.00	100%	FA	Y	High
F	SWR-20170911-0409	WALLE DR		Jacksonville	Florida	Duval			ALARM GOING OFF AT LIFT STATION	Flood	300.00	100%	FA	Y	High
F	SWR-20170911-0410	ARROWLEAF LA		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0411	STARFISH AV		Jacksonville	Florida	Duval			MAINLINE FLOWING..PARTY SAID MANHOLE WAS OVERFLOWING YESTERDAY .STOPPED OVERFLOWING AFTER POWER CAME ON...SPILL AMOUNT UNKNOWN..ERC NOTIFIED	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0430	MIKRIS DR N		Jacksonville	Florida	Duval			JUST TO LET US KNOW THE POWER IS OUT,	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0435	WOOLERY DR		Jacksonville	Florida	Duval			WOOLERY DR.	Flood	300.00	100%	FA	Y	High
F	SWR-20170911-0439	GLENHURST DR N		Jacksonville	Florida	Duval			BACK UP IN THE HOUSE	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0440	GLENHURST DR N		Jacksonville	Florida	Duval			BACK UP IN THE HOUSE	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0442	GATELY RD S		Jacksonville	Florida	Duval			ALARM IS OFF NOW AND STATION IS DOWN	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0443	E7849 MACDOUGALL DR		Jacksonville	Florida	Duval			CUSTOMER IS NOT HAVE ANY BACKUPS AT THIS TIME	Flood	1,000.00	100%	FA	Y	High
F	SWR-20170911-0444	NO ADDRESS		Jacksonville	Florida	Duval			MANHOLE OVERFLOW	Flood	0.00	100%	FA	Y	High
F	SWR-20170911-0446	WEXFORD RD		Jacksonville	Florida	Duval			NO JEA SEWER PRIVATE	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0447	PINE ISLAND CT		Jacksonville	Florida	Duval			SEWER BACKUP	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0448	BRISTOL BAY LA N		Jacksonville	Florida	Duval			MANHOLE OVERFLOW	Flood	120.00	100%	FA	Y	High
F	SWR-20170911-0449	ANGLERS COVE DR		Jacksonville	Florida	Duval			BACK UP IN HOUSE. PARTY COMPLAIN OF NO POWER TO OPERATE THE LPSP	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0450	NO ADDRESS		Jacksonville	Florida	Duval			no data	Flood	150.00	100%	FA	Y	High
F	SWR-20170911-0451	VICTORIA PARK RD		Jacksonville	Florida	Duval			PUMP STATION ALARM	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0452	SCOTT MILL RD		Jacksonville	Florida	Duval			BACK UP	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0453	SANDY BEACH LA		Jacksonville	Florida	Duval			THEY WERE HAVING PROBLEMS FLUSHING TOILET WHILE THE POWER WAS OFF,,, EVERYTHING IS GOOD NOW,, P/N IN PERSON	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0001	NO ADDRESS		Jacksonville	Florida	Duval			MANHOLE OVERFLOW	Flood	120.00	100%	FA	Y	High
F	SWR-20170912-0006	CASTLEBROOK DR		Jacksonville	Florida	Duval			CAVE IN ON SEWER LATRERAL AT THE CURB.	Flood	10,000.00	100%	FA	Y	High
F	SWR-20170912-0007	MOORING DR		Jacksonville	Florida	Duval			CAVE IN ON SEWER LATERAL. AT THE STREET.	Flood	10,000.00	100%	FA	Y	High
F	SWR-20170912-0015	KEN KNIGHT DR		Jacksonville	Florida	Duval			NO HIGH LEVEL ALARM AT THIS TIME	Flood	195.00	100%	FA	Y	High
F	SWR-20170912-0026	WINDY WILLOWS DR		Jacksonville	Florida	Duval			MANHOLE WAS SEEPING DUE TO NO POWER,,, ROTO ROOTER IS AT THE LIFT STATION PUMPING DOWN UNTIL POWER IS RESTORED,, WASHED OWN AND PUT DOWN DISENFECT,,, NOTIFIED ERC	Flood	250.00	100%	FA	Y	High
F	SWR-20170912-0050	RIDDLE RD		Jacksonville	Florida	Duval			BROKEN FORCE MAIN ARCOSS STREET	Flood	7,000.00	100%	FA	Y	High
F	SWR-20170912-0062	UNIVERSITY BV APT WP01		Jacksonville	Florida	Duval			PRIVATE LIFT STATION COULD NOT GET OUT DUE TO NO POWER,, POWER IS BACK ON AND EVERYTHING IS FINE NOW,, PER MAINT ON SITE	Flood	400.00	100%	FA	Y	High
F	SWR-20170912-0065	NEEDLEPOINT PL		Jacksonville	Florida	Duval			MAIN LINE AND CONNECTION DOWN.....NO BACK UP....PARTY NOTIFIED BY NOTE.	Flood	700.00	100%	FA	Y	High
F	SWR-20170912-0066	ODEN AVE		Jacksonville	Florida	Duval			SEWER BACK UP..PARTY ON SEPTIC TANK	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0068	WEDGEFIELD BV		Jacksonville	Florida	Duval			HE SAID HE SEEN WATER BACKED UP AT SOME INTERSECTION BUT HE CAN NOT REMEMBER,, P/N IN PERSON	Flood	200.00	100%	FA	Y	High

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F	SWR-20170912-0069	TIMMERMAN LA		Jacksonville	Florida	Duval			BACK UP	Flood	120.00	100%	FA	Y	High
F	SWR-20170912-0070	VERMANTH RD		Jacksonville	Florida	Duval			SHE SAID SHE WAS HAVING PROBLEMS FLUSHING BUT WHEN POWER RETURNED EVERYTHING WAS OK., P/N IN PERSON	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0071	ARLINGTON RD N		Jacksonville	Florida	Duval			NO POWER., PRIVATE LIFT STATION., HE SAID JEA ELECTRIC JUST PULLED UP., HE SAID EVERYTHING IS GOOD	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0073	PECAN PARK		Jacksonville	Florida	Duval			LIFT STATION HAS NO POWER. MAIN LINE BACKING UP NEED GENERATOR FOR LIFT STATION...SSO IS ON PRIVATE PROPERTY ABOUT 100GAL	Flood	1,500.00	100%	FA	Y	High
F	SWR-20170912-0077	SECRET WOODS TL W		Jacksonville	Florida	Duval			MANHOLE IS DOWN NOW ., BACKED UP DUE TO SYSTEM OVERLOAD	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0094	PORTSMOUTH AND CULPEPPER		Jacksonville	Florida	Duval			UPON ARRIVAL SEWER RESIDUE ON GROUND. NO MANHOLE OVERFLOW WASH DOWN STREET AND SUCKED UP WASHER WATER ERC NOTIFIED BY PHONE	Flood	300.00	100%	FA	Y	High
F	SWR-20170912-0111	HOWALT CT N		Jacksonville	Florida	Duval			MANHOLE RAN OVER EARLIER DUE TO NO POWER POWER IS BACK ON NOW., MANNHOLE IS DOWN., WASHED DOWN MANHOLE AND DRIVEWAY., PUT DOWN DISENTECT., NOTIFIED ERC. P/N IN PERSON	Flood	300.00	100%	FA	Y	High
F	SWR-20170912-0122	LEAFCREST DR		Jacksonville	Florida	Duval			NO BACKUP AT THIS TIME STREET FLOODED FROM LAKE	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0124	NESTING SWALLOW DR		Jacksonville	Florida	Duval			no data	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0126	LARUE AV		Jacksonville	Florida	Duval			CHECKED MANHOLE, MAINLINE IS DOWN AND RUNNING	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0129	NUSSBAUM DR		Jacksonville	Florida	Duval			SEWER LEAK	Flood	120.00	100%	FA	Y	High
F	SWR-20170912-0130	NESTING SWALLOW DR		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0131	NO ADDRESS		Jacksonville	Florida	Duval			PRIVATE LIFT STATION ALARM	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0132	MALLARD LAKE AV		Jacksonville	Florida	Duval			HIGH LEVEAL ALARM GOING OFF..	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0133	TORTUGA POINT DR		Jacksonville	Florida	Duval			MANHOLE OVERFLOW	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0135	LEM TURNER RD		Jacksonville	Florida	Duval			SYSTEM OVERLOADED DUE TO HURRICANE IRMA	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0136	CARACARA DR		Jacksonville	Florida	Duval			CHECKED FOUND LIFT STATION DOWN ..STATION MECH ON SITE INSTALLING GENERATOR	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0137	RIVER RD		Jacksonville	Florida	Duval			CHECKED MAINLINE IN FRONT OF ADDRESS	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0138	WINDY WILLOWS DR		Jacksonville	Florida	Duval			no data	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0139	KILKELLY		Jacksonville	Florida	Duval			NO POWER AT LIFT STATION	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0140	NORDE DR S		Jacksonville	Florida	Duval			CHECKED FOUND NO JEA PROBLEM	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0142	GALVESTON AVE		Jacksonville	Florida	Duval			CUSTOMER IS BACKED UP DUE TO NO POWER AT LIFT STATION AT 8603 GALVESTON AVE.,, 5' FROM THE TOP.	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0144	PROSPERITY LAKE DR		Jacksonville	Florida	Duval			NO BACK UP AT THIS TIME	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0145	SHEPARD ST		Jacksonville	Florida	Duval			BACK UP IN APARTMENTS ..GENERATOR ON SITE AT LIFT STATION RUNNING WET WELL DOWN	Flood	1,000.00	100%	FA	Y	High
F	SWR-20170912-0146	WINDY WILLOWS DR		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0148	DENAUD ST		Jacksonville	Florida	Duval			BACK UP	Flood	0.00	100%	FA	Y	High
F	SWR-20170912-0150	BERTHA ST		Jacksonville	Florida	Duval			SEWER BACKUP	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0151	WINDY WILLOWS DR		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0152	WELLINGTON PLACE LA		Jacksonville	Florida	Duval			MANHOLE OVERFLOW	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0153	W 5TH ST & HURON ST		Jacksonville	Florida	Duval			CAVE IN ON TRUNK SEWER TRUNK LINE	Flood	3,000.00	100%	FA	Y	High
F	SWR-20170912-0154	KILKELLY LA S		Jacksonville	Florida	Duval			CHECK FOR SSO	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0155	LEAFCREST DR		Jacksonville	Florida	Duval			NO BACKUP AT THIS TIME STREET FLOODED FROM LAKE	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0156	SUNSET DR		Jacksonville	Florida	Duval			AREA FLOODED DUE TO HURRICANE IRMA	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0157	APLOMADO CR		Jacksonville	Florida	Duval			CHECKED FOUND LIFT STATION DOWN ..STATION MECH ON SITE INSTALLING GENERATOR	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0158	REEDY BRANCH DR		Jacksonville	Florida	Duval			SEWER CAVE -IN	Flood	6,000.00	100%	FA	Y	High
F	SWR-20170912-0160	TODD RD		Jacksonville	Florida	Duval			HIGH OVER FLOW	Flood	350.00	100%	FA	Y	High
F	SWR-20170912-0161	SPOTTED EAGLE DR		Jacksonville	Florida	Duval			AREA SATURATED FROM HURRICANE IRMA	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0162	ANVIL RD		Jacksonville	Florida	Duval			MANHOLE	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0163	ARROWLEAF LA		Jacksonville	Florida	Duval			MAINLINE DOWN.	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0164	BROADWAY AV		Jacksonville	Florida	Duval			PRIVATE TROUBLE / M/HOLES ARE DOWN AND FLOWING PROPERLY	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0167	LEAFCREST DR		Jacksonville	Florida	Duval			NO BACKUP AT THIS TIME STREET FLOODED FROM LAKE	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0170	TIMAWATHA AV		Jacksonville	Florida	Duval			NO POWER AT LIFT STATION	Flood	2,000.00	100%	FA	Y	High
F	SWR-20170912-0171	SONIA DR		Jacksonville	Florida	Duval			CHECKED FOUND NO JEA PROBLEM	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0172	LARGO		Jacksonville	Florida	Duval			CHECKED MANHOLE ALARM IT HAS CLEARED	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0173	SHADED ROCK CT		Jacksonville	Florida	Duval			BACK UP	Flood	250.00	100%	FA	Y	High

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F	SWR-20170912-0174	BRACHENBURY LN		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0175	SAN LUCAS RD		Jacksonville	Florida	Duval			NO JEA ISSUE/ CONSUMER STATING THAT THERE IS AN ODOR LIKE TURPINTINE COMING FROM FRONT YARD. MET WITH CONSUMER AND DID NOT NOTICE ANDY OBVIOUS ODOR. ASSURRED CONSUMER THAT THEY SHOULD BE FINE.	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0177	BRACHENBURY LN		Jacksonville	Florida	Duval			BRACHENBRURY LN.	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0178	BESS RD		Jacksonville	Florida	Duval			PARTY SAID TOILET BACKED UP YESTERDAY..WHEN POWER WAS RESTORED PARTY NO LONGER HAVING TROUBLE	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0179	TORTUGA POINT DR		Jacksonville	Florida	Duval			MANHOLE OVERFLOW	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0180	BRACHENBURY LN		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	15.00	100%	FA	Y	High
F	SWR-20170912-0182	QUEENS HARBOR BLVD APT 1		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0183	SHAWLAND RD		Jacksonville	Florida	Duval			NO SEWER BACKUP FOUND	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0184	ARLEX DR E		Jacksonville	Florida	Duval			BACK UP IN THE HOSUE	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0185	WESTLAKE CR		Jacksonville	Florida	Duval			SEWER BACKUP	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0186	WELLHOUSE DR		Jacksonville	Florida	Duval			CUSTOMER WANTS TREE REMOVE FROM LIFT STATION AT 747 WELLHOUSE DR	Flood	600.00	100%	FA	Y	High
F	SWR-20170912-0188	DELANO DR N		Jacksonville	Florida	Duval			SEWER BACK UP	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0190	NEEDLEPOINT PL		Jacksonville	Florida	Duval			NO BACKUP AT THIS TIME STREET FLOODED FROM LAKE	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0191	SCADLOCKE RD		Jacksonville	Florida	Duval			BACKUP IN HOUSE	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0193	SEFA CR N		Jacksonville	Florida	Duval			WATER LEAK	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0194	9TH ST E		Jacksonville	Florida	Duval			SEWER BACKUP	Flood	300.00	100%	FA	Y	High
F	SWR-20170912-0195	KILKELLY LA		Jacksonville	Florida	Duval			MANHOLE OVER FLOW	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0196	5TH ST W APT TP01		Jacksonville	Florida	Duval			CAVE IN ON JEA SEWER MAIN	Flood	5,000.00	100%	FA	Y	High
F	SWR-20170912-0197	RICKY DR		Jacksonville	Florida	Duval			BACK UP	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0200	HEAVENSIDE DR		Jacksonville	Florida	Duval			CONSUMERS SEWER WAS BACKED UP DURING STORM DUE TO SYSTEM OVERLOAD. CHECKED M/H IN AREA ALL ARE DOWN AND RUNNING	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0201	COBBLESTONE CR E		Jacksonville	Florida	Duval			MAN HOLE HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0202	SIERRA GARDENS DR		Jacksonville	Florida	Duval			BAD ODOR FROM SURCHARGED MAIN LINE DUE TO HURRICANE IRMA	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0203	WENTWORTH CR W		Jacksonville	Florida	Duval			PARTY HAD BACKUP IN HOUSE YESTERDAY..POWER WAS RESTORED..PARTY NO LONGER HAVING TROUBLE	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0204	ANESWORTH CT		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0206	BURGOYNE DR		Jacksonville	Florida	Duval			SYSTEM OVERLOADED DUE TO HURRICANE IRMA	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0208	GREGORY DR		Jacksonville	Florida	Duval			REF TO RIDENOUR..LIFT STATION DOWN...NO POWER TO LIFT STATION..SUCKED UP 500GAL OUT OF MANHOLE AT STATION..NO MANHOLE OVERFLOW	Flood	300.00	100%	FA	Y	High
F	SWR-20170912-0209	ROTHBURY DR		Jacksonville	Florida	Duval			CHECKED FOUND NO JEA PROBLEM	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0214	NO ADDRESS		Jacksonville	Florida	Duval			SEWER MANHOLE	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0216	NO ADDRESS		Jacksonville	Florida	Duval			BACK UP..MHOF	Flood	400.00	100%	FA	Y	High
F	SWR-20170912-0217	BARNES RD		Jacksonville	Florida	Duval			BACK UP	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0220	MARDIS PL E		Jacksonville	Florida	Duval			void	Flood	0.00	100%	FA	Y	High
F	SWR-20170912-0221	ARLINGTON XY APT LS01		Jacksonville	Florida	Duval			SEWER OVERFLOW	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0223	WOOLERY DR		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0224	LOFTY PINES CIR W		Jacksonville	Florida	Duval			MAIN LINE IS DOWN...NO MANHOLE OVERFLOW...NO PROBLEM FOUND	Flood	300.00	100%	FA	Y	High
F	SWR-20170912-0225	ANESWORTH CT		Jacksonville	Florida	Duval			MANHOLE OVER FLOW	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0226	WHITFIELD RD		Jacksonville	Florida	Duval			CHECKED AND FOUND MAIN LINESW DOWN AND FLOWING	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0227	25TH ST W		Jacksonville	Florida	Duval			MANHOLE OVERFLOWED DUE TO HURRICANE IRMA	Flood	250.00	100%	FA	Y	High
F	SWR-20170912-0229	SYLVIA ST		Jacksonville	Florida	Duval			POOR PRESSURE AND SEWER BACK UP	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0232	TRACI LYNN DR		Jacksonville	Florida	Duval			CLEANOUT WAS UP DUE TO HURRICANE IRMA (SYSTEM OVERLOADED)	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0233	ANESWORTH CT		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0236	NORDE DR S		Jacksonville	Florida	Duval			MANHOLE OVERFLOW	Flood	120.00	100%	FA	Y	High
F	SWR-20170912-0238	LAMAR DR E		Jacksonville	Florida	Duval			NO JEA ISSUES....CUSTOMER CALLING ABOUT NO POWER	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0239	TRACI LYNN DR		Jacksonville	Florida	Duval			BACKUP IN HOUSE DUE TO HURRICANE IRMA	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0247	DEBUSSY RD		Jacksonville	Florida	Duval			NEED CREW TO SPREAD LYME AROUND POSSIBLE MANHOLE OVERFLOW DURING STORM	Flood	250.00	100%	FA	Y	High
F	SWR-20170912-0261	APPLESHAW CT		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0291	SABLE DR		Jacksonville	Florida	Duval			MAN HOLE ALRAM	Flood	200.00	100%	FA	Y	High
F	SWR-20170913-0001	BEARPAW PL		Jacksonville	Florida	Duval			SEWER BACK UP	Flood	200.00	100%	FA	Y	High

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F	SWR-20170913-0002	BALBOA RD		Jacksonville	Florida	Duval			SSO CAUSED BY PUMP STATION	Flood	5,000.00	100%	FA	Y	High
F	SWR-20170913-0006	BARNES RD		Jacksonville	Florida	Duval			REFER TO SEWER MAINT, POSSIBLE CAVE IN ON 8" CLAY MAIN BETWEEN OBJECT ID'S 15765 AND 15764, CUSTOMER HAS A CAVE IN ON HIS SIDE ALSO TOLD HIM THAT HE WOULD HAVE TO FIX THAT AFTER WE DO OUR WORK	Flood	1,200.00	100%	FA	Y	High
F	SWR-20170913-0007	SHIRCLIFF WAY		Jacksonville	Florida	Duval			ASSIST BUILDING MAINTENANCE PUMP OUT BASEMENT GARAGE	Flood	2,000.00	100%	FA	Y	High
F	SWR-20170913-0009	MATTERHORN RD		Jacksonville	Florida	Duval			MAINLINE DOWN. PARTY NOT HAVING SEWER ISSUES AND SAID HE DID NOT CALL	Flood	200.00	100%	FA	Y	High
F	SWR-20170913-0021	CROWN POINT RD		Jacksonville	Florida	Duval			REFER TO WTR-20170911-0413/ SPOKE WITH CALLER IN PERSON AND NO SEWER ISSUE CALLED ABOUT WATER.	Flood	100.00	100%	FA	Y	High
F	SWR-20170913-0029	PRICHARD RD		Jacksonville	Florida	Duval			CAVE IN ON 18"VC MAIN 10' DEEP TO TOP	Flood	8,000.00	100%	FA	Y	High
F	SWR-20170913-0032	CORAL SEA RD		Jacksonville	Florida	Duval			MAIN LINE IS DOWN....NO SEWER OVERFLOW.....CONNECTION IS CLEAR...CUSTOMER REQUEST SMOKE TEST TO CHECK FOR LEAKS.....NEED LINE TV.....OBJ# 347913 TO 347912.	Flood	4,000.00	100%	FA	Y	High
F	SWR-20170913-0036	NO ADDRESS		Jacksonville	Florida	Duval			REFER TO PEARL ST FOR CLEAN UP,, SSO,, IT IS A HEAD UP MANHOLE THAT OVERFLOWED DUE TO NO POWER AT LIFT STATION,, THEY GOT A PUMP GOING NOW AND LINE IS STARTING TO GO DOWN,, ABOUT A 100 GALLONS SPILLED OUT AND REFERED TI CKET TO PEARL TO CLEAN UP CURB	Flood	2,000.00	100%	FA	Y	High
F	SWR-20170913-0042	NORMANDY BV		Jacksonville	Florida	Duval			PRIVATE TROUBLE ...FOUND PRIVATE SEWER LIFT STATION NOT WORKING DUE TO ELECTRIC OUTAGE CUSTOMERS RESPONCEABLITY TO GET RUNNING & KEEP FLOW OUT OF CREEK....P/N	Flood	200.00	100%	FA	Y	High
F	SWR-20170913-0048	BRIDGEWATER CR		Jacksonville	Florida	Duval			NO JEA ISSUE FOUND. CONSUMER IS ON SEPTIC	Flood	100.00	100%	FA	Y	High
F	SWR-20170913-0054	PICKETTVILLE RD		Jacksonville	Florida	Duval			REFER TO RIDENOUR . CUSTOMERS HAS NO POWER AND HIS PRIVATE LIFT STATION IS PUMPING DOWN SLOWLY IF NOT AT ALL WITH HIS PORTABLE GENERATOR , CUSTOMER WOULD LIKE JEA TO MAKE SURE THE JEA SYSTEM IS OPERATING PROPERLY , PLEASE CONTACT KENT WILSON AT 571-5719 WI	Flood	300.00	100%	FA	Y	High
F	SWR-20170913-0060	RIVERSIDE AV		Jacksonville	Florida	Duval			BROKEN 18 " FORCEMAIN IN THE MIDDLE OF RIVERSIDE AVE . NOTIED ERC (ESAI) AND HE IS ENROUTE . FORCEMAIN SYCLES APPROX . EVERY 20 MINUTES AND A 50 GALLON OVER FLOW AT CAVE IN . WILL SET ON BREAK TILL CREW ARRIVES	Flood	8,000.00	100%	FA	Y	High
F	SWR-20170913-0069	BRIDIER ST & E UNION ST		Jacksonville	Florida	Duval			BROKEN MANHOLE LID	Flood	1,500.00	100%	FA	Y	High
F	SWR-20170913-0070	BRAHMA BULL CIR S		Jacksonville	Florida	Duval			SEWER CAVE-IN	Flood	6,000.00	100%	FA	Y	High
F	SWR-20170913-0074	DOANE		Jacksonville	Florida	Duval			NO SEWER PROBLEM,, HIS POWER IS OFF	Flood	200.00	100%	FA	Y	High
F	SWR-20170913-0076	SEAFORM		Jacksonville	Florida	Duval			NO SEWER OVERFLOW	Flood	200.00	100%	FA	Y	High
F	SWR-20170913-0080	45TH ST		Jacksonville	Florida	Duval			NO MANHOLE ALARM...MAIN LINE IS DOWN	Flood	300.00	100%	FA	Y	High
F	SWR-20170913-0083	103RD		Jacksonville	Florida	Duval			NO POWER TO PRIVATE LIFT STATION..MANHOLE OVERFLOW ON PRIVATE PROPERTY GOING INTO PRIVATE DRAIN...ERC NOTIFIED BY PHONE	Flood	300.00	100%	FA	Y	High
F	SWR-20170913-0085	DEER LAKE CT		Jacksonville	Florida	Duval			NO PROBLEM OR MANHOLE LEAKING FOUND..NO ANSWER ON PHONE	Flood	200.00	100%	FA	Y	High
F	SWR-20170913-0088	LINWOOD LP		Jacksonville	Florida	Duval			FOUND LPSP HIGH WELL ALARM FLOAT HNG UP ON THE LIP OF THE LPSP WELL ADJUSTED FLOAT N/P	Flood	200.00	100%	FA	Y	High
F	SWR-20170913-0096	INWOOD CIR S		Jacksonville	Florida	Duval			NO MHOF..NO SEWER LINES ON STREET..PARTY NOT HOME	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0004	SABEL DR		Jacksonville	Florida	Duval			MAN HOLE ALARM	Flood	600.00	100%	FA	Y	High
F	SWR-20170914-0006	SABEL DR		Jacksonville	Florida	Duval			MANHOLE ALARM ..MAINLINE SURCHARGED FROM STORM WATER..ALARM CLEARED	Flood	300.00	100%	FA	Y	High
F	SWR-20170914-0010	LUANA DR E		Jacksonville	Florida	Duval			CHECKED MANHOLE AND IT IS DOWN AND RUNNING	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0019	N MAIN ST		Jacksonville	Florida	Duval			CORRECT TICKET MADE REF TO WTR-20170914-0143	Flood	0.00	100%	FA	Y	High
F	SWR-20170914-0024	CLYBOURNE LN		Jacksonville	Florida	Duval			NO SSO..MAINLINES ARE DOWN AND RUNNING	Flood	250.00	100%	FA	Y	High
F	SWR-20170914-0031	OLD ST AUGUSTINE RD		Jacksonville	Florida	Duval			CHECKED AND FOIUND NO LEAK	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0035	WEB FOOT PL		Jacksonville	Florida	Duval			FOUND L;S; WELL SYSTEM BACKED UP PULLED LPSP AND FOUND SYSTEM AIR LOCK LEAVED AIR AND RESET , WATCHED EFFLUENT DISCHARGE	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0037	JONES ST		Jacksonville	Florida	Duval			SEWER CAVE IN	Flood	8,000.00	100%	FA	Y	High
F	SWR-20170914-0038	WOODMAN DR		Jacksonville	Florida	Duval			WANTED TO KNOW IF WE COULD CALL COMCST,, NO SEWER PROBLEM	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0042	DEER LAKE CT		Jacksonville	Florida	Duval			GREASE TRAP NEEDS CLEANING ,NOT A JEA ISSUE AND NOTHING TO DO WITH THE STORM,, ALSO LET ERC KNOW,,, P/N IN PERSON	Flood	0.00	100%	FA	Y	High
F	SWR-20170914-0043	HYDE PARK & BLANDING		Jacksonville	Florida	Duval			PRIVATE TROUBLE..NO JEA ISSUES	Flood	100.00	100%	FA	Y	High
F	SWR-20170914-0047	SPOTTED EAGLE DR		Jacksonville	Florida	Duval			MAIN LINE IS DOWN...NO BACK-UP...NO JEA ISSUE	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0051	ASHRIDGE DR		Jacksonville	Florida	Duval			HE SAID MANHOLE WAS RUNNING OVER TUESDAY,, HE JUST WANTED US TO CHECK IT,, TOLD HIM IT IS AT THE BOTTOM AND IT IS FINI	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0052	PLANTATION BAY DR N		Jacksonville	Florida	Duval			E-1 PUMP RUNNING BUT NOT PUMPING	Flood	400.00	100%	FA	Y	High

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F	SWR-20170914-0055	SAN JOSE		Jacksonville	Florida	Duval			HELPED PLUMBER LOCATE CHECK VALVE FOR PRIVATE STATION SO HE CAN REPAIR LINE AT STATION	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0058	LENOX AV		Jacksonville	Florida	Duval			BACKUP IN HOUSE	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0059	COUNTRYCREEK		Jacksonville	Florida	Duval			PER AUTHER JACKSON	Flood	5,000.00	100%	FA	Y	High
F	SWR-20170914-0064	SIERRA MADRE DR S		Jacksonville	Florida	Duval			MAN OVER FLOW	Flood	300.00	100%	FA	Y	High
F	SWR-20170914-0066	LYNNWOOD AV		Jacksonville	Florida	Duval			BACKUP IN HOUSE	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0067	GRAMPELL DR		Jacksonville	Florida	Duval			BIG TREE IN BACK YARD FELL ON MANHOLE..UNABLE TO GET TO MANHOLE...NEED TREE REMOVE..OBJECT ID 27647	Flood	1,000.00	100%	FA	Y	High
F	SWR-20170914-0068	ARLINGTON RD		Jacksonville	Florida	Duval			ARLINGTON RD.	Flood	150.00	100%	FA	Y	High
F	SWR-20170914-0070	HARBOUR ISLAND DR		Jacksonville	Florida	Duval			BACK UP IN THE HOUSE	Flood	300.00	100%	FA	Y	High
F	SWR-20170914-0071	PIPER DR		Jacksonville	Florida	Duval			UNSTOPPED MAINLINE IN EASEMENT..PARTY NO LONGER HAVING TROUBLE	Flood	400.00	100%	FA	Y	High
F	SWR-20170914-0073	GATE PY W		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170914-0074	LYNDA SUE LA E		Jacksonville	Florida	Duval			no data	Flood	300.00	100%	FA	Y	High
F	SWR-20170914-0079	HILLSTEAD LN LSO1		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	300.00	100%	FA	Y	High
F	SWR-20170914-0080	OLD SAINT AUGUSTINE RD		Jacksonville	Florida	Duval			no data	Flood	300.00	100%	FA	Y	High
F	SWR-20170914-0081	MORSE AV & FIRESTONE		Jacksonville	Florida	Duval			FORCEMAIN BREAK	Flood	6,200.00	100%	FA	Y	High
F	SWR-20170914-0082	BARRACUDA RD		Jacksonville	Florida	Duval			no data	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0083	OLIVE ST		Jacksonville	Florida	Duval			CAVE-IN	Flood	300.00	100%	FA	Y	High
F	SWR-20170914-0084	WESCONNETT BV		Jacksonville	Florida	Duval			BACKUP IN HOUSE	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0086	MOLOKAI RD		Jacksonville	Florida	Duval			CAVE-IN ON SEWER MAIN	Flood	150.00	100%	FA	Y	High
F	SWR-20170914-0088	SANTMAN CT		Jacksonville	Florida	Duval			SYSTEM OVERLOADED DUE TO HURRICANE IRMA	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0090	HAMPTON RIDGE BV		Jacksonville	Florida	Duval			MAN HOLE OVER FLOW	Flood	450.00	100%	FA	Y	High
F	SWR-20170914-0092	LENOX AV & HYDE GROVE ACRES		Jacksonville	Florida	Duval			no data	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0095	PORTSMOUTH AV		Jacksonville	Florida	Duval			BACKUP IN HOUSE	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0097	WESTON LIVING WAY		Jacksonville	Florida	Duval			MANHOLE OVER FLOW	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0098	CARACARA DR APT LS01		Jacksonville	Florida	Duval			SYSTEM OVERLOADED DUE TO HURRICANE IRMA	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0099	BELFORT ST		Jacksonville	Florida	Duval			BACKUP IN HOUSE	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0100	MALLARD LAKE AVE		Jacksonville	Florida	Duval			HIGH LEVEAL ALARM ON..	Flood	400.00	100%	FA	Y	High
F	SWR-20170914-0101	MARSDEN ST		Jacksonville	Florida	Duval			BACK UP IN THE HOUSE	Flood	300.00	100%	FA	Y	High
F	SWR-20170914-0102	RIVERSIDE AV		Jacksonville	Florida	Duval			CAVE-IN	Flood	200.00	100%	FA	Y	High
F	SWR-20170914-0103	FOREST HILLS RD		Jacksonville	Florida	Duval			BACKUP IN HOUSE	Flood	200.00	100%	FA	Y	High
	DUVAL County TOTAL										202775.00				
F	SWR-20170911-0351	CITIZENS CR		Jacksonville	Florida	Nassau			THERE WAS NO POWER AT LIFT STATION...POWER IS ON NOW	Flood	250.00	100%	FA	Y	High
F	SWR-20170911-0366	KESTREL CT		Jacksonville	Florida	Nassau			NO PROBLEM FOUND..PARTY NOTIFIED IN PERSON	Flood	250.00	100%	FA	Y	High
F	SWR-20170912-0263	NORTH HAMPTON CLUB WAY		Jacksonville	Florida	Nassau			LIFT STATION NOT WORKING REF TO MAINT..MANHOLE OVERFLOW INTO DRAIN SUCKED UP 1500GAL OF SSO OUT OF DRAIN	Flood	10,000.00	100%	FA	Y	High
F	SWR-20170913-0095	COURTNEY ISLES WAY		Jacksonville	Florida	Nassau			NO MANHOLE OVERFLOW..NO PROBLEM FOUND	Flood	200.00	100%	FA	Y	High
F	SWR-20170913-0097	TIMBERLAKE		Jacksonville	Florida	Nassau			CUSTOMER SAID ASPHALT BOUNCE...NO SEWER IN AREA OF ASPHALT..NO WATER IN AREA...PARTY NOTIFIED IN PERSON	Flood	200.00	100%	FA	Y	High
	Nassau County TOTAL										10900.00				
F	SWR-20170911-0123	FAIRFAX CT N		Jacksonville	Florida	St Johns			FOUND CUSTOMER WITHOUT POWER FOR HOME TO RUN LPSP ,PUMPED 300 GAL. OF EFFLUNET TO GIVE RELEAF TO LPSP SYSTEM	Flood	1,500.00	100%	FA	Y	High
F	SWR-20170911-0138	MALLARD LANDING BV		Jacksonville	Florida	St Johns			HIGH WATER FLOAT STUCK ON EDGE OF LPSP POD	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0143	LINWOOD LP		Jacksonville	Florida	St Johns			POWER OUTAGE CAUSED BACK UP	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0150	WEB FOOT PL		Jacksonville	Florida	St Johns			THOUGHT THE TANK WAS FULL BECAUSE ALARM WAS GOING OFF,, HIGH BALL WAS HUNG UP TANK WAS DOWN,,EVERYTHING IS GOOD NOW, P/N IN PERSON	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0151	CREEK BEND RD		Jacksonville	Florida	St Johns			HER TOILETS WERE GURGLING WHEN THE POWER WAS OFF,, POWER IS BACK ON AND EVERYTHING IS WORKING GOOD,, P/N IN PERSON	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0158	GREENRIDGE CIR S		Jacksonville	Florida	St Johns			SWR BACK UP DUE TO POWER OUTAGE	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0208	MONTCLAIR COVE CT		Jacksonville	Florida	St Johns			BACK UP IN HOUSE.	Flood	1,500.00	100%	FA	Y	High
F	SWR-20170911-0219	SOLANA RD		Jacksonville	Florida	St Johns			BACK UP IN THE HOUSE	Flood	300.00	100%	FA	Y	High
F	SWR-20170911-0224	DUCK BLIND DR		Jacksonville	Florida	St Johns			HIGH LEVEAL ALARM ON LPS GOING OFF.	Flood	400.00	100%	FA	Y	High
F	SWR-20170911-0228	PINTAIL DR		Jacksonville	Florida	St Johns			HIGH LEVAL ALARM GOING OFF	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0232	EAGLE POINT DR		Jacksonville	Florida	St Johns			SAID MANHOLE IS RUNNING OVER	Flood	100.00	100%	FA	Y	High
F	SWR-20170911-0233	EAGLE POINT DR		Jacksonville	Florida	St Johns			MANHOLE OVERFLOW	Flood	100.00	100%	FA	Y	High

Damage Inventory

F	SWR-20170911-0234	LINWOOD LP		Jacksonville	Florida	St Johns			POWER WENT OFF AND TANK FILLED UP,, POWER IS BACK ON NOW AND EVERYTHING IS FINE,, P/N IN PERSON	Flood	175.00	100%	FA	Y	High
F	SWR-20170911-0235	EAGLE POINT DR		Jacksonville	Florida	St Johns			SAID MANHOLE WAS OVERFLOWING	Flood	100.00	100%	FA	Y	High

Damage Inventory

F	SWR-20170911-0269	FAIRFAX CT S		Jacksonville	Florida	St Johns			HIGH LEVAL ALAM GOING OFF	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0287	STATE RD 13		Jacksonville	Florida	St Johns			HIGH WELL ALARM	Flood	300.00	100%	FA	Y	High
F	SWR-20170911-0314	MANCHESTER CT N		Jacksonville	Florida	St Johns			BACK UP	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0333	MEADOW VIEW LN		Jacksonville	Florida	St Johns			MAN HOLE OVER FLOW	Flood	150.00	100%	FA	Y	High
F	SWR-20170911-0346	EAGLE POINT DR		Jacksonville	Florida	St Johns			M/H OVER FLOW	Flood	250.00	100%	FA	Y	High
F	SWR-20170911-0358	FOX TAIL CT		Jacksonville	Florida	St Johns			M/H OVER FLOW	Flood	200.00	100%	FA	Y	High
F	SWR-20170911-0367	LINWOOD LP		Jacksonville	Florida	St Johns			BACK UP IN HOUSE.	Flood	250.00	100%	FA	Y	High
F	SWR-20170911-0390	WILLOW GROUSE PL		Jacksonville	Florida	St Johns			CAVE IN ON LPSP TANK.	Flood	0.00	100%	FA	Y	High
F	SWR-20170911-0406	SAINT JOHNS FOREST BLVD		Jacksonville	Florida	St Johns			LIFT STATION ALARM GOING OFF.	Flood	0.00	100%	FA	Y	High
F	SWR-20170911-0412	CIMMARON BLVD		Jacksonville	Florida	St Johns			SEWER MAN HOLE OVER FLOWING	Flood	300.00	100%	FA	Y	High
F	SWR-20170911-0445	BLACKJACK BRANCH WY E		Jacksonville	Florida	St Johns			BACK UP.	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0067	ANSLEY PL		Jacksonville	Florida	St Johns			HIGH LEVEAL ALARM GOING OFF.	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0134	FAIRFAX CT S		Jacksonville	Florida	St Johns			HIGH LEVAL ALARM WAS GOING OFF	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0187	S BRIDGE CREEK DR		Jacksonville	Florida	St Johns			MAN HOLE OVER FLOW	Flood	250.00	100%	FA	Y	High
F	SWR-20170912-0210	RUTILE DR		Jacksonville	Florida	St Johns			no data	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0212	S SEA LAKE LN APT LS01		Jacksonville	Florida	St Johns			STATION ALARM GOING OFF	Flood	200.00	100%	FA	Y	High
F	SWR-20170912-0218	SUNBEAM RD		Jacksonville	Florida	St Johns			SEWER BACK UP	Flood	100.00	100%	FA	Y	High
F	SWR-20170912-0228	EAGLE POINT DR		Jacksonville	Florida	St Johns			no data	Flood	150.00	100%	FA	Y	High
F	SWR-20170912-0237	MEADOW VIEW LA		Jacksonville	Florida	St Johns			MAN HOLE OVER FLOW	Flood	700.00	100%	FA	Y	High
F	SWR-20170913-0086	LINWOOD LP		Jacksonville	Florida	St Johns			BACK UP	Flood	200.00	100%	FA	Y	High
F	SWR-20170913-0087	LINWOOD LP		Jacksonville	Florida	St Johns			BBACK UP IN HOUSE	Flood	1,000.00	100%	FA	Y	High
F	SWR-20170913-0089	LINWOOD LP		Jacksonville	Florida	St Johns			LPSP BAD. AND SITE REHAB	Flood	2,500.00	100%	FA	Y	High
F	SWR-20170913-0100	LINWOOD LOOP		Jacksonville	Florida	St Johns			BACK UP	Flood	300.00	100%	FA	Y	High
F	SWR-20170913-0104	GREENRIDGE CIR S		Jacksonville	Florida	St Johns			LOW PRESSURE STEP PUMP	Flood	0.00	100%	FA	Y	High
F	SWR-20170914-0029	W QUAY RD		Jacksonville	Florida	St Johns			UNSTOPPED SEWER MAINLINE AND SEWER CAVE IN ON MAINLINE AT 2156 QUAY RD W 12' DEEP 8" PIPE IN EASEMENT ON PRIORITY	Flood	12,000.00	100%	FA	Y	High
F	SWR-20170914-0096	SOUTHCREEK DR		Jacksonville	Florida	St Johns			HIGH LEVAL ALARM GOING OFF	Flood	250.00	100%	FA	Y	High
F	SWR-20170914-0104	WILLOW GROUSE PL		Jacksonville	Florida	St Johns			BACK UP	Flood	1,500.00	100%	FA	Y	High
	ST JOHNS County TOTAL										\$26,626				
	GRAND TOTAL										\$240,300				

Damage Inventory

Disaster Number:		4337DR PW 5 Cat F Water			Program Delivery Manager (PDMG) Name:			PINCHOT, MICHAEL						
Applicant Name:		JEA (formerly Jacksonville Electric Authority) (031-			Program Delivery Manager (PDMG) Phone:			(202) 664-6422						
Applicant FIPS:		031-UOFWF-00			Program Delivery Manager (PDMG) Email:			michael.pinchot@fema.dhs.gov						
Applicant Point of Contact Name:		Steven Bossier												
Applicant Point of Contact Phone:		(904) 665-6019												
Applicant Point of Contact Email:		bossism@jea.com												
Category	Name of damage/facility FMS Ticket #	Address 1	City	State	County	Latitude	Longitude	Describe Damage	Primary Cause of Damage	Approx. Cost	% Work Complete	Labor Type	Has received PA grant(s) on this facility in a past?	Applicant priority
F	WTR-20170911-0256	GROVER LN	Jacksonville	Florida	Clay			MADE COURTESY REPAIR ON CONSUMERS SIDE JUST PAST THE METER	Flood	200.00	100%	FA	Y	High
F	WTR-20170911-0316	KILWINNING LA	Jacksonville	Florida	Clay			BROKEN 2 " MAIN CAUSING NO WATER	Flood	150.00	100%	FA	Y	High
F	WTR-20170913-0164	PLANTATION OAKS BLVD UNIT 1613	Jacksonville	Florida	Clay			CHECKED TO SEE IF CUSTOMER HAS A LEAK . METER SHOWS NO LEAK ON CUSTOMERS SIDE . CUSTOMER STATED THAT SHE FOUND OUT IT IS THE APPARTMENT ABOVE HER AND THEY HAVE ALREADY NOTIFIED THEIR MAINTENANCE .	Flood	150.00	100%	FA	Y	High
F	WTR-20170913-0171	SHERMAN HILLS PY	Jacksonville	Florida	Clay			CUSTOMER HAD A LEAK IN THE GRASS AND HAS ALREADY STOPPED THE LEAK .	Flood	150.00	100%	FA	Y	High
F	CLAY County TOTAL									\$650				
F	WTR-20170911-0137	GOLDENEYE LA	Jacksonville	Florida	DUVAL			FOUND A CONSUMER LEAK CAUSED BY A FALLING TREE CUT SERVICE OFF AT METER AND NOTIFIED	Flood	250.00	100%	FA	Y	High
F	WTR-20170911-0143	SPRINKLE DR	Jacksonville	Florida	DUVAL			BROKE 8" WATER MAIN.	Flood	5,000.00	100%	FA	Y	High
F	WTR-20170911-0148	CEDAR BAY RD	Jacksonville	Florida	DUVAL			CLEAR ROAD OF FALLEN TREE TO MAKE ACCESS TO PLANT	Flood	500.00	100%	FA	Y	High
F	WTR-20170911-0155	CATALINA RD W	Jacksonville	Florida	DUVAL			BROKE MAIN	Flood	10,000.00	100%	FA	Y	High
F	WTR-20170911-0173	LISCARD RD S	Jacksonville	Florida	DUVAL			PRIVATE TROUBLE TREE FELL BREAKING CONSUMERS PIPE	Flood	100.00	100%	FA	Y	High
F	WTR-20170911-0177	FT CAROLINE HARBOR RD	Jacksonville	Florida	DUVAL			TREE FELL AND PULLED UP CONSUMER IRRIGATION LINES	Flood	100.00	100%	FA	Y	High
F	WTR-20170911-0179	JANELLE LA	Jacksonville	Florida	DUVAL			LEAK ON 4B INCH AC MAIN UNDER LARGE TREE ROOT MOUND	Flood	5,000.00	100%	FA	Y	High
F	WTR-20170911-0186	BENTWATER DR W	Jacksonville	Florida	DUVAL			STORM BLEW DOWN FENCE BREAKING IRRIGATION SERVICE TO HOME LOCATED AT 12699 CREEK SPRINGS DR REFER TO WTR-20170911-0261	Flood	100.00	100%	FA	Y	High
F	WTR-20170911-0210	SHADY DR	Jacksonville	Florida	DUVAL			BROKEN 8" MAINAND POWER P[OLE IN THE HOLE AND BEIING PULLED DOWN BY FALLEN TREE	Flood	5,000.00	100%	FA	Y	High
F	WTR-20170911-0215	WINDY OAKS DR N	Jacksonville	Florida	DUVAL			WATER FLOWING OVER SIDE WALK NO JEA PROBLEM	Flood	150.00	100%	FA	Y	High
F	WTR-20170911-0222	RENNE DR N	Jacksonville	Florida	DUVAL			LEAK IN GRASS	Flood	75.00	100%	FA	Y	High

Damage Inventory

F	WTR-20170911-0223	SUN PALM DR	Jacksonville	Florida	DUVAL			TREE FELL AND BROKE METER BOXES AND CONCRETE LOCATED IN DRIVEWAY	Flood	1,000.00	100%	FA	Y	High
F	WTR-20170911-0231	SANDRINGHAM DR	Jacksonville	Florida	DUVAL			NO JEA PROBLEM COUNSMER HAD A BROKEN PIPE IN HOME	Flood	100.00	100%	FA	Y	High
F	WTR-20170911-0232	IVY ST	Jacksonville	Florida	DUVAL			NO LEAK FOUND @ THIS TIME AREA IS FLOODED	Flood	150.00	100%	FA	Y	High
F	WTR-20170911-0236	ELANE DR	Jacksonville	Florida	DUVAL			BROKEN SERVICE ON COS SIDE CUT OFF @ METER	Flood	100.00	100%	FA	Y	High
F	WTR-20170911-0246	CABELLO DR	Jacksonville	Florida	DUVAL			TREE BROKE CONSUMERS PIPE IN YARD CUSTOMER HAS WATER OFF AT ARRIVEL	Flood	200.00	100%	FA	Y	High
F	WTR-20170911-0250	CONCORD BV W	Jacksonville	Florida	DUVAL			NO LEAK FOUND @ METER AREA IS FLOODED @ THIS TIME	Flood	150.00	100%	FA	Y	High

ID	Storm Pic/COUNT/Utility	Site	Site Address	Site/Name	Date Accessed	Emp Name	Estimated Cost	Create Power	Flooding	Facility	Comments	MWO?	Oracle #	MWO #	Police CCR	Owner	Cause of C	Created	Site/LAT	Site/LONG	Emp Name/Emp Nbr	Emp Name/Job Title	Emp Name/O	Emp Name/JEA C	Created By	Item T Path	
531	Irma	Yes	Duval Sewer	PINE ISLAND DR - 14094; Jacksonville FL 32224	PINE ISLAND DR - 14094; Jacksonville FL 32224	Lift Station	9/11/2017 0:00	Ghee, Dina	\$	1,100	12/13/2017																
530	Irma	Yes	Duval Sewer				9/11/2017 0:00	Ghee, Dina	\$	900	12/8/2017																
529	Irma	Yes	Duval Water				9/11/2017 0:00		\$	3,000	11/22/2017																
528	Irma	Yes	Duval Water	NORWOOD AVE - 6947; Jacksonville FL 32208	NORWOOD AVE - 6947; Jacksonville FL 32208	Lift Station	9/11/2017 0:00	Ghee, Dina	\$	3,200	11/22/2017																
527	Irma	Yes	Duval Water				9/12/2017 0:00	Ghee, Dina	\$	1,100	11/22/2017																
526	Irma	Yes	Duval Water	MAITLAND AVE - 1595; Jacksonville FL 32211	MAITLAND AVE - 1595; Jacksonville FL 32211	Well Site	9/11/2017 0:00	Ghee, Dina	\$	800	11/22/2017																
525	Irma	Yes	Duval Water	ARLINGTON EXPWY - 7528; Jacksonville FL 32211	ARLINGTON EXPWY - 7528; Jacksonville FL 32211	Lift Station	9/11/2017 0:00	Ghee, Dina	\$	1,700	11/22/2017																
524	Irma	No	Duval Water	WAYLAND - 3753; Jacksonville FL 32216	WAYLAND - 3753; Jacksonville FL 32216	Lift Station	9/11/2017 0:00	Ghee, Dina	\$	150	11/22/2017																
523	Irma	Yes	Duval Sewer	00 - Southwest - 118TH ST - 5420; Jacksonville FL 322118TH ST - 5420; Jacksonville FL 32244	Southwest		9/11/2017 0:00	Ghee, Dina	\$	2,500	11/21/2017																
522	Irma	Yes	Duval Electric				9/11/2017 0:00	Ghee, Dina	\$	1,000	11/21/2017																
521	Irma	Yes	Duval Sewer	00 - Arlington East - MILLCOE RD - 1555; Jacksonville FMILLCOE RD - 1555; Jacksonville FL 32225	Arlington E		10/31/2017 0:00	Ghee, Dina	\$	2,000	10/31/2017																
520	Irma	Yes	Duval Sewer	00 - Arlington East - MILLCOE RD - 1555; Jacksonville FMILLCOE RD - 1555; Jacksonville FL 32225	Arlington E		10/31/2017 0:00	Ghee, Dina	\$	1,500	10/31/2017																
519	Irma	Yes	Duval Electric	00 - Mandarin - HAMPTON RD - 10828; Jacksonville FLHAMPTON RD - 10828; Jacksonville FL 32257	Mandarin		10/23/2017 0:00	Ghee, Dina	\$	300	10/26/2017																
518	Irma	No	Duval Electric	BOULEVARD - 2304; Jacksonville FL 32206	BOULEVARD - 2304; Jacksonville FL 32206	Lot - Vacant	10/19/2017 0:00	Ghee, Dina	\$	1,800	10/26/2017																
517	Irma	No	Duval Electric	KEN KNIGHT DR - 7260; Jacksonville FL 32209	KEN KNIGHT DR - 7260; Jacksonville FL 32209	Lift Station	10/19/2017 0:00	Ghee, Dina	\$	1,100	10/26/2017																
516	Irma	Yes	Duval Electric	TALBOT AVE - 1896; Jacksonville FL 32205	TALBOT AVE - 1896; Jacksonville FL 32205	Lift Station	10/18/2017 0:00	Ghee, Dina	\$	1,200	10/26/2017																
515	Yes	Duval Electric	KERNAN BLVD N - 831; Jacksonville FL 32225	KERNAN BLVD N - 831; Jacksonville FL 32225	Sub Station					500	10/26/2017																
514	Irma	Yes	Duval Electric	00 - KGS - TALLEYRAND AVE - 4215; Jacksonville FL 32:TALLEYRAND AVE - 4215; Jacksonville FL 32206	KGS		10/17/2017 0:00	Ghee, Dina	\$	1,500	10/26/2017																
513	Irma	Yes	Duval Other	00 - All	All		9/11/2017 0:00	Ghee, Dina	\$	2,000	10/26/2017																
512	Irma	Yes	Duval Sewer	00 - Mandarin - HAMPTON RD - 10828; Jacksonville FLHAMPTON RD - 10828; Jacksonville FL 32257	Mandarin		9/11/2017 0:00	Ghee, Dina	\$	3,000	10/17/2017																
511	Irma	Yes	Duval Electric	ROOSEVELT BLVD - 7001; Jacksonville FL 32244	ROOSEVELT BLVD - 7001; Jacksonville FL 32244	Sub Station	9/11/2017 0:00	Ghee, Dina	\$	500	10/9/2017																
510	Irma	Yes	Duval Electric				9/11/2017 0:00	Ghee, Dina	\$	400	10/9/2017																
509	Irma	Yes	Duval Water	MORSE AVE - 6101; Jacksonville FL 32244	MORSE AVE - 6101; Jacksonville FL 32244	Lift Station	9/11/2017 0:00	Ghee, Dina	\$	200	10/9/2017																
508	Irma	Yes	Duval Electric				9/11/2017 0:00	Ghee, Dina	\$	200	10/9/2017																
507	Irma	Yes	Duval Electric				10/9/2017 0:00	Ghee, Dina	\$	200	10/9/2017																
506	Irma	Yes	Duval Electric				10/9/2017 0:00	Ghee, Dina	\$	275	10/9/2017																
505	Irma	Yes	Duval Water	DUPONT AVE - 2859; Jacksonville FL 32217	DUPONT AVE - 2859; Jacksonville FL 32217	Lift Station	10/9/2017 0:00	Ghee, Dina	\$	475	10/9/2017																
504	Irma	Yes	Duval Electric				10/9/2017 0:00	Ghee, Dina	\$	500	10/9/2017																
503	Irma	Yes	Duval Water	PICKWICK DR S - 3316; Jacksonville FL 32257	PICKWICK DR S - 3316; Jacksonville FL 32257	Well Site	10/9/2017 0:00	Ghee, Dina	\$	700	10/9/2017																
502	Irma	Yes	Duval Electric				10/9/2017 0:00	Ghee, Dina	\$	250	10/9/2017																
501	Irma	Yes	Duval Water	WESTERN WAY - 8509; Jacksonville FL 32256	WESTERN WAY - 8617; Jacksonville FL 32256	WTP	10/5/2017 0:00	Ghee, Dina	\$	1,100	10/9/2017																
500	Irma	Yes	Duval Electric				10/6/2017 0:00	Ghee, Dina	\$	900	10/9/2017																
499	Irma	Yes	Duval Electric	00 - All	All		10/6/2017 0:00	Ghee, Dina	\$	1,500	10/9/2017																
498	Irma	Yes	Duval Water	MESA VERDE TRAIL - 12237; Jacksonville FL 32223	MESA VERDE TRAIL - 12237; Jacksonville FL 32223	Lift Station	10/3/2017 0:00	Ghee, Dina	\$	800	10/3/2017																
497	Irma	Yes	Duval Water	COPPER HILL DR - 10873; Jacksonville FL 32218	COPPER HILL DR - 10873; Jacksonville FL 32218	Lift Station	9/29/2017 0:00	Ghee, Dina	\$	1,500	10/3/2017																
496	Irma	Yes	Duval Water	CAREY ST - 2004; Jacksonville FL 32208	CAREY ST - 2004; Jacksonville FL 32208	Lift Station	9/29/2017 0:00	Ghee, Dina	\$	200	9/29/2017																
495	Irma	Yes	Duval Water	DECATUR ST - 14052; Jacksonville FL 32250	DECATUR ST - 14052; Jacksonville FL 32250	Lift Station	9/29/2017 0:00	Ghee, Dina	\$	1,400	9/29/2017																
494	Irma	Yes	Duval Water				9/29/2017 0:00	Ghee, Dina	\$	800	9/29/2017																
493	Irma	No	Duval Water	00 - Ridenour - KERNAN BLVD - 102; Jacksonville FL 32KERNAN BLVD - 102; Jacksonville FL 32225	Ridenour		9/29/2017 0:00	Ghee, Dina	\$	500	9/29/2017																
492	Irma	Yes	Duval Electric	00 - NGS - HECKSCHER DR (NGS) - 4377; Jacksonville FHECKSCHER DR (NGS) - 4377; Jacksonville FL 3222 NGS			9/21/2017 0:00	Ghee, Dina	\$	2,000	9/21/2017																
491	Irma	Yes	Duval Electric	LANE AVE S - 1014; Jacksonville FL 32205	LANE AVE S - 1014; Jacksonville FL 32205	Sub Station	9/11/2017 0:00	Gillis, Gary I	\$	2,000	9/20/2017																
490	Irma	Yes	Duval Sewer	00 - Buckman - BUCKMAN ST - 2221; Jacksonville FL 3:BUCKMAN ST - 2221; Jacksonville FL 32206	Buckman		9/15/2017 0:00	Ghee, Dina	\$	1,500	9/18/2017																
489	Irma	Yes	Duval Electric	GREENWAY DR - 5033; Jacksonville FL 32244	GREENWAY DR - 5033; Jacksonville FL 32244	Lot - Vacant				1,000	9/18/2017																
488	Irma	No	Duval Sewer	KINLOCK DR - 5730; Jacksonville FL 32219	KINLOCK DR - 5730; Jacksonville FL 32219	Lift Station	9/15/2017 0:00	Ghee, Dina	\$	1,000	9/18/2017																
487	Irma	No	Duval Sewer	KERNAN BLVD N - 831; Jacksonville FL 32225	KERNAN BLVD N - 831; Jacksonville FL 32225	Sub Station	9/15/2017 0:00	Ghee, Dina	\$	900	9/15/2017																
486	Irma	Yes	Duval Sewer	NEW KINGS RD - 5717; Jacksonville FL 32209	NEW KINGS RD - 5717; Jacksonville FL 32209	Vac Station	9/15/2017 0:00	Ghee, Dina	\$	2,500	9/15/2017																
485	Irma	No	Duval Water	ORTEGA HILLS BLVD - 4959; Jacksonville FL 32244	ORTEGA HILLS BLVD - 4959; Jacksonville FL 32244	Lift Station	9/11/2017 0:00	Breadon, W	\$	22,000	9/15/2017																
484	Irma	Yes	Duval Electric	SUNBEAM RD - 4388; Jacksonville FL 32257	SUNBEAM RD - 4388; Jacksonville FL 32257	Sub Station	9/15/2017 0:00	Ghee, Dina	\$	1,500	9/15/2017																
483	Irma	Yes	Duval Sewer	SHEARWATER PKWY - 873 ST AUGUSTINE FL 3209	SHEARWATER PKWY - 873 ST AUGUSTINE FL 3209	LIFT STATION	9/15/2017 0:00	Ghee, Dina	\$	2,500	9/15/2017																
482	Irma	Yes	Duval Sewer	00 - Blackford - RECLAMATION DR - 1245, Fruit Cove FLONG LEAF PINE PKWY - 5145-2; Fruit Cove FL 322Blackford			9/15/2017 0:00	Ghee, Dina	\$	500	9/15/2017																
481	Irma	Yes	Duval Sewer	WELHOUSE ESTATES DR - 747; Jacksonville FL 32220	WELHOUSE ESTATES DR - 747; Jacksonville FL 3220	Lift Station	9/15/2017 0:00	Ghee, Dina	\$	250	9/15/2017																
480	Irma	No	Duval Sewer	LONG BOW RD - 4797; Jacksonville FL 32210	LONG BOW RD - 4797; Jacksonville FL 32210	Lift Station	9/12/2017 0:00	Breadon, W	\$	4,500	9/14/2017																
479	Irma	Yes	Duval Water	00 - Plaza I - CHURCH ST W - 21; Jacksonville FL 32202	CHURCH ST W - 21; Jacksonville FL 32202	Plaza I	9/11/2017 0:00	Moody, Ada	\$	5,000	9/14/2017																
478	Irma	Yes	Duval Water	00 - SOCC - RAMONA BLVD - 7720; Jacksonville FL 322 RAMONA BLVD - 7720; Jacksonville FL 32221	SOCC		9/14/2017 0:00	Ghee, Dina	\$	900	9/14/2017																
477	DELET	Yes	Duval Sewer	32ND ST E - 94; Jacksonville FL 32206	32ND ST E - 94; Jacksonville FL 32206	Lift Station	9/14/2017 0:00	Ghee, Dina	\$	500	9/14/2017																
476	Irma	Yes	Duval Sewer	GOLDENROD CT W - 12005; Jacksonville FL 32246	GOLDENROD CT W - 12005; Jacksonville FL 32246	Lift Station	9/14/2017 0:00	Ghee, Dina	\$	1,000	9/14/2017																
475	Irma	Yes	Duval Sewer	TALLEYRAND AVE - 1636; Jacksonville FL 32206	TALLEYRAND AVE - 1636; Jacksonville FL 32206	Lift Station	9/11/2017 0:00	Plique, Jac	\$	12,500	9/14/2017																
474	Irma	Yes	Duval Other				9/14/2017 0:00	Ghee, Dina	\$	900	9/14/2017																
473	IRMA	Yes	Duval Electric	00 - KGS - TALLEYRAND AVE - 4215; Jacksonville FL 32:TALLEYRAND AVE - 4215; Jacksonville FL 32206	KGS		9/10/2017 0:00	Hargis, Stev	\$	100,000	9/14/2017																
472	IRMA	Yes	Duval Sewer	BAY ST E - 834; Jacksonville FL 32202	BAY ST E - 834; Jacksonville FL 32202	Lift Station	9/10/2017 0:00	Hargis, Stev	\$	300	9/14/2017																
471	DELET	No	Duval Sewer	EVERGREEN AVE - 5301; Jacksonville FL 32206	EVERGREEN AVE - 5301; Jacksonville FL 32206	Lift Station	9/11/2017 0:00	Plique, Jac	\$	-	9/14/2017																
470	IRMA	Yes	Duval Electric	00 - GEC - PHILIPS HWY - 12121; Jacksonville FL 32256	PHILIPS HWY - 12121; Jacksonville FL 32256	GEC	9/11/2017 0:00	Collins, Rich	\$	1,500	9/14/2017																
469	Irma	No	Duval Sewer	BOWLIAN ST - 544; Jacksonville FL 32211	BOWLIAN																						

456 IRMA	Yes	Duval Electric	ADIROLF RD - 4223; Jacksonville FL 32207	ADIROLF RD - 4223; Jacksonville FL 32207	Sub Station	9/11/2017 0:00	Robertson, \$	10,000	9/13/2017	Tree down on fence, equipment, buildings, --	Tree damage to fencing.	Yes	8004208	LANDSCAPE-SECURITY	JEa	Wind	9/13/2017 11:58 30.17554	-81.37224	30801	8172	Facilities O&M Mechanic	665-7466	roboke	Item	finance/ss/Lists/Damage Assessment
455 DELETY	Yes	Duval Electric	ADIROLF RD - 4223; Jacksonville FL 32207	ADIROLF RD - 4223; Jacksonville FL 32207	Sub Station	9/13/2017 0:00	Ghee, Dina	900	9/13/2017	Other	Please remove tree blown over from the storm.	Yes	8004208		JEa	Wind	9/13/2017 11:58 30.17554	-81.37224	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
454 IRMA	Yes	Duval Water	BARBER ST - 5575; Jacksonville FL 32207	BARBER ST - 5575; Jacksonville FL 32207	WTP	9/11/2017 0:00	Robertson, \$	500	9/13/2017	Facility structural damage (buildings, fences, windows, roof)	Damage to Aweing on site.	Yes	8004213	30166407	JEa	Wind	9/13/2017 11:53 30.17714	-81.363738	30801	8172	Facilities O&M Mechanic	665-7466	roboke	Item	finance/ss/Lists/Damage Assessment
453 Irma	Yes	Duval Water	00 - PSSC Meter - PEARL ST - 2408; Jacksonville FL 322 PEARL ST - 2408; Jacksonville FL 32206	PEARL ST - 2408; Jacksonville FL 32206	PSSC Meter	9/11/2017 0:00	Bishop, Ada	1,500	9/13/2017	Facility structural damage (buildings, fences, windows, roof)	Roof Damage (lifting of roofing materials) and Fencing damage at site entrance gate.	Yes	8004213	30163432	JEa	Wind	9/13/2017 11:49 30.211054	-81.395168	30801	5038	Facilities O&M Mechanic	665-5898	bishab	Item	finance/ss/Lists/Damage Assessment
452 IRMA	Yes	Duval Sewer	UTAH AVE - 2045; Jacksonville FL 32216	UTAH AVE - 2045; Jacksonville FL 32216	Lift Station	9/11/2017 0:00	Robertson, \$	25,000	9/13/2017	Other	Found no damage.	Yes	8004213	30163420-SECURITY	JEa	Wind	9/13/2017 11:48 30.187975	-81.388023	30801	8172	Facilities O&M Mechanic	665-7466	roboke	Item	finance/ss/Lists/Damage Assessment
451 DELETY	No	Duval Sewer	TIMUQUANARA RD - 4881; Jacksonville FL 32210	TIMUQUANARA RD - 4881; Jacksonville FL 32210	Lift Station	9/13/2017 0:00	Wright, Ben	-	9/13/2017 Other	Other	Found no damage.	Yes	30157836		JEa	Other	9/13/2017 11:44 30.14866	-81.42373	30801	1599	Facilities O&M Technician	665-4304	Wrigld	Item	finance/ss/Lists/Damage Assessment
450 Irma	Yes	Duval Sewer	32ND ST E - 94; Jacksonville FL 32206	32ND ST E - 94; Jacksonville FL 32206	Lift Station	9/11/2017 0:00	Moody, Ben	300	9/13/2017	Tree down on fence, equipment, buildings, --	LS No 037 tree has fallen on fence see attached pictures	Yes	8004213	LANDSCAPE-SECURITY	JEa	Wind	9/13/2017 11:40 30.218089	-81.390486	30800	6860	Facilities and Space Planning	665-6831	moodah	Item	finance/ss/Lists/Damage Assessment
449 DELETY	No	Duval Electric	WILSON BLVD - 6217; Jacksonville FL 32210	WILSON BLVD - 6217; Jacksonville FL 32210	Lift Station	9/13/2017 0:00	Wright, Ben	5	9/13/2017 Other	Other	Found no damage.	Yes	30157836		JEa	Other	9/13/2017 11:39 30.16294	-81.446684	30801	1599	Facilities O&M Technician	665-4304	Wrigld	Item	finance/ss/Lists/Damage Assessment
448 DELETY	Yes	Duval Water	ORANGE PICKER RD - 2935; Jacksonville FL 32223	ORANGE PICKER RD - 2935; Jacksonville FL 32223	WTP	9/11/2017 0:00	Murzynsky, \$	2,000	9/13/2017 Other	Facility structural damage (buildings, fences, windows, roof)	Tree blown over onto the facility fence. Located in the northwest corner of the facility behind tank 3.	Yes	8004213	30157836	JEa	Wind	9/13/2017 11:38 30.8984	-81.380644	30801	8757	Facilities O&M Technician	665-4304	murzjl	Item	finance/ss/Lists/Damage Assessment
447 DELETY	No	Duval Electric	ARGYLE FOREST BLVD - 8104; Jacksonville FL 32244	ARGYLE FOREST BLVD - 8104; Jacksonville FL 3224	Lift Station	9/11/2017 0:00	Wright, Ben	5	9/13/2017 Other	Other	Found no damage.	Yes	30157836		JEa	Other	9/13/2017 11:35 30.115616	-81.469904	30801	1599	Facilities O&M Technician	665-4304	Wrigld	Item	finance/ss/Lists/Damage Assessment
446 Irma	Yes	Duval Water	00 - PSSC - PEARL ST - 2434; Jacksonville FL 32206	PEARL ST - 2434; Jacksonville FL 32206	PSSC	9/11/2017 0:00	Bishop, Ada	1,500	9/13/2017	Storage shed has a piece of siding coming off front bottom by		Yes	8004213	30165863	JEa	Flood	9/13/2017 11:35 30.211288	-81.395189	30801	5038	Facilities O&M Mechanic	665-5898	bishab	Item	finance/ss/Lists/Damage Assessment
445 Irma	Yes	Duval Water	00 - PSSC Clinic - PEARL ST - 2525; Jacksonville FL 322 PEARL ST - 2525; Jacksonville FL 32206	PEARL ST - 2525; Jacksonville FL 32206	PSSC Clinic	9/11/2017 0:00	Bishop, Ada	100	9/13/2017	Tree down on fence, equipment, buildings, --		Yes	8004213	30166523	JEa	Wind	9/13/2017 11:30 30.211764	-81.394831	30801	5038	Facilities O&M Mechanic	665-5898	bishab	Item	finance/ss/Lists/Damage Assessment
444 Irma	Yes	Duval Sewer	BROWARD RD - 2518; Jacksonville FL 32218	BROWARD RD - 2518; Jacksonville FL 32218	Lift Station	9/13/2017 0:00	Alexander, I	1,000	9/13/2017 Backup generator is running	Facility structural damage (buildings, fences, windows, roof)	fence damage by fallen tree	Yes	8004213	LANDSCAPE-SECURITY	JEa	Wind	9/13/2017 11:24 30.253802	-81.411677	30801	5943	Facilities O&M Mechanic	665-6218	alexpa	Item	finance/ss/Lists/Damage Assessment
443 Irma	Yes	Duval Electric	LANE AVE S - 1014; Jacksonville FL 32205	LANE AVE S - 1014; Jacksonville FL 32205	Sub Station	9/11/2017 0:00	Bishop, Ada	800	9/13/2017	Facility structural damage (buildings, fences, windows, roof)	Pump house blew off from over pump. Leak inside building around conduit coming from roof. Center of building.	Yes	8004208	30165868	JEa	Wind	9/13/2017 11:19 30.184779	-81.451382	30801	5038	Facilities O&M Mechanic	665-5898	bishab	Item	finance/ss/Lists/Damage Assessment
442 Irma	Yes	Duval Sewer	EDENFIELD RD - 5710; Jacksonville FL 32277	EDENFIELD RD - 5710; Jacksonville FL 32277	WTP	9/13/2017 0:00	Ghee, Dina	1,000	9/13/2017	Other	WTP - Bldg Number 14 at 5791 University Blub Blvd North - JEa	Yes	8004213	LANDSCAPE	JEa	Wind	9/13/2017 11:16 30.228272	-81.361361	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
441 IRMA	Yes	Duval Sewer	00 - Buckman - BUCKMAN ST - 2221; Jacksonville FL 3:BUCKMAN ST - 2221; Jacksonville FL 32206	BUCKMAN	Buckman	9/10/2017 0:00	Gillard, Dav	900	9/13/2017	Facility structural damage (buildings, fences, windows, roof)	Buckman, Bio-Solid Building #4 - Window blown from the 3rd floor of the bio-solid building (blew glass).	Yes	8004213	30165851	JEa	Wind	9/13/2017 11:08 30.211387	-81.379458	30801	487	Facilities O&M Working Fore	665-5784	ryanje	Item	finance/ss/Lists/Damage Assessment
440 IRMA	Yes	Duval Sewer	00 - Buckman - BUCKMAN ST - 2221; Jacksonville FL 3:BUCKMAN ST - 2221; Jacksonville FL 32206	BUCKMAN	Buckman	9/10/2017 0:00	Gillard, Dav	800	9/13/2017 Other	Facility structural damage (buildings, fences, windows, roof)	Buckman, Operations Building #1 - Light blown from its roof.	Yes	8004213	30166532	JEa	Wind	9/13/2017 11:07 30.211387	-81.379458	30801	487	Facilities O&M Working Fore	665-5784	ryanje	Item	finance/ss/Lists/Damage Assessment
439 IRMA	Yes	Duval Sewer	00 - Buckman - BUCKMAN ST - 2221; Jacksonville FL 3:BUCKMAN ST - 2221; Jacksonville FL 32206	BUCKMAN	Buckman	9/10/2017 0:00	Gillard, Dav	200	9/13/2017	Facility structural damage (buildings, fences, windows, roof)	Buckman, Operating Building #1 - Ceiling leak causing water damage in the conference room.	Yes	8004213	30166531	JEa	Flood	9/13/2017 11:06 30.211387	-81.379458	30801	487	Facilities O&M Working Fore	665-5784	ryanje	Item	finance/ss/Lists/Damage Assessment
438 IRMA	Yes	Duval Sewer	00 - Buckman - BUCKMAN ST - 2221; Jacksonville FL 3:BUCKMAN ST - 2221; Jacksonville FL 32206	BUCKMAN	Buckman	9/10/2017 0:00	Gillard, Dav	1,000	9/13/2017	Other	Buckman, Digester Building - Mushroom vent blown from roof.	Yes	8004213	30166556	JEa	Wind	9/13/2017 11:04 30.211387	-81.379458	30801	487	Facilities O&M Working Fore	665-5784	ryanje	Item	finance/ss/Lists/Damage Assessment
437 IRMA	No	Duval Sewer	00 - Buckman - BUCKMAN ST - 2221; Jacksonville FL 3:BUCKMAN ST - 2221; Jacksonville FL 32206	BUCKMAN	Buckman	9/10/2017 0:00	Gillard, Dav	500	9/13/2017	Facility structural damage (buildings, fences, windows, roof)	Buckman, outdoor perimeter - Numerous trees within the complex have been torn from the roots and laying on the floor of the bio-solid building (blew glass).	Yes	8004213	LANDSCAPE	JEa	Wind	9/13/2017 11:03 30.211387	-81.379458	30801	487	Facilities O&M Working Fore	665-5784	ryanje	Item	finance/ss/Lists/Damage Assessment
436 IRMA	Yes	Duval Sewer	00 - Buckman - BUCKMAN ST - 2221; Jacksonville FL 3:BUCKMAN ST - 2221; Jacksonville FL 32206	BUCKMAN	Buckman	9/10/2017 0:00	Gillard, Dav	1,500	9/13/2017	Facility structural damage (buildings, fences, windows, roof)	Buckman, Building 4 - Roof leak on bio-solids building (3rd floor). The ceiling and floor are damaged.	Yes	8004213	30165851	SIRPP	Flood	9/13/2017 11:01 30.211387	-81.379458	30801	487	Facilities O&M Working Fore	665-5784	ryanje	Item	finance/ss/Lists/Damage Assessment
435 IRMA	Yes	Duval Sewer	00 - Buckman - BUCKMAN ST - 2221; Jacksonville FL 3:BUCKMAN ST - 2221; Jacksonville FL 32206	BUCKMAN	Buckman	9/10/2017 0:00	Gillard, Dav	200	9/13/2017	Facility structural damage (buildings, fences, windows, roof)	Buckman, Building 9 - Front door leaking water during the storm. Floor became wet (3 inches). Water has receded and Buckman, outside - fence blown down by Building #9 (pipe storage).	Yes	8004213	30166533	JEa	Flood	9/13/2017 11:00 30.211387	-81.379458	30801	487	Facilities O&M Working Fore	665-5784	ryanje	Item	finance/ss/Lists/Damage Assessment
434 IRMA	Yes	Duval Sewer	00 - Buckman - BUCKMAN ST - 2221; Jacksonville FL 3:BUCKMAN ST - 2221; Jacksonville FL 32206	BUCKMAN	Buckman	9/10/2017 0:00	Gillard, Dav	500	9/13/2017	Facility structural damage (buildings, fences, windows, roof)	Buckman, outside - fence blown down by Building #9 (pipe storage).	Yes	8004213	SECURITY	JEa	Wind	9/13/2017 10:58 30.211387	-81.379458	30801	487	Facilities O&M Working Fore	665-5784	ryanje	Item	finance/ss/Lists/Damage Assessment
433 IRMA	No	Duval Water	00 - All	All		9/10/2017 0:00	Ryan, Jeann	43,000	9/13/2017 Power Not Available	Facility structural damage (buildings, fences, windows, roof)	Security Bulk Assessment - Damage at water treatment facilities. Includes cameras, alarms, no CCTV, damaged fire panel, fencing, readers, gates, door hinges, and door handles.	Yes	8004213	SECURITY	JEa	Wind	9/13/2017 10:49		30800	6065	Appointed Process Assignme	665-5818	ryanje	Item	finance/ss/Lists/Damage Assessment
432 IRMA	No	Duval Sewer	00 - All	All		9/10/2017 0:00	Ryan, Jeann	4,000	9/13/2017	Facility structural damage (buildings, fences, windows, roof)	Security Bulk Assessment - Damage at electric facilities. Includes cameras, power not available, fencing, readers, gates, door hinges, and floor damage. List and details of damage	Yes	8004213	SECURITY	JEa	Wind	9/13/2017 10:47		30800	6065	Appointed Process Assignme	665-5818	ryanje	Item	finance/ss/Lists/Damage Assessment
431 IRMA	No	Duval Electric	00 - All	All		9/10/2017 0:00	Ryan, Jeann	64,000	9/13/2017 Power Not Available	Tree down on fence, equipment, buildings, --	Tree down on fence, equipment, buildings, --	Yes	8004208	SECURITY	JEa	Wind	9/13/2017 10:44		30800	6065	Appointed Process Assignme	665-5818	ryanje	Item	finance/ss/Lists/Damage Assessment
430 Irma	Yes	Duval Water	ESCAMBIA ST - 1033; Jacksonville FL 32208	ESCAMBIA ST - 1033; Jacksonville FL 32208	WTP	9/11/2017 0:00	Bishop, Ada	1,500	9/13/2017 Backup generator is running	Tree down on fence, equipment, buildings, --	Tree limbs down on site. Need clean up.	Yes	8004213	LANDSCAPE	JEa	Wind	9/13/2017 10:36 30.2247	-81.401362	30801	5038	Facilities O&M Mechanic	665-5898	bishab	Item	finance/ss/Lists/Damage Assessment
429 Irma	Yes	Duval Sewer	NEW KINGS RD - 5717; Jacksonville FL 32209	NEW KINGS RD - 5717; Jacksonville FL 32209	Vac Station	9/11/2017 0:00	Bishop, Ada	5,000	9/13/2017	Tree down on fence, equipment, buildings, --	Ceiling tiles wet in breakroom. Floor pushing up in front of fridge. Possible pipe bust. Smells like sewer gas.	Yes	8004213	30166553	JEa	Wind	9/13/2017 10:30 30.22056	-81.43318	30801	5038	Facilities O&M Mechanic	665-5898	bishab	Item	finance/ss/Lists/Damage Assessment
428 Irma	Yes	Duval Electric	LLOYD RD - 2630; Jacksonville FL 32254	LLOYD RD - 2630; Jacksonville FL 32254	Tower	9/13/2017 0:00	Ghee, Dina	700	9/13/2017	Other	Limbs down blocking entrance to the communication tower. Need cleared to get propane delivery.	Yes	8004208	LANDSCAPE	JEa	Wind	9/13/2017 10:29 30.212594	-81.455118	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
427 Irma	Yes	Duval Electric	SOUTEL DR - 4205; Jacksonville FL 32208	SOUTEL DR - 4205; Jacksonville FL 32208	Tower	9/11/2017 0:00	Bishop, Ada	900	9/13/2017	Tree down on fence, equipment, buildings, --	Limbs down on barbwire.	Yes	8004208	LANDSCAPE-SECURITY	JEa	Wind	9/13/2017 10:28 30.242692	-81.42841	30801	5038	Facilities O&M Mechanic	665-5898	bishab	Item	finance/ss/Lists/Damage Assessment
426 Irma	Yes	Duval Water	SOUTHSIDE BLVD - 7587; Jacksonville FL 32256	SOUTHSIDE BLVD - 7587; Jacksonville FL 32256	WTP	9/13/2017 0:00	Ghee, Dina	500	9/13/2017	Tree down on fence, equipment, buildings, --	Please remove blown over trees and obstruction off the fence line.	Yes	8004213	LANDSCAPE(30162022)	JEa	Wind	9/13/2017 10:27 30.141984	-81.330871	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
425 Irma	Yes	St. JohElectric	RACE TRACK RD - 4513; Jacksonville FL 32259	RACE TRACK RD - 4513; Jacksonville FL 32259	Sub Station	9/11/2017 0:00	Bishop, Ada	5,000	9/13/2017 Backup generator is running	Facility is NOT secure (fence, buildings, gates)	Approx 100ft of fence down at rear of station. Front fence leaning down. Double manual gates hinges broken.	No	8004208	SECURITY	JEa	Wind	9/13/2017 9:58 30.65949	-81.323158	30801	5038	Facilities O&M Mechanic	665-5898	bishab	Item	finance/ss/Lists/Damage Assessment
424 DELETY	No	Duval Sewer	118TH ST - 5104; Jacksonville FL 32244	118TH ST - 5104; Jacksonville FL 32244	Lift Station	9/13/2017 0:00	Wright, Ben	-	9/13/2017 Other	Other	Found no damage.	Yes	30157836		JEa	Other	9/13/2017 9:55 30.140286	-81.428305	30801	1599	Facilities O&M Technician	665-4304	Wrigld	Item	finance/ss/Lists/Damage Assessment
423 Irma	Yes	Duval Electric	00 - GEC - PHILIPS HWY - 12121; Jacksonville FL 32256	PHILIPS HWY - 12121; Jacksonville FL 32256	GEC	9/11/2017 0:00	Bishop, Ada	10,000	9/13/2017 Backup generator is running	Tree down on fence, equipment, buildings, --	22121 Phillips Hwy 1 A abandoned trailer lost skirting. 2. 2 trees down on fence line. 3. Double gate damaged. 4. Fencing around gas island leaning. 5. BLDG inside WTP has water on roof.	Yes	8004208	30163262-LAND-SEC	JEa	Wind	9/13/2017 9:46 30.94569	-81.311635	30801	5038	Facilities O&M Mechanic	665-5898	bishab	Item	finance/ss/Lists/Damage Assessment
422 DELETY	No	Duval Electric	RAMPART RD - 6916; Jacksonville FL 32244	RAMPART RD - 6916; Jacksonville FL 32244	Sub Station	9/11/2017 0:00	Wright, Ben	5	9/13/2017 Other	Facility structural damage (buildings, fences, windows, roof)	Found no damage.	Yes	30157832		JEa	Other	9/13/2017 9:45 30.134294	-81.458715	30801	1599	Facilities O&M Technician	665-4304	bishab	Item	finance/ss/Lists/Damage Assessment
421 IRMA	Yes	Duval Sewer	00 - Southwest - 118TH ST - 5420; Jacksonville FL 322118TH ST - 5420; Jacksonville FL 32244	Southwest	Sub Station	9/11/2017 0:00	Connolly, El	10,000	9/13/2017	Facility structural damage (buildings, fences, windows, roof)	Structure covering the UV equipment is damaged and the structure is compromised.	Yes	8004213	30166548	JEa	Wind	9/13/2017 9:44 30.140114	-81.493774	A0700	5855	Real Estate Coordinator	665-4325	CONNEM	Item	finance/ss/Lists/Damage Assessment
420 DELETY	No	Duval Electric	ROOSEVELT BLVD - 7001; Jacksonville FL 32244	ROOSEVELT BLVD - 7001; Jacksonville FL 32244	Sub Station	9/11/2017 0:00	Wright, Ben	-	9/13/2017 Other	Other	Found no damage.	Yes	30157832		JEa	Other	9/13/2017 9:41 30.133682	-81.420667	30801	1599	Facilities O&M Technician	665-4304	Wrigld	Item	finance/ss/Lists/Damage Assessment
419 DELETY	No	Duval Sewer	CLEVELAND RD - 6050; Jacksonville FL 32209	CLEVELAND RD - 6050; Jacksonville FL 32209	Lift Station	9/11/2017 0:00	Wright, Ben	-	9/13/2017 Other	Other	Found no damage.	Yes	30157836		JEa	Other	9/13/2017 9:37 30.225548	-81.428949	30801	1599	Facilities O&M Technician	665-4304	Wrigld	Item	finance/ss/Lists/Damage Assessment
418 Irma	Yes	Duval Electric	00 - NGS - HECKSCHER DR (NGS) - 4377; Jacksonville FL 3222 NGS	HECKSCHER DR (NGS) - 4377; Jacksonville FL 3222 NGS	Sub Station	9/13/2017 0:00	Alexander, I	3,500</																	

380	IRMA	Yes	Nassa:Sewer	AMELIA CONCOURSE - 96237; Yulee FL 32097	AMELIA CONCOURSE - 96237; Yulee FL 32097	WWTP	9/11/2017 0:00	Costea, Law	\$	500	9/12/2017	Facility structural damage (buildings, fences, windows, roof)	ROOF AWNING DAMAGED	Yes	8004213	30166536	JEa	Wind	9/12/2017 16:18 30.37314	-81.33039	30802	9056	Project Administrator Constr	665-4486	costla	Item	finance/ss/Lists/Damage Assessment
379	Irma	Yes	Duval Sewer	HERSCHEL ST - 3806; Jacksonville FL 32205	HERSCHEL ST - 3806; Jacksonville FL 32205	Lift Station	9/12/2017 0:00	Ghee, Dina	\$	1,000	9/12/2017	Tree down on fence, equipment, buildings, --	Need to Have Large Tree Removed From the Top of the Generator	Yes	8004213	LANDSCAPE	JEa	Wind	9/12/2017 15:46 30.17699	-81.42583	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
378	Irma	Yes	Duval Water	WESTERN WAY - 8509; Jacksonville FL 32256	WESTERN WAY - 8617; Jacksonville FL 32256	WTP	9/11/2017 0:00	Millis, David	\$	1,000	9/12/2017	Other	Fence damaged on south end by trees	Yes	8004213	LANDSCAPE-SECURITY	JEa	Wind	9/12/2017 15:43 30.127307	-81.337692	30801	508	Facilities O&M Technician	665-4303	mlldm	Item	finance/ss/Lists/Damage Assessment
377	DELET	Yes	Duval Electric	HARTLEY RD - 3919; Jacksonville FL 32257	HARTLEY RD - 3919; Jacksonville FL 32257	Sub Station	9/12/2017 0:00	Ghee, Dina	\$	400	9/12/2017	Facility is NOT secure (fence, buildings, gates)	Please Remove Cut Up Oak Tree at the Northwest Corner of the Tree and shrubs down across road to entrance gate off Chester gate	Yes	DUPLICATE	DUPLICATE	JEa	Wind	9/12/2017 15:42 30.11087	-81.367015	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
376	DELET	Yes	Duval Electric	CHESTER LAKE DR - 9999; Jacksonville FL 32256	CHESTER LAKE DR - 9999; Jacksonville FL 32256	Sub Station	9/11/2017 0:00	Millis, David	\$	2,000	9/12/2017	Water is inside the building	Duplicate - Water damage to building interior	No	DUPLICATE	DUPLICATE	JEa	Flood	9/12/2017 15:03 30.115635	-81.312614	30801	508	Facilities O&M Technician	665-4303	mlldm	Item	finance/ss/Lists/Damage Assessment
375	DELET	Yes	Duval Electric	00 - Plaza II - CHURCH ST W - 43; Jacksonville FL 32202	CHURCH ST W - 43; Jacksonville FL 32202	Plaza II	9/12/2017 0:00	Moody, Ada	\$	-	9/12/2017	Water is inside the building	Duplicate - Water damage to building interior	No	DUPLICATE	DUPLICATE	JEa	Flood	9/12/2017 14:50 30.1982	-81.39484	30800	6860	Facilities and Space Planning	665-6831	moodah	Item	finance/ss/Lists/Damage Assessment
374	DELET	Yes	Duval Electric	00 - Plaza II - CHURCH ST W - 43; Jacksonville FL 32202	CHURCH ST W - 43; Jacksonville FL 32202	Plaza II	9/11/2017 0:00	Moody, Ada	\$	-	9/12/2017	Water is inside the building	Duplicate - Water damage to building interior	No	DUPLICATE	DUPLICATE	JEa	Flood	9/12/2017 14:49 30.1982	-81.39484	30800	6860	Facilities and Space Planning	665-6831	moodah	Item	finance/ss/Lists/Damage Assessment
373	Irma	Yes	Duval Water	00 - Plaza II - CHURCH ST W - 43; Jacksonville FL 32202	CHURCH ST W - 43; Jacksonville FL 32202	Plaza II	9/11/2017 0:00	Moody, Ada	\$	3,500	9/11/2017	Water is inside the building	Water damage to building interior	Yes	8004213	30162177	JEa	Flood	9/12/2017 14:49 30.1982	-81.39484	30800	6860	Facilities and Space Planning	665-6831	moodah	Item	finance/ss/Lists/Damage Assessment
372	IRMA	No	Duval Electric	BEAVER ST W - 15701; Jacksonville FL 32234	BEAVER ST W - 15701; Jacksonville FL 32234	Sub Station	9/11/2017 0:00	Scarborough, S	\$	500	9/12/2017	Various Maintenance	mini split condenser for control room blown over by wind damaging refrigerant lines and casing. unit operational when	Yes	8004208	30167479	JEa	Wind	9/12/2017 14:46 30.191058	-81.569067	30801	2909	Facilities O&M Electrical Tec		scarjt	Item	finance/ss/Lists/Damage Assessment
371	Irma	Yes	Duval Water	00 - Plaza I - CHURCH ST W - 21; Jacksonville FL 32202	CHURCH ST W - 21; Jacksonville FL 32202	Plaza I	9/11/2017 0:00	Moody, Ada	\$	7,500	9/11/2017	Water is inside the building	Water damage to building interior	Yes	8004213	30162149	JEa	Flood	9/12/2017 14:42 30.19823	-81.39437	30800	6860	Facilities and Space Planning	665-6831	moodah	Item	finance/ss/Lists/Damage Assessment
370	Irma	Yes	Duval Electric	HECKSCHER DR - 4377 (FLATLANDS); Jacksonville FL 322	HECKSCHER DR - 4377 (FLATLANDS); Jacksonville FL 322	Flot - Vacant	9/12/2017 0:00	Ghee, Dina	\$	2,500	9/12/2017	Other	Please Cut Back Leaning Tree at the Entrance to NGS	Yes	8004208	LANDSCAPE	JEa	Wind	9/12/2017 14:10 30.252926	-81.332946	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
369	Irma	Yes	Duval Water	00 - SOCC Annex - RAMONA BLVD - 7695; Jacksonville RAMONA BLVD - 7695; Jacksonville FL 32221	SOCC Annex	9/12/2017 0:00	Ghee, Dina	\$	2,500	9/12/2017	Other	7695 Ramona Boulevard Please Remove Large Fallen Oak Tree	Yes	8004213	LANDSCAPE		Wind	9/12/2017 13:54 30.18831	-81.46474	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment	
368	IRMA	Yes	Duval Electric	00 - SSSC - EMERSON ST - 2325; Jacksonville FL 32207	EMERSON ST - 2325; Jacksonville FL 32207	SSSC	9/11/2017 0:00	Collins, Rich	\$	600	9/12/2017	Facility structural damage (buildings, fences, windows, roof)	BLD-9 2 SECTIONS OF GUTTER DOWNSPOUTS TORN DOWN FROM	Yes	8004208	30165085	JEa	Wind	9/12/2017 13:46 30.171837	-81.382127	30801	947	Facilities O&M Working Fore	665-5706	collri	Item	finance/ss/Lists/Damage Assessment
367	DELET	No	Duval Water	SOUTHSIDE BLVD - 7587; Jacksonville FL 32256	SOUTHSIDE BLVD - 7587; Jacksonville FL 32256	WTP	9/11/2017 0:00		\$	500	9/12/2017	Facility is NOT secure (fence, buildings, gates)	Tress down on fence all around plant	Yes	8004213	LANDSCAPE-SECURITY	JEa	Wind	9/12/2017 13:39 30.141984	-81.330871					mlldm	Item	finance/ss/Lists/Damage Assessment
366	IRMA	Yes	Duval Sewer	A1A SOUTH - 253; Ponte Vedra FL 32082	A1A SOUTH - 253; Ponte Vedra FL 32082	Vac Station	9/10/2017 0:00	Stokes, Jenr	\$	5,000	9/12/2017	Facility structural damage (buildings, fences, windows, roof)	Vacuum Station - 15 clay tiles missing from roof. No apparent interior damage	Yes	8004213	30166297	JEa	Wind	9/12/2017 13:28 30.143675	-81.231917	30802	8808	Project Administrator Constr (904)	665-4	stokjl	Item	finance/ss/Lists/Damage Assessment
365	IRMA	Yes	Duval Water	SOUTH PONTE VEDRA BLVD - 3152; Ponte Vedra FL 320	SOUTH PONTE VEDRA BLVD - 3152; Ponte Vedra FL 320	FWell Site	9/10/2017 0:00	Stokes, Jenr	\$	1,000	9/12/2017	Backup generator is running	9.12.17 Power pole leaning (FPL's resource)	Yes	8004213	SECURITY	JEa	Wind	9/12/2017 13:23 29.82666	-81.186535	30802	8808	Project Administrator Constr (904)	665-4	stokjl	Item	finance/ss/Lists/Damage Assessment
364	IRMA	Yes	Duval Sewer	00 - Blacksford - RECLAMATION DR - 1245, Fruit Cove F	LONG LEAF PINE PKWY - 5145-2; Fruit Cove FL 322	Blacksford	9/10/2017 0:00	Stokes, Jenr	\$	1,550	9/12/2017	Backup generator is running	tree on fence - \$1000	Yes	8004213	LANDSCAPE-SECURITY	JEa	Wind	9/12/2017 13:14 30.46788	-81.351128	30802	8808	Project Administrator Constr (904)	665-4	stokjl	Item	finance/ss/Lists/Damage Assessment
363	Irma	Yes	Duval Water	BARKER ST - 5575; Jacksonville FL 32207	BARKER ST - 5575; Jacksonville FL 32207	WTP	9/12/2017 0:00	Ghee, Dina	\$	3,000	9/12/2017	Tree down on fence, equipment, buildings, --	Down Tree On the East Fence Line	Yes	8004213	LANDSCAPE-SECURITY	JEa	Wind	9/12/2017 12:29 30.17714	-81.363738	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
362	Irma	Yes	Duval Water	00 - Plaza I - CHURCH ST W - 21; Jacksonville FL 32202	CHURCH ST W - 21; Jacksonville FL 32202	Plaza I	9/12/2017 0:00	Ghee, Dina	\$	1,200	9/12/2017	Other	Please Clean Up All obstruction From Hurricane Irma	Yes	8004213	LANDSCAPE	JEa	Wind	9/12/2017 12:25 30.19823	-81.39437	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
361	DELET	Yes	Duval Sewer	SWEET CHERRY LANE - 11478; Jacksonville FL 32225	SWEET CHERRY LANE - 11478; Jacksonville FL 3222	WTP	9/12/2017 0:00	Ghee, Dina	\$	-	9/12/2017	Tree down on fence, equipment, buildings, --	Duplicate see # 360		8004213	Duplicate	JEa	Wind	9/12/2017 12:20 30.23001	-81.30814	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
360	Irma	No	Duval Water	SWEET CHERRY LANE - 11478; Jacksonville FL 32225	SWEET CHERRY LANE - 11478; Jacksonville FL 3222	WTP	9/12/2017 0:00	Ghee, Dina	\$	800	9/12/2017	Tree down on fence, equipment, buildings, --	Please Remove Hanging Oak Limb	Yes	8004213	LANDSCAPE	JEa	Wind	9/12/2017 12:14 30.23001	-81.30814	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
359	Irma	Yes	Duval Water	ORANGE PICKER RD - 2935; Jacksonville FL 32223	ORANGE PICKER RD - 2935; Jacksonville FL 32223	WTP	9/12/2017 0:00	Ghee, Dina	\$	1,100	9/12/2017	Tree down on fence, equipment, buildings, --	Leaning Tree Along the Roadway-Please Remove	Yes	8004213	LANDSCAPE	JEa	Wind	9/12/2017 12:12 30.8984	-81.380644	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
358	Irma	Yes	Duval Sewer	BALBOA RD - 7106; Jacksonville FL 32217	BALBOA RD - 7106; Jacksonville FL 32217	Lift Station	9/12/2017 0:00	Ghee, Dina	\$	4,000	9/12/2017	Tree down on fence, equipment, buildings, --	Multiple Trees Down on JEa Fence - Removal Nededkea	Yes	8004213	LANDSCAPE-SECURITY	JEa	Wind	9/12/2017 12:11 30.247658	-81.623263	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
357	DELET	No	Duval Sewer	BARKER ST - 5575; Jacksonville FL 32207	BARKER ST - 5575; Jacksonville FL 32207	WTP	9/12/2017 0:00	Ghee, Dina	\$	-	9/12/2017	Tree down on fence, equipment, buildings, --	Duplicate - Replaced by 363. Jeanne - IRMA Down Tree on the East Fence Line		DUPLICATE	DUPLICATE	JEa	Wind	9/12/2017 12:08 30.17714	-81.363738	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
356	Irma	Yes	Duval Sewer	HERMITAGE RD - 3815; Jacksonville FL 32277	HERMITAGE RD - 3815; Jacksonville FL 32277	Lift Station	9/12/2017 0:00	Ghee, Dina	\$	1,100	9/12/2017	Tree down on fence, equipment, buildings, --	Tree Down LS Needs Removal	Yes	8004213	LANDSCAPE	JEa	Wind	9/12/2017 12:02 30.22159	-81.34862	A0700	100625	Randstad	665-6873	gheedk	Item	finance/ss/Lists/Damage Assessment
355	IRMA	Yes	Duval Sewer	00 - Arlington East - MILLCOE RD - 1555; Jacksonville F	MILLCOE RD - 1555; Jacksonville FL 32225	Arlington E	9/11/2017 0:00	Collins, Rich	\$	6,000	9/12/2017	Facility structural damage (buildings, fences, windows, roof)	BLD-8 (4 QTY) PLATE GLASS WINDOWS BROKEN FORM WINDS. APPROX 4' X 5' EA. ALUMINUM AND GLASS STORE FRONT TYPE DOUBBLE DOORS	Yes	8004213	30164311	JEa	Wind	9/12/2017 10:31 30.208664	-81.326295	30801	947	Facilities O&M Working Fore	665-5706	collri	Item	finance/ss/Lists/Damage Assessment
354	Irma	No	Duval Water	WILLIAM DAVIS PKWY - 13940; Jacksonville FL 32244	WILLIAM DAVIS PKWY - 13865; Jacksonville FL 322	Well Site	9/11/2017 0:00	Millis, David	\$	100	9/12/2017	Other	DAMAGED FROM WIND (TWISTED FRAME AND GLASS Ice Machine not running (2 TVSS SURGE SUPPRESSION UNITS FOR MCC FEEDING UV, 47 UV LAMPS AND BALLASTS DID NOT COME BACK AFTER SURGE), BLD 8 EXT DOOR BLOWN OFF BUILDING, BLD 16 ROOF LIGHT DAMAGE & RECEPTACLE BLOWN, BLD 13 FAN HOOD BLOWN OFF, BLD 6 FAN HOODS DAMAGED, OPS & ADMIN BUILDINGS CC-01, Loading Dock powered roll up door damaged. will not	Yes	8004213	30161525	JEa	Other	9/12/2017 10:28 30.158252	-81.27221	30801	508	Facilities O&M Technician	665-4303	mlldm	Item	finance/ss/Lists/Damage Assessment
353	IRMA	Yes	Duval Sewer	00 - District II - CEDAR BAY RD - 1840; Jacksonville FL	CEDAR BAY RD - 1840; Jacksonville FL 32218	District II	9/11/2017 0:00	Costea, Law	\$	25,000	9/12/2017	Facility structural damage (buildings, fences, windows, roof)	CC-01, Loading Dock powered roll up door damaged. will not	Yes	8004213	30166562,30166565,30166569,30166568,301	JEa	Wind	9/12/2017 10:26 30.25459	-81.370318	30802	9056	Project Administrator Constr	665-4486	costla	Item	finance/ss/Lists/Damage Assessment
352	Irma	No	Duval Electric	00 - Plaza II - CHURCH ST W - 43; Jacksonville FL 32202	CHURCH ST W - 43; Jacksonville FL 32202	Plaza II	9/10/2017 0:00	Moody, Ada	\$	1,000	9/12/2017	Other	Duplicate ASSESSMENT _ REPLACED BY 355	Yes	8004208	SECURITY	JEa		9/12/2017 10:18 30.1982	-81.39484	30800	6860	Facilities and Space Planning	665-6831	moodah	Item	finance/ss/Lists/Damage Assessment
351	DELET	Yes	Duval Sewer	00 - Arlington East - MILLCOE RD - 1555; Jacksonville F	MILLCOE RD - 1555; Jacksonville FL 32225	Arlington E	9/11/2017 0:00	Collins, Rich	\$	-	9/12/2017	Facility structural damage (buildings, fences, windows, roof)	BLD-8 (4 QTY) PLATE GLASS WINDOWS APPROX. 4' X 5' EA. BROKEN FROM WINDS. ALUMINUM AND GLASS STORE FRONT TYPE DOUBBLE DOORS		DUPLICATE	DUPLICATE	JEa	Wind	9/12/2017 10:14 30.208664	-81.326295	30801	947	Facilities O&M Working Fore	665-5706	collri	Item	finance



SJRPP FY17 STORM 2

Work Order	Description	Location	Asset	Status	Reported Date	Priority	Site	Work Type	Crew	Risk As
24892794	FY17 TROPICAL STORM 2 - PROTECTIVE WORK = labor before, during, & after storm to reduce damage, protect lives, & safety of others.(Ex: install window covers, sand bagging, pump flood water, brace eqmt. removal of property to prevent damage)(#12)	SITE-BLDGS		APPR	6/7/17 6:31:08 AM	5	E-SJRPP	EV		
24892795	FY17 TROPICAL STORM 2 - CONTRACTOR ONLY = all contractor labor, equipment, materials, supplies, meals, lodging, & other contractor supplied items.(#10)	SITE-BLDGS		APPR	6/7/17 6:33:28 AM	5	E-SJRPP	EV		
24892804	FY17 SJRPP Storm 2 - FOOD & LODGING = all food & lodging provided by SJRPP for SJRPP employees.(#2) castro storm	SITE-BLDGS		APPR	6/7/17 6:48:52 AM	5	E-SJRPP	EV		
24892805	FY17 SJRPP TROPICAL STORM 2 - PERMANENT REPAIR = repair of damaged SJRPP facilities.(#5) castro storm	SITE-BLDGS		APPR	6/7/17 6:51:01 AM	5	E-SJRPP	EV		
24892806	FY17 TROPICAL STORM 2 - RENTAL OF EQUIPMENT = all equipment rented by SJRPP directly related to the storm. (#9)	SITE-BLDGS		APPR	6/7/17 6:52:57 AM	5	E-SJRPP	EV		
24892797	FY17 SJRPP TROPICAL STORM 2 - PARENT FOR ALL COST ROLLUP - DO NOT CHARGE TO THIS WORK ORDER (#1)	E-SJRPP		APPR	6/7/17 6:37:36 AM	5	E-SJRPP	EV		
24892803	FY17 TROPICAL STORM 2- DEBRIS REMOVAL = clearing of limbs, debris removal, environmental clean-up.(#11)	SITE-BLDGS		APPR	6/7/17 6:47:01 AM	5	E-SJRPP	EV		
24892807	FY17 SJRPP TROPICAL STORM 2 - P-CARD = any item purchased before, during, or after the storm using a p-card (VISA credit card).	SITE-BLDGS		APPR	6/7/17 6:55:44 AM	5	E-SJRPP	EV		
24892796	FY17 SJRPP TROPICAL STORM 2 - ASSESS DAMAGE = evaluate scope of damage & prioritize repair response.(#7)	SITE-BLDGS		APPR	6/7/17 6:35:34 AM	5	E-SJRPP	EV		
24892798	FY17 SJRPP TROPICAL STORM 2 - INVENTORY ISSUES = materials & supplies issued from the SJRPP storeroom.(#3) castro storm	SITE-BLDGS		APPR	6/7/17 6:39:14 AM	5	E-SJRPP	EV		
24892799	FY17 SJRPP TROPICAL STORM 2 - PURCHASE ORDERS = purchase of any/all materials, supplies, new machinery, and equipment directly related to the storm and purchased	SITE-BLDGS		APPR	6/7/17 6:41:18 AM	5	E-SJRPP	EV		



SJRPP FY17 STORM 2

Work Order	Description	Location	Asset	Status	Reported Date	Priority	Site	Work Type	Crew	Risk As
	through JEA Purchasing Department. (#4) castro storm									
24892801	FY17 TROPICAL STORM 2 - STAND-BY TIME (#8)	SITE-BLDGS		APPR	6/7/17 6:43:25 AM	5	E-SJRPP	EV		
24892802	FY17 SJRPP TROPICAL STORM 2 - TRAVEL = SJRPP only business travel directly related to the storm.(# 6) castro storm	SITE-BLDGS		APPR	6/7/17 6:45:07 AM	5	E-SJRPP	EV		
Number of Records:				13						
Saved Where Clause:				((workorder.woclass = 'WORKORDER' or workorder.woclass = 'ACTIVITY') and upper(workorder.description) like '%STORM%' and						
Dynamic Where Clause:										

FLORIDA DIVISION OF EMERGENCY MANAGEMENT
FORCE ACCOUNT & MUTUAL AID CLAIMANT/FRINGE BENEFIT RATE DETERMINATION

Page: 1

Applicant/Subgrantee or Mutual Aid Claimant JEA	For FA:	FIPS#	Category	Declaration#
	For MA:	EIN#	State EOC Msn#	
Location/Site of Work		Description of Work:		

FRINGE BENEFIT (Employer's Cost)	REGULAR TIME PAY (By Percent)	OVERTIME PAY (By Percent)
Social Security	8.15	8.15
Retirement	45.74	45.74
Workers Compensation Insurance	1.51	1.51
Unemployment Insurance	—	—
Health Insurance Benefits	18.74	N/A
Life Insurance Benefits	0.31	N/A
Annual (Vacation) Leave	10.0	N/A
Holiday Leave	4.62	N/A
Average Used Sick Leave	—	N/A
Other (Specify Below): Deferred Comp 457 plus LTD	1.89	N/A
TOTAL (% of Annual Leave)	90.96	55.40

Work Unit: JEA's St. Johns River Power Park facility
 (Employer-wide, Department, Unit, Special Risk, etc.)

Instructions:

To effectively use this form to determine fringe benefit rates, group employees by Status or common benefits in the Labor Summaries (Salaried, Full-time, Permanent, Special Risk, Part-time, Contract Hires, and/or Temporary Help. For each employee grouping, determine the average fringe benefit rate for both Regular Time wages and Overtime Wages. The Overtime fringe benefits are usually limited to the types indicated as applicable above in the Overtime column. If the participating group of employees is substantially alike in benefits, with few exceptions, use the majority group determination for all the employees in the group. The Applicant may also use an Employer-Wide Average.

1. The Employer's Retirement Benefit Cost is usually a percentage of the paid RT and OT wages paid.
2. The Employer's Workers Comp costs is usually a given cost per \$100 pay or a percentage of the paid RT and OT wages paid.
3. The employer's Unemployment Insurance cost % can be determined by dividing the total annual premium by the total annual RT and OT wages paid.
4. To determine the average Health or Life Insurance Benefit %, divide total annual premium costs by the total annual regular time wages for the group of employees as per the last available annual audit, or by the current projected budget.
5. To determine the Annual Leave %, divide the total Annual RT hours (2080) pay by the total Annual Leave hours earned as determined from the last annual audit report or from the current budget.
6. The Holiday Leave % can be determined by dividing the number of Holiday hours granted each year by the number of annual RT work hours (2080).
7. The sick leave % should be based upon the last annual sick leave cost divided by the total regular time wages paid in the last audited year.

Note: Other established methods previously adopted by the Claimant to convert benefit costs to a percentage of total paid annual wages may be acceptable.

Comments (i.e., Explain Other Specified Benefits):

These Fringe Benefit Rates are applicable to St. Johns River Power Park facility, a jointly owned electric generating plant jointly owned by JEA (80%) and Florida Power & Light Company (20%). Rates on this form are at 100%.

The above information was obtained from time records that are available for audit.

Certified <i>James D. Chapman</i>	Title Director Risk Management Services	Date 11/8/2016
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COLLECTIVE BARGAINING AGREEMENT

BETWEEN

ST. JOHNS RIVER POWER PARK

AND

INTERNATIONAL BROTHERHOOD OF

ELECTRICAL WORKERS

LOCAL UNION 1618

October 1, 2015- September 30, 2018

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PREAMBLE

This Agreement is entered into by and between the St. Johns River Power Park (the Employer or SJRPP) and Local Union 1618 of the International Brotherhood of Electrical Workers (the Union).

The intent and purpose of this Agreement is to maintain and further harmonious and cooperative labor-management relations upon a constructive and sound foundation. The cornerstone of this foundation is the mutual acceptance and recognition of the rights and obligations of both parties, in order that the joint responsibilities of the Employer and employees to serve the public be fulfilled. It is understood by both parties that team work is the foundation of our success, especially in the area of employee safety.

The parties agree that this Agreement shall be applied equitably to all employees in the bargaining unit.

Gender. In construing this Agreement and each and every word, phrase, or part hereof, where the context will permit, the masculine includes the feminine and neuter, and vice versa.

ARTICLE ONE: RECOGNITION

Section 1.1

The Employer recognizes the Union as the exclusive representative for the purposes of collective bargaining with respect to wages, benefits, hours, and terms and conditions of employment for the unit of public employees defined in Certification No. 809 issued on September 6, 1988 and amended on January 23, 1995 by the Florida Public Employees Relations Commission.

Section 1. 2 Distribution of Agreement

The Employer agrees to maintain a copy of this Agreement on the JEA intranet site (QUEST) and to provide twenty-five (25) copies to the Union within 45 days from the date on which the Employer ratifies the Agreement. Upon the request of the Union, the Employer will also reproduce additional copies of this Agreement for the use of the Union. After the first twenty-five copies referenced above, the Union will reimburse the Employer for the cost of each copy of the agreement that is provided to the Union. It is the responsibility of the Union to distribute copies of the Agreement to bargaining unit personnel.

Section 1.3 Electronic Reference

The Employer agrees to have an electronic version of the Collective Bargaining Agreement with any amendments, Memorandum of Agreements and Memorandum of Understandings available for reference by the bargaining unit employees.

ARTICLE TWO: SAVINGS CLAUSE

The Employer retains all rights, powers, functions, and authority it had prior to signing this Agreement, except as such rights are specifically relinquished or abridged by this Agreement.

ARTICLE THREE: MANAGEMENT RIGHTS

Section 3.1

The Union recognizes that the Employer retains all rights set forth in Section 447.209, Florida Statutes, as amended from time-to-time, except to the extent that the Employer has agreed otherwise by the express terms of this Agreement.

Section 3.2

Subject to the express terms of this Agreement, the Employer retains the exclusive right and authority to:

- a. Exercise those rights set forth in section 447.209, Florida Statutes, as amended from time to time.
- b. Direct the work force;
- c. Terminate employment for proper cause;
- d. Take disciplinary action for proper cause;
- e. Determine services which will be rendered;
- f. Determine the management structure of all units;
- g. Make and enforce standards relative to the quality and quantity of work to be performed;
- h. Make and change reasonable rules and regulations;

- i. Determine the basis for selection, retention and promotion of employees to positions within the bargaining unit;
- j. Determine the qualifications for employees and the content of job descriptions;
- k. Determine the work assignments of employees;
- l. Change or eliminate existing work procedures and equipment utilization;
- m. Transfer, subcontract, or eliminate work, including work performed by bargaining unit members;
- n. Set and alter manning levels;
- o. Create and amend job descriptions;
- p. Create and abolish job classifications;
- q. Determine procedures which will be observed in exercising any authority under this article.
- r. Make appropriate arrangements for unit employees adversely affected by the exercise of any authority reserved to the Employer under this article.

Section 3.3

The list of management rights provided for in Section 3.2 shall in no way be deemed to exclude any other management prerogative that may not have been specifically listed.

Section 3.4

The Employer recognizes that if decisions on the above matters have the practical consequence of impacting on the terms and conditions of employment of bargaining unit employees, the Union has the right as provided by law to bargain regarding the impact of such decisions.

ARTICLE FOUR: UNION REPRESENTATION

Section 4.1

The Employer agrees to recognize elected officers, stewards, and designated representatives of the Union. The Union shall supply to the Labor Relations and the

Plant Manager a list of officers, stewards, and representatives and shall give the Employer prompt written notification of any changes in the list of Union agents. The Union agrees that the Employer is under no obligation to deal with any person not officially included on the Union's list of designated agents. The Union agrees to identify on its list of designated agents a local president or other representative of primary responsibility to whom official notification may be given by the Employer whenever notification to the Union is required under the terms of this Agreement or for any other purpose; an alternate representative may also be designated.

Section 4.2

- a. The primary responsibility of a steward is his assigned duty as a public employee. As an official of the Union, the steward has accepted the Union's authority and responsibility for discussions with management officials on matters affecting working conditions of unit employees.
- b. When an employee has been appropriately selected to serve as a steward in accordance with Section 4.1, the steward may investigate grievances and represent grievant on his own time in accordance with Article 15 (Grievance Procedure). A steward may investigate grievances and represent grievant during work hours, provided the steward first obtains authorization as provided in Section 4.2 c.
- c. The Union agrees to conduct union business outside of normal working hours to the maximum extent possible in order to minimize disruption of the work of bargaining unit employees. When this is not possible, the Employer may authorize stewards to investigate grievances and represent grievant during work hours, subject to the following conditions:
 1. Approved time away from assigned duty -- Stewards must obtain approved time away from assigned duty before leaving their duty station during working hours to investigate grievances and represent grievant. Stewards shall request time away from assigned duty from their supervisor. At the time of the request, the steward will notify the supervisor of the reason for the request, the place he intends to go, and the amount of time he expects to be away from his duty station. Requests for time away from assigned duty will not be unreasonably denied.
 2. Recording time away from assigned duty -- The supervisor shall keep a record of the date and duration of all time away from assigned duty taken by stewards.
 3. Payment for time away from assigned duty -- Union stewards shall be

granted time off during working hours, without loss of pay, to investigate and settle grievances on the job site, provided they have obtained prior approval as required in Section 4.2 c. 1. Stewards will only be granted time off under this provision where a bargaining unit employee requests a steward to assist him in the investigation or settling of a grievance. Only one (1) steward will work on a specific grievance of an employee in the bargaining unit. Upon entering an area supervised by someone other than the steward's supervisor, the steward will notify the area supervisor of his presence, the reason he is there, and he shall obtain the area supervisor's approval to assist the employee who has requested a steward.

Such requests will not be unreasonably denied. Stewards may receive and discuss grievances of employees on the premises or in the field during the steward's or the grievant's working hours, but only to the extent that it does not neglect, retard or interfere with the work duties of any employee.

4. Return to duty station -- Upon the conclusion of the steward's investigation of grievances or representation of grievants, he shall return to his duty station and report to his supervisor, unless he is unable to do so before the end of the work day.

Section 4.3

Stewards assigned to departments that have multiple shift operations may represent employees from all shifts in that department, provided such representation does not result in any increased wages or other cost to the Employer.

Section 4.4

The Employer will recognize up to twelve (12) stewards, as designated by the Union. When a designated steward is absent for more than two weeks for any reason, the Union president may designate an alternate steward who will take the place of the designated steward during the designated steward's absence. The Union president will designate alternate stewards by providing the alternate's name, along with the name of the steward he is replacing, to the Labor Relations and the Plant Manager. Any Union officer can act as a union steward, upon request by an employee or by appointment of the Union's official spokesperson.

Section 4.5

When an employee is entitled to the presence of a Union steward, the employee will be given a reasonable time to select any steward designated under Section 4.4 of this Agreement, whether or not the steward is on duty at the time. Provided, however, that the Employer will not be required to postpone any meeting for any period

unreasonable under the circumstances in order to allow the employee time to obtain a particular steward.

Section 4.6

- a. Each employee may, by written authorization (Appendix 4), contribute one-half (1/2) hour or more of his accrued annual/personal leave time (in one-half (1/2) hour increments) toward a pool of time to be used for official Union business.
- b. The Employer agrees to provide ninety (90) non-cumulative hours to a pool time account on the first of each contract year for use by the President or his designee. The employer agrees to match on an hour for hour basis for each hour donated by bargaining unit employees (up to an additional one hundred fifty (150) non-cumulative hours) to a pool time account. Hours donated by bargaining unit employees are cumulative.
- c. The Union shall request the use of this time by submitting a written request to the appropriate Superintendent at least two (2) calendar days in advance, unless the advance notice is waived by the Superintendent, and provided the employee's absence must not interfere with system operations. The approved original of the "Request for Pool Time Withdrawal" form (Appendix 4) shall be forwarded to the Labor Relations Human Resources Consultant for accounting purposes. The number of employees who may be off at any one time shall be limited to three (3). However, this maximum may be waived by the Superintendent, for the purpose of Union training or seminars sponsored by the International or the Union itself.
- d. Use of such pool time by the Union shall only be authorized by the official Union spokesperson. For the purpose of this section, "official Union business" shall include, but not be limited to, time spent in contract negotiations, except as otherwise authorized by Management.

For the purpose of this section, "official Union business" shall not include:

- 1. Official grievance step meetings and arbitration hearings
- 2. Company sanctioned functions
- 3. Meetings called by Management
- 4. "Weingarten" meetings as described in Section 4.5 above

ARTICLE FIVE: RIGHTS OF THE UNION

Section 5.1

The Union shall have the right to present its views to the Employer at the appropriate level, as provided by this Agreement. The Employer agrees that it will meet with the Union as necessary to discuss matters of mutual concern. This section shall not be construed to require negotiation or renegotiation of any matter covered by this Agreement, except as otherwise specifically provided by this Agreement.

Section 5.2

The Employer shall allow representatives of the Union time off without loss of pay to attend the meetings provided for in Section 5.1, whenever the Employer determines that the presence of such representatives would be beneficial to both parties. The decision of whether to allow time off is at the Employer's discretion, and the exercise of that discretion shall not be subject to arbitration.

Section 5.3

The official spokesperson for the Union in any matters pertaining to this Agreement shall be identified in the following sequence: the President, Vice President, and the designated alternate. The designation shall be accomplished in writing to the Plant Manager in advance of the absence of the President and Vice President, except when an unforeseen emergency has rendered the President and Vice President incapable of giving any kind of notification.

Section 5.4

The official spokesperson for the Union shall have the right to visit any bargaining unit employee at any work location, provided the spokesperson first notifies Management, and Management approves the visit.

Section 5.5

The Union shall have the right to be involved in any disciplinary proceeding concerning a bargaining unit employee, if the employee requests Union representation or involvement. The Employer shall provide the Union with a copy of any disciplinary action notice issued to employees within the bargaining unit no later than five (5) calendar days after the date the disciplinary action notice was given to or mailed to the employee.

Section 5.6

- a. In any month when either new employees are hired or employees are terminated, the Employer will provide the Union with a list of the newly hired employees and the terminated employees.
- b. The Employer will provide the Union with a copy of any employee's notice of withdrawal from the Union.

ARTICLE SIX: BULLETIN BOARDS

Section 6.1

The Employer will provide the Union with designated Union bulletin boards for the posting of information pertaining to Union activity. Such information may include:

- a. Notices of Union meetings
- b. Reports of Union elections
- c. Reports of Union Committees
- d. Rulings and policies of the Union
- e. Notices of Union recreational and social affairs.
- f. Other official union business items as mutually agreed.

Section 6.2

No material shall be posted which is of a political nature, derogatory, inflammatory, or disruptive to SJRPP's operations. All material posted must bear the name or initials of the Union official who authorized the posting. A copy of all materials to be posted shall be submitted to the SJRPP Plant Manager or authorized designee prior to posting. Materials posted in violation of this section may be removed by the Employer.

ARTICLE SEVEN: RIGHTS OF EMPLOYEES/DUES DEDUCTION

Section 7.1

Employees in a supervisory or managerial/confidential position shall not officially represent the Union when their official SJRPP assigned duties might result in a conflict of interest during working hours. Union officers and officially designated stewards

may decline temporary upgrade or provisional appointments in order to avoid conflict of interest with official duties, without the fear of reprisal.

Section 7.2

- a. Upon receipt of a stipulated, lawfully executed written authorization from an employee, the Employer agrees to deduct the regular dues of the Union from such employee's bi-weekly pay and remit such deduction to the Union within thirty (30) calendar days from the date of deduction. The Employer may assess a charge not to exceed six (6) cents per deduction per payroll. The Union will notify management in writing thirty (30) calendar days prior to any change in the regular dues structure. An employee's authorization to deduct dues is revocable at the employee's request upon thirty (30) calendar days written notice to the Employer and the Union.
- b. Upon reasonable advance written request by the Union, the Employer will initiate or terminate direct deposit/electronic transfer of the collected dues into the Union's General Fund Bank account. In the event this service is requested, if there is any additional cost to the Employer as a result of the direct deposit, the Employer will deduct that cost from the amount deposited in the Union account, and shall provide the Union with a receipt or other proof of the cost incurred.

Section 7.3

In the event an employee's total salary earning within any pay period, after deductions for withholding, social security, retirement, insurance, and other purposes required by law, is not sufficient to cover Union dues, no part of such Union dues shall be deducted for that pay period, and it shall be the responsibility of the Union to collect its dues for that pay period from the employee. Union dues deduction shall be reinstated automatically once net earnings exceed the amount of dues to be collected.

Section 7.4

The Union agrees to indemnify and hold harmless the Employer, its agents, employees, and officials from and against any claims, demands, damages, or causes of action of any nature whatsoever, asserted by any person, firm, or entity, based upon or related to payroll deduction of Union dues and uniform assessments. The Union agrees to defend at its sole expense any such claims against the Employer or its agents, employees, and officials.

Section 7.5

Whenever a bargaining unit employee is questioned by Management, regardless of probationary status, in connection with a disciplinary matter, and the employee may

be subject to disciplinary action based on their response to the questioning, the employee shall be informed of the following:

- a. the nature of the charges or violations under consideration;
- b. the name(s) of the complainant(s), if divulging such name(s) would not be prohibited by law or subject the Employer to potential liability; and
- c. that they are entitled to Union representation during the questioning. Provided however, the omission of the supervisor/manager or designee advising the employee of his/her rights of representation by a steward shall not be grounds to challenge the validity of any disciplinary action taken.

Section 7.6

Employees shall have the right to form, join, and participate in, or to refrain from forming, joining, or participating in, any employee organization of their own choosing.

ARTICLE EIGHT: CHANGES IN CLASSIFICATION/PROCEDURE

Section 8.1

- a. Any classification and/or organizational changes initiated by the Employer which affect the bargaining unit will be presented in writing to the Union President or designee at least ten (10) calendar days prior to implementation by the Employer in order to allow time for the Union to become familiar with the changes and provide comments about the changes to the Employer. Nothing in this section shall be construed as a waiver of the Union's right to bargain about the impact of such changes, where impact bargaining would otherwise be required by law.
- b. The employer will notify the union whenever a new classification is created or the organization chart is updated.
- c. Should an employee allege that they are being required to perform duties which are not included within the scope of their job description, the Union President or designee may request in writing, to the applicable Superintendent/Senior Manager, that the duties and responsibilities of the employee's position be reviewed to determine whether they are within the scope of that job. The Union President or designee will receive a copy of the written decision within forty-five (45) calendar days of the request. If the Union President or designee is not satisfied with the decision, the Union President or designee may request in writing a review by the Plant Manager or designee.

Section 8.2

The Employer will provide the Union with two (2) copies of the Personnel Procedure Manual governing any member of this bargaining unit: one (1) for the President, and one (1) for the Executive Board of Local 1618. In addition, two (2) copies of any revision or update to the Personnel Procedure Manual (along with an explanation of the changes) will be sent to the Union prior to implementation. The purpose is to provide the Union with a reasonable time to become familiar with the content, to decide whether it has any bargaining rights which it wishes to exercise, and to notify the Employer of any desire to negotiate. The Union will have ten (10) calendar days from receipt of the revision or update to respond to the Employer.

Section 8.3

Nothing in this article shall be construed to limit Management's rights as set out in Article 3 or the Union's rights as set out in Article 5.

ARTICLE NINE: SENIORITY/LAYOFF

Section 9.1

Seniority shall be defined in the following manner:

- a. Classification Seniority -- The continuous length of time spent in a given classification. The length of time spent in a classification that is later renamed shall count towards classification seniority in the renamed classification. Additionally, the length of time in a higher classification, within the same series, shall count towards classification seniority in a lower position in which the employee is qualified. The classification seniority of a journeyman who participates in the SJRPP apprenticeship program shall accrue from the date the employee began the apprenticeship program. When two or more persons have the same total length of service in a given classification, the person with the longer series seniority shall be considered the more senior employee.
- b. Series Seniority -- The total length of service in a given job series within a department. Job series shall include predecessor classifications. Except as provided in Section 2 below, job series and department shall be as determined by Management. When two or more persons have the same total length of service in a given series, the person with the longer service seniority shall be considered the more senior employee.
1. Service Seniority -- The total length of service since date of hire. When two or more persons have the same length of service seniority, the more senior employee will be chosen by lot.

Section 9.2

The following series and departments are recognized by the parties, provided that nothing herein shall be construed to limit Management's authority to add, delete, amend, or rename classifications, or to otherwise reorganize its operations:

- A. Mechanical: Power Plant Trainee, Apprentice Mechanic, Assistant Mechanical Technician, Mechanic, Mechanical Technician, ASME/LLP Welder, Mechanical Certified HVAC, Mechanical Certified Machinist, Mechanical Certified Welder.
- B. Instrumentation & Control: Power Plant Trainee, Apprentice I&C Technician, E & I Field Technician, Assistant I&C Technician, I&C Technician.
- C. Electrical: Power Plant Trainee, Apprentice Electrician, Apprentice Electrical Technician, E&I Field Technician, Assistant Electrical Technician, Electrician, Electrical Technician.
- D. Laboratory: Power Plant Trainee, Assistant Water Treatment Operator, Water Treatment Operator, Apprentice Power Plant Operator (CP), Power Plant Operator (CP), Assistant Station Operator, Assistant Laboratory Technician, Laboratory Technician.
- E. Bulk Materials Operations: Power Plant Trainee, Auxiliary Operator Repairer, Assistant Power Plant Operator, Assistant Operator Repairer, Apprentice Power Plant Operator (BM), Power Plant Operator (BM), Senior Operator Repairer.
- F. Air Quality Control System: Power Plant Trainee, Auxiliary Operator (assigned in RCN 0333), Assistant Water Treatment Operator, Assistant AQCS Operator, Apprentice Power Plant Operator (AQCS), Assistant Station Operator, Water Treatment Operator, Power Plant Operator (AQCS), Station Operator, Unit Operator (AQCS), Control Center Operator (AQCS).
- G. Power Block: Power Plant Trainee, Auxiliary Operator (assigned in RCN 0332), Assistant Water Treatment Operator, Assistant Boiler Operator, Apprentice Power Plant Operator (PB), Assistant Station Operator, Boiler Operator, Power Plant Operator (PB), Station Operator, Unit Operator (PB), Control Center Operator.
- H. Stores: Power Plant Trainee, Apprentice Storekeeper, Assistant Storekeeper, Storekeeper, Senior Storekeeper.

The following classifications are not considered part of a job series: Utility Worker, Station Trainee, Maintenance Attendant, Predictive Maintenance Technician.

Section 9.3

Employees shall be in probationary status for the first six (6) months following their employment by the Employer. Probationary employees shall accrue no seniority until they have successfully completed their probationary period and become regular full-time employees, whereupon their seniority will date from the first date of employment. Part-time, temporary, and contract employees shall accrue no seniority until they successfully complete their probationary period and become regular full-time employees.

Section 9.4

- a. Seniority shall continue to accrue during all periods that an employee is in paid status. An employee shall lose no seniority for leave without pay to the extent that it does not exceed thirty (30) days in the previous 365 day period. Any time spent on official union business shall be considered "paid status".
- b. An employee shall lose seniority upon any of the following:
 - 1. Voluntary resignation;
 - 2. Discharge;
 - 3. Retirement.

Section 9.5

When an employee leaves the bargaining unit in the case of a promotion, or in the case of a layoff, that employee's classification and series seniority shall be frozen. Upon the return of the employee to the bargaining unit, the employee retains the classification and series seniority which the employee had prior to leaving the unit.

Section 9.6

The Employer shall determine the classifications, locations, and numbers of employees to be laid off. When a layoff occurs, probationary employees shall be laid off first. No regular full-time employee shall be laid off while another person in a position is employed on a probationary, part-time, or temporary basis (including SJRPP contract employees) in the same classification. Full-time employees will be laid off by inverse order of seniority in classification. Employees scheduled to be laid off shall be entitled to roll into other classifications which they previously held at SJRPP, or any classification for which they are otherwise qualified as determined by management. When an employee who is scheduled to be laid off identifies a classification that he is eligible to roll into the determination of which of the employees in the identified classification will be laid off will be based on inverse order of service seniority. For example, if the classification of Mechanical Technician was identified for lay-off then

the junior most Mechanical Technician could rollback to the classification of Assistant Mechanical Technician and the junior most Assistant Mechanical Technician would be laid off.

Section 9.7

Regular full-time employees on layoff status will retain recall rights for one (1) year. Laid off employees shall be recalled in inverse order of layoff within a classification. Notice of recall will be made by certified mail to the last known address in the employee's personnel record. The Employer will provide a copy of all notices of recall to the official spokesperson of the Union at the time that the notice is mailed to the employee.

Within ten (10) calendar days of the certified receipt date, laid off employees must signify in writing their intention of returning to work to the Employer. Recalled employees must report for duty within twelve (12) calendar days following the date they submit their written intention to return to work. Failure to respond to this notice within the prescribed time limit shall constitute a voluntary resignation by the employee. Probationary employees shall have no recall rights.

If the Employer does not receive a return receipt on a recall notice within seven (7) calendar days following the mailing of the notice, it shall be assumed that the employee has failed to respond to the notice of recall.

Section 9.8

The Employer and the Union will prepare a seniority list annually.

ARTICLE TEN: FILLING OF VACANCIES/UPGRADES

Section 10.1

This article shall only apply to bargaining unit positions.

Section 10.2

- a. The qualifications necessary to fill any position shall be determined by the Employer. For purposes of this article, qualifications will be defined as the employee's knowledge, skills and ability to assume the responsibility and duties of a given position, as determined by Management. The mere fact that an employee has previously been temporarily upgraded to a job classification, or has previously held a particular job classification, does not in and of itself demonstrate that the employee meets the necessary qualifications. The

appropriate training will be provided as developed per section 10.5h to all new hires and promoted employees so that they will have the knowledge associated with the duties of their classification.

- b. When employees are competing for a promotional vacancy, the employee's service seniority and qualifications shall be considered. Only employees who meet the qualifications established by the Employer as defined in Section 2(a) are eligible to fill a vacancy. If the qualifications, as defined in Section 2(a), are equal among competing employees, seniority shall be the basis of selection.
- c. When a position requires training of employees within a job classification for the purpose of upgrade or promotion, the training will be offered to all employees based on qualifications. Training will consist of a defined curriculum of classroom training and/or on-the-job training. The trainee's progress will be periodically reviewed. The Employer will establish a defined level of qualifications, and all employees will have the opportunity to prove the capability of meeting the established level of qualifications. If the qualifications are equal among employees requesting training, series seniority will be the basis for training.

Section 10.3 – Posting of Vacancies

Notice of job vacancies, including new or additional jobs, shall be posted electronically upon the determination by Management that the vacancy may be filled from within the SJRPP. Electronic notification of all postings referred to in this paragraph shall be furnished to the Union President at the time of posting. Such job notices shall identify the job by classification, title, department, and the closing date for receipt of applications, and shall remain posted for a period of at least fourteen (14) calendar days.

Section 10.4 – Method of Filling of Job Vacancies

- a. Any person interested in filling a vacancy shall complete an electronic employment application, promotion request, or transfer request (provided by the Employer) which shows all of the information necessary to determine the applicant's qualifications for the vacancy. The Employer will respond within five (5) calendar days via e-mail confirming the application had been received. The employee shall be allowed to resubmit the electronic employment application if no confirmation is received within the five calendar days even if posting period has expired, but no later than 10 calendar days after the posting period expiration date.
- b. Posted jobs shall be awarded as outlined in Section 10.2 b. The Employer shall have the right to fill a vacancy from any available source, provided, however,

any person filling the job must meet the same qualifications used to judge employees applying for the job. The Employer shall also have the right not to fill a vacancy.

- c. If during the first sixty (60) calendar days after the promotion or transfer is effective, the Employer determines that the employee cannot satisfactorily perform the duties of the position to which the employee was promoted or transferred, or if the employee opts during that time, Management will return the employee to his former position. If after the first sixty (60) calendar days, but before the applicable probationary period established in the job description, the Employer determines that the employee cannot perform the duties of the position to which the employee was promoted or transferred, Management will return the employee to his position, provided that position is still available.

Section 10.5

- a. The Employer shall determine when it is necessary to fill a position on a temporary basis by temporarily upgrading an employee to that position.
- b. When the Employer determines that it is necessary to fill a position on a temporary basis, the Employer will not force an employee to accept a temporary upgrade, unless no other willing employees are available who possess the qualifications necessary to perform the job.
- c. When the Employer determines that it is necessary to fill a position on a temporary basis and more than one employee possess the qualifications necessary to perform the job, the position shall be filled on a rotating basis so that each of the qualified employees may have an opportunity to serve in the position. The determination of exactly when such a rotation will take place shall be at the discretion of management.
- d. When an employee is qualified for and temporarily assigned by the Employer to perform and accept the duties and responsibilities for the work assigned in a higher class of position, for one (1) or more consecutive working hours, the employee will be compensated at seven percent (7%) above his usual rate of pay for all hours actually worked in the higher classification position not to exceed the range maximum of the upgraded classification.
- e. When an employee has served in a temporarily upgraded classification for five hundred and twenty (520) cumulative hours in a rolling one year period, the employee shall be compensated at the minimum pay rate applicable to the upgraded classification or seven per cent (7%) above the employee's usual rate of pay, whichever is higher, for all subsequent hours worked in the upgraded classification including all subsequent temporary upgrades to that

classification. The upgrade pay shall not exceed the pay range maximum for the upgraded classification.

- f. The provisions of 10.5 shall not apply to an employee who is performing the duties of a higher classification for the purpose of training and experience while under the direction of a qualified employee.
- g. If an employee serves in an upgraded position for three (3) consecutive months, and then is permanently promoted to that same position within three (3) months from the last period of upgrade, the employee's seniority in the upgraded position shall include the three (3) months of temporary assignment.
- h. The Employer and Union recognize the importance of training in the development of an individual's ability to enhance their current skills as well as develop those needed for advancement. As such, the Union shall make advisory recommendations to the Employer concerning the content and/or method(s) of training, as felt to be appropriate.

ARTICLE ELEVEN: GENERAL WORKING CONDITIONS

Section 11.1 – Tools and Equipment

- a. The Employer will initially furnish the use of tools, equipment, and a secure storage area, necessary to accomplish assigned work efficiently, as determined by SJRPP Management. The employee will exercise due caution in the care of tools and equipment assigned to him, and will take appropriate action to protect them from damage or being lost or stolen. When, due to wear or breakage, a tool or item of equipment is no longer safe, and the employee's first level supervisor concurs, the employee shall return the defective item to the supervisor for replacement. If an employer's tools are lost, stolen, or damaged through negligence of the employee they will be replaced at the employee's expense.
- b. The Employer will continue to furnish employees with equivalent safety equipment to that which was provided to them prior to the ratification of this Agreement.
- c. The Employer will furnish employees two sets of coveralls (with the option of bib-coveralls) per fiscal year for their personal use. There shall not be a substantial difference in size between the two pairs ordered, unless specifically authorized by the Employer. Employees are responsible for cleaning and maintenance of the coveralls. Each employee is responsible for notifying the Employer of his size and type coverall. Any employee who fails to provide the size information to the Employer at the time and in the manner designated by

the Employer for providing the information shall receive the same size coverall as previously ordered by the Employee. If the Employer has no previous size information for the employee, the employee will not receive the coveralls. The Employer will place the order for coveralls by November 1 of each year, or within 30 calendar days of the date the collective bargaining agreement is ratified, whichever is later.

- d. The Employer will provide one pair of safety shoes (up to \$150) per fiscal year (October 1 to September 30) to each employee whose job duties require their use. Safety shoe vouchers will remain valid for at least four (4) months when issued prior to January 1st. Any safety shoe voucher(s) issued after January 1st for new hires or others new to SJRPP, will expire no later than April 30th of that year, or thirty (30) calendar days from issuance, whichever is later. Employees who are newly hired or who transfer for the first time into a job whose duties require safety shoes will be provided two pair of safety shoes in their first year in the applicable job and one pair each year thereafter. Those employees who are provided safety shoes by the Employer are required to wear the safety shoes while on duty.

Section 11.2

All employees covered by this Agreement shall keep their department manager informed in writing, at all times, of their home or living quarters address, and a telephone number by which their spouse and/or next of kin may be reached in the event of an emergency. The Employer shall be entitled to rely on the last address and telephone number furnished to it by an employee, and the Employer shall have no responsibility to the employee or his next of kin for failure to receive any kind of notice. This information shall be considered personal and confidential to the extent permitted by law.

Section 11.3

All employees shall furnish a telephone number at which they may be reached, if they have a telephone.

Section 11.4

When the Employer has a question about whether an employee is physically or mentally fit to perform his job duties, the Employer has the right to require the employee to undergo a medical, psychological, or psychiatric examination. The purpose of such examination(s) shall be to determine whether the employee is capable of performing the duties required by his job classification. When such an examination is required it will be conducted on the Employer's time and at the Employer's expense. If the employee does not agree with the results of the medical

and/or psychiatric examination, the employee has the right to request a second opinion. If any employee requests a second opinion, SJRPP shall provide the employee with a list of three licensed and qualified physicians who may be consulted for a second opinion, and the employee shall select a physician from that list. The cost of obtaining the second opinion will be paid by the employee; the examination will be conducted on the Employer time.

Section 11.5

It is acknowledged by all parties that an employee's primary responsibility in respect to gainful employment is to SJRPP. No employee shall knowingly engage in any business or transaction, or have a financial interest, direct or indirect, which is incompatible with the proper discharge of his SJRPP duties, would tend to impair his independence of judgment or action in the performance of SJRPP duties, or would otherwise have an adverse effect on the employee's fitness for duty.

Section 11.6

- a. The Employer shall provide one (1) pair of prescription safety eyeglasses every two (2) years to employees. Exceptions maybe granted when there is a change in an employee's prescription.
- b. The Employer shall replace or pay the cost of repairing an employee's prescription safety eyeglasses that have been provided by the Employer, when the eyeglasses are broken or damaged during the performance of his assigned duties, provided that such breakage or damage did not result from normal wear and tear, negligence or misuse on the part of the employee, or his failure to use proper eye protective equipment where provided by the Employer.
- c. The Employer shall pay the cost of adding UV protection to Employer provided prescription safety eyeglasses for employees who work outdoors.

Section 11.7

During the term of this Agreement, SJRPP agrees to supply to the Union upon written request, but not more than twice a year, the following information pertaining to the members of the bargaining unit: employee's name, current classification, date of employment, date appointed to current classification, and date of last salary increase. Information furnished will be subject to clerical corrections.

Section 11.8

Employees shall not be required to work outdoors during extreme weather, except in

an emergency. It is understood, however, that this rule shall not apply to those employees whose necessary duties require them to work outdoors regardless of weather conditions. Appropriate rain gear shall be provided for those employees who are usually required to work in wet weather. The Employer shall attempt to keep a sufficient supply on hand. It is acknowledged that, in extreme weather conditions, the Employer has the right to assign employees to duties not necessarily in their job classification. Employees shall not be required to perform outdoor job duties in extreme weather conditions which may subject the employee to injury. If an employee is required to perform outdoor job duties in extreme weather conditions which the employee believes may subject him to injury, the employee shall have the right to discuss the matter with the next available higher level of supervision before performing the job.

Section 11.9

The purpose of this section is to set forth the terms and conditions under which SJRPP employees may be temporarily assigned to work at JEA or Florida Power and Light (FPL) generating facilities.

- a. **Nature of Assignments** -- The St. Johns River Power Park ("SJRPP" or "Employer") and the International Brotherhood of Electrical Workers, Local 1618 ("IBEW" or "Union") agree to use SJRPP personnel to aid JEA, Florida Power and Light (FPL), and SJRPP in their efforts to provide reliable power at competitive costs. Such assignments may be made in major outages, major projects, or when special tasks or projects are required by JEA or FPL. The purpose of this agreement is not to replace permanent JEA or FPL employees with SJRPP employees, but rather to supplement JEA and FPL work force when requirements exceed their resources due to plant conditions.
- b. **Duration of Assignments** -- Assignments shall not normally exceed sixty (60) calendar days in duration.
- c. **Selection of Employees for Assignment** -- The Employer will select employees to be assigned to work for JEA or FPL, as follows:
 - 1. A voluntary sign-up list shall be permanently posted in each work area. A separate signup list will be used for JEA and for FPL. Any employee who wishes to volunteer for the temporary assignment(s) shall sign the list. Provided that the employee has not already committed to a particular assignment, any employee who no longer wishes such an assignment can remove his name from the list any time before an assignment is made.
 - 2. When the Employer determines that it is going to assign employees to

work for JEA or FPL, it will refer to the volunteer list provided for in subsection c 1.

3. When there are more volunteers than needed, the Employer will select from among the volunteers based upon their rank on the SJRPP series seniority list. The Employer will select volunteers by selecting employees in sequence from the series seniority list beginning with the most senior and continuing in sequence to the least senior. Each time employees are selected for assignment using this procedure, the Employer will note the last employee selected for the assignment. Each later time that the Employer needs to select from volunteers for assignments to JEA or FPL, the Employer will continue down the series seniority list, starting at the name immediately following the name of the last person selected. Whenever the Employer reaches the bottom of the series seniority list, the Employer will return to the top of the list and continue the selection process from that point.
4. Whenever the nature of the assignment calls for the selection of a person with a certified position, and there are more volunteers with the certified position available than needed, the Employer will select these employees first. The Employer will make the selection by following the same procedure as outlined in Section 11.9 c 3.

Any selection made under this subsection shall not impact on the selected employee's regular place on the series seniority list, and the employee will remain eligible to accept other assignments as they become available to the employee during the regular rotation through the series seniority list.

5. Both parties understand and agree that, following communications with the Union, a volunteer may be passed over if the volunteer is needed (as determined by management) to complete a specific task or work assignment on which he/she is working at the time that the selection is made. Whenever an employee is passed over because the employee is required to complete a specific task or work assignment, the employee who was passed over shall have the right to be selected first for the next assignment.
- d. **Bargaining Rights and Obligations** -- All SJRPP employees assigned to work for JEA or FPL shall retain all rights and obligations afforded under the Collective Bargaining Agreement between the SJRPP and IBEW Local 1618.
 - e. **Hours Worked** -- All hours worked while on temporary assignment to JEA or FPL shall be considered as hours worked at the SJRPP.
 - f. **Supervision** -- SJRPP bargaining unit employees shall report to SJRPP supervision while assigned to JEA or FPL. It is understood that the supervisor may not be on-site but shall be readily available to be contacted.

- g. **Advance Notice** -- Employees assigned to work at JEA or FPL will be given as much advance notice as possible of their selection, and will be briefed about the nature of the assignment and any JEA and FPL procedures that are applicable.
- h. **Applicable Policies & Procedures** -- Employees assigned to JEA and FPL will adhere to all applicable policies, procedures and working rules for the safety of employees of SJRPP, JEA, and FPL. In the event of a conflict among the safety policies or procedures of the companies, the policy of the particular job site shall control.
- i. **Strikes/Lockouts** -- SJRPP will not assign any of its employees to work at FPL during an FPL strike or lockout.
- j. **Expenses** – Prior to an employee’s temporary assignment at JEA or FPL, the Employer will provide for the payment of any foreseeable out-of-town expenses which the employee may incur while on official business of the Employer. Any additional expenses incurred by the employee while on the official business of the Employer shall be reimbursed afterward in accordance with SJRPP expense reimbursement policies.

Section 11.10 – Commercial Driver’s License (CDL)

- a. The Employer has the right to determine whether an employee is required to have a valid CDL as a condition of employment. The Employer will notify those employees who are required to have a CDL of the requirement. The Employer will notify the Official Spokesperson of the Union of any employees who are required to have a CDL.
- b. Employees who are required to have a CDL are required to renew the license as a condition of continued employment.
- c. The Employer will reimburse the initial cost of obtaining a CDL on a one time basis to any employee who is required to possess a CDL in order to fulfill the requirements of his or her job at SJRPP. In addition, SJRPP will reimburse renewals as required by law. An employee seeking reimbursement for the renewal of his/her CDL can verify that he or she has renewed the license by providing the employer with a copy of either the renewed license or a receipt for the cost of the renewal.

Section 11.11 – System or Limited Emergency

- a. The CEO/Managing Director of JEA, or designee, has the authority to declare

either a system or limited emergency. In the event that the Managing Director or designee declares either type of an emergency, the provisions of this section take effect.

This language is used to determine pay for employees who are sent home during a declared emergency and for employees that work when other employees are sent home with pay during a declared emergency.

- 1) System Emergency – All or the vast majority of employees of the Company are affected by the emergency.
 - 2) Limited Emergency – The emergency only affects a portion of the Company, one or more departments, but not all.
- b. Non-Essential Employees. Employees who are not required to be at work and are released in accordance with the declaration of an emergency are subject to the following:
1. Non-essential employees, when they are not required by the Employer to report to work due to an emergency, shall be released from duty and shall be granted administrative leave with pay for the balance of their normal work schedule and any additional days/hours of their normal work schedule during the declared emergency
 2. Non-essential employees who are already on previously approved leave with pay at the time of the emergency, or who are scheduled to take authorized leave with pay during the time of the emergency shall not be charged for the leave for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.
 3. Non-essential employees who are already on previously approved leave without pay at the time of the emergency, or who are scheduled to take authorized leave without pay during the time of the emergency, shall not be paid for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.
 4. If a scheduled holiday falls within the time that non-essential employees are on administrative leave with pay due to an emergency, the employees will be paid for the holiday as normal holiday pay in lieu of administrative pay and, will not receive any additional holiday leave or pay for that day.

5. Also, Non-Essential employees may be required to work during a declared emergency. In those situations, the provisions applicable to the Essential Employees shall apply.

Note #1:

An individual employee may be designated either Essential or Non-Essential at different times during the full duration of a declared emergency. Example: during a major storm event, many employees will likely be deemed Non-Essential initially; but once the storm passed and JEA/SJRPP mobilizes its restoration efforts, those same employees may be deemed Essential.

Note #2:

The designation of Essential or Non-Essential may be applied to bargaining unit or geographical area. Example: A Limited Emergency declared at another facility, requiring some employees to be designated Non-Essential and placed on Administrative Leave does not mean that SJRPP employees are thereby designated essential.

- c. **Essential Employees.** Employees who are assigned to work during a declared emergency*. These employees are subject to the following:
 1. Essential employees will be required by SJRPP to work during the emergency.
 2. To the maximum extent possible, when the general population is being required to evacuate an area in anticipation of a hurricane, tropical storm, or similar circumstance where there is advance notice of a situation that is expected to create an emergency, the Employer will allow essential employees reasonable time, as determined by the Employer, to return to their residence, secure the residence, and make plans for the safety of their family. After allowing a reasonable time for such activities, as determined by the Employer, essential employees shall be required to report back to work during the emergency.
 3. Essential employees who are required to work during the emergency shall be compensated for the time worked, as provided for in the hours of work and overtime article of this Agreement. In addition to any compensation payable under that article, essential employees will be paid straight time hourly pay for the time that they would have been on administrative leave with pay if they had been designed a non-essential employee (up to a maximum of forth (40) hours per work week).
 4. During an emergency, essential employees who are required to report for work will be provided with a meal, not a meal allowance, for all meals during normal meal times (as defined by Section 19.1.a).

However, employees may earn meal allowances as a result of being entitled to an additional allowance due to the passing of a five-hour interval as provided for in Section 19.1.c.

- * The Employer will consider qualified employees who volunteer prior to mandatory assignment.
- d. **Alteration of Annual or Personal Leave Schedules.** As provided for in Articles 21.8 and 22.7 of the Collective Bargaining Agreement, the Employer has the right to alter the annual or personal leave schedule of any employee in emergencies. This right includes the right to require employees who are on leave at the time of the emergency to return to work. In such cases, the Employer will reimburse the employee for any non-refundable expenses incurred as a result of the cancellation or alteration of the employee's annual or personal leave plans.
- e. **Employer Communications with Employees During the Emergency.** Any employee who is released from work during an emergency is expected to resume his/her regular work schedule when directed to do so by the Employer. In order to assist employees in determining when they are expected to return to work, the Employer will take reasonable steps to keep employees advised about the status of operations, including the dates and times that employees are expected to resume their regular work schedule. For example, the Employer will release information to employees via the Employer's voice mail or e-mail system, through releases of information to news media, and any other appropriate means of communicating with employees. To the extent that any employee relies on information released via local news media to determine when he or she is expected to return to work, employees are to follow instructions related to JEA/SJRPP, not those issued regarding City of Jacksonville employees.

ARTICLE TWELVE: SAFETY

Section 12.1

- a. The parties to this agreement recognize the hazardous nature of work in the electric utility industry. Because of the inherent hazards of work in the industry, the Union and the Employer recognize the importance of maintaining safe working conditions. In order to assure safe working conditions, the Employer will establish a Plant Safety Committee.
- b. The Plant Safety Committee shall make advisory recommendations to the Employer with regard to the following:

1. The development and administration of a Plant Safety Program for all employees.
 2. Promotion and maintenance of an active interest in safety in the plant.
 3. Revisions to the Plant Safety Manual.
- c. The Plant Safety Committee shall consist of five (5) members. The Union will appoint one (1) member of the committee. Management will appoint four (4) members of the committee with at least one appointment coming from the bargaining unit. The Plant Safety Committee shall meet no less than ten (10) times per year.

Section 12.2

- a. Each SJRPP employee is responsible for observing all safe work practices and safety rules on all jobs performed by that employee.
- b. SJRPP will require all non-SJRPP personnel to agree to abide by SJRPP safety rules.

Section 12.3

All employees shall proceed without delay to carry out orders and instructions from their supervisors unless the employee reasonably believes that doing so would jeopardize the health or safety of him/her or another. Employees who rely on this section to refuse to carry out orders will be subject to discipline if the Employer determines that the employee did not have reason to believe that carrying out the order would jeopardize health or safety. The Plant Safety Committee will assist in determining if carrying out the order would jeopardize health or safety.

ARTICLE THIRTEEN: COMPREHENSIVE DRUG AND ALCOHOL ABUSE POLICY AND PROCEDURES

Section 13.1 -- Prelude

The Employer and the Union agree that education and communication about the Employer provided Employee Assistance Program (EAP) is a very important tool toward having a drug free work force. The Employer will see that information about the EAP is available for employees and their families. It should be every employee's goal to help those co-workers, whom they know have some type of problem with substance abuse, to seek help through the EAP.

Section 13.2 Definitions

- a. "Drug abuse" means:

1. The use of any controlled substance as defined in Section 893.03 Florida Statutes, as amended not pursuant to a lawful prescription. A “lawful prescription” is defined as a prescription issued in the name of the employee by a licensed health care practitioner in full compliance with the practitioner’s practice act.
 2. The commission of any act prohibited by Chapter 893, Florida Statutes.
 3. Abusing a lawful prescription.
 4. Substituting or adulterating any specimen during a drug test.
 5. Refusing to submit to a drug test.
- b. **Diluted Specimen:** A specimen that has a creatinine reading less than 20 mg/dL but greater than 5 mg/dL, and a specific gravity less than 1.003 but greater than 1.001.
- c. **Substituted Specimen:** A specimen that has a creatinine of less than or equal to 5 mg/dL and a specific gravity less than or equal to 1.001 or greater than or equal to 1.020. (Such specimens do not exhibit the clinical signs or characteristics associated with normal urine).
- d. **Adulterated Specimen:** A specimen is:
- Adulterated* if the nitrite concentration is equal to or greater than 500
- Adulterated* if the pH is less than or equal to 3, or greater than or equal to 11
- Adulterated* if a foreign substance is present, or if an endogenous substance (one that is normally found in urine) is present at a concentration greater than the normal physiological concentration.
- e. **“Illegal drug”** means any controlled substance as defined in Section 893.03, Florida Statutes, not possessed or taken in accordance with a lawful prescription.
- f. **“Department of Health and Human Services (HHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs” (the HHS Guidelines)** means those guidelines as printed in the June 9, 1994, Federal Register (59 RF 29908) and as amended from time to time.
- g. **“Reasonable belief”** means an opinion which a prudent person would form based on observation and testimony from credible sources. Observation includes, but is not limited to, sensory facts (what a person saw, heard,

smelled, tasted, or touched). Objective factors that should be taken into consideration in determining reasonable belief are:

1. The nature of the information;
2. The reliability of the person or source providing the information;
3. The extent of any confirmation; and,
4. Any other factors contributing to the belief or the lack thereof.

Not all of these factors must exist to find reasonable belief, but all must be examined.

- h. **“Alcohol”** means ethyl alcohol (ethanol). References to use of alcohol include use of a beverage, mixture, or preparation containing ethyl alcohol.
- i. **“Alcohol abuse”** means the ingestion of alcohol or alcoholic beverages, which impairs or adversely affects the employee’s ability to perform his or her job duties. The use or being under the influence of alcohol or alcoholic beverages on the job by SJRPP employees is strictly prohibited.

Section 13.3 Circumstances When Testing May Be Required

The Employer may require an employee to submit to drug and/or alcohol testing under any of the following circumstances:

- a. Whenever two (2) managerial/supervisory employees concur that there is a reasonable belief that an employee is using, under the influence of, or in possession of illegal drugs and/or alcohol while on duty, or that the employee is abusing illegal drugs and/or alcohol and the abuse either adversely affects his/her job performance or represents a threat to the safety of the employee, his/her co-workers, or the public. The official Union spokesperson or designee shall be notified as soon as practicable that the reasonable belief has been established. It is understood that prior notification to the Union spokesperson or designee is not required for testing to be conducted.
- b. An employee is required to immediately notify a supervisor or a manager whenever the employee is involved in an accident, while on duty, involving personal injury or property damage.

Whenever an employee is involved in an accident, while on duty, involving personal injury which requires medical evaluation or property damage which could result in liability to the Employer (as determined by the Employer), loss or damage to Employer property, a lost time accident, urine specimens will be

collected from all employees directly involved in the accident and stored for future testing. For purposes of this provision, an employee is considered directly involved in the accident if the employee was in a position or situation where his/her action or inaction could cause, contribute to, or impact on the accident, (regardless of whether the employee was at the location of the accident.) If the accident/damage investigation reveals that employee negligence was a cause, the negligent employee's(s') specimen will be tested. All samples not tested will be destroyed within ten (10) calendar days of the accident/damage investigation team report or within twenty (20) calendar days of the accident if no investigation is held. The accident/damage investigation team shall include the official Union spokesperson or designee.

- c. Any time within one (1) year after an employee has voluntarily admitted to a controlled substance/alcohol problem as provided for in Section 13.6 a or tested confirmed positive for the presence of a controlled substance taken from a lawful prescription issued to the employee's spouse or family member permanently residing with the employee, and/or tests positive for alcohol, or one (1) year after completing initial rehabilitation, whichever is later. (The rehabilitation counselor shall direct a letter to both the Employer and to the employee establishing the date on which rehabilitation was completed.)
- d. All employees may be tested annually based on the following conditions:
 - 1. Employees who are subject to "CDL" or "Safety Sensitive" testing, as provided in this Article shall not also be subject to Annual testing.
 - 2. Employees will be given a minimum of thirty (30) calendar days written notice, by the Employer of the week in which testing will occur. If an employee is transferred after receiving notice, the initial notice shall determine the date and site of testing.
 - 3. The test will be given any time during the week of testing on the employee's normal workday with no additional notice.
 - 4. If an employee is absent during the week specified for testing, the employee will be tested at anytime within ten (10) workdays of the employee's return to work, without prior notice.
 - 5. If, the test is canceled after notice is given, the employees will be given written notice of the cancellation and the reason therefore. When the test is rescheduled another thirty (30) calendar day written notice will be given. The annual test can be canceled and rescheduled one (1) time each year pursuant to this subparagraph.

- e. As required by the Federal Highway Administration (FHWA) Controlled Substances & Alcohol Use & Testing Program, 49 CFR 382, et seq. (This federal regulation, also known as "CDL Testing", requires testing for alcohol as well as for controlled substances.) Provided, however, that CDL alcohol testing will be governed by 49 CFR 382 et.seq. In testing for the presence of alcohol, the Employer shall use a generally accepted blood test procedure which produces quantitative results showing the amount of alcohol present in the blood. For breath analysis, the Employer shall use a generally accepted breath analysis procedure using breath analysis equipment that conforms to National Highway Safety Administration (NHTSA) Standards (49 FR 48855), as it may be amended from time to time, and to any applicable State Statutes.
- f. All employees in safety sensitive classifications are subject to random drug and alcohol testing program. Any employee who disputes the safety sensitive designation of his position shall be required to submit a sample in accordance with testing procedures. If the employee tests positive and is subsequently disciplined, the employee shall have the right to grieve such discipline under the terms of this Agreement. In such grievance, the Employer shall have the burden of proving that, at the time of the test, the employee met the criteria set forth in Article 13.3 g1-2 that the testing was in compliance with the Agreement and that the Employer had proper cause to test and discipline the employee.
- g. For purpose of this Article a safety sensitive position is one where drug or alcohol affected performance could clearly endanger the health and safety of others. Specifically, safety sensitive positions are those that meet the following criteria:
 - (1) The employee's duties are such that errors in judgment, inattentiveness, or diminished coordination, dexterity or composure while performing his/her duties could result in mistakes, omissions, oversights or other errors that would constitute an immediate and direct threat to the health and safety of others: and
 - (2) Employees in these positions work with such independence or perform such tasks that it cannot be safely assumed that mistakes such as those described in subparagraph (1) would be prevented by a supervisor by another employee or safety procedures (i.e. Tagging Procedure).
- h. Nothing in this Agreement shall be deemed a waiver of the rights of any employee who is disciplined pursuant to these provisions of the Agreement to challenge in a court of law whether such testing was permissible under applicable law.

- i. Any employee newly hired or promoted into a job classification that is subject to random drug and alcohol testing because of the safety sensitive nature of his/her job shall be provided with written notice that he/she is subject to random drug and alcohol testing at least thirty (30) calendar days prior to being subjected to random testing.

Section 13.4 Testing Procedures

a. Drugs

1. Whenever an employee is required to provide a urine specimen for these testing procedures, the specimen will be divided into two samples at the time of collection in order to facilitate the testing procedures described in this section. The collection facility and the Substance Abuse and Mental Health Services Administration (SAMHSA) certified tester shall follow specimen collection and testing procedures consistent with the HHS Guidelines, except as specifically amended herein.
2. The threshold level or cut-off limit and substances shall be as set forth below or as established by HHS and/or SAMHSA. The following levels have been established as of the effective date of this Agreement; however, the levels established by HHS and/or SAMHSA which are in effect as of the date of any given test shall govern. Provided, however, the Union shall be given at least ten (10) calendar days prior written notice of any changes in established levels prior to any testing conducted with the new established levels test. If the written notice of annual testing was issued prior to the Union being notified, the affected employees shall be given another thirty (30) calendar day written notice of such test.

INITIAL SCREENING THRESHOLDS

<u>SUBSTANCE</u>	<u>THRESHOLD IN NG/ML</u>
Amphetamines	500
Marijuana metabolites	50
Cocaine metabolites	150
Opiate metabolites	2000
Phencyclidine	25

CONFIRMATION TEST THRESHOLDS

<u>SUBSTANCE</u>	<u>THRESHOLD IN NG/ML</u>
Amphetamines	250
Marijuana metabolites	15
Cocaine metabolites	100

Opiate metabolites	2000*
Phencyclidine	25

* The confirmation test will also include a test for 6-monacetylmorphine (MAM)

3. The SAMHSA certified tester shall utilize the following procedures to the extent that they are not inconsistent with the HHS Guidelines:
 - (a) The SAMHSA certified tester shall submit the first of the samples to an immunochemical assay or radioimmunoassay test. If the results of this test are negative, no further testing will be required and all collected specimens will be disposed.
 - (b) If the results of the initial test provided for in Section 13.4 a 3 (a) are positive, the SAMHSA certified tester will submit the same sample for further testing using the gas chromatography/mass spectrometry (GC/MS) method to verify the initial test results. The Employer will not be notified about the initial positive result, until it has been confirmed as provided for in this section.
 - (c) If the specimen provided is unsuitable for testing, or if the chain of custody is violated, the employee will be advised in writing of those circumstances and will be requested to provide another specimen for testing. In the case of the annual test provided for in Section 13.3 d, another thirty (30) calendar day written notice of the test will be provided. Provided the employee was not at fault, an additional specimen will be requested not more than one (1) additional time because of chain of custody violations.
 - (d) Specimens that are adulterated or substituted will be reported as a "refusal to test," and the employee will not be offered the opportunity for a test of the second sample provided for in Section 13.4 a 4 below.
4. If the results of the second test for illegal drugs that is provided for in Section 13.4 a 3 (b) is positive, as confirmed by a qualified (HHS Guidelines) medical review officer (MRO), the HHS Guidelines shall be followed for confirmation and notification of the employee and review with the employee of their medical history prior to notification to the employer. The employee may request that the Employer provide that employee with appropriate information regarding the test results sufficient to explain why the employee is deemed to have tested positive (i.e. Litigation Package). Such information shall include, at the

employees request, the opportunity to discuss the test results with the MRO. The employee shall be placed on administrative leave with pay until two (2) working days after the employee is provided with the litigation package (if requested in writing) for the purpose of reviewing the information provided by the Employer and making his/her decision whether to proceed with the test of the second sample. During that time the employee may elect to have the second sample subjected to further testing by a different SAMHSA certified tester at the employee's expense. If the second sample tests negative, the Employer will reimburse the employee for the cost of the test. If the tests on the second sample are positive, or if the employee does not request testing of the second sample, the Employer may take corrective and rehabilitative action as provided for in the article and/or disciplinary action where appropriate.

b. Alcohol

- 1 Whenever an employee is required to be tested for alcohol, the Employer shall utilize a generally accepted blood test procedure or a CDL certified Breathalyzer that provides quantitative results showing the amount of alcohol present in the blood.
- 2 The threshold level or cut-off limit shall be set forth below or as established by HHS and/or SAMHSA and/or Florida Statute. The following levels have been established as of the effective date of this Agreement; however, the levels established by HHS and/or SAMHSA and/or by Florida Statute which are in effect as of the date of any given test shall govern.
- 3 Alcohol test shall be performed by licensed medical facility selected by the Employer. Any alcohol test shall be obtained while the employee is on duty. The Employer may extend the employee's duty period for the purpose of such testing.

Alcohol Testing Thresholds to Determine Impairment Under Florida Statutes

<u>0.05 to 0.079</u>	(Reference Section 13.5 b 2 and 3)
<u>0.08 and Above</u>	(Reference Section 13.5 b 4)

Alcohol Testing Thresholds for Employees with CDL

<u>0.020 to 0.039</u>	(Reference Section 13.7 c)
<u>0.040 to 0.079</u>	(Reference Section 13.5 b 1, 2 & 3)
<u>0.08 and Above</u>	(Reference Section 13.5 b 4)

Section 13.5 – Disciplinary Action

- a. Drug Abuse shall subject the employee to the following discipline:
 - 1. Any employee who used a controlled substance pursuant to a prescription lawfully issued to a member of the employee's household residing with the employee shall be given a single last chance agreement – provided the prescription was taken for the employee's bona fide medical condition. Subsequent violations of the policy shall result in termination from employment.
 - 2. Drug abuse, other than described in Section 13.5 a 1 above, shall result in termination from employment.
- b. Alcohol Abuse shall subject the employee to the following discipline:
 - 1. If an employee with a CDL tests positive for a breath or blood alcohol level between 0.04 and 0.05, the employee must complete rehabilitation before he/she is released to drive a SJRPP vehicle.
 - 2. If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08, and there is no other competent evidence of impairment, the employee will be given a Last Chance Notice. Any subsequent positive test producing a breath or blood alcohol level in excess of 0.05 will result in the employee being terminated from employment.
 - 3. If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08 and there is other competent evidence of impairment, the employee will be terminated from employment.
 - 4. If an employee tests positive for a breath or blood alcohol level at 0.08 or higher, the employee will be terminated from employment.
- c. Any employee who refuses to submit to substance abuse or alcohol testing (including adulterating or substituting a sample) as required by this article shall be subject to termination from employment.

Section 13.6 Rehabilitative/Corrective Action

- a. Any employee is eligible one time only to notify the employer that he/she has a drug and/or alcohol problem and, upon such notification, the employee shall be permitted to enter rehabilitation, subject to a single Last Chance

Agreement. In order to be eligible for this one time opportunity for rehabilitation, the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day before the employee is notified that he/she is scheduled for testing pursuant to Section 13.3 a (reasonable belief testing), Section 13.3 f (safety sensitive testing), and Section 13.3 e (CDL testing). In the case of testing under Section 13.3 b (testing following an accident), the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day in advance of any accident that gives rise to the need for testing in order to be eligible for this one time opportunity for rehabilitation. In the case of testing pursuant to Article 13.3 d (annual testing), the employee must notify the employer that he/she has a drug and/or alcohol problem before the week that the employee is scheduled to be tested in order to be eligible for this one time opportunity for rehabilitation.

- b. Employer may require an employee to submit to counseling or other rehabilitative treatment as a condition of continued employment pursuant to the following situations:
 - 1. An employee who voluntarily acknowledges a drug and/or alcohol problem pursuant to Section 13.6 a.
 - 2. An employee who tests positive for the presence of a controlled substance pursuant to a lawful prescription (Section 13.5 a 1) issued to a member of the employee's household residing with the employee.
 - 3. An employee who tests positive for alcohol pursuant to Section 13.5 b.
- c. Any employee who is required to submit to counseling or other rehabilitative treatment as a condition of continued employment shall sign a release, authorizing the release of information to the Employer sufficient to determine whether the employee can safely perform his/her job duties. The decision as to whether the employee can safely perform his/her job duties shall be made by the employer in conjunction with a physician associated with the rehabilitation/treatment facility. The information provided to the Employer shall be limited to the following:
 - 1. Whether the employee has regularly attended counseling and/or treatment sessions, as directed.
 - 2. Whether the employee has satisfactorily participated in counseling and/or treatment sessions.
 - 3. Whether the employee has complied with all requests for substance abuse tests, and whether the employee has passed all of those tests.

4. Whether the employee has admitted to using alcohol or illegal drugs subsequent to the test which resulted in the referral to counseling and/or rehabilitative treatment.
 5. Whether there is any reason to believe that the employee's return to work could result in a risk to persons or property.
 6. Whether the Employer should impose any work related limitations or requirements upon the employee in the event that the Employer determines to permit the employee to return to work.
- d. Driving restrictions for employees with a CDL shall be as stipulated in the Federal Highway Administration Controlled Substance & Alcohol Use & Testing Program, 49 CFR 382, et seq.

Section 13.7 Examination and Test

- a. Except as provided in Section 13.4 a 4, the Employer will pay the cost of any test required by Section 13.3. Provided, however, that in the case of alcohol testing conducted pursuant to Section 13.3 e, any employee who is subject to dismissal will be given the opportunity for an independent blood alcohol test conducted at the same time at his own expense.
- b. Urine specimens required by this article will be obtained while the employee is on duty. The Employer may extend the employee's duty period for the purpose of drug testing. Unless factor(s) arise during testing which cause a reasonable belief that the testing process is being compromised, there will be no visual observation of the act of urination.
- c. In the case of alcohol testing conducted pursuant to Section 13.3 e, any employee who tests 0.039 breath alcohol content or less (but in excess of 0.02 breath alcohol content) in any test conducted before 10:00 a.m. will be permitted to test again within one hour from the first test. This waiting period will be on the employee's own time. The first test will be used to determine appropriate discipline, in conjunction with any further test results.
- d. Drug tests will be performed by a SAMHSA certified facility selected by the Employer.
- e. Employees who are required by this article to take a drug or alcohol test shall be required to sign an authorization form releasing the records of such tests to the JEA Director of Employee Services or designee. The JEA Director of Employee Services or his/her designee, shall release relevant information

contained in those records only to those management officials and representatives directly involved in employment related decisions involving that employee. This shall not limit the Employer from providing work-related information regarding the employee to the employee's supervisors, including work-related limitations or requirements and the reasons therefore. Each individual receiving such information shall be instructed regarding the confidential nature of that information.

- f. Unless otherwise required and as otherwise provided in this Agreement, the Employer shall keep confidential the results of any testing provided for in this article. The test results shall be maintained separately from the employee's personnel file and will be released only on a "need to know" basis. The Employer shall destroy any results of positive testing which the Employer later determines have been refuted. Unless they become part of a disciplinary action, test results shall be considered confidential medical records that are not subject to disclosure under Florida's public records act.

Section 13.8 Training

Supervisors, bargaining unit representatives, and officers shall receive mutually agreeable outside training to include behavioral observation techniques for detecting reduced job performance, and the impairment or change in employee behavior, techniques for recognizing drugs, drug paraphernalia, and the indications of the use, sale or possession of drugs; and the procedures for referral to the Employee Assistance Program (EAP).

Section 13.9 Employee Support

The Union representatives and officers will serve as an Employee Support Team. Any member of this support team may be a liaison between the employee and referral to EAP to make employees aware of available help.

Section 13.10 Employer Initiation

The testing program was initiated at the request of the Employer. The Union has participated only to the extent of protecting the rights of workers arising from administration of the testing program. It is intended that the Employer shall be solely liable for any legal obligations and costs arising out of the provisions and/or application of this article.

ARTICLE FOURTEEN: DISCIPLINARY ACTION

Section 14.1

Disciplinary action based upon proper cause, including termination from employment,

will be taken in accordance with the Employer's personnel procedures relating to discipline promptly as practicable under operational conditions. Progressive disciplinary action will be taken for repeated similar or related offenses, except where the course of conduct or severity of the offense justifies otherwise.

Section 14.2

Violations for which disciplinary action may be taken shall be documented on a Disciplinary Action form provided by the Employer. The Employer may provide counseling to an employee before imposing disciplinary action when the employee did not know and could not have known of the impropriety of the conduct for which the employee is being disciplined. The purpose of counseling in such cases is to advise an employee of required or prohibited conduct of which the employee was not aware, to document that such advice was given, and to remind the employee that future violations will be subject to discipline. Provided, however, an employee may be subject to disciplinary action for the violation of established rules or policies, or for acts which are improper in and of themselves. Disciplinary action will be taken within sixty (60) calendar days of the date management became aware of the violation. If no action is taken within this time the violation will not be subject to discipline. Provided, however that all time limits established by this section may, at management's discretion, be extended during the pendency of a felony criminal investigation into an employee's conduct. In such cases, the time limits established by this section will not begin to run until all investigations and/or prosecutions involving the employee are concluded.

Section 14.3

Except as provided in this section, disciplinary entries in an employee's personnel file shall not be used as a basis for future disciplinary action after twenty-four (24) months from the date of the entry if there has been no recurrence of the type or kind of conduct which gave rise to the disciplinary entry. The Union recognizes that the Employer is required to retain copies of all disciplinary entries in order to comply with Chapter 119, Florida Statutes, as it may be amended from time to time. Any disciplinary entry may be introduced in a termination proceeding against an employee, even if such entries are more than twenty-four (24) months old.

Section 14.4

An employee will be allowed to review his/her master personnel file at a reasonable time. When a document has been placed in the employee's master personnel file in error or is invalid, said document shall be removed.

Section 14.5:

When an employee is off the payroll due to a suspension, the Employer will continue to pay the life insurance and medical insurance premiums normally paid by the Employer, which includes the Employer's portion of the dependent medical insurance premium. The employee is responsible for the optional life insurance premium and his/her portion of the dependent medical premium.

ARTICLE FIFTEEN: GRIEVANCE/ARBITRATION PROCEDURE

Section 15.1

The procedures set forth in this Article shall be the exclusive means of resolving Union and employee grievances, defined as disputes concerning the interpretation or application of this Agreement. Grievances resulting from allegations or complaints of discrimination under Equal Employment Opportunity laws are excluded from consideration under this article.

Section 15.2

Most grievances arise from misunderstandings or disputes which can be settled promptly and satisfactorily on an informal basis at the immediate supervisor level. The Employer and the Union agree that every effort will be made to settle grievances at the lowest level possible.

Section 15.3

- a. All references to days in these procedures are to calendar days. In computing any period of time prescribed by this article, the day of the event from which the time period begins to run shall not be counted. If the last day of any applicable time period called for in these procedures is a Saturday, Sunday, or holiday, the deadline is automatically extended to the close of business of the next scheduled working day.
- b. Time is of the essence in these procedures. Although any time limit may be extended by mutual agreement of the grievant or the Union and the Employer (which shall be confirmed in writing), the failure on the part of the grievant or the Union to observe any applicable time limit shall constitute an abandonment of the grievance. If the Employer fails to respond to a grievance within the time limits set out in this article, the Union or the employee may proceed to the next step of the grievance procedure.
- c. This grievance procedure shall be the exclusive method for resolving disputes concerning the application or interpretation of this Agreement. All resolutions

of written grievances shall be reduced to writing. A copy of the written grievance resolution shall be forwarded to the Union's official spokesperson.

- d. Newly hired probationary employees shall not be entitled to use the procedures of this article to contest disciplinary action or probationary performance evaluations. Newly hired probationary employees shall be entitled to grieve other violations of this Agreement pursuant to the provisions of this article.
- e. Any employee may present his own grievance, in person or by legal counsel, to the Employer and may have the grievance adjusted without the intervention of the Union provided that:
 - 1. the adjustment is not inconsistent with the terms of this Agreement; and
 - 2. the Union's official spokesperson has been given reasonable notice and opportunity to be present at any meeting called for the resolution of such grievance.
- f. When a number of identical grievances are to be submitted, the parties may mutually agree to allow the Union to select one for processing at step one (1) with an attached listing of all of the employees submitting the grievance. In the event that identical grievances have been processed individually at step one, the Union may select one for processing at the step two level, and in such cases the Union shall attach a list of all the employees who have filed identical grievances. The decision on the grievance selected will be binding on the remaining employees listed on the attachment to the grievance. Names of all aggrieved employees will be made a part of the record of the grievance processed. Each grievant will be notified of the resolution of the grievance.
- g. Grievances (as defined by section 1 of this article) that are not directly related to a single crew (for example may be a cost center or department) may be introduced at the Step 2. The Union has the right to initiate grievances of these types as the grievant.
- h. Grievances (as defined by section 1 of this article) which arise as a result of SJRPP upper management decisions or regarding the interpretation or intent of SJRPP policies and procedures may be initiated at step three (3) upon mutual agreement of the parties,. The Union has the right to initiate grievances of these types as the grievant.
- i. Grievances of termination of employment shall be initiated at step three (3).

- j. Grievance meetings will, when practicable and consistent with operational needs, be scheduled during the grievant's work time.
- k. Upon mutual agreement of the parties, grievance meetings of identical grievances may be held as a group. Provided, however, that all grievants shall have the opportunity for a meeting.
- l. The grievance responses by the Employer shall state the reasons for either sustaining or denying the grievance. The grievant and/or Union's appeal to a higher step shall state the reasons why the grievant and/or Union believes that the Employer's response at the lower step is in error.

Section 15.4 -- Procedures

Informal Resolution of Disputes: Nothing in this section shall be deemed to preclude appropriate informal efforts to resolve any disagreement arising in the workplace. Each potential grievant is encouraged to seek informal resolution of any issue or dispute prior to resorting to the grievance procedure.

- Step 1. a. The grievance procedure is initiated by the grievant's presentation of a fully completed copy of the standard grievance form (Appendix Two), along with any appropriate supporting documents, to the grievant's immediate supervisor (outside the bargaining unit) or the first line supervisor (outside the bargaining unit) in the area where the alleged grievance occurred within Fourteen (14) calendar days of the date of the action which precipitated the grievance, or within Fourteen (14) calendar days of the date on which the grievant knew or should have known of the facts giving rise to the grievance. The grievance form may be amended up through the date of the Step 1 meeting, except that matters unrelated to the grievance as originally written may not be added. If there is no Step 1 meeting, the grievance form may be amended at the first opportunity or at the first grievance step meeting held, whichever occurs first.
- b. All relevant documents and information relating to the grievance shall be furnished to the supervisor by the grievant at the time the grievance is submitted, except for documents or information which could not have been discovered or obtained with due diligence. After the receipt of a completed grievance form and accompanying documents, the grievant, the Union, and the grievant's immediate supervisor (outside the bargaining unit) shall meet to discuss the grievance upon the request of the grievant, the Union, or the Employer. The supervisor shall hold a meeting within seven (7) calendar days of receipt of a completed grievance form and accompanying documents. The

supervisor shall provide a written decision regarding the grievance within ten (10) calendar days after the date of the meeting. If no written decision is issued within ten (10) calendar days after the date of grievance meeting is submitted, or if the grievant is not satisfied with the Step 1 decision, the grievant may proceed to Step 2.

- Step 2. a. Within ten (10) calendar days of the date the Step 1 decision is due or is received by the grievant, whichever is sooner, a grievant who is not satisfied with the Step 1 decision may present the grievance to the Superintendent. The grievant shall state in writing the reason(s) for his dissatisfaction with the Step 1 decision and shall attach copies of all applicable Step 1 documents. This appeal is to be hand delivered to the Superintendent or designee located on the SJRPP site, who will date stamp and copy the grievance and forward it as needed for processing.
 - b. The Superintendent or his designee shall meet with the grievant and his representative, upon the request of the grievant, his representative, or the Employer. If a meeting is requested, it will be held within ten (10) calendar days from the date the grievance is presented at the Step 2 level. The Superintendent or his designee shall respond to the grievance, in writing, within ten (10) calendar days following the Step 2 meeting. If a meeting is not requested, the Superintendent or his designee shall respond, in writing, within ten (10) calendar days from the date the grievance is presented at the Step 2 level.
- Step 3. a. If the grievant is not satisfied with the Step 2 decision, or if no decision issues within the prescribed period, the grievant may present a written appeal to the Plant Manager or his designee within ten (10) calendar days from either the date of the Superintendent's response or the date on which it was due, whichever is sooner. This appeal is to be hand delivered to the Plant Manager or designee located on the SJRPP site, who will date stamp and copy the grievance and forward it as needed for processing.
 - b. The Plant Manager or his designee shall meet with the grievant, the Union president or his designee, and other representatives who may be designated by the Union (including stewards and a representative of the International Union), within ten (10) calendar days following the date the grievance was presented at the Step 3 level. Only the grievant, the Union president or his designee, and one other representative will be on paid time. The Plant Manager or his designee shall respond to the grievance, in writing, within fourteen (14) calendar days following the date of the meeting.

- c. A Plant Manager's designee will not be designated to hear a grievance in his own area. The designee shall have full authority to render a written response on behalf of the Plant Manager.

Step 4. If the grievant is not satisfied with the Step 3 decision, or if no decision issues within the prescribed period, the Union may invoke arbitration by sending written notice to the Employer within fourteen (14) calendar days of the date of the Step 3 decision of the Plant Manager or his designee, or of the date on which it was due, whichever is sooner. Invocation of arbitration by the Union will not preclude settlement of the grievance at any time prior to the issuance of an arbitrator's award.

Section 15.5

Upon appeal to arbitration, the Employer and Union shall jointly submit a written request to the Federal Mediation and Conciliation Service (FMCS) for a list of at least seven professional arbitrators from Alabama, Florida, or Georgia (excluding Duval County, Florida). The parties shall split the cost charged by the FMCS for the list of arbitrators. Upon receipt of the list, representatives of the Employer and Union shall meet or confer within fifteen (15) calendar days and, beginning with the Union, each shall alternately strike, one at a time, names from the list. The last remaining name on the list shall be the arbitrator, and the parties shall jointly notify the arbitrator of his selection. Either party may object to all names on the list, provided that objection is made prior to the commencement of the striking process, not to exceed one list objection per party. If this happens, a joint request for a subsequent list will be made. The party that objects to the list shall bear the cost of the subsequent list.

Section 15.6

All arbitrations arising under this Agreement shall be conducted in accordance with the following rules:

- a. Pursuant to Section 447.401 and Chapter 682, Florida Statutes, as amended from time to time, the arbitrator's decision shall be the final and binding disposition of the grievance.
- b. The arbitrator shall have the jurisdiction and authority to decide a grievance properly before him/her and to issue an award for loss of wages and/or benefits, should such an award be deemed appropriate in resolution of a grievance requesting such a remedy.
- c. If there is a dispute over the arbitrability of a grievance, the arbitrator shall first rule on that issue and if the grievance is determined to be arbitrable, shall then consider the merits of the grievance.

- d. The arbitrator shall have no authority to change, amend, add to, subtract from, or otherwise alter or supplement this Agreement or any part thereof or any amendment thereto.
- e. The arbitrator shall not issue declaratory or advisory opinions and shall confine himself exclusively to the question which is presented to him.
- f. The arbitrator shall not substitute his judgment as to the degree of severity of disciplinary action imposed on any employee by the Employer if the discipline is 40 hours or less. In such cases, the arbitrator's inquiry shall be limited to whether the Employer possessed competent substantial evidence of misconduct before imposing the discipline.
- g. The arbitrator shall render his award within thirty (30) calendar days after the conclusion of the hearing, or within thirty (30) calendar days after receipt of post hearing briefs if briefs are submitted.
- h. The Employer and the Union shall each pay one-half (1/2) of the fees and expenses of the arbitrator. Each party shall bear the cost of its own witnesses and representatives. Any party requesting a transcript will bear its cost, unless otherwise agreed.
- i. The Employer and Union shall each pay 50% of the cost for coffee, soft drinks, and/or water at arbitration hearings.

ARTICLE SIXTEEN: HOURS OF WORK AND OVERTIME

Section 16.1

For accounting purposes, the standard work week for all bargaining unit employees shall be from 0000 Monday through 2400 Sunday.

Section 16.2

- a. Except as provided in paragraph c below, employees whose regular work schedule falls between the hours of 0600 and 1900, Monday through Friday, shall receive an unpaid thirty (30) minute lunch period. When required, these employees may have to work during the scheduled lunch period. In those circumstances, overtime will be paid for the actual time worked during the normal scheduled lunch period, and the employee shall be given a lunch break at the first available time.

- b. Except as provided in paragraph c below, employees who work a schedule outside the hours of 0600 and 1900, Monday through Friday, shall receive a thirty (30) minute paid lunch period during each complete day worked.
- c. Employees who work a continuous rotating schedule shall receive a thirty (30) minute paid lunch period during each complete day worked.
- d. Employees who work a holiday shall receive a thirty (30) minute paid lunch period on the holiday worked.
- e. Nothing in this section shall be construed to require the Employer to provide a continuous and uninterrupted thirty (30) minute lunch period for all employees under all circumstances. This section shall be construed to allow the Employer the flexibility to occasionally require employees to eat their meal while working, or take less than thirty (30) minutes.

Section 16.3

A one dollar and fifty cents (\$1.50) per hour shift differential shall be paid for all hours actually worked on any regular schedule (not including overtime of any type) where the regular schedule has a starting time between 1200 and 0600.

Section 16.4

- a. When the necessity arises for employees within a job classification to have regular and permanent work schedules that differ within the job classification, the selection of those employees shall be determined in the following manner. The Employer will ask the employees (in order of their series seniority) for their preference. In making the assignments, the Employer shall consider the series seniority of the affected employees as well as the interests of the company. The Employer shall have the final decision regarding the schedule changes.
- b. The Employer will notify the Union of any proposed changes in SJRPP work schedules which affect all employees in a classification before such change is implemented. At the request of the Union, the Employer will give the Union an opportunity to provide input regarding the proposed change. The Employer will make the final decision regarding schedule changes.

Section 16.5

- a. Whenever the Employer changes the regular work schedule of an individual employee or group of employees, the Employer will provide at least thirty-six (36) hours advance notice prior to the occurrence of the initial change to the

schedule to the employees involved in the change. The employer will provide at least twenty-four hours (24) advance notice when employees are returning to their regular work schedule from a temporary work schedule. Notice of schedule changes may be documented by dated posting on the bulletin board at the employee's work site, or by confirmation of telephone notice in the supervisor's log book.

- b. The thirty-six (36) hours advance notice shall not be required in cases of emergency. In the case of an emergency, when an employee is sent home to rest for the purpose of covering a different shift/schedule, the employee will be placed on administrative leave for the remainder of the employee's regular work day.
- c. If the thirty-six (36) hours advance notice is not given, the next eight (8), ten (10) or twelve (12) hours worked, after returning to work following the change, shall be paid at the applicable overtime rate of pay. If the twenty-four (24) hour advance notice is not given for employees returning to their regular work schedule from a temporary work schedule, the first eight (8), ten (10) or twelve (12) hours worked after returning to the employee's regular schedule shall be paid at the applicable overtime rate of pay.
- d. For the purpose of this section, "relief employee" means an employee who is used to fill in for schedule vacancies. The designation of "relief capacity" is not intended to be the normal designation, and will be kept to a minimum. Employees within a classification containing a relief capacity designation shall rotate equally through the designated relief periods. The designation of an employee on relief capacity shall not normally exceed six (6) weeks, provided there are sufficient qualified personnel to allow such rotation.

Section 16.6

- a. The Union and the Employer recognize that in the interest of preventing outages and/or in the case of major equipment problems, there is a requirement for the employees covered by this Agreement to respond to call-outs. The Employer and the Union agree that Management shall determine the necessity for overtime work, and the employees are obliged to work overtime as determined by the Employer.
- b. The Employer shall determine the need for call-outs and all other overtime work.
- c. The Employer shall make a reasonable effort to see that the opportunity to work overtime is equitably distributed to bargaining unit employees.

- d. In order to accomplish this goal, the Employer will prepare an overtime list on a bi-weekly basis. Copies of the list shall be posted in every work area and shall be made available to the Union President.
- e. In addition to the overtime list referred to in d. above, a volunteer list shall be posted for signatures seven (7) calendar days for maintenance, twelve (12) calendar days for operations prior to its effective date. The volunteer list shall be divided into eight (8) or twelve (12) hour windows a day, on a departmental basis. Employees can, by signing the list, volunteer for each day or when he is available for volunteer call-out/scheduling. Employees who sign the list are obligated to take the overtime assignment when designated. Employees may add or delete their name to/from the volunteer list through their supervisor, provided this is accomplished prior to being designated for a particular overtime assignment. When the volunteer list is removed, a red line shall be drawn after the last volunteer (other designation denoting employee who volunteer after the volunteer is list is removed may be used). Any employee who adds their name after the red line shall not be selected for overtime until after all volunteers above the red line have been selected.
- f. Callout Procedure
 - 1. General Callout Procedure: Whenever a supervisor needs to call out an employee for overtime, or is arranging planned/scheduled overtime, the supervisor will use the current volunteer list and the current overtime list. The supervisor will attempt to contact or notify qualified employees on the volunteer list, beginning with the low overtime qualified employee and continuing in sequence. (Provided, however, that when two employees have indicated their availability for a particular overtime assignment, the Employer may select that employee whose window of selection covers the greater part of the overtime assignment.) If the supervisor requires additional employees for an overtime assignment after attempting to contact or notify all qualified employees on the volunteer list, the supervisor may then assign the overtime without further reference to the volunteer list, overtime list or any other order of ranking. When a qualified employee is in an upgraded position outside the bargaining unit, the employee is only available for overtime assignments within the upgraded position until all qualified volunteers are exhausted.
 - 2. Callout Procedure in Continuous Operation Work Areas: Whenever a supervisor needs to call out an employee for overtime, or is arranging planned/scheduled overtime, the supervisor will use the current volunteer list and the current overtime list. The supervisor will attempt to contact or notify qualified employees on the volunteer list, beginning

with the low overtime qualified employee in that classification and continuing in sequence. If there are not enough employees in that classification who have signed the volunteer list for the overtime assignment, the supervisor will seek a qualified employee not in that classification who has signed the volunteer list. When an employee is scheduled to be in an upgraded position, (for a month or more) or has been in an upgraded position for a month or more, the employee is only available for overtime assignments within the upgraded position, until all qualified volunteers are exhausted in their previous position.

If the supervisor requires additional employees for an overtime assignment after attempting to contact or notify all qualified employees on the volunteer list, the supervisor may then assign the overtime without further reference to the volunteer list, or overtime list. The supervisor may bypass a volunteer who can only fill part of the overtime assignment in favor of a volunteer or a non-volunteer in order to fill the assignment in full.

- g. When a supervisor attempts to call an employee for an overtime assignment, the supervisor who calls shall let the phone ring for at least six (6) rings before hanging up. If an answering machine, voice mail, or similar answering service picks up the call, the supervisor will leave a message for the employee. The message shall notify the employee that the supervisor called with an overtime assignment, and advise the employee of the date, time, and estimated duration of the overtime assignment. Employees are to return the call to the supervisor as soon as possible. In the event the supervisor does not reach the employee, even in those cases where the supervisor leaves a message for the employee, the supervisor shall continue to call other employees in order to obtain personnel to work the overtime assignment, and may assign the overtime to any employee contacted. The supervisor will assign the overtime to an employee who calls back after receiving a message from the supervisor regarding the availability of an overtime assignment; provided that the overtime assignment is still available.
- h. Ranking on the overtime list shall include all overtime worked (e.g. scheduled, contract policy, and emergency overtime). Employees who enter into a new classification as a new hire or through promotion or reclassification during the fiscal year shall be added to the existing overtime list with the average number of overtime hours of the incumbents in the classification at the time of entry into the new classification.
- i. Any employee on either the volunteer or the overtime list may be deemed by Management to be unavailable due to a short turnaround and related safety

concerns, an off-site assignment, or light duty. For the purpose of this subsection, "short turnaround" shall refer to the circumstances where an employee has worked more than twelve (12) hours and has had less than a six (6) hour window of time off when an overtime assignment for which the employee has volunteered becomes available. For the purpose of this subsection, "off-site assignment" shall refer to an employee who is out of town on an assignment for the owners and cannot be contacted. It would not refer to an employee who is assigned to the JEA within Duval County where the overtime assignment would not interfere with the temporary assignment at JEA and where the employee can be expected to adequately perform both assignments. For the purpose of this subsection, "light duty" shall refer to an employee who has a work restriction prescribed by a physician or who otherwise has a personal health restriction.

- j. Nothing herein shall be construed to prohibit a supervisor from holding an employee over to work overtime in lieu of selecting an employee from the volunteer list, and without regard to whether the employee held over is on the volunteer list. The intent of this section is for job continuation to complete a job with normally not more than four (4) hours of continued work or continue a job until a replacement employee can be obtained.
- k. The Employer can assign overtime without regard to the volunteer list or the overtime list provided for in this section when the particular assignment is one which management determines requires continuous work by one employee or one group of employees in order to ensure efficient operations. The intent of this sub-section is to allow for special assignments or projects that may require some overtime assignments.
- l. The Employer can assign overtime without regard to the volunteer or overtime lists provided for in this section where management determines that it would be detrimental to efficient operations to split up an assignment and have different persons or groups of persons attempt to do the work during scheduled outages or emergency breakdowns of major equipment or a unit.
- m. The overtime list shall be zeroed each fiscal year, and left in rank order by classification.
- n. The Union and the Employer agree that violations of this section that are agreed by the parties to be overtime violations will be handled in the following manner:

If a volunteer overtime employee has been skipped on an overtime assignment, the employee who was skipped, and would have received the assignment, shall be entitled to three (3) hours of pay at one and one-half

times the employee's straight time rate of pay. The number of employees eligible for payment under this Section will equal the number of employees who received an overtime assignment who would not have received the assignment had there not been an overtime violation under this Section.

Section 16.7

- a. An employee shall earn overtime pay, computed at one and one-half (1-1/2) times the employee's regular hourly rate, under the following circumstances:
 1. For all hours actually worked in excess of the employee's regular work day (e.g. 8, 10, or 12 hours), or in excess of forty (40) hours in a work week.
 2. In the case of an employee whose normal work schedule results in a periodic or cyclical work week (e.g. 36 or 38 hours), for all hours actually worked in a particular work week in excess of the employee's regular work cycle (e.g. 36 or 38 hours).
- b. All forms of compensated time off shall be considered as time worked in determining whether the employee has met the threshold requirement for entitlement to overtime payment.

Section 16.8

An employee who works more than sixteen (16) hours in a twenty-four (24) hour period or more than sixteen (16) consecutive hours shall be paid at two (2) times his regular rate of pay for all hours worked in excess of sixteen (16) hours in the twenty-four hour period. For the purpose of this section, the twenty-four hour period shall commence at the beginning of the employee's regularly scheduled shift or work day. An employee on double time shall remain on double time until released for at least eight (8) consecutive hours.

Section 16.9

An employee shall not receive more than one type of overtime or premium pay under this article (the overtime or premium pay which provides the greatest compensation to the employee).

Section 16.10

- a. All employees are required to work overtime when and as required.
- b. An employee who is called in to work or who is scheduled to perform other employment related service outside of and not continuous with his regularly

scheduled working hours shall be compensated for four (4) hours at the applicable overtime rate provided he reports to work at the designated time and place. If an employee is dispatched to more than one (1) job before the end of the basic four (4) hour period, no extra time will be allowed. Minimum time provided herein does not apply if an early call-in extends into the start of the employee's regular work period. If an employee, who is scheduled to report for overtime, not continuous with his regularly scheduled working hours, receives notice of cancellation less than seven (7) hours from his scheduled starting time, he shall be paid two (2) hours pay at the applicable overtime rate.

Section 16.11

- a. Upon prior approval by both supervisors (outside the bargaining unit), employees of the same classification working regularly scheduled hours may exchange hours of work within the work week provided no overtime or inconvenience is caused to the Employer.
- b. Supervisors (outside the bargaining unit) have the discretion to grant an employee's prior request for a modified weekly schedule, provided no overtime or inconvenience is caused to the Employer.

Section 16.12

Employees shall check in with their supervisor at the beginning and end of each workday, and whenever they arrive or leave the work site during scheduled duty hours.

Section 16.13

- a. An employee who has worked sixteen (16) hours or more in a twenty-four (24) hour period or who has worked more than eight (8) hours overtime in the sixteen (16) hour period immediately preceding his basic work day, shall upon release be entitled to an eight (8) hour rest period before he returns to work.
- b. If the rest period provided by this section extends into the basic workday, the employee shall lose no time thereby.
- c. Paid rest time shall be considered the same as worked time for the purpose of determining when overtime starts in a workday. This provision only applies to overtime paid pursuant to this Section 16.13.
- d. If the end of the employee's rest period occurs within two (2) hours of the end of the employee's basic workday, the employee's supervisor has sole discretion, not subject to grievance or arbitration, to release the employee without loss of pay for the remainder of the workday. However, such early

release time shall not be considered the same as worked time for determining when overtime starts in a workday.

Section 16.14

Hours of work and overtime of bargaining unit employees shall be exclusively governed by this article, and not by any other policy or procedure established by the Employer.

ARTICLE SEVENTEEN: PAY PLAN

Section 17.1

This pay plan shall take effect on October 1, 2015.

Section 17.2 – Pay Rate

(a) All employees shall be paid at the rate shown next to the appropriate job title under the appropriate step column of the SJRPP Bargaining Unit Pay Plan set forth in Appendix Two (2). The agreed upon rates in Appendix 2 shall be entered into the payroll system to the hundredths place. (Example: \$31.02 hourly rate).

(b) Effective October 1, 2015– 3.0% increase

Effective October 1, 2016 –2.0% increase

Effective October 1, 2017 – 3.0% increase

The actual date of the increase will be the first day of the pay period that includes October 1 (for pay purposes only).

Section 17.3 – Administration of the Pay Plan

- a. The Employer will create an entry/probationary pay level (Step One) and up to three (3) regular pay levels (Steps Two through Four) for each job classification. The Step One through Step Four pay rates for each job classification which will be in effect during the term of this agreement are set forth in Appendices two (2).
- b. Newly hired employee shall be hired at the appropriate entry/probationary level (Step One) rate of pay. Apprentices; Power Plant Trainee; Power Plant Trainee (PB-AQCS); Power Plant Trainee (BM) and Power Plant Trainee (MM) will be paid as provided in Section 17.3 f. All newly hired employees will be

subject to a six (6) month probationary period.

- c. Employees in job classifications with three or four pay steps are eligible to advance to the higher step of the pay plan as follows (except for unsatisfactory performance):
 - 1. When the newly hired/promoted employee successfully completes six months at Step One, the employee will be paid the Step Two rate of pay.
 - 2. Employees who successfully complete one (1) year of service in Step 2 shall be advanced to Step 3.
 - 3. Employees who successfully complete one (1) year of service in Step 3 shall be advanced to Step 4 (if the classification has a fourth step).
- d. Employees in job classifications with two pay steps shall advance to higher steps of the pay plan as follows:
 - 1. Employees who successfully complete one (1) year of service in Step One (including the six month probationary period) shall be advanced to Step Two.
- e. Employees moved into new classifications shall advance through the steps of the pay plan as provided for in Sections 17.3 c and d. However, if the employee's salary before the move is higher than that provided for in the pay schedule for the classification into which the employee is moved, then the employee shall continue to earn the same rate of pay that he earned before the move, but only to the extent that it does not exceed the maximum salary of the new classification.
- f. Apprentices and Power Plant Trainees (Job Code 5303) do not advance through the steps as provided in Sections 17.3 c and d. Apprentices and Power Plant Trainees are hired at the Step One pay level and advance to higher steps of the pay plan upon successful completion of the training required at the lower step.
- g. Certified mechanics (welders, machinists, and HVAC) who fail to maintain certification will not be eligible for recertification for one (1) year.

ARTICLE EIGHTEEN: INCENTIVE PROGRAMS

The Employer, at its sole discretion, may implement from time to time incentive programs for individuals or groups consisting of awards and/or cash, in recognition of performance

improvements, innovative ideas resulting in savings and/or benefits, or other similar improvements that are work related and can be documented and measured.

ARTICLE NINETEEN: MEAL ALLOWANCES

Section 19.1

The Employer will pay a meal or meal allowance to employees for under the following conditions:

- a. When an employee is called out and required to report to work (call-out pay does not automatically qualify an employee for meal allowance) more than two (2) hours before his scheduled starting time for that day. In such cases, the employee will be entitled to a meal or meal allowance when he reports for work after being called out. The employee will be entitled to another meal or meal allowance four (4) hours from the time he commenced work, if the employee continues to work. The employee will be entitled to additional meal or meal allowance at five (5) hour intervals thereafter if the employee continues to work.
- b. When an employee is required to work beyond his scheduled quitting time for more than two (2) hours. In such cases, he shall be entitled to a meal or meal allowance two (2) hours after his scheduled quitting time, and at five (5) hour intervals thereafter if he continues to work.
- c. When an employee is called out to work five (5) or more hours of overtime that is not worked immediately before or after the employee's regular work period, and the employee is not notified of the need to work at least eight (8) hours in advance of the time he is required to report for work. In such cases, the employee will qualify for a meal or meal allowance four (4) hours after he commences work, and at five (5) hour intervals thereafter, if he continues to work.
- d. When an employee is required to work overtime that is not worked immediately before or after the employee's regular work period, and the employee is notified of the need to work more than eight (8) hours in advance of the time he is required to report for work, the hours worked shall be considered scheduled overtime. On scheduled overtime, an employee shall only be eligible for a meal or meal allowance if the actual overtime worked extends more than two (2) hours beyond the originally scheduled overtime period. In such cases, the employee shall be entitled to a meal or meal allowance two (2) hours after the end of his originally scheduled overtime period and at five (5) hour intervals thereafter if he continues to work.
- e. The decision whether to provide a meal or meal allowance shall be at the manager's discretion.

Section 19.2

The meal allowance payable to eligible employees shall be: \$14.00.

Section 19.3

Meal allowances shall be paid no later than the end of the first pay period after the pay period in which the meal allowance is earned.

ARTICLE TWENTY: HOLIDAYS

Section 20.1 Designated Holidays

- a. The following are designated paid holidays for all bargaining unit employees:

<u>Holiday</u>	<u>Day Observed</u>
New Years' Day	January 1
Martin Luther King Jr.'s Day	Third Monday in January
Presidents Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day After Thanksgiving	Friday after Thanksgiving
Christmas Eve Day	December 24
Christmas Day	December 25
Employee's Birthday*	As designated in Section 20.3 f.

* Employee whose initial hired date is after the employee birthday will not be eligible for a birthday holiday during the first fiscal year hired.

- b. Employees will be compensated for holidays as provided for in this article.

Section 20.2 Holiday Pay

- a. Employees who are required to work on a day observed as a holiday shall receive the following compensation:

1. **Holiday Pay** - The employee shall be paid his regular rate of pay for all hours that he would normally be scheduled to work under the employee's regular work schedule or Employees scheduled to work on a holiday shall received holiday pay for all hours worked, whichever is greater (For example, an employee who normally is scheduled to work 10 hours on the day that is observed as a holiday, would receive 10 hours of straight time holiday pay. Employees normally scheduled for 8 hours receive 8 hours holiday pay. Employees normally scheduled for

eight hours but called to work in an area that has a twelve hour work schedule shall receive twelve (12) hours holiday pay. Employees normally scheduled for twelve hours but called in to work in an area that has an eight hour work schedule, shall receive twelve (12) hours of holiday pay.)

2. **Pay for hours worked** -- In addition, employees will be paid one and one-half (1-1/2) times his straight-time hourly rate for all hours that the employee actually works on the holiday.
 - b. If the holiday falls on a day which the employee is normally scheduled to work and he is not required to work, holiday pay shall be calculated on a straight-time rate for all hours the employee was scheduled to work.
 - c. Employees not scheduled to work on the day observed as a holiday shall be compensated eight (8), ten (10), or twelve (12) hours straight-time pay for the holiday based on their weekly schedule.
 - d. Employees must be in a paid status the entire scheduled workday preceding and following the holiday to be eligible for holiday pay.

Section 20.3

- a. If the holiday falls on Saturday, employees who work a regular schedule within Monday to Friday shall observe the preceding Friday as the holiday.
- b. If the holiday falls on a Sunday, employees who work a regular schedule within Monday to Friday shall observe the following Monday as the holiday.
- c. For those workers on a four (4), ten (10) hour day work week, when a holiday falls on a normal day off, the work day closest to the holiday shall be considered the holiday. When a holiday falls on a normal day off that is midway between work days, the next scheduled work day will be the holiday.
- d. All other employees shall observe the holidays on the day they occur.
- e. If either Christmas Eve or Christmas Day fall on a Saturday or Sunday, the provisions of the City of Jacksonville Ordinance Code shall apply.
- f. Employees may elect to observe their birthday (Employee who's initial hired date is after the employee birthday will not be eligible for a birthday holiday during the first fiscal year hired.) on another day, under the following conditions:

1. The employee must notify their supervisor of the election at least one week in advance of the date of the actual birthday, and obtain advance approval of the election.
2. The election may not result in increased overtime costs.
3. The birthday floating holiday will be paid at straight time.
4. The birthday floating holiday must be taken within the SJRPP fiscal year of the birthday, and cannot be carried forward to any future SJRPP fiscal year.
5. If Management has approved a timely election, but later revokes the approval due to operational needs, the employee will be paid for the holiday at straight time.
6. Any employee who has not elected to observe his birthday on a day other than the actual birthday, and who is required to work on his birthday, shall be compensated as provided in Section 20.2.

ARTICLE TWENTY-ONE: ANNUAL LEAVE

Section 21.1

This annual leave plan shall apply to all employees hired before October 17, 1989. Employees hired on or after October 17, 1989 will be subject to the personal leave plan set forth in Article 22.

Section 21.2

- a. The objective of this plan is to provide eligible employees with periods of paid vacation and sick time.
- b. Annual leave is defined as the accrual and use of leave authorized and approved by Management.

Section 21.3

Annual leave shall accrue according to the following schedule on a bi-weekly basis:

Year of Service	Maximum Hours Accrued Per Year	Accrued Bi-Weekly *
1st to 4th	160	6.153
5th to 9th	184	7.076

10th to 14th	208	8.00
15th to 19th	232	8.923
20th to 24th	256	9.846
25th or more	280	10.769

* Based on twenty six pay periods

Section 21.4

- a. Employees must be in a paid status to accrue annual leave.
- b. Approved annual leave shall be paid at the employee's straight time hourly rate.
- c. All regular and probationary employees shall earn annual leave. Temporary employees shall not earn annual leave.
- d. For the purpose of annual leave accrual, full-time employees of JEA and SJRPP Contract Employees who become regular SJRPP employees shall have their continuous and creditable time in service with JEA or as a SJRPP Contract Employee included in the determination of years of service.
- e. For the purpose of Section 21.4 d, SJRPP employees who were previously full-time employees of JEA and SJRPP Contract Employees shall be defined as: a full-time employee of JEA, or a SJRPP Contract Employee, who resigned his position for the purpose of accepting employment with SJRPP where the acceptance of such employment took place no later than sixty (60) calendar days from the date of resignation from JEA or as a SJRPP Contract Employee.

Section 21.5

An employee whose annual leave balance is in excess of 640 hours as of September 30 of each year shall, as soon thereafter as practicable, be paid for such leave excess at his salary rate (hour-for-hour) as of September 30 of that year.

Section 21.6

If an employee wishes to sell back annual leave, he/she must decide prior to the last Friday in the last pay period in September the number of leave hours he/she will accrue in the following fiscal year they wish to sellback. The employee must complete the sellback form and deliver it to the payroll department prior to the last Friday in the last pay period in September.

The election of sellback is irrevocable. An employee must have a minimum leave balance of 80 hours in order to sell back leave and that payment will be available only for hours in excess of the minimum balance. Payment will be on an hour for hour basis at the pay rate as of September 30th of that year. Payment will occur in the second full pay period in November.

Section 21.7

Annual leave may be used for any purpose, provided that leave is authorized by the employee's supervisor. The minimum amount of annual leave taken shall be a 1/2 hour increment.

Section 21.8

If an employee is asked to cancel scheduled and authorized leave in whole or in part, the employee will be reimbursed for any costs forfeited due to cancellation of reservations, excess travel, etc., provided action is taken by the employee to minimize the forfeited cost, and provided further that satisfactory documentation of the employee's payment of forfeited costs is furnished to the Employer.

Section 21.9

Upon termination, employees shall be entitled to be paid for all unused leave accrued as of the date of termination, at the employee's salary rate (hour-for-hour) on such date.

Section 21.10

Should a holiday fall within the leave period, leave shall not be charged for that day.

Section 21.11

If an employee obtains leave approval and desires to cancel such leave, the employee's supervisor must approve the request for cancellation.

Section 21.12

Employees shall submit their request for Leave form for each use of leave. Any employee requesting more than three (3) consecutive days of leave shall notify his supervisor at least fourteen (14) calendar days prior to taking such leave. The employee shall be notified of either approval or disapproval within fourteen (14) calendar days after submitting a completed and signed leave form.

Section 21.13

- a. Employees may begin submitting requests for annual leave for vacation of forty (40) or more hours on December 1 of each year for the following year (April 1 - March 31). Such leave requests which are not submitted by January 31 shall not be considered by Management in establishing a vacation schedule. A vacation schedule shall be established by Management in each department not later than March 1 of each year for the following year (April 1 - March 31). If an employee splits his vacation he will be allowed only one choice of dates, taking his remaining vacation after other employees (in order of seniority by classification in the department) have exercised their choice of dates. Vacation periods may be changed by mutual consent of the employee and Management.
- b. In scheduling vacations, employees with seniority by classification within a department shall be given preference. This seniority preference will only apply to the first vacation period selected each year. Management shall determine the number of employees in any given classification who may be on leave at the same time.
- c. Employees who have not indicated their desired vacation period by January 31st must give at least fourteen (14) calendar days advance notice of any requested annual leave for vacation of forty (40) or more hours. These requests for annual leave will be scheduled at the discretion of Management and will be second in preference to those vacation requests made prior to January 31st, regardless of seniority. The Employer may waive the fourteen (14) calendar day notice requirement. The decision to waive the notice requirement is at the Employer's discretion, and is not subject to arbitration.
- d. All other requests for annual leave shall be approved at the discretion of Management.

Section 21.14

If an employee on a built in overtime schedule is approved to take a day off they will only be required to take the amount of leave needed to come up to a total of forty (40) hours of work and/or leave for the work week, regardless of the number of hours he or she would normally have been scheduled to work on the day.

ARTICLE TWENTY-TWO: PERSONAL LEAVE

Section 22.1

This personal leave plan shall apply to all employees hired on or after October 17, 1989. Employees hired before October 17, 1989 will be subject to the annual leave plan set forth in Article 21.

Section 22.2

- a. Employees shall accrue personal leave according to the following schedule on a bi-weekly basis:

Year of Service	Maximum Hours Accrued Per year	Accrued Bi-Weekly*
1st to 4th	160	6.153
5th to 9th	184	7.076
10th to 14th	208	8.00
15th to 19th	232	8.923
20th to 24th	256	9.846
25th or more	280	10.769

* Based on twenty-six pay periods

- b. The rate of accrual shall change to the higher rate on the employment anniversary date.

Section 22.3

- a. Personal leave shall accrue to a maximum of five hundred and fifty (550) hours.
- b. An employee whose Personal Leave balance is in excess of 550 hours as of September 30th of each year shall, as soon thereafter as practicable, be paid for such leave excess at his/her salary rate (hour-for-hour) as of September 30th of that year.
- c. If an employee does not use all their Personal Leave accrued in the fiscal year, they may elect to be paid the difference, up to eighty (80) hours, between the amount accrued and used for that fiscal year on an hour for hour basis, at the rate of pay effective September 30 of the respective year in which the leave was accrued.

Such option must be elected in writing before September 30 of the prior fiscal year that the election is to take effect. A form will be provided for the employee to elect the number of hours he/she wants to sell back. The employee must complete the sell back form and deliver it to the payroll department prior to the last Friday in the last pay period in September.

The election of sellback is irrevocable. This option is not available to an employee who would have less than 80 hours of personal leave remaining after such payment. Such payments shall be made no later than the second payday in November.

Section 22.4

- a. Employees must be in a paid status to accrue personal leave.
- b. Approved personal leave shall be paid at the employee's straight time hourly rate.
- c. Employees shall accrue but shall not be entitled to use personal leave, other than for bona fide illness or injury, during the first six (6) months of employment.
- d. Earned personal leave may be used for any purpose, provided that the leave is authorized by the employee's supervisor.

Section 22.5

- a. Employees may begin submitting requests for personal leave for vacation of forty (40) or more hours on December 1 of each year for the following year (April 1 - March 31). Such leave requests which are not submitted by January 31 shall not be considered by Management in establishing a vacation schedule. A vacation schedule shall be established by Management in each department not later than March 1 of each year for the following year (April 1-March 31). If an employee splits his vacation he will be allowed only one choice of dates, taking his remaining vacation leave after other employees (in order of seniority by classification in the department) have exercised their choice of dates. Vacation periods may be changed by mutual consent of the employee and Management.
- b. In scheduling vacations, employees with seniority by classification within a department shall be given preference. This seniority preference will only apply to the first vacation period selected each year. Management shall determine the number of employees in any given classification who may be on leave at the same time.
- c. Employees who have not indicated their desired vacation period by January 31, must give at least fourteen (14) calendar days advance notice of any requested personal leave for vacation of forty (40) or more hours. These requests for personal leave will be scheduled at the discretion of Management and will be second in preference to those vacation requests made prior to January 31,

regardless of seniority. The Employer may waive the fourteen (14) calendar day notice requirement. The decision to waive the notice requirement is at the Employer's discretion, and is not subject to arbitration.

- d. All other requests for personal leave shall be approved at the discretion of Management.
- e. The minimum amount of personal leave taken shall be a 1/2 hour increment.
- f. An employee who uses more than twenty-four (24) hours of personal leave for medical reasons in a six (6) month period may be required to furnish written verification of illness, signed by a physician, for any use of personal leave for medical reasons during the next twelve (12) months. An employee who fails to furnish written verification of illness in accordance with this paragraph, after receiving written notification that he will be required to provide such verification, shall be subject to disciplinary action.
- g. Upon retirement of an employee, the employee shall be paid for all unused personal leave accrued, on an hour for hour basis.
- h.
 - 1. Upon termination of an employee for other than retirement, which includes resignation or discharge not for cause, the employee shall be paid for 100% (one-hundred percent) of unused personal leave accrued, on an hour for hour basis, in a lump sum.
 - 2. Employees who are discharged for cause shall forfeit their unused personal leave accrued during the contract year.
- i. Should a holiday fall within the leave period, leave shall not be charged for that day.
- j. If an employee obtains leave approval and desires to cancel such leave, the employee's supervisor must approve the request for cancellation.
- k. Employees shall complete and sign an Application for Leave form for each use of leave. Any employee requesting more than three (3) consecutive days of leave shall notify his supervisor at least fourteen (14) calendar days prior to taking such leave, unless the Employer waives the notification requirement. The decision to waive the notice requirement is at the Employer's discretion, and is not subject to arbitration.
- l. Personal leave shall be approved or disapproved within fourteen (14) calendar days from the date of application for the leave.

Section 22.6

If an employee is asked to cancel scheduled and authorized leave in whole or in part, the employee will be reimbursed for any costs forfeited due to cancellation of reservations, excess travel, etc., provided action is taken by the employee to minimize the forfeited cost, and provided further that satisfactory documentation of the employee's payment of forfeited costs is furnished to the Employer.

Section 22.7

If an employee on a built in overtime schedule is approved to take a day off they will only be required to take the amount of leave needed to come up to a total of forty (40) hours of work and/or leave for the work week, regardless of the number of hours he or she would normally have been scheduled to work on the day.

ARTICLE TWENTY-THREE: DISABILITY BENEFITS

Section 23.1

- a. The Employer agrees to provide disability leave benefits in accordance with the Workers' Compensation Law, Chapter 440, Florida Statutes.
- b. In addition, employees will be paid their regular rate of pay for lost time to obtain follow-up medical treatment as a result of injury or illness sustained on the job, under the following conditions:
 1. At the discretion of Management,
 2. Management's decisions are not subject to arbitration as they relate to this sub-section.
 3. Payment for such treatment will be at the employee's straight time rate of pay.
- c. The Employer will pay a wage supplement for thirty (30) calendar days to any regular full-time employee who is temporarily totally disabled because of an injury received in the course of employment, if all of the following conditions are met:
 1. The employee is entitled to receive and is receiving Workers' Compensation.
 2. The injury is not the result of the employee's failure to effectively follow safety rules and/or procedures.

- d. The wage supplement provided for in Section 23.1(c) shall be equal to seventy-five percent (75%) of the employee's regular straight-time wages, less any amount provided by Workers' Compensation.
- e. Compensation after thirty (30) calendar days will be contingent upon a qualified physician's bi-weekly diagnosis, and shall be at the Employer's sole discretion, not subject to arbitration.
- f. When an employee is off the payroll (not receiving SJRPP compensation) due to an on-the-job injury, the Employer will continue to pay life insurance and medical insurance premiums normally paid by the Employer, which includes the Employer's portion of the dependent medical insurance premiums. The employee is responsible for the optional life insurance premium(s) and the employee's portion of the dependent medical insurance premium.
- g. If an employee who is temporarily totally disabled due to an on-the-job injury receives partial wage payments from the Employer, the Employer will continue to pay the premium noted in Section 23.1(f) above. The optional life insurance premium and the employee's portion of the dependent medical insurance premium and pension contribution will be deducted from the employee's wage payments.

Section 23.2

The Employer agrees to provide long term disability insurance coverage to the employee at no cost to the employee.

Section 23.3

The Employer agrees to make a short-term disability insurance plan available to employees, at no cost to the Employer. Employees who opt to obtain short term disability insurance are responsible for paying the full cost of the insurance coverage.

ARTICLE TWENTY-FOUR: INSURANCE

Section 24.1

The Employer agrees to provide, at no expense to the employee, term life insurance coverage in an amount equal to the employee's base annual salary (rounded to the nearest thousand), as of the beginning of each policy year with a double indemnity clause for accidental death and dismemberment for employees covered by this agreement. The employee, at his option and expense, may purchase additional life insurance coverage under the Employer's group policy in an amount equal to the employee's base annual salary (rounded to the nearest thousand), as of the beginning

of each policy year with a double indemnity clause for accidental death and dismemberment for employees covered by this agreement.

Section 24.2

The Employer agrees to provide accidental death and disability insurance coverage, at no cost to the employee, in an amount equal to the employee's base annual salary (rounded to the nearest thousand), as of the beginning of each policy year.

Section 24.3

The Employer will pay one hundred percent (100%) of the cost of employee group health insurance (individual coverage) for coverage and fifty percent (50%) of the cost of dependent health insurance coverage.

Section 24.4

The Employer agrees to make a dental insurance plan available to employees, at no cost to the Employer. Employees who opt to obtain dental insurance are responsible for paying the full cost of the insurance coverage.

Section 24.5

The Employer reserves the right to modify the insurance plan provided to bargaining unit employees if modification is necessary to comply with the Internal Revenue Code.

Section 24.6

SJRPP agrees to provide a payroll deduction process that is to be available to employees in the bargaining unit for various employee insurance and benefit plans. These group plans shall be administered by an Agent of Record so designated by the Union. It is understood and agreed that JEA/SJRPP may assess a charge not to exceed six (6) cents per deduction per payroll. Further, it is agreed that JEA/SJRPP assumes no responsibility or liability to or for the Union's Agent of Record. Solicitation for these plans shall only be made during non-working hours. However, participation shall be at least 10% of the bargaining unit for a payroll deduction to be provided.

ARTICLE TWENTY-FIVE: RETIREMENT PLAN

Section 25.1

The pension plan as it applies to bargaining unit personnel will be as follows:

- a. For those employees that are (a) at least sixty (60) years of age and have five (5) years of credited service on March 1, 2012, (b) at least fifty-five (55) years

of age with at least twenty (20) years of credited service on March 1, 2012, or (3) have thirty (30) or more years of credited service on March 1, 2012, will continue to participate under the current Defined Benefit Plan.

- b. For those employees that have twenty (20) years of credited service and are less than fifty-five (55) years of age, as of March 1, 2012, will continue to participate in the current Defined Benefit Plan, with the exception that the back drop option will not be available.
- c. For all other employees, benefits accrued under the current Defined Benefit Plan shall be frozen as of March 1, 2012 and the back drop option will not be available. Benefits accrued after March 1, 2012 will be pursuant to the Cash Balance benefit and 457 Plan as set forth below.
- d. Final Average Earnings – For participants remaining in the current Defined Benefit Plan, the final average earnings will be the annual average compensation for the thirty-six (36) consecutive months that produce the highest average over the last one hundred twenty (120) months prior to termination of employment.
- e. Normal Retirement Age – The normal retirement age will be the earlier of (a) and (b), where (a) is the later of age 65 and the completion of five years of credited service, and (b) is the later of age 55 and twenty (20) years of credited service, provided that (under (b) only) employment terminates on or after age 55 or (c) thirty (30) years of credited service with no age requirement. For those participants who complete twenty (20) years of credited service but less than thirty (30) who terminate employment prior to age 55, normal retirement age is 65.
- f. Early Retirement Age – Early requirement age shall be the later of age 55 and the completion of ten (10) years of vesting service.
- g. Early Payment Reduction – For participants remaining in the current Defined Benefit Plan, the reduction for early payment shall be 1/144 for each of the first thirty-six (36) months, and 1/288 for each of the next eighty-four (84) months by which the benefit commencement date precedes age 65. This early payment reduction shall be applicable to the entire benefit for participants whose normal retirement age is age 65 and is applicable only to part (b) of the benefit formula for participants whose normal retirement age is earlier.
- h. Accrued Benefit – The accrued benefit shall be frozen effective March 1, 2012 for all participants not remaining in the current Defined Benefit Plan. For participants who remain in the current Defined Benefit Plan, the accrued benefit shall be an annual annuity payable biweekly which is equal to (a) plus

(b), where (a) is 2.00% of the final average earnings times the years of credited service for 1 year through 15 and 2.40% of the final average earnings times the years of credited service for 16 through 30 not to exceed thirty (30), and (b) is 0.65% of the excess, if any, of final average earnings over Social Security average wages times the years of credited service not to exceed thirty-five (35).

- i. Normal Form of Benefit – The normal form of benefit will be a seventy-five percent (75%) joint-and-survivor annuity, pre and post retirement, with no adjustments for spouses' ages that are within 5 years of the participants' age. If spouses' age differences are more than 5 years, actuarial equivalent adjustments will be made.

Section 25.2

- a. Participants remaining in the current Defined Benefit will continue to fund a portion of the cost of the pension plan. This will be accomplished by way of an "Employer Pick-up" (as provided for in Section 414(h) of the Internal Revenue Code). The amount to be funded by the employee through the Employer Pick-up will be four percent (4%). The Employer will fund the remainder of the costs of the Defined Benefit Plan on a sound actuarial basis.
- c. SJRPP's Cash Balance benefits became effective March 1, 2012. The below changes to 1(b) to the plan will be effective Oct. 1, 2015. Compensation credits for the Cash Balance Benefit and 457 Plan shall be as shown below:

1) Cash Balance:

- a) Four percent (4%) of covered compensation as defined in the Plan – Employee Contribution. The employee contribution shall be tax deferred as a "pick-up" contribution in accordance with Section 414(h)(2) of the Internal Revenue Code.
- b) Four and a half percent (4.5%) of covered compensation – Employer (SJRPP) compensation credit.

2) 457 Plan Employer Matching Contribution:

- a) Employees less than age fifty (50) will be provided with an employer match of the employee contribution up to a maximum of two percent (2%).
- b) Employees age fifty (50) or greater will be provided with an employer match of the employee contribution up to a maximum of four percent (4%). This increased match based on attainment of the specified ages will become effective no later than two (2) pay periods after the employee's fiftieth (50th) birthday.

The members' cash balance accounts shall be credited with a fixed rate of interest of four percent (4%) per annum.

The Cash Balance benefits shall be administered by the Board of the Trustees of the Defined Benefit Plan.

Distribution of cash balance accounts shall be made upon separation of employment and reaching early or normal retirement eligibility, as defined in 25.1(e) and (f).

Section 25.3

The Employer will make appropriate amendments to the pension plan documents to effectuate the changes outlined in Section 25.1 and 25.2 of this article.

Section 25.4

For employees participating in the current Defined Benefit Plan, should the St. Johns River Power Park be sold, shutdown or closed, Participants Normal Retirement age is 55, entitling the Participant to an accrued pension benefit commencement age of 55.

Section 25.5

Employees who retired on or after October 1, 2003 and those who continue to participate in the current Defined Benefit Plan and subsequently retire, will receive an annual one percent (1.0%) Cost of Living Increase based on each prior annual benefit amount actually received (exclusive of one time bonuses or adjustments) commencing five (5) years from the employee's retirement from SJRPP and annual thereafter.

Section 25.6

Employees who are vested and eligible for retirement benefits may purchase up to two years of active duty military service time as credited service as set forth below.

a. All military service purchased under this section must have occurred prior to any employment with JEA or SJRPP.

i. Service may be active duty wartime or non-wartime service, provided that the non-wartime service shall not exceed one year.

ii. Wartime service shall be for any period as determined by the Florida Legislature or by Presidential Executive Order, or by Congressional Resolution. Military service shall mean service in the United States Army, Navy, Air Force, Marines, Coast Guard, National Guard, NOAA or other branches of government service as provided in Title 38 of the United States Code.

- b. Credited service under this section may be purchased through the deposit of funds determined necessary by actuarial formula.

The employer will make appropriate amendments to the pension plan documents to effectuate the changes outlined in this Article Twenty-Five.

ARTICLE TWENTY-SIX: MILITARY DUTY

Section 26.1

Leaves of absence and re-employment rights of employees inducted into the military service shall be as contained in the Uniformed Services Employment and Reemployment Act of 1994 (USERRA) Title 38, U.S.C. §4311, as the same may be amended from time to time.

Section 26.2

Employees who are commissioned reserve officers or enlisted reserve personnel in the United States military or naval service, or who are members of the National Guard, are entitled to leaves of absence from their respective duties without loss of vacation leave, pay, time, or efficiency rating, on all days during which they are engaged in training ordered under the provisions of the United States military or naval training regulations for such personnel when assigned to active or inactive duty.

Section 26.3

Leaves of absence granted as a matter of right under the provisions of Section 26.2 shall not exceed 240 hours in any one annual period. Administrative leaves of absence for additional or longer periods of time for assignment to duty functions of a military character shall be without pay

Section 26.4

Employees who request time off for military leave are responsible for advising their supervisor at the earliest possible time of the dates when they are scheduled for any training which conflicts with their normal work schedule. The employee shall provide a copy of his orders to his supervisor prior to leave being granted.

ARTICLE TWENTY-SEVEN: BEREAVEMENT LEAVE

Section 27.1

- a. Upon the death of a member of the employee's immediate family, and appropriate prior notification of the employee's supervisor, an employee shall

be granted up to four (4) days off with pay, within fourteen (14) calendar days after the death, to attend the funeral and/or attend to other business associated with the death of the family member.

- b. Immediate family, for the purposes of Section 27.1(a) above, is defined as husband, wife, child, stepchild, parent, brother, sister, father-in-law, or mother-in-law.
- c. Upon the death of a member of the employee's family, specified below in this paragraph, and appropriate prior notification of the employee's supervisor, an employee may be granted up to three (3) work days off without loss of pay, within fourteen (14) calendar days after the death, to attend the funeral and/or attend to other business associated with the death of the employee's grandparents, grandchildren, son-in-law, daughter-in-law, step-parent, step-brother, or step-sister.
- d. Upon the death of a member of the employee's family, specified below in this paragraph, and appropriate prior notification of the employee's supervisor, an employee may be granted two (2) work days, within the next fourteen (14) calendar days after the death, to attend the funeral of the employee's brother-in-law, sister-in-law or spouse's grandparents.

Section 27.2

The employer may require proof of death and proof of the employee's relationship to the deceased before making payment for bereavement leave.

Section 27.3

When a member of an employee's immediate family, as defined in Section 27.1, dies while the employee is on vacation, the time taken to attend the funeral and to attend to other business associated with the family member's death shall be charged to bereavement leave, not the employee's annual leave, unless otherwise requested by the employee.

ARTICLE TWENTY-EIGHT: FUNERAL LEAVE

Employees who are scheduled to work may be granted up to four (4) hours leave without loss of pay to attend the funeral of a co-worker or retired co-worker. The Employer reserves the right to deny such leave.

ARTICLE TWENTY-NINE: VOTING

Section 29.1

During elections, employees may be granted sufficient time away from work to vote, if the following conditions are met:

- a. the employee's working hours do not permit a consecutive two (2) hour period to vote,
- b. the employee's supervisor authorizes time off to vote;
- c. the employee does not take more than two (2) hours off for this purpose.

Section 29.2

The Employer may require the employee to provide proof that he is registered and eligible to vote before awarding any benefits under this article.

ARTICLE THIRTY: JURY DUTY

Section 30.1

Any employee in the bargaining unit who is required to perform jury duty in any court during his regular working hours shall be paid his regular rate of pay for those regular working hours that he was not able to work because of the time spent in jury duty. If a rotating shift employee receives notice of jury duty and notifies his/her supervisor, the employee may request to be rescheduled to the day shift during the period of jury duty. If granted, and upon completion of his/her jury duty obligation, the employee shall automatically return to their regular shift and no advance notice by the employer is required.

Section 30.2

An employee who is called for jury duty shall notify his supervisor of the need to take leave for jury duty within five (5) calendar days after the employee receives a summons for jury service.

Section 30.3

The Employer will not pay any employee for jury duty when the jury duty is required on the employee's scheduled day off. The Employer will not pay any expenses that are associated with jury duty.

Section 30.4

Employees who are required to perform jury duty shall work as many regularly scheduled hours as possible before and after jury duty.

ARTICLE THIRTY-ONE: WITNESS SERVICE

Section 31.1

Any employee in the bargaining unit who is absent from work in order to serve as a witness shall be paid his regular rate of pay for the regular working hours he was not able to work as a result of the witness service, if all of the following conditions are met:

- a. The employee's witness service is in response to a legally valid subpoena;
- b. The employee is called as a witness in a case where he or she is not a party, either directly or as a member of a class; and,
- c. The employee's service is as a witness in a case involving SJRPP, JEA, or FPL, or in the interest of SJRPP, JEA, or FPL as determined by management.

Section 31.2

An employee who is subpoenaed as a witness shall notify his supervisor of the need to take leave for witness services as soon as the employee receives a subpoena for witness service.

Section 31.3

The Employer will not pay any employee for witness service (other than 31.5) when the witness service is required on the employee's scheduled day off. The Employer will not pay any expenses that are associated with the employee's witness service.

Section 31.4

Employees who are required to serve as a witness shall work as many regularly scheduled hours as possible before and after the witness service.

Section 31.5

Employees required to testify on behalf of the employer will be paid for all hours necessary to provide witness services for the employer. Hours will be paid at the appropriate rate of pay, and shall not be less than two hours.

ARTICLE THIRTY-TWO: OTHER LEAVES OF ABSENCE

Section 32.1

The Superintendent, upon the request of an employee, may grant a leave of absence without pay for personal reasons for a period not to exceed ten (10) work days in any calendar year. The Employer's decision to approve or deny such a request for unpaid leave of absence shall be final, and shall not be subject to the grievance procedure contained in this Agreement, or to any other appeal process.

Section 32.2

The Superintendent, upon the request of an employee, may grant a leave of absence without pay to any bargaining unit employee to attend to union business. The Superintendent's decision to approve or deny such a request for unpaid leave of absence shall be final, and shall not be subject to the grievance procedure contained in this Agreement, or to any other appeal process.

Section 32.3

All leave requested under this Article which meets the criteria for leave under the Family and Medical Leave Act (FMLA) shall be documented as FMLA leave and shall be provided in accordance with the terms and condition established in SJRPP rules and/or personnel procedures for the use of Family and Medical Leave. Use of FMLA leave does not preclude additional leave which may be granted pursuant to this Article.

Section 32.4

- a. The Plant Manager may grant an employee's request for an unpaid leave of absence of up to six (6) months. Such leave of absence will be subject to any terms and conditions contained in the written approval of the request. An employee's acceptance of a leave of absence under this section indicates the employee's acceptance of all terms and conditions contained in the written approval of the leave of absence. An employee who is granted a leave of absence under this section shall not accrue any pay or benefits during such leave, unless specifically set forth in the written approval of the leave of absence. However, SJRPP will continue to pay the life insurance and medical insurance normally paid by the Employer which includes SJRPP's portion of the dependent medical insurance premium. The employee is responsible for payment of all optional insurance premiums and employee's portion of the dependent's medical insurance premium. An employee who fails to return from a leave of absence within the period specified shall be deemed to have resigned.

- b. In cases of medical disability, the Plant Manager may at its sole discretion grant an additional unpaid leave of absence beyond the six (6) months provided for in Section 32.4 a above. The request for unpaid leave will be handled on a case-by-case basis, and will not be subject to the grievance procedure contained in this Agreement, or to any other appeal process.

ARTICLE THIRTY-THREE: EDUCATIONAL ASSISTANCE

Section 33.1

The Employer agrees to continue the educational assistance program in accordance with SJRPP-PP 269 as amended from time to time. Current benefit level shall remain the same as policy dated 09/20/2011 unless otherwise agreed to by the parties.

Section 33.2

The Employer agrees that it will make every reasonable effort to allow employees enrolled in continuing education courses the opportunity to attend classes, subject to the operational and manpower requirements of the Employer.

ARTICLE THIRTY-FOUR: TERMINAL LEAVE BENEFITS

Section 34.1

- a. Upon the death of an employee, all accrued and unpaid overtime, annual or personal leave, and other terminal leave benefits (other than life insurance proceeds for which a beneficiary has been designated), shall be paid within forty-five (45) calendar days to the employee's designated beneficiary of the terminal leave benefits. The Employer will provide a form that employees may use to designate the beneficiary of the employee's terminal leave benefits.
- b. When an employee fails to designate a beneficiary of his terminal leave benefits, the Employer shall pay the benefits as follows:
 - 1. The benefits will be paid to the employee's surviving spouse;
 - 2. In the event the employee leaves no surviving spouse the benefits will be paid to the employee's children in equal shares, payable as follows:
 - (a) To each of the employee's children over the age of 18 who are known to the Employer;

- (b) To the legal guardian or representative of each of the employee's children under the age of 18 known to the Employer;
- 3. If the employee has no surviving spouse or children known to the Employer then the benefits will be paid to the surviving parent(s) of the employee, in equal shares;
- 4. If the employee has no surviving spouse, children, or parents known to the Employer then the benefits will be paid to the employee's estate.

Section 34.2

In the event of an employee's death on the job, SJRPP will make an immediate payment of two (2) month's salary in addition to all other benefits outlined in this article. For purposes of this section, payment shall be calculated by $1/12$ times 2080 times 2 times the employee's hourly rate of pay at the time of death ($1/12 \times 2080 \times 2 \times$ hourly rate).

ARTICLE THIRTY-FIVE: SEVERABILITY

If any provision of this Agreement is found to be invalid by any court having jurisdiction in respect thereof, such finding shall not affect the remainder of the Agreement, and all other terms and provisions shall continue in full force and effect. Upon such judicial determination, the Employer and the Union shall, upon the request of either party, meet to negotiate and endeavor to reach agreement upon a substitute for the provision(s) found to be invalid.

ARTICLE THIRTY-SIX: TERM

Section 36.1

This Agreement, upon approval and ratification by both parties, shall become effective on October 1, 2015, and shall remain in effect through September 30, 2018.

Section 36.2

This Agreement shall be subject to amendments, at any time, by mutual consent of the parties hereto. Such amendments shall be reduced in writing, state the effective date of the amendment, and be executed and approved in the same manner as this Agreement.

APPENDIX 1

ST. JOHN'S RIVER POWER PARK GRIEVANCE FORM

INSTRUCTIONS TO GRIEVANT:

Fill out this form as completely as possible. Either type the form or print clearly in ink. Sign the form on page 2, and indicate whether or not you want the Union to assist you in the processing of your grievance. If you want the Union to assist you in the processing of your grievance, obtain the signature of the Union steward on page 2 of the form.

When you have completed the form, present it to your supervisor, along with any documents that you rely on to support your grievance.

Name of Grievant: _____

Employee ID #: _____ Department: _____

Date of Event Giving Rise to the Grievance: _____

Date this Grievance Submitted to Supervisor: _____

A. Give Article(s) and Section(s) of Contract which the Grievant claims were violated:

B. Concisely state the facts that are relied upon by the Grievant:

C. **Relief Requested** -- Briefly explain what you would like SJRPP to do to resolve this grievance:

- D. **Union Participation** -- Check one of the following to indicate whether you want the Union to assist you in the processing of this grievance:

_____ I request Union assistance in the processing of this grievance. I have obtained the signature of the Union Steward on this form.

_____ I will process this grievance without the intervention of the Union. I understand that I have the right to be represented by legal counsel (at my own expense) in the processing of this grievance. I understand that the Employer may adjust this grievance without the intervention of the Union provided that the adjustment is not inconsistent with the terms of the collective bargaining agreement and provided that the Union is given a reasonable opportunity to be present at any meeting called for the resolution of this grievance.

- E. **Additional Grievants** (see page 4 if yes is checked)

_____ Yes _____ No

Signature of Grievant

Signature of Steward

STEP ONE: IMMEDIATE SUPERVISOR

Supervisor's Acknowledgment of Receipt

Received by: _____

Department: _____ Job Title: _____

Date of Receipt: _____ Time of Receipt: _____ a.m./p.m.

Step One Meeting:

_____ Meeting requested by: grievant/employer/union

_____ No meeting requested

Step One Response:

Grievance is: _____ Sustained, for the reasons attached

_____ Denied, for the reasons attached

Extension

_____ Date _____ Initials _____ Initials

STEP TWO: SUPERINTENDENT

Superintendent's Acknowledgment of Receipt

Received by: _____

Department: _____ Job Title: _____

Date of Receipt: _____ Time of Receipt: _____ a.m./p.m.

Step Two Meeting:

_____ Meeting requested by: grievant/employer/union

_____ No meeting requested

Step Two Response:

Grievance is: _____ Sustained, for the reasons attached

_____ Denied, for the reasons attached

Extension

_____ Date _____ Initials _____ Initials

STEP THREE: PLANT MANAGER

Plant Manager's Acknowledgment of Receipt

Received by: _____

Department: _____ Job Title: _____

Date of Receipt: _____ Time of Receipt: _____ a.m./p.m.

Step Three Meeting:

_____ Meeting requested by: grievant/employer/union

_____ No meeting requested

Step Three Response:

Grievance is: _____ Sustained, for the reasons attached

_____ Denied, for the reasons attached

Extension

Date

Initials

Initials

STEP FOUR: REQUEST FOR ARBITRATION

Received by: _____

Department: _____ Job Title: _____

Date of Receipt: _____ Time of Receipt: _____ a.m./p.m.

Extension

Date

Initials

Initials

Additional Grievants

APPENDIX 2

APPENDIX 2

Code	SJRPP Job Title	Pay Grade	FY	Step 1	Step 2	Step 3	Step 4
5303	Power Plant Trainee	505	15/16	\$ 18.54	\$ 19.48	\$ 20.45	\$ 21.49
			16/17	\$ 18.91	\$ 19.87	\$ 20.85	\$ 21.92
			17/18	\$ 19.48	\$ 20.46	\$ 21.48	\$ 22.57
1305	Storekeeper Assistant	507	15/16	\$ 20.12	\$ 21.13	\$ 22.19	\$ 23.30
			16/17	\$ 20.52	\$ 21.55	\$ 22.63	\$ 23.76
			17/18	\$ 21.13	\$ 22.19	\$ 23.31	\$ 24.48
5345	Assistant Mechanical Technician **	511	15/16	\$ 22.07	\$ 23.18	\$ 24.34	\$ 25.55
			16/17	\$ 22.51	\$ 23.64	\$ 24.83	\$ 26.07
			17/18	\$ 23.19	\$ 24.35	\$ 25.57	\$ 26.85
5321	Maintenance Attendant (RL)	509	15/16	\$ 20.83	\$ 21.88		
			16/17	\$ 21.24	\$ 22.31		
			17/18	\$ 21.88	\$ 22.98		
5340	Assistant Power Plant Operator (BM)	514	15/16	\$ 24.05	\$ 25.26	\$ 26.52	\$ 27.84
5400	Station Operator Assistant		16/17	\$ 24.53	\$ 25.76	\$ 27.05	\$ 28.40
2305	Laboratory Technician Assistant		17/18	\$ 25.27	\$ 26.53	\$ 27.86	\$ 29.25
5317	Assistant Electrical Technician	516	15/16	\$ 25.86	\$ 27.16	\$ 28.52	\$ 29.95
5401	Assistant I & C Technician		16/17	\$ 26.38	\$ 27.70	\$ 29.09	\$ 30.55
1307	Storekeeper		17/18	\$ 27.17	\$ 28.54	\$ 29.96	\$ 31.47
1309	Senior Storekeeper	520	15/16	\$ 30.65	\$ 32.18		
5108	Power Plant Operator (PB) (RL)		16/17	\$ 31.27	\$ 32.82		
5148	Power Plant Operator (AQCS) (RL)		17/18	\$ 32.20	\$ 33.81		
5518	Power Plant Operator (BM)						
5347	Mechanical Technician						
2307	Laboratory Technician						
5318	Electrical Technician	521	15/16	\$ 31.02	\$ 32.58	\$ 34.21	
5402	Station Operator		16/17	\$ 31.64	\$ 33.23	\$ 34.89	
			17/18	\$ 32.59	\$ 34.23	\$ 35.94	
5353	Mechanical Technician, Certified ASME/LPP Welder	522	15/16		\$ 32.76		
			16/17		\$ 33.42		
			17/18		\$ 34.41		
5307	I & C Technician	523	15/16	\$ 33.50	\$ 35.16		
2807	Predictive Maintenance Technician		16/17	\$ 34.17	\$ 35.87		
			17/18	\$ 35.19	\$ 36.94		
5367	Mechanical Tech Certified ASME Welder	524	15/16		\$ 34.21		
5357	Mechanical Tech Certified Machinist		16/17		\$ 34.89		
5363	Mechanical Tech Certified HVAC		17/18		\$ 35.94		
5507	Operator Repairer, Senior	525	15/16	\$ 34.93	\$ 36.67		
5149	Unit Operator (AQCS)		16/17	\$ 35.63	\$ 37.40		
			17/18	\$ 36.69	\$ 38.52		
5109	Unit Operator (PB)	526	15/16	\$ 35.51	\$ 37.32		
			16/17	\$ 36.22	\$ 38.06		
			17/18	\$ 37.31	\$ 39.21		

** Employees in the referenced classification who are certified as a Welder (High Pressure) or Machinist shall receive a supplemental base pay adjustment of FY 15/16 \$1.80, FY 16/17 \$1.80 and FY 17/18 \$1.80.

Any Assistant Mechanical Technician who becomes certified as an ASME/LPP welder shall receive a supplemental base pay adjustment for FY 15/16, FY 16/17 and FY 17/18 of 52¢ per hour for all hours worked.

APPENDIX 3

POOL TIME- DONATION AUTHORIZATION

International Brotherhood of Electrical Workers Local #1618

Date_____

Labor Relations

21 West Church Street, 6th Floor

Jacksonville, Florida 32202

I hereby authorize the St. Johns River Power Park to deduct _____ hours from my:

☐ Accrued Annual Leave

☐ Accrued Personal Leave

and credit same to the Local 1618 IBEW Time Pool

_____ one time only

_____ every pay period

Employee's Name:_____

Employee's Signature:_____

Employee Number:_____

Department:_____

SJRPP Approval:_____

Payroll Deduction Date:_____

APPENDIX 4

REQUEST FOR POOL TIME WITHDRAWAL

International Brotherhood of Electrical Workers

To: _____
Superintendent

It is requested that _____ be allowed time off on
_____ for _____ days / hours.

Such time will be used for official UNION business and will be deducted from the UNION
POOL Time.

Approved: _____
President, IBEW, LOCAL 1618 Date

Approved: _____
Superintendent Date

Comments:

Send Signed Original to: Labor Relations, 21 West Church Street, 6th Floor

APPENDIX 5

FEDERAL HIGHWAY ADMINISTRATION & RANDOM TESTING FOR SAFETY SENSITIVE POSITIONS

CONTROLLED SUBSTANCE AND ALCOHOL USE TESTING PROGRAM PROCEDURE

I. Purpose

- A. To establish a procedure to randomly select employees for alcohol and substance testing as required by the Federal Highway Administration Controlled Substance and Alcohol Use and testing Program, 49 CFR 382, and for random testing of safety sensitive positions.
- B. To establish a procedure that is well documented and can be sufficiently audited and verified.
- C. To ensure that employees selected for testing are notified in a timely manner.
- D. To ensure that employees are selected in a fair and impartial manner.

II. Process

- A. Determination of eligible employees
 - 1. The Director, Emerging Workforce Strategies or his designee, (the "Director") will determine the employees eligible for random testing. Eligibility pursuant to the Federal Highway Administration Controlled Substance and Alcohol Use and Testing Program will be based on the criteria as determined by the Federal Highway Administration and the responsibilities and duties of the Employer personnel. Eligibility pursuant to random testing of safety sensitive positions will be based on the criteria set forth in the collective bargaining agreement, and upon applicable law. These will be known as the Master Lists. There will be a separate Master List for CDL testing and a separate Master List for safety sensitive testing.
 - 2. The Master Lists will be reviewed monthly to insure that the Master Lists properly reflect any employees who are no longer eligible (e.g., through resignation, promotion, no longer safety sensitive, etc.) and employees who should be added (e.g., new hires, promotions, safety sensitive, etc.). If an employee believes that he is no longer safety sensitive, the employee shall notify the Director, Emerging Workforce Strategies in writing or by email, with a copy to the employee's manager. If an employee's manager believes that the employee is no longer safety sensitive, the manager shall notify the Director, Emerging Workforce Strategies in writing or by email, with a copy to the employee. Where applicable, the notification (by the employee or the manager) shall specify the anticipated length of time during which the employee will not be "safety sensitive".

3. The Master Lists shall include:
 - a. Employee name
 - b. Job Title
 - c. Cost Center
 - d. Oracle Employee Number
 - e. A number assigned sequentially from the beginning of the list to the end.
4. The Director or his designee shall match the random numbers with the corresponding employee name on the Master Lists.
5. The Director or his designee shall contact the employee's manager and inform the manager that the employee must report to the designated drug and alcohol testing center within two (2) hours of the manager notifying the employee.
6. The employee's manager shall take reasonable steps to ensure that the employee can timely arrive at the appropriate testing location. If a management error prevents timely arrival of the employee, the employee will not be required to be tested at a later date or time as a result of that particular selection.
7. The results of the contact attempt shall be logged by the manager. The log entry shall indicate the employee's name, date and time of notification by the manager, and contact result (e.g., whether successfully contacted or not).
8. An employee selected for testing shall be excused from testing if he is off from work on a prior approved absence, or due to the employee's work schedule (e.g., an employee on a twelve hour shift). There are no other exceptions.
9. Prior to the actual selection, a Union representative may request to review the Master Lists. A copy of the Master Lists shall be provided to the Union representative on request.

B. Random Number Generation

1. On the day of testing, a computer program will be used to randomly generate the numbers. The user of the program will enter the beginning and ending sequential numbers assigned to the eligible employees and the number of selections that are to be made. Additional numbers may be selected to allow for employees who are not available on the day of testing. All numbers generated may be used. Excess or deficiencies will be determined prior to the end of each calendar year in order to comply with the required percentages (not to exceed +15 employees).
2. The program will output the selections to a predetermined printer. The primary numbers will appear first on the report listing the generated numbers, followed by an equal number of alternate selections. When the selections have been printed, a single digit number (+ or -), that has been previously provided by a Union representative, will be applied to the "circular" list of selections, thereby designating the employees who are to be actually selected. The Union

representative may request to view the process of number generation or to review the paperwork. No such request shall be denied, provided it can be accomplished in such a manner that prevents the Union representative or the fact of his being permitted to view the process from providing advance notice to any employee subject to testing that a test will be conducted on any particular day, and provided the Union representative reports to Emerging Workforce Strategies within forty-five (45) minutes of notification.

3. The following procedures shall be implemented to assist the Union representative in attending the random number generation:
 - a. The Employer shall call the Union president for the purpose of notifying the Union president so that he can review the process of number generation.
 - b. On days when the Union president will be unavailable to attend the number generation process, he may designate another Union representative.
 - c. Upon being informed by the Director or his designee that the number generation process is about to begin, the Union president/representative shall, in a manner consistent with safety and operational needs, promptly leave work and proceed to the designated location. While en route the Union president/representative shall contact his Superintendent and inform the Superintendent that the Union president/representative is going to observe the number generation process.
 - d. The Union president/representative is not required to inform his immediate supervisor prior to leaving unless safety or operational concerns require him to do so. The parties realize that safety is of the utmost concern in regards to this provision. The Union president/representative shall exercise good judgment when deciding whether to leave without notifying his supervisor. In cases where his absence may cause safety or operational concerns for the Employer or its employees, the Union president/representative shall take whatever steps are necessary to resolve such safety or operational concerns prior to leaving to observe the numbers generation process.
4. The random number generation shall be conducted twice, each time testing occurs for CDL or Safety Sensitive employees; one each for alcohol and drug testing. Random testing shall occur not more than twice monthly for CDL and not more than twice monthly for safety sensitive employees.

C. Notification of Employees

JEA shall determine the date when the employees are notified for drug and alcohol testing. JEA will take into consideration any known emergencies or unusual circumstances that may exist.

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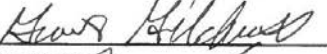
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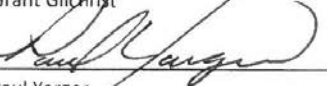
IN WITNESS WHEREOF, we the Negotiating Teams for the Parties, have set our hand this 19th day of February, 2015.

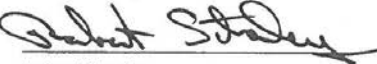
FOR THE SJRPP


Maria Salgueiro


Maryanne Evans

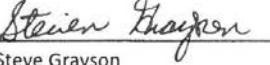

Grant Gilchrist



Paul Yarger


Robert Stanley

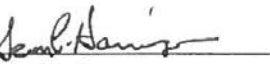
FOR THE IBEW LOCAL 1618



Frank Morris


Steve Grayson


Mark Cameron


Evan Cantrell


Sean Harrigan


Floyd Sewell

Approved by the International Brotherhood of Electrical Workers' (Local 1618) on the 2 day of April, 2015.


President

Approved by the JEA Board of the St. Johns River Power Park on the 21st day of April, 2015.


Managing Director, CEO


Chairman of the Board

JEA
Hurricane Irma
September 04, 2017 - October 18, 2017

Project Worksheet
PW 7 (31014): Category B - Emergency Protective Measures - SJRPP
Summary

Description	Amount
Force Account Labor - Protective Work (A)	\$ 278,909.38
JEA's Ownership (B)	80%
Subtotal	223,127.50
DAC	TBD
Total	\$ 223,127.50

Notes:

(A) Amount can be tied to the source file by filtering for payment type group (column L) "Overtime" and task numbers (column E) "1.1" and "24892794" which are associated with Hurricane Irma emergency protective work. Fringe benefits are already captured in the labor amount. Source: PR#31014 - FA Labor Record - FEMA Reporting - Hurricane IRMA_SJRPP.xlsx.

(B) JEA's ownership in SJRPP is 80%, therefore 80% of the total damages are captured.

FEMA Reporting - Hurricane IRMA SJRPP
Regular Fringe Benefit Rate
Overtime Fringe Benefit Rate

90.96%
55.40%

GRE	Date		Project Number	Task Number	Cost Center	id#	Employee Name	Job Description	Pension Code	Bargaining Union	Payment Group	Payment Type	Hourly Rate	Regular Hours	Reg Fringe Rate	Reg Pay	Reg Fringe Pay	Tot Reg Pay	OT Hours	OT Factor	OT Pay	OT Fringe Rate	OT Fringe Pay	Tot OT Pay	Total \$
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00442	290	Peacock, James T	Mgr Solid Fuels & Byproduct Operations.0004.8680	09	SJRPP NBU	OVERTIME	Contract Policy 1_0	\$52.59	0.0	0%	\$ -	\$ -	\$ -	10.0	1.0	\$ 525.90	55%	\$ 291.35	\$ 817.25	\$ 817.25
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00439	5316	Peacock, William Adam	Shift Manager.0004.8510	29	SJRPP NBU	OVERTIME	Emergency 1_0	\$48.86	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 293.16	55%	\$ 162.41	\$ 455.57	\$ 455.57
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00439	9650	Clark, Lanceston Cecil (Lance)	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$27.05	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 162.30	55%	\$ 89.91	\$ 252.21	\$ 252.21
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00439	6745	Creamer, Richard Kenneth	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$34.89	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 209.34	55%	\$ 115.97	\$ 325.31	\$ 325.31
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00467	6032	Woods, Marzette III	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 196.92	55%	\$ 109.09	\$ 306.01	\$ 306.01
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00467	6768	Roe, Jeffrey E	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 196.92	55%	\$ 109.09	\$ 306.01	\$ 306.01
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00442	134	Hawkins, Mark E	Supervisor Solid Fuel or Byproducts Operations.0004.8412	09	SJRPP NBU	OVERTIME	Emergency 1_0	\$43.50	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 261.00	55%	\$ 144.59	\$ 405.59	\$ 405.59
SJRPP GRE	09/08/2017	26 FY16/17	8004368	001.1	00438	406	Hart, Calvin J	Sr Planner Lead.0004.8316	09	SJRPP NBU	OVERTIME	Contract Policy 1_0	\$46.52	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 279.12	55%	\$ 154.63	\$ 433.75	\$ 433.75
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00442	9305	Clem, Brian Douglas Jr	Assistant Power Plant Operator.1618.5340	51	SJRPP IBEW	OVERTIME	Emergency 1_0	\$27.05	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 162.30	55%	\$ 89.91	\$ 252.21	\$ 252.21
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00442	388	Cornett, Tim E	Power Plant Operator BM.1618.5518	09	SJRPP IBEW	OVERTIME	Emergency 1_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 196.92	55%	\$ 109.09	\$ 306.01	\$ 306.01
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00439	9087	Crossman, Richard Glen (Rich)	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$34.89	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 209.34	55%	\$ 115.97	\$ 325.31	\$ 325.31
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00439	9089	Dampier, Mathew Scott	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$28.40	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 170.40	55%	\$ 94.40	\$ 264.80	\$ 264.80
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00439	9348	Merrlweather, Derrick	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$28.40	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 170.40	55%	\$ 94.40	\$ 264.80	\$ 264.80
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00439	5314	Otero, Luis Fernando	Unit Operator PB.1618.5109	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$38.06	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 228.36	55%	\$ 126.51	\$ 354.87	\$ 354.87
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00439	6741	Rogers, George W	Unit Operator AQCS.1618.5149	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$37.40	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 224.40	55%	\$ 124.32	\$ 348.72	\$ 348.72
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00442	7277	Spurlock, Michael Brandon	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	6.0	1.0	\$ 196.92	55%	\$ 109.09	\$ 306.01	\$ 306.01
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00439	6740	Andujar, Curtis Darrell II	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$28.40	0.0	0%	\$ -	\$ -	\$ -	6.0	1.5	\$ 255.60	55%	\$ 141.60	\$ 397.20	\$ 397.20
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00433	7785	Coates, David Kenneth	Mechanical Technician.1618.5347	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$32.82	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 196.92	55%	\$ 109.09	\$ 306.01	\$ 306.01
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00433	7785	Coates, David Kenneth	Mechanical Technician.1618.5347	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	2.0	1.0	\$ 65.64	55%	\$ 36.36	\$ 102.00	\$ 102.00
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00433	9772	Clarke, Cory Austin	Assistant Mechanical Technician.1618.5345	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$25.44	0.0	0%	\$ -	\$ -	\$ -	6.0	1.5	\$ 228.96	55%	\$ 126.84	\$ 355.80	\$ 355.80
SJRPP GRE	09/08/2017	26 FY16/17	8004368	24892794	00433	9772	Clarke, Cory Austin	Assistant Mechanical Technician.1618.5345	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$25.44	0.0	0%	\$ -	\$ -	\$ -	2.0	1.0	\$ 50.88	55%	\$ 28.19	\$ 79.07	\$ 79.07
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	7264	Garrison, Matthew D	Unit Operator PB.1618.5109	51	SJRPP IBEW	OVERTIME	Emergency 1_5	\$38.06	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 685.08	55%	\$ 379.53	\$ 1,064.61	\$ 1,064.61
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	7268	Yeager, Paul Edwin	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$34.89	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 628.02	55%	\$ 347.92	\$ 975.94	\$ 975.94
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00467	6038	McCranie, James W Jr	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	12.0	1.0	\$ 393.84	55%	\$ 218.19	\$ 612.03	\$ 612.03
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	9086	Edwards, Frederick Wilbur III	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$28.40	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 511.20	55%	\$ 283.20	\$ 794.40	\$ 794.40
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	5316	Peacock, William Adam	Shift Manager.0004.8510	29	SJRPP NBU	OVERTIME	Emergency 1_0	\$48.86	0.0	0%	\$ -	\$ -	\$ -	12.0	1.0	\$ 586.32	55%	\$ 324.82	\$ 911.14	\$ 911.14
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	9650	Clark, Lanceston Cecil (Lance)	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$27.05	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 486.90	55%	\$ 269.74	\$ 756.64	\$ 756.64
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	9352	Lee, Chad Brent	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$33.23	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 598.14	55%	\$ 331.37	\$ 929.51	\$ 929.51
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	6745	Creamer, Richard Kenneth	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$34.89	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 628.02	55%	\$ 347.92	\$ 975.94	\$ 975.94
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	6746	Barlow, Andre S	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$28.40	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 511.20	55%	\$ 283.20	\$ 794.40	\$ 794.40
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	437	Alden, David G Jr	Shift Manager.0004.8510	29	SJRPP NBU	OVERTIME	Emergency 1_0	\$50.44	0.0	0%	\$ -	\$ -	\$ -	12.0	1.0	\$ 605.28	55%	\$ 335.33	\$ 940.61	\$ 940.61
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00442	8970	Dupree, John Tracy	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$32.82	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 590.76	55%	\$ 327.28	\$ 918.04	\$ 918.04
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	5315	Bertone, Alan Francis	Unit Operator PB.1618.5109	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$38.06	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 685.08	55%	\$ 379.53	\$ 1,064.61	\$ 1,064.61
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00442	349	Roberts, Raymond	Supervisor Solid Fuel or Byproducts Operations.0004.8412	09	SJRPP NBU	OVERTIME	Emergency 1_0	\$39.87	0.0	0%	\$ -	\$ -	\$ -	12.0	1.0	\$ 478.44	55%	\$ 265.06	\$ 743.50	\$ 743.50
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	9346	O'Brien, Joshua Steven (Josh)	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$28.40	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 511.20	55%	\$ 283.20	\$ 794.40	\$ 794.40
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	9347	Holland, Albert Anthony (Tony)	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$28.40	0.0	0%	\$ -	\$ -	\$ -	4.0	1.5	\$ 170.40	55%	\$ 94.40	\$ 264.80	\$ 264.80
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00467	6032	Woods, Marzette III	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	12.0	1.0	\$ 393.84	55%	\$ 218.19	\$ 612.03	\$ 612.03
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00467	6768	Roe, Jeffrey E	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 1_0	\$32.82	0.0	0%	\$ -	\$ -	\$ -	12.0	1.0	\$ 393.84	55%	\$ 218.19	\$ 612.03	\$ 612.03
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00442	224	Hankerson, Fredericko K	Power Plant Operator BM.1618.5518	09	SJRPP IBEW	OVERTIME	Emergency 1_5	\$32.82	0.0	0%	\$ -	\$ -	\$ -	8.0	1.5	\$ 393.84	55%	\$ 218.19	\$ 612.03	\$ 612.03
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00442	134	Hawkins, Mark E	Supervisor Solid Fuel or Byproducts Operations.0004.8412	09	SJRPP NBU	OVERTIME	Emergency 1_0	\$43.50	0.0	0%	\$ -	\$ -	\$ -	12.0	1.0	\$ 522.00	55%	\$ 289.19	\$ 811.19	\$ 811.19
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00442	6519	Barrier, James Wade	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$32.82	0.0	0%	\$ -	\$ -	\$ -	8.0	1.5	\$ 393.84	55%	\$ 218.19	\$ 612.03	\$ 612.03
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00442	9305	Clem, Brian Douglas Jr	Assistant Power Plant Operator.1618.5340	51	SJRPP IBEW	OVERTIME	Emergency 1_5	\$27.05	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 486.90	55%	\$ 269.74	\$ 756.64	\$ 756.64
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00442	388	Cornett, Tim E	Power Plant Operator BM.1618.5518	09	SJRPP IBEW	OVERTIME	Emergency 1_5	\$32.82	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 590.76	55%	\$ 327.28	\$ 918.04	\$ 918.04
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	9087	Crossman, Richard Glen (Rich)	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$34.89	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 628.02	55%	\$ 347.92	\$ 975.94	\$ 975.94
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	9089	Dampier, Mathew Scott	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$28.40	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 511.20	55%	\$ 283.20	\$ 794.40	\$ 794.40
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	9348	Merrlweather, Derrick	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_5	\$28.40	0.0	0%	\$ -	\$ -	\$ -	12.0	1.5	\$ 511.20	55%	\$ 283.20	\$ 794.40	\$ 794.40
SJRPP GRE	09/09/2017	26 FY16/17	8004368	24892794	00439	5314	Otero, Luis Fernando																		

SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00437	9296	Moody, Jeffrey Lawshe (Jeff)	Electrical Technician.1618.5318	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$33.23	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	132.92	55%	\$	73.64	\$	206.56	\$	206.56
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00433	8105	Cummings, Samuel Robert	Mechanic Certified Welder.1618.5367	51	SJRPP IBEW	OVERTIME	Emergency 2_0		\$34.89	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	139.56	55%	\$	77.32	\$	216.88	\$	216.88
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00433	8105	Cumminas, Samuel Robert	Mechanic Certified Welder.1618.5367	51	SJRPP IBEW	OVERTIME	Emergency 1_5		\$34.89	0.0	0%	\$	-	\$	-	\$	-	16.0	1.5	\$	837.36	55%	\$	463.90	\$	1,301.26	\$	1,301.26
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00433	9768	Hardemon, Shawn William	Assistant Mechanical Technician.1618.5345	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$23.64	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	94.56	55%	\$	52.39	\$	146.95	\$	146.95
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00433	9768	Hardemon, Shawn William	Assistant Mechanical Technician.1618.5345	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$23.64	0.0	0%	\$	-	\$	-	\$	-	16.0	1.5	\$	567.36	55%	\$	314.32	\$	881.68	\$	881.68
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00467	6038	McCranie, James W Jr	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	131.28	55%	\$	72.73	\$	204.01	\$	204.01
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00467	6038	McCranie, James W Jr	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$32.82	0.0	0%	\$	-	\$	-	\$	-	6.0	1.5	\$	295.38	55%	\$	163.64	\$	459.02	\$	459.02
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00467	6038	McCranie, James W Jr	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 1_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	10.0	1.0	\$	328.20	55%	\$	181.82	\$	510.02	\$	510.02
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	5316	Peacock, William Adam	Shift Manager.0004.8510	29	SJRPP NBU	OVERTIME	Emergency 1_0		\$48.86	0.0	0%	\$	-	\$	-	\$	-	24.0	1.0	\$	1,172.64	55%	\$	649.64	\$	1,822.28	\$	1,822.28
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	9650	Clark, Lancelton Cecil (Lance)	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$27.05	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	1,082.00	55%	\$	599.43	\$	1,681.43	\$	1,681.43
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	9650	Clark, Lancelton Cecil (Lance)	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$27.05	0.0	0%	\$	-	\$	-	\$	-	4.0	1.5	\$	162.30	55%	\$	89.91	\$	252.21	\$	252.21
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	9352	Lee, Chad Brent	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$33.23	0.0	0%	\$	-	\$	-	\$	-	16.0	1.5	\$	797.52	55%	\$	441.83	\$	1,239.35	\$	1,239.35
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	9352	Lee, Chad Brent	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$33.23	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	132.92	55%	\$	73.64	\$	206.56	\$	206.56
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	6745	Creamer, Richard Kenneth	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$34.89	0.0	0%	\$	-	\$	-	\$	-	20.0	2.0	\$	1,395.60	55%	\$	773.16	\$	2,168.76	\$	2,168.76
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	6745	Creamer, Richard Kenneth	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$34.89	0.0	0%	\$	-	\$	-	\$	-	4.0	1.5	\$	209.34	55%	\$	115.97	\$	325.31	\$	325.31
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	6746	Barlow, Andre S	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$28.40	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	113.60	55%	\$	62.93	\$	176.53	\$	176.53
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	6746	Barlow, Andre S	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$28.40	0.0	0%	\$	-	\$	-	\$	-	16.0	1.5	\$	681.60	55%	\$	377.61	\$	1,059.21	\$	1,059.21
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	5319	Marlowe, Warren M Jr	Unit Operator PB.1618.5109	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$38.06	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	152.24	55%	\$	84.34	\$	236.58	\$	236.58
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	9347	Holland, Albert Anthony (Tony)	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$28.40	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	113.60	55%	\$	62.93	\$	176.53	\$	176.53
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	9347	Holland, Albert Anthony (Tony)	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$28.40	0.0	0%	\$	-	\$	-	\$	-	16.0	1.5	\$	681.60	55%	\$	377.61	\$	1,059.21	\$	1,059.21
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00467	6032	Woods, Marzette III	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 1_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	4.0	1.0	\$	131.28	55%	\$	72.73	\$	204.01	\$	204.01
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00467	6032	Woods, Marzette III	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	14.0	2.0	\$	918.96	55%	\$	509.10	\$	1,428.06	\$	1,428.06
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00467	6032	Woods, Marzette III	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$32.82	0.0	0%	\$	-	\$	-	\$	-	6.0	1.5	\$	295.38	55%	\$	163.64	\$	459.02	\$	459.02
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	9091	Lemay, James Robert	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$28.40	0.0	0%	\$	-	\$	-	\$	-	16.0	1.5	\$	681.60	55%	\$	377.61	\$	1,059.21	\$	1,059.21
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	9091	Lemay, James Robert	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$28.40	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	113.60	55%	\$	62.93	\$	176.53	\$	176.53
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00467	6768	Roe, Jeffrey E	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$32.82	0.0	0%	\$	-	\$	-	\$	-	6.0	1.5	\$	295.38	55%	\$	163.64	\$	459.02	\$	459.02
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00467	6768	Roe, Jeffrey E	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 1_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	4.0	1.0	\$	131.28	55%	\$	72.73	\$	204.01	\$	204.01
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00467	6768	Roe, Jeffrey E	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	14.0	2.0	\$	918.96	55%	\$	509.10	\$	1,428.06	\$	1,428.06
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	8748	Alden, Seth Curtis	Unit Operator PB.1618.5109	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$38.06	0.0	0%	\$	-	\$	-	\$	-	16.0	1.5	\$	913.44	55%	\$	506.05	\$	1,419.49	\$	1,419.49
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	8748	Alden, Seth Curtis	Unit Operator PB.1618.5109	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$38.06	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	152.24	55%	\$	84.34	\$	236.58	\$	236.58
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00433	6688	Sawyer, Thomas J Jr	Mechanical Technician.1618.5347	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$32.82	0.0	0%	\$	-	\$	-	\$	-	16.0	1.5	\$	787.68	55%	\$	436.37	\$	1,224.05	\$	1,224.05
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00433	6688	Sawyer, Thomas J Jr	Mechanical Technician.1618.5347	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	131.28	55%	\$	72.73	\$	204.01	\$	204.01
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	56	Barney, Leonard Lawton Jr	Power Plant Operator PB.1618.5108	09	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	131.28	55%	\$	72.73	\$	204.01	\$	204.01
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00439	56	Barney, Leonard Lawton Jr	Power Plant Operator PB.1618.5108	09	SJRPP IBEW	OVERTIME	Emergency 1_5		\$32.82	0.0	0%	\$	-	\$	-	\$	-	16.0	1.5	\$	787.68	55%	\$	436.37	\$	1,224.05	\$	1,224.05
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00442	7859	Wise, Kevin Duane	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$32.82	0.0	0%	\$	-	\$	-	\$	-	16.0	1.5	\$	787.68	55%	\$	436.37	\$	1,224.05	\$	1,224.05
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00442	7859	Wise, Kevin Duane	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	131.28	55%	\$	72.73	\$	204.01	\$	204.01
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00442	9518	Frey, Harold K Jr (Skip)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$31.27	0.0	0%	\$	-	\$	-	\$	-	16.0	1.5	\$	750.48	55%	\$	415.77	\$	1,166.25	\$	1,166.25
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00442	9518	Frey, Harold K Jr (Skip)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$31.27	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	125.08	55%	\$	69.29	\$	194.37	\$	194.37
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00443	6886	LeMay, Matthew R	Mechanic Certified Welder.1618.5367	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$34.89	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	139.56	55%	\$	77.32	\$	216.88	\$	216.88
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00443	6886	LeMay, Matthew R	Mechanic Certified Welder.1618.5367	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$34.89	0.0	0%	\$	-	\$	-	\$	-	16.0	1.5	\$	837.36	55%	\$	463.90	\$	1,301.26	\$	1,301.26
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00442	9517	King, Shaun A	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 1_5		\$31.27	0.0	0%	\$	-	\$	-	\$	-	16.0	1.5	\$	750.48	55%	\$	415.77	\$	1,166.25	\$	1,166.25
SJRPP GRE	09/10/2017	26 FY16/17	8004368	24892794	00442	9517	King, Shaun A	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$31.27	0.0	0%	\$	-	\$	-	\$	-	2.0	2.0	\$	125.08	55%	\$	69.29	\$	194.37	\$	194.37
SJRPP GRE	09/10/2017	2																															

SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	6055	Cameron, Mark	Shift Manager.0004.8510	29	SJRPP NBU	OVERTIME	Emergency 1_0		\$46.64	0.0	0%	\$	-	\$	-	\$	-	24.0	1.0	\$	1,119.36	55%	\$	620.13	\$	1,739.49	\$	1,739.49
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00433	7011	Henderson, William Wayne	Mechanic Certified Welder.1618.5367	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$34.89	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,674.72	55%	\$	927.79	\$	2,602.51	\$	2,602.51
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00452	9350	Shaw, Zachary Lewis (Zach)	Storekeeper.1618.1307	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$29.09	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,396.32	55%	\$	773.56	\$	2,169.88	\$	2,169.88
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00443	378	Sumpter, James C	Mechanical Technician.1618.5347	09	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,575.36	55%	\$	872.75	\$	2,448.11	\$	2,448.11
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00437	9298	Griffin, Aaron Thatcher	Electrical Technician.1618.5318	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$33.23	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,595.04	55%	\$	883.65	\$	2,478.69	\$	2,478.69
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00452	8739	Oliver, Charles Jr	Storekeeper.1618.1307	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$30.55	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,466.40	55%	\$	812.39	\$	2,278.79	\$	2,278.79
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00437	9296	Moody, Jeffrey Lawshe (Jeff)	Electrical Technician.1618.5318	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$33.23	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,595.04	55%	\$	883.65	\$	2,478.69	\$	2,478.69
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00433	8105	Cummings, Samuel Robert	Mechanic Certified Welder.1618.5367	51	SJRPP IBEW	OVERTIME	Emergency 2_0		\$34.89	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,674.72	55%	\$	927.79	\$	2,602.51	\$	2,602.51
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00433	9768	Hardemon, Shawn William	Assistant Mechanical Technician.1618.5345	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$23.64	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,134.72	55%	\$	628.63	\$	1,763.35	\$	1,763.35
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00467	6038	McCranie, James W Jr	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,575.36	55%	\$	872.75	\$	2,448.11	\$	2,448.11
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	5316	Peacock, William Adam	Shift Manager.0004.8510	29	SJRPP NBU	OVERTIME	Emergency 1_0		\$48.86	0.0	0%	\$	-	\$	-	\$	-	24.0	1.0	\$	1,172.64	55%	\$	649.64	\$	1,822.28	\$	1,822.28
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	9650	Clark, Lancelton Cecil (Lance)	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$27.05	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,298.40	55%	\$	719.31	\$	2,017.71	\$	2,017.71
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	9352	Lee, Chad Brent	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$33.23	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,595.04	55%	\$	883.65	\$	2,478.69	\$	2,478.69
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	6745	Creamer, Richard Kenneth	Station Operator.1618.5402	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$34.89	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,674.72	55%	\$	927.79	\$	2,602.51	\$	2,602.51
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	6746	Barlow, Andre S	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$28.40	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,363.20	55%	\$	755.21	\$	2,118.41	\$	2,118.41
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	5319	Marlowe, Warren M Jr	Unit Operator PB.1618.5109	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$38.06	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,826.88	55%	\$	1,012.09	\$	2,838.97	\$	2,838.97
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	9347	Holland, Albert Anthony (Tony)	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$28.40	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,363.20	55%	\$	755.21	\$	2,118.41	\$	2,118.41
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00467	6032	Woods, Marzette III	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,575.36	55%	\$	872.75	\$	2,448.11	\$	2,448.11
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	9091	Lemay, James Robert	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$28.40	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,363.20	55%	\$	755.21	\$	2,118.41	\$	2,118.41
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00467	6768	Roe, Jeffrey E	Laboratory Technician.1618.2307	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,575.36	55%	\$	872.75	\$	2,448.11	\$	2,448.11
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	8748	Alden, Seth Curtis	Unit Operator PB.1618.5109	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$38.06	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,826.88	55%	\$	1,012.09	\$	2,838.97	\$	2,838.97
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00433	6688	Sawyer, Thomas J Jr	Mechanical Technician.1618.5347	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,575.36	55%	\$	872.75	\$	2,448.11	\$	2,448.11
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	56	Barney, Leonard Lawton Jr	Power Plant Operator PB.1618.5108	09	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,575.36	55%	\$	872.75	\$	2,448.11	\$	2,448.11
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00442	7859	Wise, Kevin Duane	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,575.36	55%	\$	872.75	\$	2,448.11	\$	2,448.11
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00442	9518	Frey, Harold K Jr (Skip)	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$31.27	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,500.96	55%	\$	831.53	\$	2,332.49	\$	2,332.49
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00443	6886	LeMay, Matthew R	Mechanic Certified Welder.1618.5367	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$34.89	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,674.72	55%	\$	927.79	\$	2,602.51	\$	2,602.51
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00442	9517	King, Shaun A	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$31.27	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,500.96	55%	\$	831.53	\$	2,332.49	\$	2,332.49
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00442	7867	Sewell, Floyd Allen	Supervisor Solid Fuel or Byproducts Operations.0004.8412	29	SJRPP NBU	OVERTIME	Emergency 1_0		\$41.01	0.0	0%	\$	-	\$	-	\$	-	24.0	1.0	\$	984.24	55%	\$	545.27	\$	1,529.51	\$	1,529.51
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00442	134	Hawkins, Mark E	Supervisor Solid Fuel or Byproducts Operations.0004.8412	09	SJRPP NBU	OVERTIME	Emergency 1_0		\$43.50	0.0	0%	\$	-	\$	-	\$	-	24.0	1.0	\$	1,044.00	55%	\$	578.38	\$	1,622.38	\$	1,622.38
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00442	8974	Lambert, Scott Joseph	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,575.36	55%	\$	872.75	\$	2,448.11	\$	2,448.11
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	6740	Andujar, Curtis Darrell II	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$28.40	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,363.20	55%	\$	755.21	\$	2,118.41	\$	2,118.41
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	7264	Garrison, Matthew D	Unit Operator PB.1618.5109	51	SJRPP IBEW	OVERTIME	Emergency 2_0		\$38.06	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,826.88	55%	\$	1,012.09	\$	2,838.97	\$	2,838.97
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00437	7846	Stephens, Larry Reid Jr.	Electrical Technician.1618.5318	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$34.89	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,674.72	55%	\$	927.79	\$	2,602.51	\$	2,602.51
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00442	9305	Clem, Brian Douglas Jr	Assistant Power Plant Operator.1618.5340	51	SJRPP IBEW	OVERTIME	Emergency 2_0		\$27.05	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,298.40	55%	\$	719.31	\$	2,017.71	\$	2,017.71
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00442	388	Cornett, Tim E	Power Plant Operator BM.1618.5518	09	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,575.36	55%	\$	872.75	\$	2,448.11	\$	2,448.11
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	9089	Damplier, Mathew Scott	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$28.40	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,363.20	55%	\$	755.21	\$	2,118.41	\$	2,118.41
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	9348	Merrilweather, Derrick	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$28.40	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,363.20	55%	\$	755.21	\$	2,118.41	\$	2,118.41
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00433	9774	Gray, Snapper Lee	Assistant Mechanical Technician.1618.5345	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$23.64	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,134.72	55%	\$	628.63	\$	1,763.35	\$	1,763.35
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	9414	Logan, Johnathan Hugh (Johnny)	Assistant Station Operator.1618.5400	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$28.40	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,363.20	55%	\$	755.21	\$	2,118.41	\$	2,118.41
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	6741	Rogers, George W	Unit Operator AQCS.1618.5149	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$37.40	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,795.20	55%	\$	994.54	\$	2,789.74	\$	2,789.74
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00442	7277	Spurlock, Michael Brandon	Power Plant Operator BM.1618.5518	29	SJRPP IBEW	OVERTIME	Emergency 2_0		\$32.82	0.0	0%	\$	-	\$	-	\$	-	24.0	2.0	\$	1,575.36	55%	\$	872.75	\$	2,448.11	\$	2,448.11
SJRPP GRE	09/11/2017	26 FY16/17	8004368	24892794	00439	9095	Wilson, Jared J	Station Operator.1618																									

Time

Review: Bertone, Alan Francis, 5315

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000439	001	Regular Pay		12	12	4							6	12	12	10	68	
0000439	001	Contract Policy 1_5	12			8	12	0								2	34	
0000439	001	Shift Payment											6	12	12	10	40	
0000439	001	Holiday Pay	12														12	
0000439	001	Emergency Relief						12									12	
8004368	24892794	Emergency 1_5						12									12	
			24	12	12	12	12	24	0	0	0	0	12	24	24	22	178	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
0000439	001	Contract Policy 1_5	Sat, Sep 09	Thu, Sep 14	0	Correcting Hours	
0000439	001	Contract Policy 1_5	Sat, Sep 09	Fri, Jul 21	12		

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Time

Review: Clark, Lanceston Cecil (Lance), 9650

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Week Starting Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000439	001	Regular Pay			6	12	0	0		0	6	12	4				46	
0000439	001	Shift Payment	0		6	12	0	0	0		6	12	4				46	
0000439	001	Holiday Pay	12		0	0	0	0		0	0	0	0				12	
0000439	001	Contract Policy 1_5	0										2				2	
0000439	001	Contract Policy 2_0	0								6						6	
0000439	001	Emergency Relief	0				6	12	12	12							42	
8004368	24892794	Emergency 1_0	0				9										9	
8004368	24892794	Emergency 1_5	0					12	4								16	
8004368	24892794	Emergency 2_0						20	24								44	
0000439	001	Meal Allowance							3	3	3	1					10	
0000439	001	Scheduled 1_5	12														12	
			24	0	12	24	24	24	39	39	21	25	10	0	0	0	242	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
0000439	001	Holiday Pay	Thu, Sep 14	Thu, Sep 14	0	Correcting Hours	
0000439	001	Shift Payment	Thu, Sep 14	Wed, Sep 13	4		
0000439	001	Regular Pay	Thu, Sep 14	Mon, Sep 25	4	Correcting Hours	
0000439	001	Regular Pay	Thu, Sep 14	Thu, Sep 14	6	Correcting Hours	
0000439	001	Regular Pay	Thu, Sep 14	Wed, Sep 13	4		
0000439	001	Shift Payment	Thu, Sep 14	Mon, Sep 25	4	Correcting Hours	

Time

Review: Creamer, Richard Kenneth, 6745

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Week Starting Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000439	001	Regular Pay	0		6	12	6	0	0	0	6	12	4				46	
0000439	001	Shift Payment	0		6	12	6	0		0	6	12	4				46	
0000439	001	Holiday Pay	12					0	0	0	0	0	0	0			12	
0000439	001	Contract Policy 1_5	0										2				2	
0000439	001	Contract Policy 2_0							0	0	6						6	
0000439	001	Emergency Relief					6	12	12	12							42	
8004368	24892794	Emergency 1_0					6		0	0							6	
8004368	24892794	Emergency 1_5	0					12	4								16	
8004368	24892794	Emergency 2_0							20	24							44	
0000439	001	Meal Allowance							3	3	3	1					10	
			12	0	12	24	24	24	39	39	21	25	10	0	0	0	230	

Audit Summary

							Rows 1 to 54
Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
0000439	001	Holiday Pay	Fri, Sep 15	Thu, Sep 14	0	Correcting Hours	
0000439	001	Contract Policy 1_5	Fri, Sep 15	Mon, Sep 11	0		
0000439	001	Shift Payment	Thu, Sep 14	Mon, Sep 25	4	Correcting Hours	
0000439	001	Shift Payment	Thu, Sep 14	Thu, Sep 14	6	Correcting Hours	
0000439	001	Shift Payment	Thu, Sep 14	Mon, Sep 11	4		
0000439	001	Regular Pay	Thu, Sep 14	Mon, Sep 25	4	Correcting Hours	
0000439	001	Regular Pay	Thu, Sep 14	Thu, Sep 14	6	Correcting Hours	

Time

Review: Grayson, Clarence Levern, 3097

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Week Starting Monday, September 04 2017

Timecard Period (days) 14

Comments For everyday use

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
HEAD003	001.1	Regular Pay	0	10	10	10	10			10	10	10	10	10			70	
HEAD003	001.1	Actual Leave	10	0	0	0	0			0	0	0	0	0			10	
			10	10	10	10		0	0	10	10	10	10	0	0	0	80	

Audit Summary

Project	Task	Type	Date Entered	Hours	Reason	Comment
No results found.						

Return to Recent Timecards

Time

Review: Hart, Calvin J, 406

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Week Starting: Monday, September 04 2017

Timecard Period (days): 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000438	001	Holiday Pay	10														10	
0000438	001	Regular Pay		10	10	10				0	0	0	0				30	
8004368	001.1	Regular Pay					0				10	10	10				30	
0000438	001	Emergency Relief								10							10	
8004368	001.1	Contract Policy 1_0					6							6			12	
			10	10	10	10	6	0	0	10	10	10	10	6	0	0	92	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
8004368	001.1	Regular Pay	Thu, Sep 14	Fri, Sep 15	10	Correcting Task	
8004368	001.1	Contract Policy 1_0	Thu, Sep 14	Thu, Sep 14	10		
0000438	001	Regular Pay	Thu, Sep 14	Thu, Sep 14	0	Correcting Project	
0000438	001	Regular Pay	Thu, Sep 14	Thu, Sep 07	10		
8004368	001.1	Regular Pay	Wed, Sep 13	Fri, Sep 15	10	Correcting Task	
8004368	001.1	Contract Policy 1_0	Wed, Sep 13	Thu, Sep 14	10		
0000438	001	Regular Pay	Wed, Sep 13	Thu, Sep 14	0	Correcting Project	
0000438	001	Regular Pay	Wed, Sep 13	Thu, Sep 07	10		
8004368	001.1	Regular Pay	Tue, Sep 12	Fri, Sep 15	10	Correcting Task	
8004368	001.1	Contract Policy 1_0	Tue, Sep 12	Thu, Sep 14	10		
0000438	001	Regular Pay	Tue, Sep 12	Thu, Sep 14	0	Correcting Project	
0000438	001	Regular Pay	Tue, Sep 12	Thu, Sep 07	10		
0000438	001	Emergency Relief	Mon, Sep 11	Fri, Sep 15	10	Correcting Task	
0000438	001	Regular Pay	Mon, Sep 11	Thu, Sep 14	10		
0000438	001	Regular Pay	Mon, Sep 11	Thu, Sep 14	0	Correcting Project	
0000438	001	Regular Pay	Mon, Sep 11	Thu, Sep 07	10		

Time

Review: Holland, Albert Anthony (Tony), 9347

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Week Starting: Monday, September 04 2017

Timecard Period (days): 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000439	001	Regular Pay	0	12	6	0	0			0	0	12	4	0			34	
0000439	001	Shift Payment	0	12	6	0	0										18	
0000439	001	Contract Policy 1_5	12										8	12	12	12	56	
0000439	001	Upgrade Pay		0	6	0	0			0	0	0	0				6	
0000439	001	Upgrade Pay 1_5								12			0				12	
0000439	001	Holiday Pay	12														12	
0000439	001	Emergency Relief						4	12	12							28	
8004368	24892794	Emergency 1_5						4	16								20	
8004368	24892794	Emergency 2_0							2	24							26	
0000439	001	Meal Allowance						1	3	3	3	1					11	
0000439	001	Contract Policy 2_0									18						18	
			24	24	18	0	0	9	33	51	21	13	12	12	12	12	241	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
0000439	001	Regular Pay	Fri, Sep 15	Mon, Sep 25	0	Correcting Hours	
0000439	001	Regular Pay	Fri, Sep 15	Fri, Sep 15	4		
0000439	001	Contract Policy 1_5	Fri, Sep 15	Mon, Sep 25	12	Correcting Hours	
0000439	001	Contract Policy 1_5	Fri, Sep 15	Fri, Sep 15	8		
0000439	001	Regular Pay	Thu, Sep 14	Mon, Sep 25	4	Correcting Hours	
0000439	001	Regular Pay	Thu, Sep 14	Fri, Sep 15	12		

Review: Kisloski, Joseph J, 5780

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Week Starting: Monday, September 04 2017

Timecard Period (days): 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
000437	001	Holiday Pay		10													10	
R12X00437	30150509	Regular Pay			4												4	
R12X00437	30150561	Regular Pay			1												1	
R12X00437	30150568	Regular Pay			1												1	
R12X00437	30036766	Regular Pay			4												4	
R12X00437	30150562	Regular Pay				4											4	
R12X00437	30150564	Regular Pay				2											2	
R12X00437	30150566	Regular Pay				2											2	
000437	001	Annual Leave				2											2	
8004368	24892794	Regular Pay					10										10	
8004368	24892805	Regular Pay										10					10	
8004368	24892794	Emergency 1_5							16								16	
8004368	24892794	Emergency 2_0							2	24	0						26	
000437	001	Rest Period									8						8	
000437	001	Contract Policy 1_0									2						2	
R12X00437	24915648	Regular Pay											2				2	
R12X00437	30163775	Regular Pay											8				8	
000437	001	Meal Allowance							3	3	2						8	
000437	001	Emergency Relief							0	10							10	
000437	001	Contract Policy 2_0									6						6	
			0	10	10	10	10	0	21	37	18	10	10	0	0	0	136	

Time

Review: Lloyd, Brad Adrian, 7278

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Week Starting: Monday, September 04 2017

Timecard Period (days): 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
1008897	001.1	Regular Pay		6					0	0	0	0	0	0			6	
1008897	001.1	Contract Policy 1_5	12						0				0	0	2	12	26	
0000442	001	Holiday Pay	12														12	
0000442	001	Safety Leave		6	2.5												8.5	
0000442	001	Annual Leave			3.5												3.5	
0000442	001	Contract Policy 2_0									6						6	
0000442	001	Emergency Relief							12	12							24	
8004368	24892794	Emergency 1_0							10								10	
8004368	24892794	Emergency 2_0							2	24							26	
0000442	001	Meal Allowance							3	3	3	1					10	
0000442	001	Upgrade Pay 1_5							12								12	
0000442	001	Shift Payment		6													6	
8004368	24892803	Regular Pay										12	4	0			16	
8004368	24892803	Contract Policy 1_5											8	12	10		30	
8004368	24892803	Contract Policy 2_0									12						12	
			24	18	6	0	0	0	45	39	21	13	12	12	12	12	214	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
1008897	001.1	Contract Policy 1_5	Sat, Sep 16	Sat, Sep 16	2	Correcting Hours	
1008897	001.1	Contract Policy 1_5	Sat, Sep 16	Sat, Sep 16	0	Correcting Hours	
1008897	001.1	Contract Policy 1_5	Sat, Sep 16	Tue, Sep 05	12		

Time

Review: O'Brien, Joshua Steven (Josh), 9346

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Week Starting Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000439	001	Regular Pay	0	12	10	4							6	12	12	10	66	
0000439	001	Contract Policy 1_5	12			8	12									2	34	
0000439	001	Holiday Pay	12														12	
0000439	001	Annual Leave			2												2	
8004368	24892794	Emergency 1_5						12									12	
0000439	001	Emergency Relief						12									12	
0000439	001	Shift Payment											6	12	12	10	40	
			24	12	12	12	12	24	0	0	0	0	12	24	24	22	178	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
0000439	001	Regular Pay	Wed, Sep 06	Fri, Sep 15	10	Correcting Hours	
0000439	001	Regular Pay	Wed, Sep 06	Fri, Sep 15	12		
0000439	001	Regular Pay	Mon, Sep 04	Fri, Sep 15	0	Correcting Hours	
0000439	001	Regular Pay	Mon, Sep 04	Fri, Sep 15	12		

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Time

Review: Peacock, William Adam, 5316

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Week Starting Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000439	001	Regular Pay	0	0	6	12	6	0		0	12	12	4				52	
0000439	001	Shift Payment	0	0	6	12	12	12	24	24	12	12	6				120	
0000439	001	Contract Policy 1_0						0	0				2				2	
0000439	001	Holiday Pay	12														12	
8004368	24892794	Emergency 1_0	0				6	12	24	24							66	
0000439	001	Emergency Relief					6	12	12	12							42	
			12	0	12	24	30	36	60	60	24	24	12	0	0	0	294	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
8004368	24892794	Emergency 1_0	Mon, Sep 11	Thu, Sep 14	24	Correcting Hours	
0000439	001	Emergency 1_0	Mon, Sep 11	Thu, Sep 14	24		
0000439	001	Shift Payment	Mon, Sep 11	Thu, Sep 14	24	Correcting Hours	
0000439	001	Shift Payment	Mon, Sep 11	Sat, Aug 05	12		
0000439	001	Regular Pay	Mon, Sep 11	Thu, Sep 14	0	Correcting Hours	
0000439	001	Regular Pay	Mon, Sep 11	Sat, Aug 05	12		
8004368	24892794	Emergency 1_0	Sun, Sep 10	Thu, Sep 14	24	Correcting Hours	
0000439	001	Emergency 1_0	Sun, Sep 10	Thu, Sep 14	24		
0000439	001	Shift Payment	Sun, Sep 10	Thu, Sep 14	24	Correcting	

Time

Review: Phillips, David Earl Jr, 8763

If you do not know your home default project or task number, please click here. [Cost Center Spreadsheet](#)

Week Starting Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000433	001	Holiday Pay		10													10	
R12X00433	30157976	Regular Pay			7												7	
8004368	24892794	Regular Pay			3	4	10					10					27	
R12X00433	30158377	Regular Pay				3											3	
0000433	001	Annual Leave				3							1				4	
8004368	24892794	Emergency 1_5							16								16	
8004368	24892794	Emergency 2_0							2	24							26	
0000433	001	Meal Allowance							3	3	2						8	
0000433	001	Emergency Relief								10							10	
0000433	001	Contract Policy 2_0									6						6	
0000433	001	Rest Period									8						8	
0000433	001	Contract Policy 1_0									2						2	
R12X00433	24895923	Regular Pay											9				9	
R12X00433	30164447	Scheduled 1_5												10			10	
			0	10	10	10	10	0	21	37	18	10	10	10	0	0	146	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
No results found.							

Time

Review: Roberts, Raymond, 349

If you do not know your home default project or task number, please click here. [Cost Center Spreadsheet](#)

Week Starting Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000442	001	Regular Pay		12	12	4	0						6	12	12	10	68	
0000442	001	Contract Policy 1_0	12			8	12	0								2	34	
0000442	001	Holiday Pay	12														12	
0000442	001	Shift Payment											6	12	12	12	42	
8004368	24892794	Emergency 1_0						12									12	
0000442	001	Emergency Relief						12									12	
			24	12	12	12	12	24	0	0	0	0	12	24	24	24	180	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
0000442	001	Contract Policy 1_0	Sat, Sep 09	Fri, Sep 15	0	Correcting Hours	
0000442	001	Contract Policy 1_0	Sat, Sep 09	Wed, Sep 06	12		
0000442	001	Contract Policy 1_0	Fri, Sep 08	Fri, Sep 15	12	Correcting Hours	
0000442	001	Contract Policy 1_0	Fri, Sep 08	Tue, Sep 05	8		
0000442	001	Regular Pay	Fri, Sep 08	Fri, Sep 15	0	Correcting Hours	
0000442	001	Regular Pay	Fri, Sep 08	Tue, Sep 05	4		
0000442	001	Regular Pay	Thu, Sep 07	Fri, Sep 15	4	Correcting Hours	
0000442	001	Regular Pay	Thu, Sep 07	Tue, Sep 05	12		

Review: Roe, Jeffrey E, 6768

Week Starting Monday, September 04 2017

Timecard Period (days)	14
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Comments

Audit Summary

Form

Review: Self, Craig L. 9741

Week Starting: Monday, September 04 2017

Timecard Period (days)	14
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Comments

Audit Summary

Project	Task Type	Day	Date Entered	Hours	Reason	Comment
0009437	001 Regular Pay	Tue, Sep 12	Fri, Sep 18	0	Correcting Task	

Time

Review: Wilson, Jared J, 9095

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting

Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
000439	001	Regular Pay		12		6						12	4	8			34	
000439	001	Shift Payment		12	6												18	
000439	001	Contract Policy 1_5	12										8	10	5	12	42	
000439	001	Holiday Pay	12														12	
000439	001	Contract Policy 2_0									18						18	
000439	001	Emergency Relief							12	12							24	
000439	24892794	Emergency 1_0							16								16	
000439	24892794	Emergency 2_0							2	24							26	
000439	001	Meal Allowance							3	3	3	1					10	
000439	001		34	34	15	6	6	6	55	36	21	15	12	10	5	10	209	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
000439	001	Contract Policy 1_5		Sat, Sep 16 Sat, Sep 16	0	Correcting Hours	
000439	001	Contract Policy 1_5		Sat, Sep 16 Fri, Sep 15	12		
000439	001	Regular Pay		Fri, Sep 15 Tue, Sep 15	0	Correcting Hours	
000439	001	Regular Pay		Fri, Sep 15 Fri, Sep 15	4		
000439	001	Contract Policy 1_5		Fri, Sep 15 Tue, Sep 15	10	Correcting Hours	
000439	001	Contract Policy 1_5		Fri, Sep 15 Fri, Sep 15	6	Correcting Hours	
000439	001	Contract Policy 1_5		Fri, Sep 15 Fri, Sep 15	8		
000439	001	Regular Pay		Thu, Sep 14 Tue, Sep 14	4	Correcting Hours	
000439	001	Regular Pay		Thu, Sep 14 Fri, Sep 15	12		

[Return to Recent Timecards](#)

Time

Review: Woods, Marzette III, 6032

If you do not know your home default project or task number, please click here: [Cost Center Spreadsheet](#)

Week Starting

Monday, September 04 2017

Timecard Period (days) 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
0000467	001	Regular Pay	0			6	6	0	0	0				12	12	10	46	
0000467	001	Shift Payment	0			6	12	12	6	0							36	
0000467	001	Contract Policy 1_5	0						0							2	2	
0000467	001	Scheduled 1_5	6	6	6	6											24	
0000467	001	Holiday Pay	12														12	
0000467	001	Emergency Relief					6	12	12	6							36	
0004368	24892794	Emergency 1_0					6	12	4	0							22	
0004368	24892794	Emergency 1_5							6								6	
0004368	24892794	Emergency 2_0							14	24							38	
0000467	001	Meal Allowance					1	3	3	3							10	
0000467	001	Contract Policy 2_0									6						6	
0000467	001		18	6	6	18	31	39	45	33	6	6	0	12	12	12	236	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
0000467	001	Shift Payment		Mon, Sep 11 Fri, Sep 15	0	Correcting Hours	storm rider
0000467	001	Shift Payment		Mon, Sep 11 Wed, Aug 16	6		
0000467	001	Regular Pay		Mon, Sep 11 Fri, Sep 15	0	Correcting Hours	storm rider
0000467	001	Regular Pay		Mon, Sep 11 Wed, Aug 16	6		
0000467	001	Shift Payment		Sun, Sep 10 Mon, Sep 10	6	Correcting Hours	
0000467	001	Shift Payment		Sun, Sep 10 Fri, Sep 15	0	Correcting Hours	
0000467	001	Shift Payment		Sun, Sep 10 Fri, Sep 15	12	Correcting Hours	storm rider

Time

Review: Yeager, Paul Edwin, 7268

If you do not know your home default project or task number, please click here: [Grid Center Spreadsheet](#)

Work Starting: Monday, September 04 2017

Timesheet Period (days): 14

Comments

Project	Task	Type	Mon, Sep 04	Tue, Sep 05	Wed, Sep 06	Thu, Sep 07	Fri, Sep 08	Sat, Sep 09	Sun, Sep 10	Mon, Sep 11	Tue, Sep 12	Wed, Sep 13	Thu, Sep 14	Fri, Sep 15	Sat, Sep 16	Sun, Sep 17	Total	Additional Details
000438	001	Regular Pay	0	12	12	12	4	0					8	12	12	10	88	
000438	001	Shift Payment	0										8	12	12	10	40	
000438	001	Contract Policy 1,3	12				8	12	0							2	34	
000438	001	Schedule 1,3	0														0	
000438	001	Emergency 1,3	0					0				12	3				15	
000438	001	Meal Allowance	0					0				3	1				4	
000438	001	Holiday Pay	12														12	
000438	001	Annual Leave	0										0	0			0	
000438	001	Personal or Birthday	0														0	
000438	001	Safety Leave	0														0	
000438	24802594	Emergency 1,3	0					12									12	
000438	001	Emergency Relief						12									12	
			24	12	12	12	12	24	0	0	0	15	15	24	24	22	185	

Audit Summary

Project	Task	Type	Day	Date Entered	Hours	Reason	Comment
000438	001	Shift Payment	Fri, Sep 15	Wed, Sep 13	12	Compiling Hours	
000438	001	Shift Payment	Fri, Sep 15	Sat, Sep 02	8	Compiling Hours	
000438	001	Annual Leave	Fri, Sep 15	Wed, Sep 13	0	Compiling Hours	
000438	001	Annual Leave	Fri, Sep 15	Sat, Sep 02	8	Compiling Hours	
000438	001	Regular Pay	Fri, Sep 15	Wed, Sep 13	12	Compiling Hours	
000438	001	Regular Pay	Fri, Sep 15	Sat, Sep 02	8	Compiling Hours	
000438	001	Annual Leave	Thu, Sep 14	Wed, Sep 13	0	Compiling Hours	
000438	001	Annual Leave	Thu, Sep 14	Sat, Sep 02	8	Compiling Hours	
000438	001	Meal Allowance	Wed, Sep 13	Thu, Sep 14	3	Compiling Hours	
000438	001	Meal Allowance	Wed, Sep 13	Wed, Sep 13	2	Compiling Hours	
000438	001	Emergency 1,3	Sat, Sep 09	Thu, Sep 14	0	Compiling Hours	
000438	001	Emergency 1,3	Sat, Sep 09	Thu, Sep 14	12	Compiling Hours	
000438	001	Meal Allowance	Sat, Sep 09	Fri, Sep 15	0	Compiling Hours	
000438	001	Meal Allowance	Sat, Sep 09	Thu, Sep 14	3	Compiling Hours	

**Property Insurance Values at 100 Percent Replacement Cost
Scheduled Locations with Values \$2 Million and Greater (Each Location)
(As of July 19, 2016)**

I. JEA Electric Production

	<u>Buildings & Contents</u>	<u>Machinery & Equipment & Inventory</u>	<u>Total</u>
1. Northside Generating Station	\$35,924,220	\$1,760,113,066	\$1,796,037,286
2. Kennedy Generating Station	\$5,906,090	\$226,856,062	\$232,762,152
3. Brandy Branch Generating Station	\$21,037,686	\$520,544,984	\$541,582,670
4. Girvin Generating Facility	\$840,663	\$4,600,994	\$5,441,657
5. Greenland Energy Center	\$5,676,129	\$177,410,791	\$183,086,920
Sub Total (JEA Electric Production)	\$69,384,788	\$2,689,525,897	\$2,758,910,685

II. SJRPP Electric Production

	<u>Buildings & Contents</u>	<u>Machinery & Equipment & Inventory</u>	<u>Total</u>
1. St. Johns River Power Park Facility	\$47,341,135	\$2,456,970,383	\$2,504,311,518
2. Vehicles (Licensed & Unlicensed)	N/A	\$893,621	\$893,621
Sub Total (SJRPP Electric Production)	\$47,341,135	\$2,457,864,004	\$2,505,205,139

Property Insurance Values at 100 Percent Replacement Cost (Continued)
Scheduled Locations with Values \$2 Million and Greater (Each Location)
(As of July 19, 2016)

III. JEA Electric Delivery	<u>Buildings & Contents</u>	<u>Machinery & Equipment & Inventory</u>	<u>Total</u>
1. Office Buildings, Warehouses, etc.	\$48,440,121	\$42,247,877	\$90,687,998
2. Substations	\$120,649,117	\$519,534,914	\$640,184,031
3. Vehicles (Licensed & Unlicensed)	N/A	\$53,872,233	\$53,872,233
Sub Total (JEA Electric Delivery)	\$169,089,238	\$615,655,024	\$784,744,262
Total JEA Electric (without Water & Wastewater)	\$285,815,161	\$5,763,044,925	\$6,048,860,086
 IV. JEA Water & Wastewater	 <u>Buildings & Contents</u>	 <u>Machinery & Equipment & Inventory</u>	 <u>Total</u>
1. Office Buildings, Parking Facilities, Collection & Pumping Plants, etc.	\$610,174,438	\$283,331,425	\$893,505,863
2. Vehicles (Licensed & Unlicensed)	N/A	\$31,881,886	\$31,881,886
Total JEA Water & Wastewater (without Electric)	\$610,174,438	\$315,213,311	\$925,387,749
V. JEA's Scheduled Insurable Values \$2 Million and Greater Each Location (excluding electric transmission & distribution lines: overhead, underground & underwater; and water & wastewater infrastructure underground)	\$895,989,599	\$6,078,258,236	\$6,974,247,835
VI. JEA's Miscellaneous Unscheduled Locations (as referenced on JEA's property insurance policy with Factory Mutual) with Insurable Values Less than \$2 Million Each Location:			\$101,934,854
VII JEA's Total Insurable Values:			<u>\$7,076,182,689</u>



JACKSONVILLE, FL
PROPERTY INSURANCE VALUES AT 100 PERCENT REPLACEMENT COST
SCHEDULED LOCATIONS WITH VALUES LESS THAN \$2 MILLION EACH LOCATION
(As of July 19, 2016)

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
SJRPP ELECTRIC PRODUCTION				
1	E. DALE JOYNER NATURE PRESERVE PELOTES ISLAND (Approximately two miles from SJRPP Generating Plant, Jacksonville, FL)	\$759,647	Included	\$759,647
Sub Total (SJRPP Electric Production)		\$759,647	Included	\$759,647
JEA ELECTRIC DELIVERY (Office Buidings, Warehouses, etc.)				
2	CUT - ON & DISCONNECT 2525 N. PEARL STREET 32206 - Duval County	\$40,514	\$592,135	\$632,649
3	ENERGY DISPATCH 3065 RANDALL STREET 32205 - Duval County	\$1,285,210	Included	\$1,285,210
4	METER READING 2408 N. PEARL STREET 32206 - Duval County	\$40,514	\$592,135	\$632,649
5	HIGHLANDS SQUARE 1108 DUNN AVENUE LEASED BUILDING	\$13,505	\$190,107	\$203,612

	32218 - Duval County			
6	OAK HILL VILLAGE 7628 103RD STREET LEASED BUILDING 32210 - Duval County	\$5,627	\$82,068	\$87,695
7	ST. JOHNS SQUARE 11140 BEACH BOULEVARD LEASED BUILDING 32246 - Duval County	\$5,627	\$82,068	\$87,695
8	GATEWAY MALL 5258 NORWOOD AVENUE #15 LEASED BUILDING 32208 - Duval County	\$5,627	\$82,068	\$87,695
Sub Total (Office Buildings, Warehouses, etc.)		\$1,396,624	\$1,620,581	\$3,017,205

**JEA ELECTRIC DELIVERY
(Substations)**

9	ANHEUSER - BUSCH BUSCH PLANT 32218 - Duval County	\$28,135	\$1,795,104	\$1,823,239
10	BEAVER STREET 631 PARKVIEW AT GREENBRIAR 32205 - Duval County	\$16,881	\$418,650	\$435,531
11	EDISON AVENUE 3000 EDISON AVENUE 32205 - Duval County	\$11,254	\$325,155	\$336,409
12	FAIRFIELD 1545 EAST BEAVER STREET, WEST OF VICTORIA 32206 - Duval County	\$24,758	\$937,027	\$961,785

13	FLORIDA MACH & FOUNDRY 1375 WEST CHURCH STREET 32204 - Duval County	\$49,518	\$295,029	\$344,547
14	HERSCHELL 3751 HERSCHELL STREET 32205 - Duval County	\$12,380	\$280,485	\$292,865
15	IVEY STEEL MELSON AVENUE & 20TH STREET 32209 - Duval County	\$11,254	\$349,048	\$360,302
16	JAX AIRPORT 2150 BARNSTORMER ROAD 32218 - Duval County	\$34,887	\$438,388	\$473,275
17	LAKE FOREST 7761 CALVIN STREET AT LAKESHORE 32208 - Duval County	\$14,630	\$712,640	\$727,270
18	MOBILE SUBSTATION #1 6727 BROADWAY AVE 32254 - Duval County	Included	\$412,417	\$412,417
19	ORTEGA 4450 VERONA STREET, AT ROOSEVELT 32210 - Duval County	\$20,257	\$283,601	\$303,858
20	PARK & KING 2658 GALE COURT 32204 - Duval County	\$15,756	\$556,814	\$572,570
21	ROSSELLE 2640 ROSSELLE STREET, WEST OF ACOSTA 32205 - Duval County	\$11,254	\$506,951	\$518,205
22	TWENTY FIRST & HUBBARD 21 21ST STREET AT HUBBARD 32206 - Duval County	\$111,415	\$565,125	\$676,540

23	VENETIA 5340 ORTEGA BOULEVARD AT ROOSEVELT 32210 - Duval County	\$12,380	\$694,980	\$707,360
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Sub Total (Substations)	\$374,759	\$8,571,414	\$8,946,173
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Total JEA Electric	\$2,531,030	\$10,191,995	\$12,723,025
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**JEA WATER & WASTEWATER
(Office Buildings, Parking Facilities,
Collection & Pumping Plants, etc.)**

CENTRAL SUPPORT

24	OFFICE BLDG. 2329 BOULEVARD STREET 32206-3537 - Duval County	\$131,672	\$145,437	\$277,109
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CHLORINE HANDLING

25	3020 FAIRFAX ST 32209-4828 - Duval County	\$234,084	\$30,126	\$264,210
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26	HIGHLANDS WTP 5575 BARKER ST. 32207-5172 - Duval County	\$167,685	\$84,146	\$251,831
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27	MARIETTA WTP 201 MCCARGO N. 32220 - Duval County	\$377,010	\$102,845	\$479,855
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MAINTENANCE BLDGS

28	ARGYLE SHOP 8353 CANDLEWOOD DR. W. 32244-5714 - Duval County	\$175,562	\$78,951	\$254,513
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29	LOVE GROVE SHOP 5575 BARKER RD 32207-5172 - Duval County	\$316,238	\$142,320	\$458,558
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WASTEWATER PUMPING REGION I

30	1009 SEBA ST. 32205-6228 - Duval County	\$2,251	\$128,816	\$131,067
31	1023 LAURA ST. N. 32202-3018 - Duval County	\$7,877	\$118,427	\$126,304
32	1030 MARCY ST. 32209 - Duval County	\$7,878	\$103,884	\$111,762
33	1060 ELLIS RD 32254 - Duval County	\$16,881	\$244,126	\$261,007
34	1082 NELSON AVE 32205-6058 - Duval County	\$6,752	\$94,534	\$101,286
35	1459 ADAMS ST E 32202 - Duval County	\$3,376	\$147,515	\$150,891
36	1630 JESSIE ST 32206 - Duval County	\$2,251	\$130,893	\$133,144
37	HILL TOP APARTMENTS 1646 FORTY FIFTH ST W 32208-3660 - Duval County	\$4,501	\$59,214	\$63,715
38	8TH AND BOULEVARD 1706 BLVD 32206-4340 - Duval County	\$10,129	\$138,165	\$148,294
39	1735 LAKESHORE DR. 32210-1642 - Duval County	\$45,016	\$653,426	\$698,442
40	1818 WILLOWBRANCH	\$9,004	\$119,466	\$128,470

	32205 - Duval County			
41	ROYAL TERRACE 1870 41ST ST. W. 32209-3111 - Duval County	\$27,010	\$380,213	\$407,223
42	1888 POWELL PL. 32205-8804 - Duval County	\$4,501	\$55,058	\$59,559
43	1894 CHALLEN AVE. 32205-9128 - Duval County	\$4,501	\$55,058	\$59,559
44	1896 MALLORY ST. 32205-8706 - Duval County	\$4,501	\$55,058	\$59,559
45	1896 TALBOT AVE. 32205-9463 - Duval County	\$4,501	\$55,058	\$59,559
46	1900 PALMDALE ST 32208-3091 - Duval County	\$2,251	\$36,359	\$38,610
47	1990 GREENWOOD AVE. 32205-9371 - Duval County	\$2,251	\$142,320	\$144,571
48	201 GEORGIA ST 32202 - Duval County	\$1,125	\$110,117	\$111,242
49	2028 BEAVER ST W 32209-7533 - Duval County	\$1,125	\$23,893	\$25,018
50	WESTBROOK 210 HOLLYBROOK AVE 32254 - Duval County	\$1,376,368	Included	\$1,376,368
51	LAKEWOOD 2200 MERCER CIR 32207 - Duval County	\$1,125	\$19,738	\$20,863
52	SAINT NICHOLAS 2223 HOME PARK CIRCLE E.	\$2,251	\$31,165	\$33,416

	32207-3721 - Duval County			
53	SAN SOUCI 2235 MANEY DR. 32210-8135 - Duval County	\$1,125	\$11,427	\$12,552
54	2251 MCCOY BLVD 32204-1846 - Duval County	\$7,877	\$118,427	\$126,304
55	236 BRYAN STREET 32202-1214 - Duval County	\$5,627	\$83,106	\$88,733
56	68TH AND KENYON 239 68th STREET W 32208-4026 - Duval County	\$7,877	\$118,427	\$126,304
57	SAN SOUCI 2391 BREST RD. 32209-2225 - Duval County	\$12,380	\$180,757	\$193,137
58	BIGELOW 2446 TALLEYRAND AVE. 32206-3471 - Duval County	\$6,752	\$92,457	\$99,209
59	LAKEWOOD 2450 PATSY ANNE DR. 32207-7848 - Duval County	\$6,752	\$87,262	\$94,014
60	SAN SOUCI 2588 LOFBERG DR. 32209-2225 - Duval County	\$55,144	\$790,552	\$845,696
61	2754 FLORADALE DR 32209 - Duval County	\$4,501	\$55,058	\$59,559
62	PEPPER TREE APTS 2800 UNIVERSITY BLVD. 32211 - Duval County	\$1,125	\$21,815	\$22,940
63	CLAREMONT	\$1,125	\$110,117	\$111,242

	2802 MERWYN RD 32207-4425 - Duval County			
64	HURON 2809 FIFTH ST W 32205-2424 - Duval County	\$1,851,288	Included	\$1,851,288
65	SAN SOUCI 2844 ADELE RD. 32216-5002 - Duval County	\$1,125	\$18,699	\$19,824
66	2894 PHYLLIS ST 32205-5623 - Duval County	\$6,752	\$94,534	\$101,286
67	2941 BREVE DR. 32209 - Duval County	\$4,501	\$68,563	\$73,064
68	3110 WILSON ST. 32209-4224 - Duval County	\$3,376	\$55,058	\$58,434
69	3113 PLUM ST. 32205 - Duval County	\$3,376	\$50,903	\$54,279
70	LORAN ESTATES 5642 J. Ray Circle South 32216 - Duval County	\$19,132	\$272,174	\$291,306
71	SOUTHSHORES 3176 VICTORIA PARK RD. 32216-5621 - Duval County	\$1,125	\$9,349	\$10,474
72	3211 BREVE DR. 32209 - Duval County	\$5,627	\$86,223	\$91,850
73	SMYRNA 3606 SPRING PARK RD. 32208 - Duval County	\$1,125	\$109,077	\$110,202
74	3631 COPPER CIRCLE E. 32207 - Duval County	\$5,627	\$77,913	\$83,540

75	MARKET SQUARE SHOPPING MALL 3699 PHILLIPS HWY. 32207-5613 - Duval County	\$3,376	\$50,903	\$54,279
76	COLONIAL MANOR 3730 HENDRICKS AVE 32207-5314 - Duval County	\$6,752	\$94,534	\$101,286
77	3806 HERSCHEL ST. 32205-9239 - Duval County	\$1,484,406	Included	\$1,484,406
78	JA RU - PEOPLES GAS 3910 PHILLIPS HWY. 32207 - Duval County	\$6,752	\$92,457	\$99,209
79	3942 MONCRIEF RD 32209 - Duval County	\$4,501	\$64,407	\$68,908
80	3975 LEONNIE RD. 32208-2881 - Duval County	\$3,376	\$40,514	\$43,890
81	DYAL UPCHURCH 4 BAY ST. 32266 - Duval County	\$1,125	\$19,738	\$20,863
82	MAYFLOWER 4140 KINGSBURY ST 32205-5216 - Duval County	\$1,376,368	Included	\$1,376,368
83	4202 MCDANIEL DR 32209 - Duval County	\$3,376	\$47,786	\$51,162
84	4211 WOODMERE ST. 32210-2140 - Duval County	\$9,004	\$127,777	\$136,781
85	4294 LAKESIDE DR 32210 - Duval County	\$4,501	\$68,563	\$73,064

86	LAKEWOOD 4401 MERRIMAC AVE. 32210-1814 - Duval County	\$9,004	\$121,544	\$130,548
87	SANTA MONICA 4446 BEGBIE DR 32207-7410 - Duval County	\$1,315,596	Included	\$1,315,596
88	4448 ROTH DR 32209-1512 - Duval County	\$1,125	\$90,378	\$91,503
89	4508 PORTSMOUTH AVE. 32208 - Duval County	\$2,251	\$31,165	\$33,416
90	4516 MORRISON 32206 - Duval County	\$10,129	\$139,204	\$149,333
91	SHERWOOD FOREST 4704 ROANOKE BLVD 32208-1128 (including Pump Station) Duval County	\$1,876,046	Included	\$1,876,046
92	SANTA MONICA 4714 RUCKER RD. 32207-7017 - Duval County	\$2,251	\$34,954	\$37,205
93	RIBAUT HEIGHTS 4735 DETAILLE 32209 - Duval County	\$3,376	\$49,864	\$53,240
94	4840 MISSISSIPPI CT. 32209-1101 - Duval County	\$2,251	\$37,398	\$39,649
95	4861 MONCRIEF RD 32209-1124 - Duval County	\$3,376	\$43,631	\$47,007
96	JAX HOSPITAL 4903 RICHARD ST 32207-7328 - Duval County	\$7,877	\$118,427	\$126,304

97	WALCOTT 5020 WOLCOTT AVE 32209-2935 - Duval County	\$3,376	\$55,058	\$58,434
98	5102 FOXBORO RD. 32208-1027 - Duval County	\$2,251	\$31,165	\$33,416
99	ENGLEWOOD 5104 ROBERT SCOTT DR 32207 - Duval County	\$12,380	\$171,407	\$183,787
100	5111 CLEVELAND RD 32209 - Duval County	\$4,501	\$55,058	\$59,559
101	NORMANDY MALL 5121 NORMANDY BLVD 32205-4825 - Duval County	\$6,752	\$94,534	\$101,286
102	5148 QUAN DR 32205-7057 - Duval County	\$4,501	\$55,058	\$59,559
103	PAXTON 5188 ABLE LANE 32254 - Duval County	\$5,627	\$85,185	\$90,812
104	HILLCREST 5219 CARDER ST. 32205-7006 - Duval County	\$11,254	\$156,864	\$168,118
105	522 NELSON AVE 32205-6058 - Duval County	\$7,877	\$118,427	\$126,304
106	EDGEWOOD INDUSTRIAL 5233 FIFTH ST W 32205-1623 - Duval County	\$10,129	\$142,320	\$152,449
107	5239 BAYCREST RD 32205-7004 - Duval County	\$3,376	\$42,592	\$45,968
108	5255 BUNCHE DR.	\$7,877	\$108,038	\$115,915

32209-2805 - Duval County

109	LONGBRANCH 5300 BUFFALO AVE 32206-1568 - Duval County	\$69,775	\$993,125	\$1,062,900
110	COMMUNITY OAKS 5503 COMMUNITY RD. 32207-6803 - Duval County	\$1,125	\$22,855	\$23,980
111	CAGLE SWR 5317 UNIV BLVD 32216-5943 - Duval County	\$5,627	\$78,951	\$84,578
112	5423 MINOSA CIRCLE 32209-2927 - Duval County	\$1,125	\$9,349	\$10,474
113	6511 CHRISTOPHER PT. 32217-2361 - Duval County	\$2,251	\$34,282	\$36,533
114	5520 CLEVELAND RD. 32209-2839 - Duval County	\$6,752	\$93,495	\$100,247
115	FLORADALE 5618 DAKOTA DR 32209-2330 - Duval County	\$1,125	\$8,311	\$9,436
116	LAKEWOOD 5621 STANFORD RD. 32207 - Duval County	\$21,382	\$303,339	\$324,721
117	5730 BISHOP HTCHR CT 32219-3779 - Duval County	\$4,501	\$59,214	\$63,715
118	LINCOLN ESTATES 5730 KINLOCK DR. 32219-3083 - Duval County	\$33,762	\$492,407	\$526,169
119	5772 GILCHRIST RD. 32219-2666 - Duval County	\$3,376	\$40,515	\$43,891

120	5940 HICKSON RD. 32207 - Duval County	\$4,501	\$59,214	\$63,715
121	5986 MARTIN LUTHER KNG DR 32219-3532 - Duval County	\$3,376	\$39,475	\$42,851
122	600 WASHINGTON ST 32202 - Duval County	\$5,627	\$78,951	\$84,578
123	6295 PETTIFORD DR. 32209 - Duval County	\$10,129	\$136,087	\$146,216
124	PICKETT ELEMENTARY SCHOOL 6305 OLD KINGS RD N. 32254 - Duval County	\$7,877	\$109,077	\$116,954
125	638 PARKVIEW DR. 32205-3055 - Duval County	\$12,380	\$176,602	\$188,982
126	6411 TERRY RD. 32216-5027 - Duval County	\$1,125	\$21,815	\$22,940
127	6451 RESTLAWN RD. 32208-2940 - Duval County	\$4,501	\$58,175	\$62,676
128	6471 TRENTON DR. W. 32209 - Duval County	\$4,501	\$58,175	\$62,676
129	6623 EPPING FOREST WAY N. 32217-2666 - Duval County	\$6,752	\$97,650	\$104,402
130	CENSUS BUREAU 6630 BROADWAY 32205-2716 - Duval County	\$7,877	\$111,156	\$119,033
131	RESTLAWN 6831 RHODE ISLAND DR. E. 32209-1112 - Duval County	\$10,129	\$146,476	\$156,605

132	QUADRANT 6903 SALISBURY RD. 32256 - Duval County	\$1,125	\$17,660	\$18,785
133	RHODE ISLAND DR. 6910 RHODE ISLAND DR., W. 32209-1421 - Duval County	\$14,630	\$209,844	\$224,474
134	6911 WEST VIRGINIA AVE. 32209-1421 - Duval County	\$7,877	\$103,884	\$111,761
135	6947 NORWOOD DR 32208 - Duval County	\$18,006	\$252,437	\$270,443
136	7000 LORAIN ST 32208-3942 - Duval County	\$2,251	\$23,893	\$26,144
137	7041 CAVALIER RD. 32208-2413 - Duval County	\$1,125	\$12,466	\$13,591
138	REGENTS PARK 7133 SOUTHSIDE BLVD 32256 - Duval County	\$2,251	\$24,932	\$27,183
139	RETLAWN 7221 RHODE ISLAND DR., E 32209-1112 - Duval County	\$1,125	\$5,195	\$6,320
140	WASHINGTON HEIGHTS 7260 KEN KNIGHT DR. W. 32209-1212 - Duval County	\$24,758	\$344,892	\$369,650
141	RICHARDSON HEIGHTS 7305 IRVING SCOTT DR. 32209-1026 - Duval County	\$1,125	\$21,815	\$22,940
142	MONCRIEF AT LAUNDRY 7443 RICHARDSON RD 32209-1019 - Duval County	\$1,125	\$6,233	\$7,358

143	MCMILLAN 715 MELSON ST. 32254-3164 - Duval County	\$2,251	\$25,971	\$28,222
144	7551 HOGAN RD. 32216-4538 - Duval County	\$1,125	\$11,427	\$12,552
145	7668 NORTH SHORE DRIVE 32222-2106 - Duval County	\$1,125	\$7,272	\$8,397
146	78 THIRTYSECOND ST E 32206 - Duval County	\$2,251	\$39,475	\$41,726
147	SMYRNA 7941 SMYRNA 32208 - Duval County	\$1,125	\$17,660	\$18,785
148	MARIETTA FOREST 8430 THREE CREEKS BLVD. 32220-2060 - Duval County	\$5,627	\$77,913	\$83,540
149	SIBBALD 8555 SIBBALD RD. 32208-1879 - Duval County	\$1,125	\$13,505	\$14,630
150	VICTORIA LANDING 8860 GATWICK CIRCLE 32208 - Duval County	\$1,125	\$20,776	\$21,901

WASTEWATER PUMPING REG 2

151	HARTS ESTATES I 1000 TORTOISE WAY 32218 - Duval County	\$5,627	\$83,106	\$88,733
152	BROWARD #2 10103 HAVERFORD RD 32218 - Duval County	\$20,257	\$277,369	\$297,626
153	BISCAYNE VILLAGE	\$1,533,924	Included	\$1,533,924

	10800 KEY HAVEN BLVD. 32218-4442 - Duval County			
154	10873 COPPER HILL DR. 32218-4394 - Duval County	\$5,627	\$73,757	\$79,384
155	ROLLING RIVER 11300 ROLLING RIVER BLVD 32219 - Duval County	\$6,752	\$96,612	\$103,364
156	TURTLE CREEK 11305 HARTS RD. 32218 - Duval County	\$1,402,252	Included	\$1,402,252
157	BISCAYNE DOWNS 11381 SECRETARIAT LN. W. 32218 - Duval County	\$12,380	\$168,291	\$180,671
158	SAN MATEO 11452 RENNE DR., W. 32218 - Duval County	\$45,016	\$647,194	\$692,210
159	OAKLEIGH POINTE 11560 SUNKEN MEADOW 32218 - Duval County	\$5,627	\$83,677	\$89,304
160	11717 BISCAYNE BLVD. 32218-3423 - Duval County	\$1,966,079	Included	\$1,966,079
161	SHEFFIELD VILLAGE 12629 MOOSE ROAD LSO1 32226 - Duval County	\$5,627	\$81,559	\$87,186
162	WILMA S/E 14491 DUVAL RD. 32218-2473 - Duval County	\$1,125	\$17,660	\$18,785
163	BROWARD # 1 1530 BROWARD RD 32218-5330 - Duval County	\$23,633	\$336,582	\$360,215

164	LIBRARY 1820 RAY GREEN DR. 32218 - Duval County	\$5,627	\$79,990	\$85,617
165	BROWARD #2 10103 BROWARD ROAD 32218 - Duval County	\$16,881	\$11,427	\$28,308
166	BROWARD #3 1915 BROWARD RD 32218-5337 - Duval County	\$1,125	\$11,427	\$12,552
167	BROWARD #4 2188 BROWARD RD. 32218-5341 - Duval County	\$1,125	\$15,583	\$16,708
168	BROWARD #5 2518 BROWARD RD 32218-5174 - Duval County	\$2,251	\$27,010	\$29,261
169	310 DENISE DR. 32218-4122 - Duval County	\$1,125	\$14,544	\$15,669
170	OCEANWAY 330 SHAMROCK AVE. S. 32218-2869 - Duval County	\$3,376	\$55,058	\$58,434
170	RUSHING BRANCH 3401 NEW BERLIN RD. 32226-1833 - Duval County	\$4,501	\$62,330	\$66,831
171	5628 BRAIT AVE 32209 - Duval County	\$1,125	\$7,272	\$8,397
172	FIRST COAST HIGH SCHOOL 590 DUVAL STATION RD. 32218-1869 - Duval County	\$7,877	\$115,310	\$123,187
173	DINSMORE SCHOOL	\$5,627	\$78,951	\$84,578

	7150 CIVIC CLUB RD 32219 - Duval County			
174	74 BAISDEN RD. 32218-4154 - Duval County	\$1,125	\$8,311	\$9,436
175	WESTSIDE INDUSTRIAL PARK PS 7973 FORSHEE DRIVE LS01 32219 - Duval County	\$12,380	\$174,524	\$186,904
176	ZOO 8602 ZOO RD 32218-5770 - Duval County	\$13,505	\$190,107	\$203,612
177	KITE ELEMENTARY 9430 LEM TURNER RD 32208 - Duval County	\$13,505	\$195,300	\$208,805
178	JAX REGIONAL SHOPPING CENTER 3000 DUNN AVE WEST 32218-4554 - Duval County	\$15,756	\$227,505	\$243,261

WASTEWATER PUMPING REG 3

179	1058 GRANVILLE RD 32205-4620 - Duval County	\$1,125	\$17,660	\$18,785
180	BENT CREEK 10613 PLUM HOLLOW DR. 32222 - Duval County	\$9,004	\$123,621	\$132,625
181	1140 KNOLL DR 32221-6134 - Duval County	\$1,125	\$4,155	\$5,280
182	DEERFIELD APARTMENTS 1171 SOUTH LANE AVE. 32205 - Duval County	\$4,501	\$62,330	\$66,831
183	COUNTRY CREEK VII 1520 HAMMOND BLVD.	\$2,251	\$24,932	\$27,183

32221-1445 - Duval County

184	CRYSTAL CREEK S/D 1576 RED BIRD LANE 32221 - Duval County	\$7,877	\$116,349	\$124,226
185	SNUG HARBOUR 1616 MARDIS PLACE, W. 32205-6116 - Duval County	\$3,376	\$45,708	\$49,084
186	JAMMES RD. 1956 JAMMES RD. 32210-2842 - Duval County	\$1,125	\$11,427	\$12,552
187	1973 LANE AVE., S. 32210-2741 - Duval County	\$1,125	\$16,621	\$17,746
188	2078 NIBLICK DR. 32210-3832 - Duval County	\$1,125	\$15,583	\$16,708
189	VICTORIA FOREST 2138 ROTHBURY DR. 32221-1958 - Duval County	\$6,752	\$94,534	\$101,286
190	2601 HUGH EDWARDS DR. 32210-3174 - Duval County	\$9,004	\$122,582	\$131,586
191	3231 DEERFIELD PT. DR. 32244-7301 - Duval County	\$5,627	\$73,757	\$79,384
192	857 WESTGATE DR 32221-4432 - Duval County	\$3,376	\$45,708	\$49,084
193	SUDBURY (FOR LITTLE WILSON) 3723 SUDBURY AVE. 32210-4415 - Duval County	\$2,251	\$35,320	\$37,571
194	3801 ORTEGA BLVD. 32210-4415 - Duval County	\$1,125	\$21,815	\$22,940

195	4170 MCGIRTS BLVD 32210-4362 - Duval County	\$14,630	\$211,922	\$226,552
196	4335 SAVANNAH AVE 32210-7307 - Duval County	\$1,125	\$3,116	\$4,241
197	YACHT CLUB/PIRATES COVE 4490 MORVEN RD. 32210 - Duval County	\$12,380	\$168,291	\$180,671
198	ORTEGA FORREST 4881 TIMUQUANA RD. 32210 - Duval County	\$33,762	\$497,602	\$531,364
199	5001 JAMMES RD. 32210-7716 - Duval County	\$1,125	\$10,388	\$11,513
200	EAST MASTER 5104 118TH ST. 32244-3902 - Duval County	\$64,148	\$908,979	\$973,127
201	TIMUQUANA ACRES 5358 LAMAR DR N 32244 - Duval County	\$1,125	\$3,116	\$4,241
202	LS01 JIFFEY 5490 SHINDLER DR. 32222-1228 - Duval County	\$4,501	\$65,446	\$69,947
203	5541 JAMMES RD. 32244-1803 - Duval County	\$1,125	\$11,427	\$12,552
204	5549 LAMOYA AVE 32210-5759 - Duval County	\$3,376	\$50,903	\$54,279
205	TIMUQUANA HEIGHTS 5565 TIMUQUANA RD. 32210-8053 - Duval County	\$7,877	\$115,310	\$123,187
206	TARAWOODS	\$1,125	\$3,116	\$4,241

	5582 LOFTY PINES CIR. S. 32210-7958 - Duval County			
207	5631 MORET DR. 32244-1835 - Duval County	\$1,125	\$8,311	\$9,436
208	5640 101ST ST. 32210-8024 - Duval County	\$1,125	\$16,621	\$17,746
209	5689 MARATHON PKY. 32244-2676 - Duval County	\$5,627	\$83,106	\$88,733
210	5710 PICKETVLE RD -FIRE STA 26 32254 - Duval County	\$1,125	\$5,195	\$6,320
211	CRYSTAL SPRINGS IV 579 PURCELL DR. 32221 - Duval County	\$9,004	\$120,505	\$129,509
212	4815 Westconnect Blvd. 32210-7859 - Duval County	\$1,125	\$9,349	\$10,474
213	CONFEDERATE POINT 5940 SWAMP FOX RD. 32210-7354 - Duval County	\$12,380	\$173,485	\$185,865
214	6039 BARTHOLF AVE. 32210-7264 - Duval County	\$1,125	\$9,349	\$10,474
215	6084 TENNYSON DR. 32244-2457 - Duval County	\$1,125	\$8,311	\$9,436
216	4451 FENDER DR. 32210 - Duval County	\$1,125	\$10,388	\$11,513
217	CEDAR HILLS 6217 WILSON BLVD CEDAR HILLS TREAT 32210-3840 - Duval County	\$9,004	\$122,582	\$131,586
218	6397 YOUNGERMAN CIRCLE	\$2,251	\$27,010	\$29,261

	32244-6609 - Duval County			
219	6640 HARLOW BLVD. 32210-4968 - Duval County	\$1,125	\$16,621	\$17,746
220	NORMANDY SUBDIVISION 6705 CHERBOURG AVE. N. 32205-4513 - Duval County	\$10,129	\$143,359	\$153,488
221	RAMONA BLVD. 6800 RAMONA BLVD. 32205-4562 - Duval County	\$1,125	\$7,272	\$8,397
222	HUNTINGTON WOODS 6915 SHINDLER DR. 32222-1741 - Duval County	\$6,752	\$88,301	\$95,053
223	7039 ALACHUA AVE. 32210-1112 - Duval County	\$61,897	\$916,251	\$978,148
224	AMANDA'S CROSSING 7405 SWEET ROSE LN. 32244-6615 - Duval County	\$3,376	\$55,058	\$58,434
225	7445 CINNAMON LAKES DR. 32244-5067 - Duval County	\$4,501	\$62,330	\$66,831
226	7520 SHINDLER DR. 32222-1228 - Duval County	\$6,752	\$102,845	\$109,597
227	ROLLING HILLS 7696 LENOX AVE. 32221-6621 - Duval County	\$23,633	\$330,349	\$353,982
228	NORMANDY VILLAGE SHOPPING CENTER 7764 NORMANDY BLVD. 32221-6639 - Duval County	\$5,627	\$74,796	\$80,423
229	HIGHLAND LAKES 7963 ARGYLE FOREST BLVD	\$6,752	\$97,650	\$104,402

32244-5509 - Duval County

230	SETTLERS LANDING 8007 CUMBERLAND GAP TR 32244-4869 - Duval County	\$13,505	\$185,951	\$199,456
231	COUNTRY CREEK 8100 GRAMPELL DR. 32221-6666 - Duval County	\$1,125	\$16,621	\$17,746
232	ARGYLE MASTER 8104 ARGYLE FOREST BLVD 32244 - Duval County	\$20,257	\$287,757	\$308,014
233	8380 118TH ST. 32244 - Duval County	\$1,125	\$13,505	\$14,630
234	HERITAGE HILLS 851 HICKORY HILL DR. 32221-1562 - Duval County	\$15,756	\$225,427	\$241,183
235	OAK HILL 8560 FURY DR. 32244-1049 - Duval County	\$24,758	\$343,854	\$368,612
236	8622 BEECHFERN LN.. E. 32244-6016 - Duval County	\$6,752	\$89,340	\$96,092
237	9343 JOLORU DR. 32210-9001 - Duval County	\$6,752	\$90,378	\$97,130
238	BROOKSHIRE 944 HEARTHSIDE CT. 32221-2502 - Duval County	\$5,627	\$84,146	\$89,773
239	9801 BEAVER ST., W. 32220-2137 - Duval County	\$10,129	\$146,476	\$156,605
240	PINEBREEZE TRAILER PARK 9902 103RD ST	\$11,254	\$161,019	\$172,273

32210-8612 - Duval County

WASTEWATER PUMPING REG 4

241	BROOKVIEW STATION#1 10150 AGAVE RD. 32216-8620 - Duval County	\$27,010	\$380,213	\$407,223
242	BROOKVIEW STATION#3 10182 BRADLEY RD. 32246 - Duval County	\$11,254	\$153,747	\$165,001
243	BROOKVIEW STATION#2 10398 AGAVE RD. 32216-8689 - Duval County	\$1,125	\$20,776	\$21,901
244	BROOKVIEW STATION#4 10410 LAWSON RD. 32216-8734 - Duval County	\$1,125	\$22,855	\$23,980
245	GROGANS BLUFF 1054 WILDERLAND DR. 32225-3414 - Duval County	\$3,376	\$49,864	\$53,240
246	ARLINGWOOD STATION 1 1058 MILL CREEK RD 32211-3439 - Duval County	\$46,142	\$670,047	\$716,189
247	PINE BLUFF 10747 LOST PINE DR. 32216 - Duval County	\$4,501	\$66,486	\$70,987
248	REGENCY 420 TRESCA RD 32225-6565 - Duval County	\$16,881	\$236,854	\$253,735
249	WOODLAND STATION II 11009 ALUMNI WAY 32216-6679 - Duval County	\$3,376	\$51,942	\$55,318

250	WOODLAND STATION MASTER 11220 ALUMNI WAY 32216-6688 - Duval County	\$19,132	\$275,291	\$294,423
251	11260 BEACH BLVD. 32216-3803 - Duval County	\$2,251	\$23,893	\$26,144
252	QUEENS HARBOUR 4 1145 QUEENS HARBOUR 32225 - Duval County	\$3,376	\$44,670	\$48,046
253	QUEENS HARBOUR 7 1161 SHIPWATCH DR., E. 32225 - Duval County	\$2,251	\$37,398	\$39,649
254	11955 WALLE DR 32216-4040 - Duval County	\$1,125	\$25,971	\$27,096
255	CENTER PARK 12005 GOLDENROD CIR NORTH 32216 - Duval County	\$1,125	\$18,699	\$19,824
256	RIVERPOINT 12291 RUNNING RIVER RD. 32225 - Duval County	\$14,630	\$210,883	\$225,513
257	GATELY OAKS 12409 GATELY RD., S. 32225 - Duval County	\$5,627	\$84,146	\$89,773
258	THE PINES OF KENSINGTON "C" 12570 ATLANTIC BLVD. 32225-3031 - Duval County	\$5,627	\$86,223	\$91,850
259	MT. PLEASANT CREEK 12621 POINT PARK DR. 32225-5513 - Duval County	\$12,380	\$180,757	\$193,137
260	EAST ARLINGTON MASTER	\$49,518	\$710,562	\$760,080

	12733 ABESS BLVD. 32225-3117 - Duval County			
261	WOODS # 2 MASTER 12928 PALMETTO GLADE DR 32216-4119 - Duval County	\$1,125	\$22,855	\$23,980
262	BLACKHAWK NORTH 13107 EBBTIDE COURT LS01 32225 - Duval County	\$4,501	\$60,252	\$64,753
263	JAX GOLF & COUNTRY CLUB 13215 BIGGIN CHURCH RD. S. 32224 - Duval County	\$21,382	\$306,456	\$327,838
264	EGRET'S GLADE 13383 TROPIC EGRET DRIVE LS01 32224 - Duval County	\$33,762	\$484,096	\$517,858
265	ARBOR POINT # 3 13410 CURRITUCK DR. N. 32225-3349 - Duval County	\$4,501	\$63,369	\$67,870
266	13651 COVINGTON CREEK 32224-1185 - Duval County	\$1,125	\$19,738	\$20,863
267	CYPRESS VILLAGE 13651 Wm. DAVIS PKY 32224 - Duval County	\$7,877	\$113,233	\$121,110
268	WINDSOR PARK MASTER 13825 SUTTON PARK DR. N. 32224 - Duval County	\$4,501	\$70,641	\$75,142
269	SEVEN PINES 13842 SEVEN PINES DR. 32224-1165 - Duval County	\$1,125	\$6,233	\$7,358
270	LA PETITE ACADEMY 13955 BEACH BLVD.	\$6,752	\$90,378	\$97,130

32224-1211 - Duval County				
271	PORTSIDE 14019 BEACH BLVD. 32250-1507 - Duval County	\$1,125	\$19,738	\$20,863
272	VILLAGES OF PABLO # 6 14051 CANYON FALLS DR. 32224 - Duval County	\$2,251	\$35,320	\$37,571
273	BEACH HAVEN 14052 DECATUR ST. 32250 - Duval County	\$1,125	\$9,349	\$10,474
274	14094 PINE ISLAND DR. 32224-1116 - Duval County	\$1,125	\$6,233	\$7,358
275	VILLA ARMADA 1509 EL PRADO 32216-2992 - Duval County	\$7,877	\$108,038	\$115,915
276	1531 RYAR RD 32216 - Duval County	\$4,501	\$57,135	\$61,636
277	ARLINGWOOD 1700 LANSDOWNE DR 32211 - Duval County	\$1,125	\$13,505	\$14,630
278	WOODHOLLOW 1705 HODGES BLVD. 32224-1044 - Duval County	\$7,877	\$105,961	\$113,838
279	1713 HAWKINS COVE DR W LS01 32246 - Duval County	\$10,129	\$143,359	\$153,488
280	MONUMENT LANDING 1757 RUSH CREEK DR. W. 32225 - Duval County	\$7,877	\$105,961	\$113,838
281	1767 SANDALWOOD BLVD	\$24,758	\$354,242	\$379,000

	32246 - Duval County			
282	WOODS #1 1931 THE WOODS DR. 32216 - Duval County	\$1,125	\$4,155	\$5,280
283	ARBOR POINT 196 LEATHERLEAF DR. 32225 - Duval County	\$5,627	\$74,796	\$80,423
284	BERMUDA COVE 2003 HODGES BLVD. 32224-1098 - Duval County	\$3,376	\$47,786	\$51,162
285	SANDALWOOD 2044 KUSAIE DR 32216-2425 - Duval County	\$1,125	\$7,272	\$8,397
286	SANDALWOOD 2045 LUANA DR N 32216-2459 - Duval County	\$1,125	\$4,155	\$5,280
287	SANDALWOOD 11004 Mindano Drive South 32246-9558 - Duval County	\$18,006	\$257,630	\$275,636
288	2142 INDIAN SPRINGS DR. 32216-1039 - Duval County	\$1,125	\$14,544	\$15,669
289	KETCH COVE 2197 SAN PABLO RD. 32224-1136 - Duval County	\$7,877	\$113,233	\$121,110
290	WOODS # 3 2233 THE WOODS DR., E. 32216-1031 - Duval County	\$1,125	\$3,116	\$4,241
291	QUEENS HARBOUR 1 225 QUEENS HARBOUR 32225 - Duval County	\$3,376	\$52,980	\$56,356

292	ARLINGWOOD 2421 LANSDOWNE DR 32211 - Duval County	\$1,125	\$10,388	\$11,513
293	2450 PATSY ANN DR 32207 - Duval County	\$1,125	\$15,583	\$16,708
294	2471 SUMMER TREE RD. E. 32216-2447 - Duval County	\$8,474	\$130,893	\$139,367
295	2499 CASTAWAY DR. 32224-1100 - Duval County	\$1,125	\$8,311	\$9,436
296	VILLAGES OF PABLO MASTER 2702 SAN PABLO RD. 32224-1836 - Duval County	\$1,125	\$3,116	\$4,241
297	SAINTS CROSSING 2710 SAM HARWICK BLVD. 32246 - Duval County	\$4,501	\$60,252	\$64,753
298	2841 LANTANA LAKES DR. E. 32216-1804 - Duval County	\$6,752	\$98,689	\$105,441
299	POTTSBURG LANDING 2843 DICKINSON RD 32216 - Duval County	\$31,511	\$457,087	\$488,598
300	BEACHWOOD 2962 MANGROVE AVE 32216-3980 - Duval County	\$1,125	\$12,466	\$2,250
301	TIMBER RIDGE 2987 SANS PAREIL ST. 32216 - Duval County	\$5,627	\$86,223	\$91,850
302	COURTNEY WOODS 3098 SAN PABLO RD. 32224-1830 - Duval County	\$1,125	\$19,738	\$20,863

303	SOUTHSIDE ESTATES 3221 KLINE RD. 32246 - Duval County	\$4,501	\$68,563	\$73,064
304	FAIRWAYS FOREST 3231 HERMITAGE RD. 32211-2646 - Duval County	\$1,125	\$9,349	\$10,474
305	WAL-MART 3300 SAN PABLO RD. 32224-1828 - Duval County	\$4,501	\$60,252	\$64,753
306	LAURINA VILLA 331 LAURINA PL 32216-9029 - Duval County	\$4,501	\$63,369	\$67,870
307	SECRET COVE 3329 BELFORT RD. 32216 - Duval County	\$3,376	\$42,592	\$45,968
308	3330 UNIV BLVD 32277 - Duval County	\$1,125	\$17,660	\$18,785
309	KERNAN BOULEVARD EAST 3431 KERNAN BLVD., S. 32224 - Duval County	\$22,508	\$311,650	\$334,158
310	FAIRWAYS FOREST 3446 SANDBURG RD. 32277 - Duval County	\$1,125	\$11,427	\$12,552
311	3454 EMERALD ISLE CIRCLE 32216-4608 - Duval County	\$1,125	\$10,388	\$11,513
312	ST. JOHNS WOODS 3482 MAJESTIC OAKS DR. 32277 - Duval County	\$19,132	\$265,941	\$285,073
313	ST. JOHNS INDUSTRIAL PARK	\$12,380	\$172,447	\$184,827

11082 Beckley Place
32246-8401 - Duval County

314	QUEENS HARBOUR 3 3560 PRINCESS KELLY DR. 32225 - Duval County	\$3,376	\$45,708	\$49,084
315	OAKWOOD VILLA 366 BOWLAN RD. 32216 - Duval County	\$34,887	\$506,951	\$541,838
316	CROSS CREEK 368 HICKORY CREEK BLVD. W. 32225 - Duval County	\$6,752	\$100,766	\$107,518
317	370 CARAVAN CIRCLE 32216 - Duval County	\$1,125	\$9,349	\$10,474
318	FAIRWAYS FOREST 3815 HERMITAGE RD. 32211-2646 - Duval County	\$1,125	\$2,077	\$3,202
319	PINE FOREST ELEMENTARY 3929 GRANT RD 32207 - Duval County	\$16,881	\$243,087	\$259,968
320	WINDSOR PARK 1 3989 RICHMOND PARK DR. 32224 - Duval County	\$13,505	\$196,339	\$209,844
321	BEACH ROAD CHICKEN 4110 ATLANTIC BLVD 32207 - Duval County	\$57,395	\$818,601	\$875,996
322	FT. CAROLINE 4147 FERBER RD. 32211-1515 - Duval County	\$33,762	\$493,446	\$527,208
323	INNS OF AMERICA 4302 LENOIR AVE.	\$4,501	\$62,330	\$66,831

	32216 - Duval County			
324	PLAZA 95 4808 EXECUTIVE PK. CT. DR 32216 - Duval County	\$6,752	\$93,495	\$100,247
325	HOLIDAY HILLS 487 ARLINGTON RD. N. 32211-7271 - Duval County	\$21,382	\$299,184	\$320,566
326	AMERICAN HERITAGE LIFE INS 4950 SAN PABLO RD LS01 32224 - Duval County	\$11,254	\$166,213	\$177,467
327	QUEENS HARBOUR 2 581 QUEENS HARBOUR 32225 - Duval County	\$15,756	\$217,116	\$232,872
328	5900 SOUTHPOINT PKY 32216 - Duval County	\$4,501	\$66,486	\$70,987
329	6121 TUSCONY CIRCLE E. 32211-2052 - Duval County	\$1,125	\$4,155	\$5,280
330	OLD MILL COVE 6267 WHISPERING OAKS DR 32211-1561 - Duval County	\$1,125	\$10,388	\$11,513
331	SAN SOUCI 6462 HARVIN RD. 32216 - Duval County	\$5,627	\$74,796	\$80,423
332	FT. CAROLINE 6551 FERBER RD. 32211-1515 - Duval County	\$6,752	\$99,728	\$106,480
333	TEXACO 6554 FT. CAROLINE RD. 32211-2078 - Duval County	\$1,125	\$14,544	\$15,669

334	QUEENS HARBOUR 5 673 SHIPWATCH DR. E. 32225 - Duval County	\$3,376	\$47,786	\$51,162
335	PHILLIPS INDUSTRIAL/YELLOW FRT 6752 PHILLIPS INDUSTRIAL 32256 - Duval County	\$4,501	\$69,602	\$74,103
336	6868 BELFORT OAKS PLACE 32256-6903 - Duval County	\$1,125	\$14,544	\$15,669
337	7031 FT. CAROLINE HILLS D 32211-2642 - Duval County	\$13,505	\$189,067	\$202,572
338	DEERWOOD 7100 SOUTHSIDE BLVD 32256 - Duval County	\$2,251	\$30,126	\$32,377
339	CYPRESS PLAZA 7160 BAYMEADOWS WAY 32256 - Duval County	\$2,251	\$33,243	\$35,494
340	COLONY COVE 7457 TRAILS END RD. 32211-2286 - Duval County	\$1,125	\$16,621	\$17,746
341	7803 BELFORT PKY. 32256-6903 - Duval County	\$5,627	\$86,223	\$91,850
342	GROVE PARK 7833 HOLIDAY RD., S. 32216-3251 - Duval County	\$1,966,079	Included	\$1,966,079
343	QUEENS HARBOUR 6 791 SHIPWATCH DR., E. 32225 - Duval County	\$3,376	\$46,747	\$50,123
344	8500 J. TURNER BLVD. 32216 - Duval County	\$1,847,912	Included	\$1,847,912

345	8614 REEDY BRANCH DR 32256 - Duval County	\$39,389	\$566,164	\$605,553
346	KILLARNEY SHORES 8621 BLARNEY STONE CT. 32216-4601 - Duval County	\$3,376	\$50,903	\$54,279
347	8784 PERIMETER PARK DR. 32216 - Duval County	\$6,752	\$99,728	\$106,480
348	MACARTHUR CT. 8825 MCARTHUR CT 32216 - Duval County	\$1,125	\$21,815	\$22,940
349	PHOENIX PARK 901 DUSKIN DR. 32216-1590 - Duval County	\$2,251	\$35,320	\$37,571
350	SOUTHSIDE SQUARE SHOPPING CENTE 9041 SOUTHSIDE BLVD. 32256-8417 - Duval County	\$11,254	\$163,097	\$174,351
351	STEVENS ESTATES 9380 ATLANTIC BLVD. 32225-8219 - Duval County	\$1,125	\$14,544	\$15,669
352	GATE PARKWAY SOUTH 9700 GATE PARKWAY 32246 - Duval County	\$1,306,592	Included	\$1,306,592
353	STERLING RIDGE 981 NESTING SWALLOW DR 32225 - Duval County	\$5,627	\$83,106	\$88,733
354	SOUTHSIDE ESTATES 9815 BEACH BLVD. 32246 - Duval County	\$10,129	\$149,592	\$159,721
355	DEERCREEK MASTER	\$15,756	\$227,505	\$243,261

10000 DEERCREEK CLUB RD., E.
32256 - Duval County

356	ASHLEY GREEN 3596 LEESBURG DR. 32277 - Duval County	\$5,627	\$76,874	\$82,501
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WASTEWATER PUMPING REG 5

357	ARROWHEAD FOREST 10468 Indian Walk Road 32257-6309 - Duval County	\$2,251	\$29,087	\$31,338
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358	SUNBEAM WOODS 10142 HOOD RD. 32257 - Duval County	\$1,125	\$20,776	\$21,901
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359	STARSHIRE 10210 HALEY RD. 32257 - Duval County	\$1,125	\$14,544	\$15,669
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360	RAINTREE 10300 WHISPERING FOREST 32257 - Duval County	\$2,251	\$30,126	\$32,377
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361	NATURES FOREST 10353 DEERFOOT LN. 32257 - Duval County	\$3,376	\$51,942	\$55,318
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362	MALLARD COVE 10366 MARBLE EGRET DR. 32257 - Duval County	\$4,501	\$56,097	\$60,598
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363	BIG TREE RACQUET CLUB 10391 SAN JOSE BLVD. 32257 - Duval County	\$1,125	\$6,233	\$7,358
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364	MANDARIN TERRACE 10656 KENNEDY LN. 32223 - Duval County	\$19,132	\$261,786	\$280,918
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365	BURGER KING 10859 SAN JOSE BLVD. 32223 - Duval County	\$1,125	\$19,729	\$20,854
366	MANDARIN STATION 11065 LOSCO JUNCTION DR. 32223 - Duval County	\$2,251	\$35,320	\$37,571
367	LAKE MANDARIN 11160 LAKE MANDARIN CIR. 32223 - Duval County	\$1,125	\$20,776	\$21,901
368	MANDARIN CENTRAL 11220 ST. AUGUSTINE RD. 32257 - Duval County	\$15,756	\$227,505	\$243,261
369	MANDARIN LAKES III 11551 N. RIDE CIRCLE, W 32223 - Duval County	\$1,125	\$14,544	\$15,669
370	LORETTO SPRINGS 11604 ST. JOSEPH'S RD. 32223 - Duval County	\$1,125	\$8,311	\$9,436
371	MANDARIN LAKES 11629 MOSSY WAY 32223 - Duval County	\$1,125	\$22,855	\$23,980
372	MANDARIN S. SHOPPING CENTER 11700 SAN JOSE BLVD. 32223 - Duval County	\$1,125	\$19,738	\$20,863
373	RAMSGATE 11741 MANDARIN RD. 32223 - Duval County	\$3,376	\$39,475	\$42,851
374	BYRD LANDING 11815 MERGANSER WAY 32223 - Duval County	\$2,251	\$37,398	\$39,649

375	GRAN MEADOWS 11861 HOOD LANDING RD. 32258 - Duval County	\$4,501	\$65,446	\$69,947
376	11866 STONEBRIDGE DR W 32223 - Duval County	\$2,251	\$27,010	\$29,261
377	AUTUM GLEN 11933 Acosta Road 32223-1961 - Duval County	\$3,376	\$41,554	\$44,930
378	11969 OLDFIELD POINT W. 32223 - Duval County	\$3,376	\$41,554	\$44,930
379	COMMUNITY HALL SWR PS 12200 SAN JOSE BLVD. 32223 - Duval County	\$2,251	\$28,048	\$30,299
380	WILDERNESS II 12237 MESA VERDE TRAIL 32223 - Duval County	\$2,251	\$36,359	\$38,610
381	CARRIAGE CROSSING 12250 Prairie View DR. 32258 - Duval County	\$5,627	\$71,679	\$77,306
382	JEREMYS LANDING 12403 HOOD LANDING RD. 32258 - Duval County	\$3,376	\$49,864	\$53,240
383	MANDARIN PLACE 12714 BRADY PLACE BLVD S 32223 - Duval County	\$3,376	\$47,786	\$51,162
384	MANDARIN POINT 12931 MANDARIN RD. 32223 - Duval County	\$22,508	\$315,805	\$338,313
385	1737 RIVERGATE DR.	\$1,125	\$10,388	\$11,513

	32223 - Duval County			
386	PLANTATION SOUTH 1826 PLANTATION OAKS DR 32223 - Duval County	\$2,251	\$39,475	\$41,726
387	CYPRESS BAY 13399 Long Cypress Trail 32223-5576 - Duval County	\$8,474	\$125,699	\$134,173
388	TYMBER HAMMOCK 2269 ROYAL FERN LN. S. 32223 - Duval County	\$2,251	\$31,165	\$33,416
389	SOUTH MANDARIN FOREST 2524 ORANGE PICKERS RD. 32223 - Duval County	\$25,885	\$368,786	\$394,671
390	SCOTT MILL BLUFF 2620 SCOTT MILL DR. 32223 - Duval County	\$2,251	\$25,971	\$28,222
391	WRIGHTSON ON THE ST. JOHNS 2658 WRIGHTSON DR. 32223 - Duval County	\$9,004	\$131,932	\$140,936
392	SCOTT MILL ESTATES 2860 BEAUCLERC RD. 32257 - Duval County	\$9,004	\$119,466	\$128,470
393	PLUMBERS COVE 2975 HALCYON ST. 32223 - Duval County	\$5,627	\$87,914	\$93,541
394	3010 HARTLEY RD. 32257 - Duval County	\$1,125	\$10,388	\$11,513
395	PADDLE CREEK 3161 PADDLE BOAT LN. 32223 - Duval County	\$3,376	\$47,786	\$51,162

396	WOODS OF MANDARIN 3200 HARTLEY RD. 32257 - Duval County	\$1,125	\$5,195	\$6,320
397	PICKWICK PARK UNIT II 3580 PALL MALL DR. 32257 - Duval County	\$2,251	\$30,126	\$32,377
398	COLONIAL PINES 3640 LAS VEGAS 32257 - Duval County	\$1,125	\$9,349	\$10,474
399	WINN DIXIE 3747 KORI RD. 32257 - Duval County	\$1,125	\$14,544	\$15,669
400	ROBINWOOD APARTMENTS 3902 OLD SUNBEAM RD. 32257 - Duval County	\$1,125	\$18,699	\$19,824
401	CLEARWATER OAKS 4008 LORETTO RD. 32223 - Duval County	\$9,004	\$129,854	\$138,858
402	THE OAKS 4083 SUNBEAM RD. 32257 - Duval County	\$2,251	\$24,932	\$27,183
403	OLDFIELD BLUFF 4123 TAR KILN RD. 32223 - Duval County	\$5,627	\$71,679	\$77,306
404	4212 HUNTINGTON FOREST 32210 - Duval County	\$1,125	\$5,195	\$6,320
405	4269 WALNUT BEND RD. 32257 - Duval County	\$1,125	\$20,776	\$21,901
406	SUTTON OAKS	\$4,501	\$66,486	\$70,987

	4130 SUNBEAM RD 32257 - Duval County			
407	WINDERMERE 4368 BERGHLEY CT. 32257 - Duval County	\$1,125	\$18,699	\$19,824
408	MANDARIN HIGH SCHOOL 4831 GREENLAND RD. 32258 - Duval County	\$18,006	\$258,669	\$276,675
409	MOSS RIDGE 4930 LOSCO RD. 32257 - Duval County	\$1,125	\$9,349	\$10,474
410	GREENLAND RD. ELEMENTARY 5050 GREENLAND RD. 32258 - Duval County	\$6,752	\$98,689	\$105,441
411	HUNTERS POINT 5265 THOROUGHBRED BLVD 32257 - Duval County	\$1,125	\$20,776	\$21,901
412	SOUTH JAX INDUSTRIAL 5521 FLORIDA MINING BLVD 32257 - Duval County	\$4,501	\$62,330	\$66,831
413	SAN JOSE SHORES 8225 JOSE CIRCLE, W. 32217 - Duval County (Including Pump Station)	\$4,501	\$66,486	\$70,987
414	BARRINGTON OAKS 9099 ARUNDEL WAY 32257 - Duval County	\$16,881	\$235,815	\$252,696
415	SOLANO GROVE 9252 SAN JOSE BLVD. 32257 - Duval County	\$1,125	\$4,155	\$5,280
416	SOUTHERN BELL	\$1,125	\$14,544	\$15,669

	9391 OLD KINGS RD. 32257 - Duval County			
417	9456 BEAUCLERC OAKS DR 32257 - Duval County	\$1,125	\$14,544	\$15,669
418	9456 PICKWICK DR. 32257 - Duval County	\$1,125	\$14,544	\$15,669
419	9465 BEAUCLERC COVE RD. 32257 - Duval County	\$51,768	\$748,999	\$800,767
420	K-MART 9614 SAN JOSE BLVD. 32257 - Duval County	\$1,125	\$6,233	\$7,358
421	CYPRESS HAMMOCK 9733 BAYOU BLUFF DR. 32257 - Duval County	\$11,254	\$157,903	\$169,157
422	PARK PLACE OF THE AVENUES 9801 PHILLIPS HWY. 32256 - Duval County	\$5,627	\$73,085	\$78,712
423	SOUTH JAX INDUSTRIAL 9820 FLORIDA MINING BLVD 32257 - Duval County	\$2,251	\$27,010	\$29,261
424	PLUMMERS BLUFF 9967 SCOTT MILL RD. 32257 - Duval County	\$1,125	\$7,272	\$8,397
425	MANDARIN RIDGE SWR PS 11328 MANDARIN RIDGE LANE 32258 - Duval County	Included	\$50,903	\$50,903

WASTEWTR TREAT PLANT REG1

426	WASHINGTON HEIGHTS (Lift Station)	\$568,329	\$167,252	\$735,581
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7260 KEN KNIGHT DRIVE
32209 - Duval County

WASTEWTR TREAT PLANT REG2

427	SAN MATEO 11486 RENNE DRIVE WEST 32218 - Duval County	\$11,254	\$152,708	\$163,962
428	ST REGIS (Pumping Station) 11855 CAMDEN ROAD 32218 - Duval County	\$2,251	\$38,436	\$40,687

WATER PUMPING + TREATMENT

429	DINSMORE SCHOOL WTP 10652 OLD KINGS RD. 32219 - Duval County	\$3,376	\$49,864	\$53,240
430	SOUTHWOOD WTP 10828 Hampton Road 32257 - Duval County	\$1,125	\$7,272	\$8,397
431	ANHAUSER BUSCH WTR 11 DUNN AVE 32218 - Duval County	\$5,296	\$84,146	\$89,442
432	SHEFFIELD VILLAGE WTP 12625 MOOSE RD. 32226 - Duval County	\$21,382	\$306,456	\$327,838
433	ARLINGTON WTP 1425 MAITLAND ARLINGTON 32211 - Duval County	\$1,414,631	Included	\$1,414,631
434	MAYPORT WTR PUMP STATION 1459 ROXIE STREET 32233 - Duval County (includes Mayport WTP)	\$7,877	\$115,310	\$123,187

435	BLACKHAWK BLUFF WTP 1472 GIRVIN ROAD 32225 - Duval County	\$1,125	\$9,349	\$10,474
436	ELEVATED TANK 1642 LINDEN AVE 32207 - Duval County	\$1,125	\$6,233	\$7,358
437	DISTRICT 2 WTP 1840 CEDAR BAY RD. 32218 - Duval County	\$1,125	\$7,272	\$8,397
438	ARBOR POINT WTP 255 JOE ANDY DR. 32225 - Duval County	\$24,758	\$346,970	\$371,728
439	3316 PICKWICK DR. WTP 32257 - Duval County	\$39,389	\$583,824	\$623,213
440	3696 HILLIARD ROAD WTP 32217 - Duval County	\$1,125	\$2,077	\$3,202
441	FIRE AND RESCUE OPS BLDG 515 JULIA ST. 32202 - Duval County	\$5,627	\$71,679	\$77,306
442	BRIERWOOD PLAZA WTP 5295 BAYMEADOWS ROAD 32217 - Duval County	\$6,752	\$98,689	\$105,441
443	INDIAN TRAILS WTP 8134 WESTPORT ROAD 32244 - Duval County	\$1,125	\$3,116	\$4,241
444	DEERWOOD I WTP 8402 HOLLYRIDGE RD 32256 - Duval County	\$28,135	\$405,145	\$433,280
445	8460 BRIERWOOD WTP (BEAUCLERC)	\$33,762	\$484,096	\$517,858

32217 - Duval County

446	ACADIE WTR PUMP STATION 2306 ACADIE DRIVE 32217 - Duval County	\$1,125	\$10,388	\$11,513
447	ARLGTN NO 3 WTR PUMP STATION 1412 Whitlock Ave. 32211 - Duval County	\$1,237,943	Included	\$1,237,943
448	JCP WATER TREATMENT PLANT 648 FLORA BRANCH BLVD 32259 - St. Johns County (Including Pump Station)	\$75,402	\$1,071,037	\$1,146,439
449	HILLIARD RD WTR PUMP STATION 32217 - Duval County	\$1,125	\$16,621	\$17,746
450	NORMANDY WTR PUMP STATION 13601 Normandy Blvd. 32205 - Duval County	\$1,592,444	Included	\$1,592,444
451	RIVEREDGE WTR PUMP STATION 3619 RIVEREDGE DRIVE 32277 - Duval County	\$1,125	\$62,330	\$63,455

WATER TRANSMISSION

452	BOULEVARD WTR TRANSMISSION OFFICE OFFICE TRAILER (2) METER SHOP 2304 BOULEVARD 32206 - Duval County	\$42,766	\$622,261	\$665,027
453	PEARL ST. WATER DISTRIBUTION YARD 2435 PEARL ST. N. 32206 - Duval County	\$43,891	\$634,727	\$678,618
454	HOLLY OAKS WATER TREATMENT PLANT 9890 FT CAROLINE RD.	\$10,129	\$152,708	\$162,837

32211 - Duval County

455	MONUMENT RD. WTP 1258 MONUMENT RD 32225 - Duval County	\$51,768	\$745,883	\$797,651
456	AMOCO WTP (Including WWTP) SR 200 @ JOHNSON LAKE DR 32034 - Nassau County	\$2,251	\$254,514	\$256,765
457	LOFTON OAKS WTP 300 E STEWART AVE 32034 - Nassau County	\$14,630	\$203,611	\$218,241
458	LOFTON OAKS WWTP 111 STEWART AVE 32034 - Nassau County	\$11,254	\$157,903	\$169,157
459	HOLLY OAKS WWTP 10797 FT. CAROLINE RD 32225 - Duval County (Including Pump Station)	\$1,410,130	\$220,233	\$1,630,363
460	OTTER RUN WTP 96119 Otter Run Drive 32034 - Nassau County	\$34,887	\$510,067	\$544,954
461	A1A NORTH WTP 2494 PONTE VEDRA BLVD 32082 - St. Johns County	\$1,125	\$54,019	\$55,144
462	A1A SOUTH WTP 2722 PONTE VEDRA BLVD 32082 - St. Johns County	\$1,125	\$54,019	\$55,144
463	CORONA ROAD WTP 2 CORONA RD 32082 - St. Johns County	\$4,501	\$170,368	\$174,869
464	PONCE DE LEON WTP	\$27,010	\$489,291	\$516,301

3154 S. PONTE VEDRA BLVD
32082 - St. Johns County

465	PONTE VEDRA NORTH WTP 71 SR A1A NORTH 32082 - St. Johns County	\$1,246,946	Included	\$1,246,946
466	SAN PABLO WTP 3757 FOGGY VALE CT 32250 - Duval County	\$1,302,819	Included	\$1,302,819
467	PONCE DE LEON WWTP 3152 S PONTE VEDRA BLVD 32082 - St. Johns County	\$33,762	\$590,057	\$623,819
468	SAN JOSE WTP 7128 BALBOA RD 32217 - Duval County	\$1,253,698	Included	\$1,253,698
469	FOREST BROOK WTP 5859 OAKLANE DR 32217 - Duval County	\$9,004	\$226,466	\$235,470
470	HYDE GROVE WTP 6927 HANSON 200 DRIVE N 32210 - Duval County	\$13,505	\$299,184	\$312,689
471	LAKE FOREST WTP 1202 BUNKER HILL BLVD 32209 - Duval County	\$12,380	\$277,369	\$289,749
472	MAGNOLIA GARDENS WTP 2540 LANTANA AVE 32209 - Duval County	\$11,254	\$258,669	\$269,923
473	OAK HILL WTP 4805 DUCHENEAU DR 32244 - Duval County	\$19,132	\$269,058	\$288,190

474	WHEAT ROAD WTP 7400 WHEAT RD 32244 - Duval County	\$55,144	\$790,552	\$845,696
475	ORTEGA HILLS WWTP 5033 GREENWAY DR N 32244 - Duval County	\$1,315,596	Included	\$1,315,596

CHILLED WATER FACILITIES

476	SAN MARCO 1478 RIVER PLACE BLVD 32207 - Duval County	\$992,605	Included	\$992,605
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TOTAL JEA WATER & WASTEWATER (WITHOUT ELECTRIC)	\$36,583,843	\$52,627,986	\$89,211,829
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TOTAL JEA INSURABLE VALUES	\$39,114,873	\$62,819,981	\$101,934,854
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(Miscellaneous Unscheduled Locations excluding electric transmission & distribution lines:
overhead, underground, & underwater; and water and wastewater infrastructure underground)



JACKSONVILLE, FL
PROPERTY INSURANCE VALUES AT 100 PERCENT REPLACEMENT COST
(As of July 19, 2016)

LOCATIONS		BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
JEA ELECTRIC PRODUCTION (Generating Stations)				
1	NORTHSIDE GENERATING STATION 4377 HECKSCHER DRIVE 32226 - Duval	\$35,924,220	\$1,760,113,066	\$1,796,037,286
2	KENNEDY GENERATING STATION 4215 TALLEYRAND AVE 32206 - Duval	\$5,906,090	\$226,856,062	\$232,762,152
3	BRANDY BRANCH GENERATING STATION 15701 W. BEAVER STREET 32234 - Duval	\$21,037,686	\$520,544,984	\$541,582,670
4	GIRVIN ROAD GENERATING FACILITY 515 GIRVIN ROAD 32225 - Duval (including Substation)	\$840,663	\$4,600,994	\$5,441,657
5	GREENLAND ENERGY CENTER 12121 PHILLIPS HIGHWAY 32256 - Duval	\$5,676,129	\$177,410,791	\$183,086,920
Sub Total (JEA Electric Production)		\$69,384,788	\$2,689,525,897	\$2,758,910,685

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
SJRPP ELECTRIC PRODUCTION				
6	SJRPP GENERATING PLANT 11235 NEW BERLIN ROAD 32226 - Duval	\$43,972,669	\$2,362,709,826	\$2,406,682,495
7	SJRPP WATER INTAKE STRUCTURE 4377 HECKSCHER DRIVE 32226 - Duval	\$1,726,368	\$5,416,165	\$7,142,533
8	SJRPP COAL TERMINAL BLOUNT ISLAND 32259 - St. Johns	\$1,642,098	\$53,474,329	\$55,116,427
9	SJRPP ROLLING STOCK 350 Aluminum Railcars - Leased from JAIX Leasing Company effective: 4-17-12.	Included	\$35,370,063	\$35,370,063
	VEHICLES (Licensed & Unlicensed)		\$893,621	\$893,621
Sub Total (SJRPP Electric Production)		\$47,341,135	\$2,457,864,004	\$2,505,205,139

**JEA ELECTRIC DELIVERY
(Office Buidings, Warehouses, etc.)**

10	COMMONWEALTH SERVICE CENTER 6674 COMMONWEALTH AVE 32254 - Duval	\$14,196,009	\$29,427,419	\$43,623,428
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	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
11	WESTSIDE SERVICE CENTER 6727 BROADWAY AVE 32254 - Duval	\$13,540,575	Included	\$13,540,575
12	SOUTHSIDE SERVICE CENTER 2325 EMERSON STREET 32207 - Duval	\$10,791,261	Included	\$10,791,261
13	SYSTEM OPERATIONS CONTROL CENTER 7720 RAMONA BLVD 32221 - Duval	\$9,912,276	\$12,820,458	\$22,732,734

Sub Total (Office Buildings, Warehouses, etc.)	\$48,440,121	\$42,247,877	\$90,687,998
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**JEA ELECTRIC DELIVERY
(Substations)**

14	BARTRAM 4513 Race Track Road Jacksonville, FL 322259-2068 - Duval	\$1,147,010	\$11,645,821	\$12,792,831
15	BAYMEADOWS 10357 DEERWOOD CLUB ROAD 32256 - Duval	\$371,022	\$4,572,573	\$4,943,595
16	BEEGHLY HEIGHTS 14153 URN ROAD 32218 - Duval	\$571,164	\$6,807,512	\$7,378,676
17	BLOUNT ISLAND 8 BLOUNT ISLAND ROAD	\$452,952	\$1,979,790	\$2,432,742

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
	32226 - Duval			
18	BRANDY BRANCH 15701 WEST BEAVER STREET 32234 - Duval	\$895,371	\$25,967,005	\$26,862,376
19	BROOKLYN 1798 BROADWAY AVENUE 32209 - Duval	\$643,730	\$1,649,472	\$2,293,202
20	CECIL FIELD 10471 103RD STREET 32210 - Duval	\$347,614	\$4,303,661	\$4,651,275
21	CENTER PARK 2797 KERNAN BOUDLEVAR 32225 - Duval	\$1,660,824	\$14,742,551	\$16,403,375
22	CHURCH STREET 1015 WEST CHURCH STREET 32204 - Duval	\$914,097	\$6,753,518	\$7,667,615
23	COLLEGE STREET 831 COLLEGE STREET 32204 - Duval	\$1,005,391	\$6,042,063	\$7,047,454
24	CRAVEN ROAD 4388 SUNBEAM ROAD 32256 - Duval	\$798,225	\$3,206,836	\$4,005,061
25	DILLON 4215 TALLEYRAND AVENUE 32206 - Duval	\$428,373	\$6,861,506	\$7,289,879

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
26	EASTPORT 9323 EASTPORT ROAD 32218 - Duval	\$218,869	\$4,603,276	\$4,822,145
27	FIRESTONE ROAD 6878 FIRESTONE ROAD 32244 - Duval	\$1,295,654	\$18,206,653	\$19,502,307
28	FOREST BOULEVARD 10569 FOREST BLVD. SOUTH 32246 - Duval	\$488,065	\$6,867,858	\$7,355,923
29	FT. CAROLINE 12337 MCCORMICK ROAD 32225 - Duval	\$600,425	\$8,862,470	\$9,462,895
30	GARDEN CITY 2961 ARMSDALE ROAD 32218 - Duval	\$973,789	\$3,738,308	\$4,712,097
31	GEORGIA STREET 637 GEORGIA STREET 32202 - Duval	\$749,068	\$6,281,333	\$7,030,401
32	GRAND PARK 2930 WEST 20TH STREET 32205 - Duval	\$383,897	\$5,153,806	\$5,537,703
33	GREENLAND 14247 OLD ST. AUGUSTINE 32258 - Duval	\$1,399,820	\$9,265,838	\$10,665,658
34	GREENLAND ENERGY SUBSTATION 12121 PHILLIPS HIGHWAY	\$1,170,418	\$9,528,399	\$10,698,817

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
	32256 - Duval			
35	HAMILTON 4534 SHIRLEY AVENUE 32207 - Duval	\$305,480	\$3,890,763	\$4,196,243
36	HARTLEY ROAD 3919 HARTLEY ROAD 32257 - Duval	\$488,065	\$9,361,122	\$9,849,187
37	HENDRICKS 1440 HENDRICKS AVENUE 32207 - Duval	\$873,132	\$2,194,709	\$3,067,841
38	HERLONG 7424 WILEY ROAD 32210 - Duval	\$283,242	\$3,369,877	\$3,653,119
39	HUNTER ROAD 4223 ADIROLF ROAD 32207 - Duval	\$420,181	\$4,418,002	\$4,838,183
40	IMESON 601 HECKSCHER DRIVE 32226 - Duval	\$614,470	\$4,174,498	\$4,788,968
41	JAX HEIGHTS 9800 ALVIN ROAD SOUTH 32222 - Duval	\$24,505,059	Included	\$24,505,059
42	KENNEDY 4215 TALLEYRAND AVENUE 32206 - Duval	\$317,183	\$19,782,015	\$20,099,198

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
43	KINGS AVENUE 1712 KINGS AVENUE SOUTH 32207 - Duval	\$1,177,441	\$14,135,910	\$15,313,351
44	LANE AVENUE 1014 LANE AVENUE 32205 - Duval	\$476,359	\$9,262,663	\$9,739,022
45	MANDARIN 3476 LORETTO ROAD ORANGE PARK, FL 32223 - Duval	\$447,101	\$10,483,356	\$10,930,457
46	MAYPORT 2972 MAYPORT ROAD JACKSONVILLE BCH., FL 32233 - Duval	\$855,577	\$3,210,012	\$4,065,589
47	MCDUFF AVENUE 1030 MCDUFF AVENUE SOUTH 32205 - Duval	\$621,493	\$3,666,317	\$4,287,810
48	MILL COVE 1428 MILL COVE ROAD 32225 - Duval	\$365,171	\$7,935,039	\$8,300,210
49	MOBILE SUBSTATION #2 6727 BROADWAY AVE 32254 - Duval	Included	\$2,147,066	\$2,147,066
50	MOUNT PLEASANT 831 KERNAN BLVD. NORTH 32225 - Duval	\$378,046	\$4,869,012	\$5,247,058
51	NAVAL AIR STATION 7001 ROOSEVELT BOULEVARD	\$149,814	\$3,445,046	\$3,594,860

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
	32244 - Duval			
52	NASSAU 582 WILSON NECK ROAD 32097 - Nassau	\$509,133	\$1,853,803	\$2,362,936
53	NEPTUNE BEACH 1012 STRICKLAND ROAD 32266 - Duval	\$795,885	\$7,741,295	\$8,537,180
54	NEW MAIN STREET 1055 NORTH MAIN STREET 32202 - Duval	\$1,369,390	\$5,075,460	\$6,444,850
55	NORMANDY SWITCH 9801 CRYSTAL SPRINGS ROAD 32221 - Duval	\$2,902,638	\$32,571,245	\$35,473,883
56	NORTHSHORE 5122 SPRINGFIELD BOULEVARD 32202 - Duval	\$634,367	\$3,344,468	\$3,978,835
57	NORTHSIDE 4377 HECKSCHER DRIVE 32226 - Duval	\$1,295,654	\$37,441,316	\$38,736,970
58	NORTHWEST JAX 4700 PEARCE STREET 32209 - Duval	\$217,698	\$4,507,992	\$4,725,690
59	OAKWOOD VILLA 439 BOWLAN AVENUE 32211 - Duval	\$319,524	\$4,097,212	\$4,416,736

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
60	733 SHAW STREET ORANGE PARK, FL 32216 - Duval	\$239,936	\$3,801,831	\$4,041,767
61	PAXON 1607 LANE AVENUE NORTH 32205 - Duval	\$263,345	\$3,158,135	\$3,421,480
62	7601 PHILLIPS HIGHWAY 32207 - Duval	\$591,061	\$6,919,735	\$7,510,796
63	PICKETTVILLE 6901 OLD KINGS ROAD 32219 - Duval	\$410,817	\$3,589,030	\$3,999,847
64	6266 POWERS AVENUE 32217 - Duval	\$330,059	\$4,174,498	\$4,504,557
65	RANDALL STREET 3065 RANDALL STREET 32205 - Duval	\$310,162	\$8,466,512	\$8,776,674
66	RIBAULT 4205 SOUTEL DRIVE 32208 - Duval	\$229,401	\$3,540,330	\$3,769,731
67	RITTER PARK 131 NOAH ROAD 32218 - Duval	\$433,054	\$7,397,214	\$7,830,268
68	ROBINWOOD 11327 ALDEN ROAD 32216 - Duval	\$662,457	\$17,896,452	\$18,558,909
69	SAN PABLO	\$957,403	\$5,089,224	\$6,046,627

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
	13865 WILLIAM DAVIS PKWY 32225 - Duval			
70	SAN SOUCI 8070 HOGAN ROAD 32216 - Duval	\$345,274	\$3,934,170	\$4,279,444
71	SEVENTH & TALLEYRAND 1901 SEVENTH STREET AT TALLEYRAND 32206 - Duval	\$635,538	\$6,011,362	\$6,646,900
72	SOUTHEAST 9999 CHESTER LAKE ROAD 32256 - Duval	\$635,538	\$6,011,362	\$6,646,900
73	SOUTHSIDE 801 BROADCAST PLACE 32207 - Duval	\$47,925,140	\$25,436,591	\$73,361,731
74	SOUTH POINT 7551 SALISBURY ROAD 32256 - Duval	\$477,530	\$4,462,467	\$4,939,997
75	ST. JOHNS PARK 4469 ST. JOHNS AVE. 32210 - Duval	\$183,755	\$2,489,029	\$2,672,784
76	SWITZERLAND 5445 LONGLEAF PINE PKWY. 32259 - St. Johns	\$836,850	\$6,313,094	\$7,149,944
77	UNIVERSITY 5913 FT. CAROLINE ROAD 32211 - Duval	\$1,005,391	\$3,412,226	\$4,417,617

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
78	WATER STREET 109 INDEPENDENT DRIVE 32202 - Duval	\$3,697,353	\$8,654,963	\$12,352,316
79	WEST JAX 1901 PICKETTville ROAD 32220 - Duval	\$2,093,879	\$5,794,326	\$7,888,205
80	WEST LAKE 5040 JONES ROAD 32219 - Duval	\$376,875	\$4,494,228	\$4,871,103
81	STARRATT SUBSTATION 14740 YELLOW BLUFF ROAD 32226 - Duval	\$1,170,418	\$8,469,688	\$9,640,106
Sub Total (Substations)		\$120,649,117	\$519,534,914	\$640,184,031
VEHICLES (LICENSED & UNLICENSED)			\$53,872,233	\$53,872,233
Sub Total (JEA Electric Delivery)		\$169,089,238	\$615,655,024	\$784,744,262
TOTAL JEA ELECTRIC (WITHOUT WATER & WASTEWATER)		\$285,815,161	\$5,763,044,925	\$6,048,860,086
JEA WATER & WASTEWATER (Office Buildings, Parking Facilities, Collection & Pumping Plants, etc.)				
82	PLAZA I TOWER 21 W. CHURCH ST 32202 (includes \$215,000 fine arts) Duval	\$60,254,333	\$49,177,658	\$109,431,991

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
83	PLAZA II CUSTOMER CENTER 43 W. CHURCH ST 32202 - Duval	\$53,440,153	\$45,616,234	\$99,056,387
	NOTE: Locations 82 and 83 include electronic data processing and media (\$30,000,000) and extra expenses (\$5,000,000).			
84	PLAZA III PARKING GARAGE 421 LAURA STREET 32202 - Duval	\$12,995,161	Included	\$12,995,161

CENTRAL SUPPORT

85	CENTRAL SUPPORT WAREHOUSE 2434 PEARL STREET 32206 - Duval	\$1,458,341	\$11,229,630	\$12,687,971
86	MAIN STREET WATER TREAT PLANT & WATER QUALITY LAB (Springfield) 1002 NORTH MAIN 32202 - Duval	\$9,237,162	\$4,552,331	\$13,789,493

CHLORINE HANDLING

87	MCDUFF WTP 1040 S. MCDUFF AVE. 32205-7407 (Including Pump Station) Duval	\$7,037,729	Included	\$7,037,729
88	NORWOOD WTP 1033 ESCAMBIA ST 32208-4300 - Duval	\$6,203,220	\$577,631	\$6,780,851

	LOCATIONS (Including Pump Station and Norwood Maintenance Bldg.)	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
MAINTENANCE BLDGS				
89	SW SHOP & MAINTENANCE BLDG 7754 WHEAT RD 32244-1449 - Duval	\$642,559	\$24,554,605	\$25,197,164
90	MOTOR POOL 2581 COMMONWEALTH AVE. JACKSONVILLE, FL 32254 - Duval	\$4,270,858	Included	\$4,270,858
WASTEWATER COLLECTION				
91	PEARL ST. WATER-SEWER COMPLEX 2514 PEARL STREET 32206 - Duval	\$11,521,604	Included	\$11,521,604
WASTEWATER PUMPING REGION I				
92	1640 TALLEYRAND AVE. 32206-5436 - Duval	\$3,345,056	Included	\$3,345,056
93	SOUTHSHORES 2045 UTAH ST 32207-8735 - Duval	\$3,378,999	Included	\$3,378,999
94	2304 MCMILLAN ST 32209-4717 - Duval	\$2,826,562	Included	\$2,826,562
95	4511 SPRING PARK RD. 32207 - Duval	\$2,404,041	Included	\$2,404,041
96	RIVERSIDE	\$3,883,450	Included	\$3,883,450

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
	718 STANDISH PLACE 32204 - Duval			
97	HOGANS CREEK 834 BAY STREET, E. 32202-2306 - Duval	\$2,163,024	Included	\$2,163,024

WASTEWATER PUMPING REG 2

98	HIGHLANDS 1347 MENLO AVE 32218-5221 - Duval	\$1,128,284	\$2,633,409	\$3,761,693
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WASTEWATER PUMPING REG 4

99	EAST PARK INDUSTRIAL PARK 11550 CENTRAL PARKWAY 32216 - Duval	\$2,357,224	Included	\$2,357,224
100	ST JOHNS BLUFF MASTER 10477 BRADLEY ROAD 32216-8752 - Duval	\$2,048,233	Included	\$2,008,072

WASTEWATER TREATMENT JCP

101	JCP WWTP 220 DAVIS POND BLVD 32259 (Including Reclaimed Water) St. Johns	\$13,187,108	\$943,499	\$14,130,607
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WASTEWTR TREAT PLANT REG1

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
102	2221 BUCKMAN 32206 - Duval (includes \$250,000 BioGas Facility)	\$64,877,487	\$53,954,478	\$118,831,965
	WASTEWTR TREAT PLANT REG2			
103	1840 CEDAR BAY RD 32218 - Duval	\$23,589,793	\$19,482,193	\$43,071,986
104	1219 TURTLE CREEK DR. N. 32218-3658 - Duval	\$2,215,603	\$408,850	\$2,624,453
	WASTEWTR TREAT PLANT REG3			
105	7754 WHEAT RD SW 32244 - Duval	\$25,557,265	Included	\$25,557,265
106	5420 118TH ST -SW SEWAGE TRTMT 32244 - Duval	\$14,093,014	Included	\$14,093,014
	WASTEWTR TREAT PLANT REG4			
107	ARLINGTON EAST 1555 MILCOE RD 32225 - Duval	\$47,322,374	Included	\$47,322,374
	WASTEWTR TREAT PLANT REG5			
108	SOUTHWOOD WTP 10828 HAMPTON RD -MANDARIN 32257 - Duval	\$15,982,070	\$52,423,914	\$68,405,984
	WATER PUMPING + TREATMENT			

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
109	SOUTHWEST WTP 7754 WHEAT RD. 32244 - Duval	\$2,666,214	Included	\$2,666,214
110	HENDRICKS AVE. WTP & WATER PUMP STATION 1418 KINGS AVE 32207 - Duval	\$7,353,741	\$2,173,191	\$9,526,932
111	1851 RIVER OAKS BLVD PUMP STATION 32207 - Duval	\$4,235,746	Included	\$4,235,746
112	2113 HAMILTON LAKESHORE 32210 - Duval	\$5,826,344	Included	\$5,826,344
113	COMMUNITY HALL WTP 2935 ORANGE PICKERS RD. 32223 - Duval	\$5,710,473	Included	\$5,710,473
114	RIDENOUR WATER PLANT 102 Kernan Blvd. North 32225 - Duval	\$12,666,272	Included	\$12,666,272
115	WESTLAKE WTR PUMP STATION. 4770 CISCO RD. 32219 - Duval	\$4,370,344	Included	\$4,370,344
116	BRIERWOOD WATER PLANT 6513 POWERS AVE 32217 - Duval	\$23,003,412	Included	\$23,003,412
117	DEERWOOD III WTP 7587 SOUTHSIDE BLVD. 32256 - Duval	\$4,174,883	Included	\$4,174,883

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
118	SOUTHEAST WATER TREATMENT PLANT 13570 William Davis Parkway 32244 - Duval	\$7,217,000	Included	\$7,217,000
	(Includes \$2,339,000 high service upgrades beginning May 1, 2016.)			
119	HIGHLANDS/BECKNER WTP 801 BECKNER AVE 32218 - Duval (Including Pump Station)	\$8,032,585	Included	\$8,032,585
120	ORANGE ST. RESERVOIR 957 LAURA ST. 32202 - Duval	\$1,853,352	\$8,276,874	\$10,130,226
121	NOCATEE RECLAIMED WATER PUMP STATIO 915 NOCATEE PARKWAY PONTE VEDRA, FL 32081 - St. Johns	\$58,521	\$2,297,942	\$2,356,463
122	LOVEGROVE WTR PUMP STATION 5575 BAKER ST 32210 - Duval	\$1,953,350	\$2,391,383	\$4,344,733
123	FAIRFAX ST. WTR PUMP STATION 3000 FAIRFAX STREET 32209 - Duval	\$63,203	\$2,298,992	\$2,362,195
124	OAKRIDGE WTP 11789 SAINTS ROAD 32246 - Duval (including Pump Station)	\$4,529,520	Included	\$4,529,520
125	NORTHWEST REGIONAL WATER TP 1820 OWENS ROAD 32218 - Duval *This is a "New" Plant. Construction to start on September 1, 2016.	\$9,000,000	Included	\$9,000,000

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
126	GREENLAND WATER TREATMENT PLANT 6850 ENERGY CENTER DRIVE 32256 - Duval *Construction estimated to be completed by January 16, 2017.	\$8,000,000	Included	\$8,000,000
127	WEST NASSAU REGIONAL WATER TREATMENT PLANT 77040 ROBERT E. WILLIAMS DRIVE YULEE, FL 32097 - Nassau *Construction planned to start in January, 2017.	\$3,000,000	Included	\$3,000,000

WATER TRANSMISSION

128	ALDERMAN WATER TREATMENT PLANT 8043 CARLOTTA ROAD N 32211 - Duval	\$2,437,983	\$338,611	\$2,776,594
129	MONTERAY WWTP 5802 HARRIS AVE 32211 - Duval	\$20,437,853	Included	\$20,437,853
130	ST. JOHNS NORTH WWTP 2455 HAWKCREST DR. E. 32259 - St. Johns	\$2,890,935	Included	\$2,890,935
131	ROYAL LAKES WTP & WWTP 8617 WESTERN WAY 32256 - Duval	\$9,856,098	Included	\$9,856,098
132	PONTE VEDRA WWTP 200 A1A 32082 - St. Johns	\$5,131,116	Included	\$5,131,116

	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
133	ST JOHNS FOREST WTP 2740 CR 210 W 32082 - St. Johns	\$4,034,434	Included	\$4,034,434
134	BLACKSFORD WWTP 5145-2 LONGLEAF PINE PKWY 32259 - St. Johns	N/A	N/A	N/A
<p><u>NOTE:</u> Builder's Risk Insurance Policy in effect for current construction, expansion of current facility (Policy Period: 4/15/16-10/31/18). Values: \$10 Million (existing facility), and \$60 Million with completion of expansion project.</p>				
135	NASSAU WWTP 96237 AMELIA CONCOURSE YULEE, FL 32034 - Nassau	\$10,813,499	Included	\$10,813,499
136	SAN JOSE WWTP 7128 BALBOA RD 32217 - Duval	\$4,005,174	Included	\$4,005,174
137	JAX HEIGHTS WWTP 5957 TAMPICO RD 32244 - Duval	\$5,984,351	Included	\$5,984,351
138	WOODMERE WTP & WWTP 5710 EDENFIELD ROAD 32277 - Duval	\$5,151,284	Included	\$5,151,284

CHILLED WATER FACILITIES

139	HOGAN CREEK CHILLED WATER FACILITY 777 EAST CHURCH STREET 32202 - Duval	\$9,090,642	Included	\$9,090,642
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	LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
140	DOWNTOWN CHILLED WATER FACILITY 521 WEST DUVAL STREET 32202 - Duval	\$9,027,441	Included	\$9,027,441
141	SHANDS/SPRINGFIELD CENTRALIZED CHILLED WATER FACILITY 2103 BOULEVARD (AT 12TH STREET) 32206 - Duval	\$10,177,961	Included	\$10,177,961
Sub Total JEA Water & Wastewater (Without Electric)		\$610,174,438	\$283,331,425	\$893,505,863
VEHICLES (LICENSED & UNLICENSED)			\$31,881,886	\$31,881,886
TOTAL JEA WATER & WASTEWATER (WITHOUT ELECTRIC)		\$610,174,438	\$315,213,311	\$925,387,749
JEA SCHEDULED INSURABLE VALUES \$2 Million and Greater Each Location (excluding electric transmission & distribution lines: overhead, underground, & underwater; and water and wastewater infrastructure underground)		\$895,989,599	\$6,078,258,236	\$6,974,247,835
JEA's Miscellaneous Unscheduled Locations (as referenced on JEA's property insurance policy with Factory Mutual) with Insurable Values Less than \$2 Million Each Location:				\$101,934,854
According to Jim Chapman's discussion with Jim Wascher on 8-3-12, approximately 35% of JEA's values are Building & Contents and 65% of JEA's values are Machinery & Equipment.				

LOCATIONS	BUILDINGS & CONTENTS	MACHINERY & EQUIPMENT & INVENTORY	TOTAL
JEA's Total Insurable Values:			\$7,076,182,689



Account No. 1-30626
Policy No. 1015931

MULTI-YEAR POLICY AGREEMENT

This Endorsement is attached to and forms a part of the referenced Policy.

For and in consideration of issuance of this Policy for a multi-year term, premium for the Policy, and other mutual terms and conditions, the Company and the Insured agree as follows:

CANCELLATION/NONRENEWAL/TERMINATION: The Company and the Insured retain their respective rights of cancellation, nonrenewal and termination, as set out in the Cancellation/Nonrenewal/Termination clause of the Policy and applicable amendatory endorsements.

ANNUAL OPTION: The Company may exercise the option of policy termination, in whole or in part, at any Policy annual anniversary date in the event of a broadly applied action taken by the reinsurance industry or by governing or regulatory body(ies) that affects the Company's ability to continue to underwrite the Policy with existing terms and conditions. To exercise the termination option, the Company must give the Insured at least sixty (60) days' advance notice and deliver the notice to the Insured before the annual anniversary date. If the Company delivers the notice less than sixty (60) days before that date, coverage will be extended correspondingly beyond the annual anniversary date, at existing terms and conditions, so that the effective date of termination will be sixty (60) days following delivery of the notice. Return of unearned premium will be calculated on a pro-rata basis.

PRICING AND COVERAGE CHANGES: Premium will be calculated and billed annually, based on rates in effect at the inception of this Policy, and will not be modified, except as follows:

- The premium will increase or decrease based on the corresponding increase or decrease in values provided under the value reporting provisions of this Agreement.
- The costs for **earth movement, terrorism and flood** (as such coverage may apply under this Policy) will be determined at each annual anniversary date of this Policy.
- The costs for new locations and coverage(s) as applicable will be determined throughout the term of this Policy.
- The Company may increase premium or change coverage upon notice prior to any annual anniversary date of this Policy, corresponding to changes in insured property if physical protection of such property has been reduced from the level of physical protection existing at the Policy inception date.

VALUE REPORTING PROVISIONS

The Company and the Insured agree to the reporting of values at each annual anniversary as follows. Reports of values will be due within 60 days of the annual anniversary date. Values reported are as of 01 October 2017

Full Value Reporting at inception and second annual anniversary

Full Value Reporting: The Insured will report to the Company the 100% value of the following by location:

- 1) stock and supplies - the average and maximum values based on the previous 12 month period.
- 2) all other property - the values in accordance with the VALUATION clause in the PROPERTY DAMAGE section of the Policy.
- 3) Time Element - the Time Element values anticipated for the 12 months following the "Values reported as of date" and the actual Time Element values for the previous 12 month period.



Factory Mutual Insurance Company
P.O. Box 7500
Johnston, Rhode Island 02919
1-800-343-7722

MUTUAL CORPORATION NON-ASSESSABLE POLICY

DECLARATIONS

Policy No. 1015931	Previous Policy No. JD944	DATE OF ISSUE 26 September 2016
Account No. 1-30626	Replaces Binder No.	

In consideration of this Policy's Provisions, Conditions, Stipulations, Exclusions and Limits of Liability, and of premium charged, Factory Mutual Insurance Company, hereafter referred to as the Company, does insure:

INSURED:

JEA

(For Complete Title See Policy)

The term of this Policy is from the 1st day of October 2016 to the 1st day of October 2018 at 12:01 a.m., Standard Time, at the Locations of property involved as provided in this Policy.

This Policy covers property, as described in this Policy, against ALL RISKS OF PHYSICAL LOSS OR DAMAGE, except as hereinafter excluded, while located as described in this Policy.

By virtue of this Policy and any other policies purchased from the Company being in force, the Insured becomes a member of the Company, subject to the provisions of its charter and by-laws, and is entitled to one vote either in person or by proxy at any and all meetings of said Company.

Assignment of this Policy will not be valid except with the written consent of the Company.

This Policy is made and accepted subject to the above provisions and those hereinafter stated, which are made a part of this Policy, together with such other provisions and agreements as may be added to this Policy.

In Witness, this Company has issued this Policy at its office in the city of Johnston, R. I.
this 26th day of September 2016

Authorized Signature

Secretary

President

Countersigned (if required) this _____ day of _____

Agent

Florida information: "THIS POLICY CONTAINS A SEPARATE DEDUCTIBLE FOR HURRICANE LOSSES, WHICH MAY RESULT IN HIGH OUT-OF-POCKET EXPENSES TO YOU."



Factory Mutual Insurance Company
Johnston, Rhode Island
A Mutual Corporation

This policy is Non-Assessable.

It is important that the written portions of all policies covering the same property read exactly alike. If they do not, they should be made uniform at once.

In case of loss notify the company or its local agent at once in writing.

This policy is issued by a mutual company having special regulations lawfully applicable to its organization, membership, policies, or contracts of insurance of which the following shall apply to and form a part of this policy.

EXTRACTS FROM CHARTER OF THIS COMPANY
Granted by the General Assembly of the State of Rhode Island

SECTION 5: Except as hereinafter specifically provided, each natural person, partnership, association, corporation or legal entity insured on the mutual plan by the Corporation shall be a member of the Corporation during the term of its policy but no longer, and at all meetings of the members shall be entitled to one vote either in person or by proxy, provided, however, that where there is more than one insured under any policy, such insureds shall nevertheless be deemed to be a single member of the Corporation for all purposes. The Corporation may issue policies which do not entitle the insured to membership in the Corporation nor to participate in its surplus.

SECTION 10: Upon the termination of the membership of any member, all his or its right and interest in the surplus, reserves and other assets of the Corporation shall forthwith cease.

EXTRACTS FROM THE BY-LAWS OF THIS COMPANY
Adopted July 13, 2000

ARTICLE 1 - MEETINGS OF THE MEMBERS

SECTION 1. Annual Meeting

The annual meeting of the members shall be held at the principal offices of the Company, or at such other place as may be stated in the notice of the meeting, at 9:00 a.m. on the second Thursday of April in each year, for the election of directors and the transaction of such other business as may be brought before the meeting. If the annual meeting is omitted on the day herein provided therefor, a special meeting may be held in place thereof; and any business transacted or elections held at such special meeting shall be as effective as if transacted or held at the annual meeting.



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DECLARATIONS

This Policy covers property, as described in this Policy, against ALL RISKS OF PHYSICAL LOSS OR DAMAGE, except as hereinafter excluded, while located as described in this Policy.

1. NAMED INSURED AND MAILING ADDRESS

JEA and Florida Power and Light as respects St. John's River Power Park only and any subsidiary, and JEA's interest in any partnership or joint venture in which JEA has management control or ownership as now constituted or hereafter is acquired, as the respective interest of each may appear; all hereafter referred to as the "Insured," including legal representatives.

21 West Church Street
Jacksonville, Florida 32202-3155

2. POLICY DATES

TERM: Two Year

FROM: 01 October 2016 at 12:01 a.m., Standard Time;
TO: 01 October 2018 at 12:01 a.m., Standard Time,

at the **location** of property involved as provided in this Policy.

3. INSURANCE PROVIDED

The coverage under this Policy applies to property described on the Schedule of Locations or covered under the terms and conditions of the AUTOMATIC COVERAGE, ERRORS AND OMISSIONS or MISCELLANEOUS PROPERTY provisions, unless otherwise provided.

Schedule of Locations are as listed on the Schedule of Locations attached to this Policy.

4. PREMIUM

This Policy is issued in consideration of an initial premium.

5. PREMIUM PAYABLE

McGriff, Siebels and Williams, Inc. pays the premium under this Policy, and any return of the paid premium accruing under this Policy will be paid to the account of McGriff, Siebels and Williams, Inc.

6. LOSS ADJUSTMENT/PAYABLE

Loss, if any, will be adjusted with and payable to JEA, or as may be directed by JEA.



Additional insured interests will also be included in loss payment as their interests may appear when named as additional named insured, lender, mortgagee and/or loss payee either on a Certificate of Insurance or other evidence of insurance on file with the Company or named below.

When named on a Certificate of Insurance or other evidence of insurance, such additional interests are automatically added to this Policy as their interests may appear as of the effective date shown on the Certificate of Insurance or other evidence of insurance. The Certificate of Insurance or other evidence of insurance will not amend, extend or alter the terms, conditions, provisions and limits of this Policy.

7. TERRITORY

Coverage as provided under this Policy applies in the United States of America and the Commonwealth of Puerto Rico.

8. JURISDICTION

This Policy will be governed by the laws of the United States of America.

Any disputes arising hereunder will be exclusively subject to United States of America jurisdiction.

9. CURRENCY

All amounts, including deductibles, premiums and limits of liability, indicated in this Policy shall be in the currency represented by the three letter currency designation shown. This three letter currency designator is defined in Table A.1-Currency and funds code list, International Organization for Standardization (ISO) 4217, edition in effect at the inception of this Policy.

10. LIMITS OF LIABILITY

The Company's maximum limit of liability in an **occurrence**, including any insured TIME ELEMENT loss, will not exceed the Policy limit of liability of USD6,900,000,000 subject to the following provisions:

- A. Limits of liability and time limits stated below or elsewhere in this Policy are part of, and not in addition to, the Policy limit of liability.
- B. Limits of liability in an **occurrence** apply to the total loss or damage at all **locations** and for all coverages involved, including any insured TIME ELEMENT loss, subject to the following provisions:
 - 1) when a limit of liability applies in the **aggregate during any policy year**, the Company's maximum amount payable will not exceed such limit of liability during any policy year.
 - 2) when a limit of liability applies to a **location** or other specified property, such limit of liability will be the maximum amount payable for all loss or damage at all **locations** arising from physical loss or damage at such **location** or to such other specified property.



- C. Should an **occurrence** result in liability payable under more than one policy issued to the Named Insured by the Company, or its **representative companies**, the maximum amount payable in the aggregate under all such policies will be the applicable limit(s) of liability indicated in this Policy.

Applicable Limits of Liability/Time Limits:

AUTOMATIC COVERAGE	90 day period but not to exceed a USD100,000,000 limit, per location
CIVIL OR MILITARY AUTHORITY	30 consecutive days
CLAIMS PREPARATION COSTS	USD25,000 plus 50% of the amount recoverable under this coverage in excess of USD25,000
COMMUNICABLE DISEASE RESPONSE	USD1,000,000 in the aggregate during any policy year The Company's maximum limit of liability for INTERRUPTION BY COMMUNICABLE DISEASE and this coverage combined shall not exceed USD1,000,000 in the aggregate during any policy year regardless of the number of locations or coverages involved.
COMPUTER SYSTEMS NON PHYSICAL DAMAGE and DATA, PROGRAMS OR SOFTWARE combined	USD10,000,000
earth movement	USD400,000,000 in the aggregate during any policy year
ERRORS AND OMISSIONS	USD100,000,000
EXPEDITING COSTS and EXTRA EXPENSE combined	USD25,000,000
fine arts	USD100,000,000 but not to exceed a USD10,000 limit per item for irreplaceable fine arts not on a schedule on file with the Company
flood	USD400,000,000
INGRESS/EGRESS	30 day period



INTERRUPTION BY COMMUNICABLE DISEASE	12 month period but not to exceed a USD1,000,000 limit in the aggregate during any policy year The Company's maximum limit of liability for COMMUNICABLE DISEASE RESPONSE and this coverage combined shall not exceed USD1,000,000 in the aggregate during any policy year regardless of the number of locations or coverages involved.
LAND AND WATER CONTAMINANT CLEANUP, REMOVAL AND DISPOSAL	USD1,000,000 in the aggregate during any policy year
LOGISTICS EXTRA COST	180 day period but not to exceed 200% of the normal cost
MISCELLANEOUS PROPERTY	As respects property at a location : a) USD25,000,000 per location As respects property not at a location : a) USD25,000,000
OFF PREMISES DATA SERVICES PROPERTY DAMAGE and OFF PREMISES DATA SERVICES TIME ELEMENT combined	USD5,000,000
OVERHEAD EXPENSES	USD2,500,000
RAILCARS	USD10,000,000
SERVICE INTERRUPTION PROPERTY DAMAGE and SERVICE INTERRUPTION TIME ELEMENT combined	USD10,000,000
valuable papers and records	USD100,000,000 but not to exceed a USD10,000 limit per item for irreplaceable valuable papers and records not on a schedule on file with the Company



wind	USD1,500,000,000 as respects wind loss associated with or occurring in conjunction with a storm or weather disturbance identified by name by any meteorological authority, whether or not named prior to the loss
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11. DEDUCTIBLES

Subject to the deductible general provisions stated below, in each case of loss covered by this Policy the following deductibles apply:

COMPUTER SYSTEMS NON PHYSICAL DAMAGE	USD100,000 per occurrence
DATA, PROGRAMS OR SOFTWARE	USD100,000 per occurrence
property on exhibition	USD25,000 per occurrence
LOGISTICS EXTRA COST	USD100,000 per occurrence
RAILCARS	USD100,000 per occurrence
TRANSPORTATION	USD100,000 per occurrence
wind and/or flood	<p>The following deductible applies to loss caused by or resulting from wind and/or flood when such wind and/or flood is associated with or occurs in conjunction with a storm or weather disturbance identified by name by any meteorological authority, whether or not named prior to the loss:</p> <p>USD5,000,000 combined all coverages per location, except for the following:</p> <ol style="list-style-type: none"> 1) USD17,960,000 combined all coverages as respects Location No. 1, Northside Generating Station as described on the Schedule of Locations 2) USD5,420,000 combined all coverages as respects Location No. 3, Brandy Branch Generating Station as described on the Schedule of Locations



	<p>3) USD24,100,000 combined all coverages as respects Location No. 6, St. John's River Power Park as described on the Schedule of Locations</p> <p>4) USD12,500,000 combined all coverages as respects Location No. 73, Southside as described on the Schedule of Locations</p> <p>5) USD5,300,000 combined all coverages as respects Location No. 82, Plaza I Tower and Location No. 83, Plaza II Customer Center combined as described on the Schedule of Locations</p>
All Other Loss	USD5,000,000 combined all coverages, per occurrence

Deductible General Provisions:

In each case of loss covered by this Policy, the Company will be liable only if the Insured sustains a loss, including any insured TIME ELEMENT loss, in a single **occurrence** greater than the applicable deductible specified above, and only for its share of that greater amount.

- A. For SERVICE INTERRUPTION loss, when a deductible is not specifically stated as applying to SERVICE INTERRUPTION, the deductible applied to the SERVICE INTERRUPTION loss will be the deductible that would apply if the cause of the interruption happened at the insured **location** that sustains the interruption of the specified services.
- B. The stated earthquake deductible will be applied to earthquake loss. The stated **flood** deductible will be applied to **flood** loss. The stated **wind** deductible will be applied to **wind** loss. The provisions of item C below will also be applied to each.
- C. When this Policy insures more than one **location**, the deductible will apply against the total loss covered by this Policy in an **occurrence** except that a deductible that applies on a per **location** basis, if specified, will apply separately to each **location** where the physical damage happened regardless of the number of **locations** involved in the **occurrence**.
- D. Unless stated otherwise, if two or more deductibles apply to an **occurrence**, the total to be deducted will not exceed the largest deductible applicable. For the purposes of this provision, when a separate Property Damage and a separate Time Element deductible apply, the sum of the two deductibles will be considered a single deductible. If two or more deductibles apply on a per **location** basis in an **occurrence**, the largest deductible applying to each **location** will be applied separately to each such **location**.
- E. When a % deductible is stated above, whether separately or combined, the deductible is calculated as follows:



Property Damage – % of the value, per the Valuation clause(s) of the PROPERTY DAMAGE section, of the property insured at the **location** where the physical damage happened.

Time Element – % of the full Time Element values that would have been earned in the 12 month period following the **occurrence** by use of the facilities at the **location** where the physical damage happened, plus that proportion of the full Time Element values at all other **locations** where TIME ELEMENT loss ensues that was directly affected by use of such facilities and that would have been earned in the 12 month period following the **occurrence**.

F. For insured physical loss or damage:

- 1) to insured fire protection equipment; or
- 2) from water or other substance discharged from fire protection equipment of the type insured,

the applicable deductible applying to items 1 or 2 above only will be reduced by fifty percent (50%), per **occurrence**. However, this provision will not apply to loss or damage resulting from fire or **earth movement** regardless of whether claim is made for such fire or **earth movement**.



PROPERTY DAMAGE

1. INSURED PROPERTY

This Policy insures the following property, unless otherwise excluded elsewhere in this Policy, as described in the INSURANCE PROVIDED provision or within 1,000 feet/300 metres thereof, to the extent of the interest of the Insured in such property:

- A. Real Property, including new buildings and additions under construction, in which the Insured has an insurable interest.
- B. Personal Property:
 - 1) owned by the Insured.
 - 2) consisting of the Insured's interest as a tenant in improvements and betterments. In the event of physical loss or damage, the Company agrees to accept and consider the Insured as sole and unconditional owner of improvements and betterments, notwithstanding any contract or lease to the contrary.
 - 3) of officers and employees of the Insured.
 - 4) of others in the Insured's custody to the extent the Insured is under obligation to keep insured for physical loss or damage insured by this Policy.
 - 5) of others in the Insured's custody to the extent of the Insured's legal liability for insured physical loss or damage to Personal Property. The Company will defend that portion of any suit against the Insured that alleges such liability and seeks damages for such insured physical loss or damage. The Company may, without prejudice, investigate, negotiate and settle any claim or suit as the Company deems expedient.

This Policy also insures the interest of contractors and subcontractors in insured property during construction at an insured **location** or within 1,000 feet/300 metres thereof, to the extent of the Insured's legal liability for insured physical loss or damage to such property. Such interest of contractors and subcontractors is limited to the property for which they have been hired to perform work and such interest will not extend to any TIME ELEMENT coverage provided under this Policy.

2. EXCLUDED PROPERTY

The following exclusions apply unless otherwise stated in this Policy:

This Policy excludes:

- A. currency, money, notes or securities.
- B. precious metal in bullion form.
- C. land and any substance in or on land. However, this exclusion does not apply to:



- 1) landscape gardening.
 - 2) car parks, parking lots, pavement, roadways, railways, transformer enclosures or walkways.
 - 3) fill beneath car parks, parking lots, pavement, roadways, railways, transformer enclosures, walkways, or buildings and structures.
- D. water. However, this exclusion does not apply to:
- 1) water that is contained within any enclosed tank, piping system or any other processing equipment.
- E. animals, standing timber or growing crops.
- F. watercraft or aircraft.
- G. vehicles of officers or employees of the Insured or vehicles otherwise insured for physical loss or damage.
- H. underground mines or mine shafts or any property within such mine or shaft.
- I. dams or dikes.
- J. property in transit, except as otherwise provided by this Policy.
- K. property sold by the Insured under conditional sale, trust agreement, installment plan or other deferred payment plan after delivery to customers.
- L. electronic data, programs or software, except when they are stock in process, finished goods manufactured by the Insured, raw materials, supplies or other merchandise not manufactured by the Insured, or as otherwise provided by the DATA, PROGRAMS OR SOFTWARE coverage of this Policy.
- M. transmission and distribution systems except as provided by the TRANSMISSION AND DISTRIBUTION SYSTEMS coverage of this Policy.
- N. any **turbine unit** installed or acquired by the Insured after the inception date of this Policy unless specifically endorsed to this Policy.
- O. coal in transit.
- P. underground potable water, waste water, and sewer piping and mains.
- Q. property insured under Policy 1013050 issued by Factory Mutual Insurance Company and its renewals or replacements thereafter.



3. EXCLUSIONS

In addition to the exclusions elsewhere in this Policy, the following exclusions apply unless otherwise stated:

A. This Policy excludes:

- 1) indirect or remote loss or damage.
- 2) interruption of business, except to the extent provided by this Policy.
- 3) loss of market or loss of use.
- 4) loss or damage or deterioration arising from any delay.
- 5) mysterious disappearance, loss or shortage disclosed on taking inventory, or any unexplained loss.
- 6) loss from enforcement of any law or ordinance:
 - a) regulating the construction, repair, replacement, use or removal, including debris removal, of any property; or
 - b) requiring the demolition of any property, including the cost in removing its debris;except as provided by the DECONTAMINATION COSTS and LAW AND ORDINANCE coverages of this Policy.
- 7) loss resulting from the voluntary parting with title or possession of property if induced by any fraudulent act or by false pretence.

B. This Policy excludes loss or damage directly or indirectly caused by or resulting from any of the following regardless of any other cause or event, whether or not insured under this Policy, contributing concurrently or in any other sequence to the loss:

- 1) nuclear reaction or nuclear radiation or radioactive contamination. However:
 - a) if physical damage by fire or sprinkler leakage results, then only that resulting damage is insured; but not including any loss or damage due to nuclear reaction, radiation or radioactive contamination.
 - b) this Policy does insure physical damage directly caused by sudden and accidental radioactive contamination, including resultant radiation damage, from material used or stored or from processes conducted on the insured **location**, provided that on the date of loss, there is neither a nuclear reactor nor any new or used nuclear fuel on the insured **location**. This coverage does not apply to any act, loss or damage excluded in item B2f of this EXCLUSIONS clause.



This exclusion B1 and the exceptions in B1a and B1b do not apply to any act, loss or damage which also comes within the terms of exclusion B2b of this EXCLUSIONS clause.

- 2) a) hostile or warlike action in time of peace or war, including action in hindering, combating or defending against an actual, impending or expected attack by any:
- (i) government or sovereign power (de jure or de facto);
 - (ii) military, naval or air force; or
 - (iii) agent or authority of any party specified in i or ii above.
- b) discharge, explosion or use of any nuclear device, weapon or material employing or involving nuclear fission, fusion or radioactive force, whether in time of peace or war and regardless of who commits the act.
- c) insurrection, rebellion, revolution, civil war, usurped power, or action taken by governmental authority in hindering, combating or defending against such an event.
- d) seizure or destruction under quarantine or custom regulation, or confiscation by order of any governmental or public authority.
- e) risks of contraband, or illegal transportation or trade.
- f) **terrorism**, including action taken to prevent, defend against, respond to or retaliate against **terrorism** or suspected **terrorism**. However, if direct loss or damage by fire results from any of these acts (unless committed by or on behalf of the Insured), then this Policy covers only to the extent of the **actual cash value** of the resulting direct loss or damage by fire to property insured. This coverage exception for such resulting fire loss or damage does not apply to:
- (i) direct loss or damage by fire which results from any other applicable exclusion in the Policy, including the discharge, explosion or use of any nuclear device, weapon or material employing or involving nuclear fission, fusion or radioactive force, whether in time of peace or war and regardless of who commits the act.
 - (ii) any coverage provided in the TIME ELEMENT section of this Policy or to any other coverages provided in this Policy.

Any act which satisfies the definition of **terrorism** shall not be considered to be vandalism, malicious mischief, riot, civil commotion, or any other risk of physical loss or damage covered elsewhere in this Policy.

If any act which satisfies the definition of **terrorism** also comes within the terms of item B2a of this EXCLUSIONS clause then item B2a applies in place of this item B2f exclusion.



If any act which satisfies the definition of **terrorism** also comes within the terms of item B2b of this EXCLUSIONS clause then item B2b applies in place of this item B2f exclusion.

If any act which satisfies the definition of **terrorism** also comes within the terms of item B2c of this EXCLUSIONS clause then item B2c applies in place of this item B2f exclusion.

If any act excluded herein involves nuclear reaction, nuclear radiation or radioactive contamination, this item B2f exclusion applies in place of item B1 of this EXCLUSIONS clause.

- 3) any dishonest act, including but not limited to theft, committed alone or in collusion with others, at any time:
 - a) by an Insured or any proprietor, partner, director, trustee, officer, or employee of an Insured; or
 - b) by any proprietor, partner, director, trustee, or officer of any business or entity (other than a common carrier) engaged by an Insured to do anything in connection with property insured under this Policy.

This Policy does insure acts of direct insured physical damage intentionally caused by an employee of an Insured or any individual specified in b above, and done without the knowledge of the Insured. This coverage does not apply to any act excluded in B2f of this EXCLUSIONS clause. In no event does this Policy cover loss by theft by any individual specified in a or b above.

- 4) lack of the following services:
 - a) incoming electricity, fuel, water, gas, steam or refrigerant;
 - b) outgoing sewerage;
 - c) incoming or outgoing voice, data or video,

all when caused by an event off the insured **location**, except as provided in the SERVICE INTERRUPTION and OFF PREMISES DATA SERVICES coverages of this Policy. But, if the lack of such a service directly causes insured physical damage on the insured **location**, then only that resulting damage is insured.

- C. This Policy excludes the following, but, if physical damage not excluded by this Policy results, then only that resulting damage is insured:
 - 1) faulty workmanship, material, construction or design from any cause.
 - 2) loss or damage to stock or material attributable to manufacturing or processing operations while such stock or material is being processed, manufactured, tested, or otherwise worked on.



- 3) deterioration, depletion, rust, corrosion or erosion, wear and tear, inherent vice or latent defect.
 - 4) settling, cracking, shrinking, bulging, or expansion of:
 - a) foundations (including any pedestal, pad, platform or other property supporting machinery).
 - b) floors.
 - c) pavements.
 - d) walls.
 - e) ceilings.
 - f) roofs.
 - 5)
 - a) changes of temperature damage (except to machinery or equipment); or
 - b) changes in relative humidity damage,

all whether atmospheric or not.
 - 6) insect, animal or vermin damage.
 - 7) loss or damage to the interior portion of buildings under construction from rain, sleet or snow, whether or not driven by wind, when the installation of the roof, walls or windows of such buildings has not been completed.
- D. This Policy excludes the following unless directly resulting from other physical damage not excluded by this Policy:
- 1) **contamination**, and any cost due to **contamination** including the inability to use or occupy property or any cost of making property safe or suitable for use or occupancy. If **contamination** due only to the actual not suspected presence of **contaminant(s)** directly results from other physical damage not excluded by this Policy, then only physical damage caused by such **contamination** may be insured. This exclusion D1 does not apply to radioactive contamination which is excluded elsewhere in this Policy.
 - 2) shrinkage.
 - 3) changes in color, flavor, texture or finish.



4. APPLICATION OF POLICY TO DATE OR TIME RECOGNITION

With respect to situations caused by any **date or time recognition** problem by **electronic data processing equipment or media** (such as the so-called Year 2000 problem), this Policy applies as follows.

- A. This Policy does not pay for remediation, change, correction, repair or assessment of any **date or time recognition** problem, including the Year 2000 problem, in any **electronic data processing equipment or media**, whether preventative or remedial, and whether before or after a loss, including temporary protection and preservation of property. This Policy does not pay for any TIME ELEMENT loss resulting from the foregoing remediation, change, correction, repair or assessment.
- B. Failure of **electronic data processing equipment or media** to correctly recognize, interpret, calculate, compare, differentiate, sequence, access or process data involving one or more dates or times, including the Year 2000, is not insured physical loss or damage. This Policy does not pay for any such incident or for any TIME ELEMENT loss resulting from any such incident.

Subject to all of its terms and conditions, this Policy does pay for physical loss or damage not excluded by this Policy that results from a failure of **electronic data processing equipment or media** to correctly recognize, interpret, calculate, compare, differentiate, sequence, access or process data involving one or more dates or times, including the Year 2000. Such covered resulting physical loss or damage does not include any loss, cost or expense described in A or B above. If such covered resulting physical loss or damage happens, and if this Policy provides TIME ELEMENT coverage, then, subject to all of its terms and conditions, this Policy also covers any insured Time Element loss directly resulting therefrom.

5. VALUATION

Adjustment of the physical loss amount under this Policy will be computed as of the date of loss at the place of the loss, and for no more than the interest of the Insured.

Unless stated otherwise in an Additional Coverage, adjustment of physical loss to property will be subject to the following:

- A. On raw materials, supplies or other merchandise not manufactured by the Insured:
 - 1) if repaired or replaced, the actual expenditure incurred in repairing or replacing the damaged or destroyed property; or
 - 2) if not repaired or replaced, the **actual cash value**.
- B. On exposed films, records, manuscripts and drawings that are not **valuable papers and records**, the value blank plus the cost of copying information from back-up or from originals of a previous generation. These costs will not include research, engineering or any costs of restoring or recreating lost information.



- C. On property that is damaged by fire and such fire is the result of **terrorism**, the **actual cash value** of the fire damage loss. Any remaining fire damage loss shall be adjusted according to the terms and conditions of the Valuation clause(s) in this section of the Policy, and if stated the limit of liability for SUPPLEMENTAL UNITED STATES CERTIFIED ACT OF TERRORISM ENDORSEMENT(S), as shown in the LIMITS OF LIABILITY clause in the DECLARATIONS section.
- D. On all other property, the lesser of the following:
- 1) The cost to repair.
 - 2) The cost to rebuild or replace on the same site with new materials of like size, kind and quality.
 - 3) The cost in rebuilding, repairing or replacing on the same or another site, but not to exceed the size and operating capacity that existed on the date of loss.
 - 4) The selling price of real property or machinery and equipment, other than stock, offered for sale on the date of loss.
 - 5) The cost to replace unrepairable electrical or mechanical equipment, including computer equipment, with equipment that is the most functionally equivalent to that damaged or destroyed, even if such equipment has technological advantages and/or represents an improvement in function and/or forms part of a program of system enhancement.
 - 6) The increased cost of demolition, if any, directly resulting from insured loss, if such property is scheduled for demolition.
 - 7) The unamortized value of improvements and betterments, if such property is not repaired or replaced at the Insured's expense.
 - 8) The **actual cash value** if such property is:
 - a) useless to the Insured; or
 - b) not repaired, replaced or rebuilt on the same or another site within two years from the date of loss, unless such time is extended by the Company.

The Insured may elect not to repair or replace the insured real or personal property lost, damaged or destroyed. Loss settlement may be elected on the lesser of repair or replacement cost basis if the proceeds of such loss settlement are expended on other capital expenditures related to the Insured's operations within two years from the date of loss. As a condition of collecting under this item, such expenditure must be unplanned as of the date of loss and be made at an insured **location** under this Policy. This item does not extend to LAW AND ORDINANCE.

6. ADDITIONAL COVERAGES

This Policy includes the following Additional Coverages for insured physical loss or damage.



These Additional Coverages:

- 1) are subject to the applicable limit of liability;
 - 2) will not increase the Policy limit of liability; and
 - 3) are subject to the Policy provisions, including applicable exclusions and deductibles,
- all as shown in this section and elsewhere in this Policy.

CYBER ADDITIONAL COVERAGES

A. DATA, PROGRAMS OR SOFTWARE

This Policy covers insured **physical loss or damage to electronic data, programs or software**, including physical loss or damage caused by the malicious introduction of a machine code or instruction, while anywhere within this Policy's TERRITORY, including while in transit.

With respect to destruction, distortion or corruption caused by the malicious introduction of machine code or instruction, this Additional Coverage will apply when the Period of Liability is in excess of 48 hours.

This Additional Coverage also covers:

- 1) the cost of the following reasonable and necessary actions taken by the Insured provided such actions are taken due to actual insured **physical loss or damage to electronic data, programs or software**:
 - a) actions to temporarily protect and preserve insured electronic data, programs or software.
 - b) actions taken for the temporary repair of insured **physical loss or damage to electronic data, programs or software**.
 - c) actions taken to expedite the permanent repair or replacement of such damaged property.
- 2) the reasonable and necessary costs incurred by the Insured to temporarily protect or preserve insured electronic data, programs or software against immediately impending insured **physical loss or damage to electronic data, programs or software**. In the event that there is no physical loss or damage, the costs covered under this item will be subject to the deductible that would have applied had there been such physical loss or damage.

Costs recoverable under this Additional Coverage are excluded from coverage elsewhere in this Policy.



This Additional Coverage excludes loss or damage to data, programs or software when they are stock in process, finished goods manufactured by the Insured, raw materials, supplies or other merchandise not manufactured by the Insured.

DATA, PROGRAMS OR SOFTWARE Exclusions: As respects DATA, PROGRAMS OR SOFTWARE, the following applies:

- 1) the exclusions in the EXCLUSIONS clause of this section do not apply except for A1, A2, A6, B1, B2, B3a and B4.
- 2) the following additional exclusions apply:

This Policy excludes the following, but, if physical damage not excluded by this Policy results, then only that resulting damage is insured:

- a) errors or omissions in processing or copying.
- b) loss or damage to data, programs or software from errors or omissions in programming or machine instructions.
- c) deterioration, inherent vice, vermin or wear and tear.

DATA, PROGRAMS OR SOFTWARE Valuation: On property covered under this Additional Coverage the loss amount will not exceed:

- 1) the cost to repair, replace or restore data, programs or software including the costs to recreate, research and engineer;
- 2) if not repaired, replaced or restored within two years from the date of loss, the blank value of the media.

B. OFF PREMISES DATA SERVICES PROPERTY DAMAGE

This Policy covers insured physical loss or damage to insured property at an insured **location** when such physical loss or damage results from the interruption of **off-premises data processing or data transmission services** by reason of any accidental event at the facilities of the provider of such services that immediately prevents in whole or in part the delivery of such provided services.

For the purposes of this Additional Coverage:

- 1) facilities of the provider of **off-premises data processing or data transmission services** can be located worldwide except in Cuba, North Korea, Iran, Sudan, Syria or Crimea Region of Ukraine, and
- 2) an accidental event to satellites will be considered an accidental event at the facilities of the provider.



This Additional Coverage will apply when the period of interruption of **off-premises data processing or data transmission services** as described below is in excess of 24 hours.

The period of interruption of **off-premises data processing or data transmission services** is the period starting with the time when an interruption of provided services happens; and ending when with due diligence and dispatch the service could be wholly restored.

Additional General Provisions:

- 1) The Insured will immediately notify the company providing **off-premises data processing or data transmission services** of any interruption of such services.
- 2) The Company will not be liable if the interruption of such services is caused directly or indirectly by the failure of the Insured to comply with the terms and conditions of any contracts the Insured has entered into for such specified services.

OFF PREMISES DATA SERVICES PROPERTY DAMAGE Exclusions: As respects OFF PREMISES DATA SERVICES PROPERTY DAMAGE, the following applies:

- 1) Item B4 of the EXCLUSIONS clause in the PROPERTY DAMAGE section does not apply except for B4 with respect to:
 - a) incoming electricity, fuel, water, gas, steam or refrigerant; and
 - b) outgoing sewerage.
- 2) The following additional exclusions apply:

This Policy excludes loss or damage directly or indirectly caused by or resulting from the following regardless of any other cause or event, whether or not insured under this Policy, contributing concurrently or in any other sequence to the loss:

- a) **earth movement** for property located in California, in the **New Madrid Seismic Zone** or in the **Pacific Northwest Seismic Zone**.
- b) **terrorism**.

OTHER ADDITIONAL COVERAGES

A. ACCOUNTS RECEIVABLE

This Policy covers the following directly resulting from insured physical loss or damage to accounts receivable records while anywhere within this Policy's TERRITORY, including while in transit:

- 1) any shortage in the collection of accounts receivable.
- 2) the interest charges on any loan to offset such impaired collection pending repayment of such uncollectible sum. Unearned interest and service charges on deferred payment



accounts and normal credit losses on bad debts will be deducted in determining the amount recoverable.

- 3) the reasonable and necessary cost incurred for material and time required to re-establish or reconstruct accounts receivable records excluding any costs covered by any other insurance.
- 4) any other necessary and reasonable costs incurred to reduce the loss, to the extent the losses are reduced.

Accounts receivable records will include accounts receivable records stored as electronic data.

In the event of loss, the Insured will:

- 1) use all reasonable efforts, including legal action, if necessary, to effect collection of outstanding accounts receivable.
- 2) reduce loss by use of any suitable property or service:
 - a) owned or controlled by the Insured; or
 - b) obtainable from other sources.
- 3) reconstruct, if possible, accounts receivable records so that no shortage is sustained.

The settlement of loss will be made within 90 days from the date of physical loss or damage. All amounts recovered by the Insured on outstanding accounts receivable on the date of loss will belong and be paid to the Company up to the amount of loss paid by the Company. All recoveries exceeding the amount paid will belong to the Insured.

ACCOUNTS RECEIVABLE Exclusions: As respects **ACCOUNTS RECEIVABLE**, the following additional exclusions apply:

This Policy does not insure against shortage resulting from:

- 1) bookkeeping, accounting or billing errors or omissions; or
- 2) a) alteration, falsification, manipulation; or
b) concealment, destruction or disposal,

of accounts receivable records committed to conceal the wrongful giving, taking, obtaining or withholding of money, securities or other property; but only to the extent of such wrongful giving, taking, obtaining or withholding.



B. AUTOMATIC COVERAGE

This Policy covers insured physical loss or damage to insured property at any **location** purchased, leased or rented by the Insured after the inception date of this Policy.

This Additional Coverage applies:

- 1) from the date of purchase, lease or rental,
- 2) until the first of the following:
 - a) the **location** is bound by the Company.
 - b) agreement is reached that the **location** will not be insured under this Policy.
 - c) the time limit shown in the LIMITS OF LIABILITY clause in the DECLARATIONS section has been reached. The time limit begins on the date of purchase, lease or rental.

C. CLAIMS PREPARATION COSTS

This Policy covers the actual costs incurred by the Insured:

- 1) of reasonable fees payable to the Insured's: accountants, architects, auditors, engineers, or other professionals; and
- 2) the cost of using the Insured's employees,

for producing and certifying any particulars or details contained in the Insured's books or documents, or such other proofs, information or evidence required by the Company resulting from insured loss payable under this Policy for which the Company has accepted liability.

This Additional Coverage will not cover the fees and costs of:

- 1) attorneys, public adjusters, and loss appraisers, all including any of their subsidiary, related or associated entities either partially or wholly owned by them or retained by them for the purpose of assisting them,
- 2) loss consultants who provide consultation on coverage or negotiate claims.

This Additional Coverage is subject to the deductible that applies to the loss.

D. COMMUNICABLE DISEASE RESPONSE

If a **location** owned, leased or rented by the Insured has the actual not suspected presence of **communicable disease** and access to such **location** is limited, restricted or prohibited by:

- 1) an order of an authorized governmental agency regulating the actual not suspected presence of **communicable disease**; or



- 2) a decision of an Officer of the Insured as a result of the actual not suspected presence of **communicable disease**,

this Policy covers the reasonable and necessary costs incurred by the Insured at such **location** with the actual not suspected presence of **communicable disease** for the:

- 1) cleanup, removal and disposal of the actual not suspected presence of **communicable diseases** from insured property; and
- 2) actual costs of fees payable to public relations services or actual costs of using the Insured's employees for reputation management resulting from the actual not suspected presence of **communicable diseases** on insured property.

This Additional Coverage will apply when access to such **location** is limited, restricted or prohibited in excess of 48 hours.

This Additional Coverage does not cover any costs incurred due to any law or ordinance with which the Insured was legally obligated to comply prior to the actual not suspected presence of **communicable disease**.

COMMUNICABLE DISEASE RESPONSE Exclusions: As respects COMMUNICABLE DISEASE RESPONSE, the following additional exclusion applies:

This Policy excludes loss or damage directly or indirectly caused by or resulting from the following regardless of any other cause or event, whether or not insured under this Policy, contributing concurrently or in any other sequence to the loss:

- 1) **terrorism**.

E. CONSEQUENTIAL REDUCTION IN VALUE

This Policy covers the reduction in value of insured merchandise that is a part of pairs, sets, or components, directly resulting from insured physical loss or damage to other insured parts of pairs, sets or components of such merchandise. If settlement is based on a constructive total loss, the Insured will surrender the undamaged parts of such merchandise to the Company.

F. DEBRIS REMOVAL

This Policy covers the reasonable and necessary costs incurred to remove debris from an insured **location** that remains as a direct result of insured physical loss or damage.

This Additional Coverage does not cover the costs of removal of:

- 1) contaminated uninsured property; or
- 2) the **contaminant** in or on uninsured property,



whether or not the **contamination** results from insured physical loss or damage. This Additional Coverage covers the costs of removal of contaminated insured property or the **contaminant** in or on insured property only if the **contamination**, due to the actual not suspected presence of **contaminant(s)**, of the debris resulted directly from other physical damage not excluded by the Policy.

G. DECONTAMINATION COSTS

If insured property is contaminated as a direct result of insured physical damage and there is in force at the time of the loss any law or ordinance regulating **contamination** due to the actual not suspected presence of **contaminant(s)**, then this Policy covers, as a direct result of enforcement of such law or ordinance, the increased cost of decontamination and/or removal of such contaminated insured property in a manner to satisfy such law or ordinance. This Additional Coverage applies only to that part of insured property so contaminated due to the actual not suspected presence of **contaminant(s)** as a direct result of insured physical damage.

The Company is not liable for the costs required for removing contaminated uninsured property or the **contaminant** therein or thereon, whether or not the **contamination** results from an insured event.

H. ERRORS AND OMISSIONS

If physical loss or damage is not payable under this Policy solely due to an error or unintentional omission:

- 1) in the description of where insured property is physically located;
- 2) to include any **location**:
 - a) owned, leased or rented by the Insured on the effective date of this Policy; or
 - b) purchased, leased or rented by the Insured during the term of this Policy; or
- 3) that results in cancellation of the property insured under this Policy;

this Policy covers such physical loss or damage, to the extent it would have provided coverage had such error or unintentional omission not been made.

It is a condition of this Additional Coverage that any error or unintentional omission be reported by the Insured to the Company when discovered and corrected.

I. EXPEDITING COSTS

This Policy covers the reasonable and necessary costs incurred:

- 1) for the temporary repair of insured physical damage to insured property;



- 2) for the temporary replacement of insured equipment suffering insured physical damage; and
- 3) to expedite the permanent repair or replacement of such damaged property.

This Additional Coverage does not cover costs recoverable elsewhere in this Policy, including the cost of permanent repair or replacement of damaged property.

J. FINE ARTS AND VALUABLE PAPERS AND RECORDS

This Policy covers insured physical loss or damage to **fine arts** and **valuable papers and records** while anywhere within this Policy's TERRITORY, including while in transit.

FINE ARTS AND VALUABLE PAPERS AND RECORDS Exclusions: As respects FINE ARTS AND VALUABLE PAPERS AND RECORDS, the following applies:

- 1) the exclusions in the EXCLUSIONS clause of this section do not apply except for A1, A2, A6, A7, B1, B2, B3a and B4.
- 2) the following additional exclusions apply:

This Policy excludes:

- a) currency, money, securities.
- b) errors or omissions in processing or copying of **valuable papers and records**, but, if physical damage not excluded by this Policy results, then only that resulting damage is insured.
- c) deterioration, inherent vice, or wear and tear, but, if physical damage not excluded by this Policy results, then only that resulting damage is insured.
- d) fungus, mold or mildew unless directly resulting from other physical damage not excluded by this Policy.
- e) loss or damage to **fine arts** from any repairing, restoration or retouching process.

FINE ARTS AND VALUABLE PAPERS AND RECORDS Valuation: On property covered under this Additional Coverage the loss amount will not exceed the lesser of the following:

- 1) the cost to repair or restore such property to the physical condition that existed on the date of loss.
- 2) the cost to replace.
- 3) the value, if any, designated for the item on the schedule on file with the Company.

If a **fine arts** article is part of a pair or set, and a physically damaged article cannot be replaced, or repaired or restored to the condition that existed immediately prior to the loss,



the Company will be liable for the lesser of the full value of such pair or set or the amount designated on the schedule. The Insured agrees to surrender the pair or set to the Company.

K. LAND AND WATER CONTAMINANT CLEANUP, REMOVAL AND DISPOSAL

This Policy covers the reasonable and necessary cost for the cleanup, removal and disposal of the actual not suspected presence of **contaminant(s)** from uninsured property consisting of land, water or any other substance in or on land at the insured **location** if the release, discharge or dispersal of such **contaminant(s)** is a direct result of insured physical loss or damage to insured property.

This Policy does not cover the cost to cleanup, remove and dispose of **contamination** from such property:

- 1) at any **location** insured for Personal Property only.
- 2) at any property insured under AUTOMATIC COVERAGE, ERRORS AND OMISSIONS or MISCELLANEOUS PROPERTY coverage provided by this Policy.
- 3) when the Insured fails to give written notice of loss to the Company within 180 days after inception of the loss.

L. LAW AND ORDINANCE

This Policy covers the costs as described herein resulting from the Insured's obligation to comply with a law or ordinance, provided that:

- 1) such law or ordinance is enforced as a direct result of insured physical loss or damage at an insured **location**;
- 2) such law or ordinance is in force at the time of such loss or damage; and
- 3) such **location** was not required to be in compliance with such law or ordinance prior to the happening of the insured physical loss or damage.

Coverage A:

The reasonable and necessary costs incurred by the Insured to comply with the enforcement of the minimum requirements of any law or ordinance that regulates the demolition, construction, repair, replacement or use of buildings, structures, machinery or equipment.

As respects insured property, this Coverage A covers the reasonable and necessary costs to:

- 1) demolish any physically damaged and undamaged portions of the insured buildings, structures, machinery or equipment.
- 2) repair or rebuild the physically damaged and undamaged portions, whether or not demolition is required, of such insured buildings, structures, machinery or equipment.



The Company's maximum liability for this Coverage A at each insured **location** in any **occurrence** will not exceed the actual costs incurred in demolishing the physically damaged and undamaged portions of the insured property plus the lesser of:

- 1) the reasonable and necessary cost, excluding the cost of land, to rebuild on another site;
or
- 2) the cost to rebuild on the same site.

Coverage B:

The reasonable estimated cost to repair, replace or rebuild insured property consisting of buildings, structures, machinery or equipment that the Insured is legally prohibited from repairing, replacing or rebuilding to the same height, floor area, number of units, configuration, occupancy or operating capacity, because of the enforcement of any law or ordinance that regulates the construction, repair, replacement or use of buildings, structures, machinery or equipment.

LAW AND ORDINANCE Coverage B Valuation: On property covered under this Coverage B that cannot legally be repaired or replaced, the loss amount will be the difference between:

- 1) the **actual cash value**; and
- 2) the cost that would have been incurred to repair, replace or rebuild such lost or damaged property had such law or ordinance not been enforced at the time of loss.

LAW AND ORDINANCE Exclusions: As respects LAW AND ORDINANCE, the following additional exclusions apply:

This Policy does not cover:

- 1) any cost incurred as a direct or indirect result of enforcement of any law or ordinance regulating any form of **contamination**.
- 2) any machinery or equipment manufactured by or for the Insured, unless used by the Insured in its operation at the **location** suffering the physical loss or damage.

M. LOSS PAYMENT INCREASED TAX LIABILITY

This Policy covers the increase in tax liability as described herein incurred by the Insured.

Coverage A:

The increase in tax liability from an insured loss at an insured **location** if the tax treatment of the profit portion of a TIME ELEMENT loss payment under this Policy is greater than the tax treatment of profits that would have been incurred had no loss happened.



N. MACHINERY OR EQUIPMENT STARTUP OPTION

After insured machinery or equipment that has sustained insured physical loss or damage is repaired or replaced and such machinery or equipment is undergoing startup, the following applies:

If physical loss or damage of the type insured directly results to such machinery or equipment from such startup, the Insured shall have the option of claiming such resulting insured damage as part of the original event of physical loss or damage or as a separate **occurrence**.

This Additional Coverage applies only:

- 1) to the first startup event after the original repair or replacement; and
- 2) when the first startup event happens during the term of this Policy or its renewal issued by the Company.

For the purposes of this Additional Coverage, startup means:

- 1) the introduction into machinery or equipment of feedstock or other materials for processing or handling;
- 2) the commencement of fuel or energy supply to machinery or equipment.

O. MISCELLANEOUS PROPERTY

This Policy covers insured physical loss or damage to:

- 1) insured property;
- 2) property of the type insured that is under contract to be used in a construction project at an insured **location**:
 - a) from the time such property is delivered to the Insured or their contractor (with respect to the property under construction) by the manufacturer or supplier;
 - b) while such property is located at a storage site; and
 - c) while such property is in transit from a storage site to another storage site or to a construction project at an insured **location**,

that does not include any such property owned or rented by the contractor;

while anywhere within this Policy's TERRITORY, including while in transit.

This Additional Coverage excludes property covered elsewhere in this Policy.



MISCELLANEOUS PROPERTY Exclusions: As respects MISCELLANEOUS PROPERTY, the following additional exclusions apply:

- 1) This Policy excludes:
 - a) **transmission and distribution systems.**
 - b) railroad rolling stock.
 - c) property insured under import or export ocean marine insurance.
 - d) property shipped between continents.
 - e) airborne shipments unless by regularly scheduled passenger airlines or air freight carriers.
 - f) property of others, including the Insured's legal liability for it, hauled on vehicles owned, leased or operated by the Insured when acting as a common or contract carrier.
- 2) This Policy excludes loss or damage directly or indirectly caused by or resulting from the following regardless of any other cause or event, whether or not insured under this Policy, contributing concurrently or in any other sequence to the loss:
 - a) **earth movement** for property located in California, in the **New Madrid Seismic Zone** or in the **Pacific Northwest Seismic Zone**.

P. OPERATIONAL TESTING

This Policy covers insured physical loss or damage to insured property during the **period of operational testing**.

This Additional Coverage excludes property, including stock or material, manufactured or processed by the Insured.

Q. OVERHEAD EXPENSES

In the event of physical damage to insured property and when the Insured's employees or Contractor labor are utilized to repair or replace damage or destroyed property coverage shall apply to cover the necessary overhead expense incurred by the Insured.

Overhead expenses are indirect general and administrative expenses associated with the repairing or replacing of the damaged or destroyed insured property. In no event shall overhead expenses include expenses recoverable elsewhere in this Policy.

- A) The overhead expenses will be calculated at 2.5% of total labor, supervisions and engineering charges incurred to repair or replace damaged or destroyed insured property. Total labor, supervisions and engineering, for this calculation, will include



(1) the insured direct employee straight time payroll charges (plus an add-on not to exceed 45% to cover costs of pension, welfare, taxes, insurance, vacation and other paid absences); (2) the Insured direct employee overtime payroll charges (plus a 20% adder to cover costs of FICA, Medicare, pension and workers comp) and (3) contractor straight-time labor charges, but not to include labor charges incurred by a contractor at the contractor's facility.

- B) The Company will reimburse materials held in JEA's storerooms that are used as replacement items for insured damaged property following an insured loss. These storeroom items will be reimbursed at JEA's average storeroom prices, excluding overhead/stores handling charges. A 10% add on will be added to the agreed system average storeroom price of the materials. In no event will be add-on for any one component be greater than USD100,000.
- C) The Company will reimburse personal or company vehicle charges in connection with an insured loss based on mileage or hourly rate based on the vehicle or equipment classification. The use of the vehicle or equipment is only reimbursable if requested to enhance the loss recovery. Amounts reimbursable will not exceed what is the most cost effective means of repair.
- D) The Company will reimburse reasonable employee expenses such as hotels, meals, per diem and other necessary travel expense that are necessary due to an insured loss. These expenses are limited to those individuals that are actually working on the damaged equipment.

R. PROTECTION AND PRESERVATION OF PROPERTY

This Policy covers:

- 1) reasonable and necessary costs incurred for actions to temporarily protect or preserve insured property; provided such actions are necessary due to actual, or to prevent immediately impending, insured physical loss or damage to such insured property.
- 2) reasonable and necessary:
 - a) fire department firefighting charges imposed as a result of responding to a fire in, on or exposing the insured property.
 - b) costs incurred of restoring and recharging fire protection systems following an insured loss.
 - c) costs incurred for the water used for fighting a fire in, on or exposing the insured property.

This Additional Coverage is subject to the deductible provisions that would have applied had the physical loss or damage happened.



S. RAILCARS

This Policy covers insured physical loss or damage to railcars while anywhere within the TERRITORY provisions of this Policy including while in transit. Property covered under this provision is excluded from coverage provided elsewhere in this Policy or any policy issued by the Company or its **representative company(ies)**.

T. SERVICE INTERRUPTION PROPERTY DAMAGE

This Policy covers insured physical loss or damage to insured property at an insured **location** when such physical loss or damage results from the interruption of incoming services consisting of electricity, gas, fuel, coal, steam, water, refrigeration or from the lack of outgoing sewerage service by reason of any accidental event at the facilities of the supplier of such service located within this Policy's TERRITORY, that immediately prevents in whole or in part the delivery of such usable service.

This Additional Coverage will apply when the period of service interruption as described below is in excess of 24 hours.

The period of service interruption is the period starting with the time when an interruption of specified services happens; and ending when with due diligence and dispatch the service could be wholly restored.

Additional General Provisions:

- 1) The Insured will immediately notify the suppliers of services of any interruption of such services.
- 2) The Company will not be liable if the interruption of such services is caused directly or indirectly by the failure of the Insured to comply with the terms and conditions of any contracts the Insured has for the supply of such specified services.

SERVICE INTERRUPTION PROPERTY DAMAGE Exclusions: As respects SERVICE INTERRUPTION PROPERTY DAMAGE, the following applies:

- 1) The exclusions in the EXCLUSIONS clause in this section do not apply except for:
 - a) A1, A2, A3, A6, B1, B2, and
 - b) B4 with respect to incoming or outgoing voice, data or video, and
 - c) D1 except with respect to fungus, mold or mildew.
- 2) The following additional exclusions apply:

This Policy excludes loss or damage directly or indirectly caused by or resulting from the following regardless of any other cause or event, whether or not insured under this Policy, contributing concurrently or in any other sequence to the loss:



- a) **earth movement** for property located in California, in the **New Madrid Seismic Zone** or in the **Pacific Northwest Seismic Zone**.

- b) **terrorism**.

U. TEMPORARY REMOVAL OF PROPERTY

When insured property is removed from an insured **location** for the purpose of being repaired or serviced or in order to avoid threatened physical loss or damage of the type insured by this Policy, this Policy covers such property:

- 1) while at the premises to which such property has been moved; and
- 2) for physical loss or damage as provided at the insured **location** from which such property was removed.

This Additional Coverage does not apply to property:

- 1) insured, in whole or in part, elsewhere in this Policy.
- 2) insured, in whole or in part, by any other insurance policy.
- 3) removed for normal storage, processing or preparation for sale or delivery.

V. TRANSMISSION AND DISTRIBUTION SYSTEMS

This Policy covers insured physical loss or damage to **transmission and distribution systems**:

- 1) when located at or within 1,000 feet/300 metres of the following power generating facilities as described on the Schedule of Locations:
 - a) Location No. 1, Northside Generating Station;
Location No. 2, Kennedy Generating Station;
Location No. 3, Brandy Branch Generating Station;
Location No. 4, Girvin Road Generating Station;
Location No. 5, Greenland Energy Center;
Location No. 6, SJRPP Generating Plant, or
- 2) when located within an insured substation or switchyard beginning at the first incoming circuit breaker or transformer bushing and ending at the last outgoing circuit breaker or transformer bushing.

W. TRANSPORTATION

This Policy covers the following personal property, except as excluded by this Policy, while in transit within the TERRITORY of this Policy:

- 1) owned by the Insured.



- 2) shipped to customers under F.O.B., C & F or similar terms. The Insured's contingent interest in such shipments is admitted.
- 3) of others in the actual or constructive custody of the Insured to the extent of the Insured's interest or legal liability.
- 4) of others sold by the Insured, that the Insured has agreed prior to the loss to insure during course of delivery including:
 - a) when shipped by the Insured's direct contract service provider or by the Insured's direct contract manufacturer to the Insured or to the Insured's customer.
 - b) when shipped by the Insured's customer to the Insured or to the Insured's contract service provider or to the Insured's contract manufacturer.

Coverage Attachment and Duration:

- 1) This Additional Coverage covers from the time the property leaves the original point of shipment for transit until the property arrives at the destination.
- 2) However, coverage on export shipments not insured under ocean cargo policies ends when the property is loaded on board overseas vessels or aircraft. Coverage on import shipments not insured under ocean cargo policies begins after discharge from overseas vessels or aircraft.

This Additional Coverage:

- 1) covers general average and salvage charges on shipments covered while waterborne.
- 2) insures physical loss or damage caused by or resulting from:
 - a) unintentional acceptance of fraudulent bills of lading, shipping or messenger receipts.
 - b) improper parties having gained possession of property through fraud or deceit.

Additional General Provisions:

- 1) This Additional Coverage will not inure directly or indirectly to the benefit of any carrier or bailee.
- 2) The Insured has permission, without prejudicing this insurance, to accept:
 - a) ordinary bills of lading used by carriers;
 - b) released bills of lading;
 - c) undervalued bills of lading; and



- d) shipping or messenger receipts.
- 3) The Insured may waive subrogation against railroads under side track agreements.

Except as otherwise stated, the Insured will not enter into any special agreement with carriers releasing them from their common law or statutory liability.

TRANSPORTATION Exclusions: As respects TRANSPORTATION, the following applies:

- 1) the exclusions in the EXCLUSIONS clause of this section do not apply except for A1 through A4, B1 through B4, C1, C3, C5, C6, D1 through D3.
- 2) the following additional exclusions apply:

This Policy excludes:

- a) samples in the custody of salespeople or selling agents.
- b) property insured under import or export ocean marine insurance.
- c) waterborne shipments, unless:
 - (i) by inland water; or
 - (ii) by coastal shipments.
- d) waterborne shipments via Panama Canal or to and from Alaska, the Commonwealth of Puerto Rico, and Hawaii.
- e) airborne shipments unless by regularly scheduled passenger airlines or air freight carriers.
- f) property of others, including the Insured's legal liability for it, hauled on vehicles owned, leased or operated by the Insured when acting as a common or contract carrier.
- g) any transporting vehicle.

TRANSPORTATION Valuation: On property covered under this Additional Coverage the loss amount will not exceed:

- 1) Property shipped to or for the account of the Insured will be valued at actual invoice to the Insured. Included in the value are accrued costs and charges legally due. Charges may include the Insured's commission as selling agent.
- 2) Property sold by the Insured and shipped to or for the purchaser's account will be valued at the Insured's selling invoice amount. Prepaid or advanced freight costs are included.



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3) Property not under invoice will be valued:

- a) for property of the Insured, at the valuation provisions of this Policy applying at the place from which the property is being transported; or
- b) for other property, at the actual cash market value at the destination point on the date of loss,

less any charges saved which would have become due and payable upon arrival at destination.



TIME ELEMENT

TIME ELEMENT loss as provided in the TIME ELEMENT COVERAGES and TIME ELEMENT COVERAGE EXTENSIONS of this section of the Policy:

- A. is subject to the applicable limit of liability that applies to the insured physical loss or damage but in no event for more than any limit of liability that is stated as applying to the specific TIME ELEMENT COVERAGE and/or TIME ELEMENT COVERAGE EXTENSION; and
 - B. will not increase the Policy limit of liability; and
 - C. is subject to the Policy provisions, including applicable exclusions and deductibles,
- all as shown in this section and elsewhere in this Policy.

1. LOSS INSURED

- A. This Policy insures TIME ELEMENT loss, as provided in the TIME ELEMENT COVERAGES, directly resulting from physical loss or damage of the type insured:
 - 1) to property described elsewhere in this Policy and not otherwise excluded by this Policy or otherwise limited in the TIME ELEMENT COVERAGES below;
 - 2) used by the Insured, or for which the Insured has contracted use;
 - 3) a) while at or within 1,000 feet/300 metres of the following **locations** as described on the Schedule of Locations:
 - Location No. 10, Commonwealth Service Center;
 - Location No. 11, Westside Service Center;
 - Location No. 12, Southside Service Center;
 - Location No. 13, System Operations Control Center;
 - Location No. 82, Plaza I Tower;
 - Location No. 83, Plaza II Customer Center;
 - Location No. 84, Plaza III Parking Garage;
 - Location No. 85, Central Support Warehouse;
 - Location No. 89, SW Shop & Maintenance Building;
 - Location No. 90, Motor Pool, or
 - b) as provided as TEMPORARY REMOVAL OF PROPERTY or property described by item 2) of MISCELLANEOUS PROPERTY only as respects locations described in 3a) above, and
 - 4) during the Periods of Liability described in this section,
- provided such loss or damage is not at a **contingent time element location**.
- B. This Policy insures TIME ELEMENT loss only to the extent it cannot be reduced through:



- 1) the use of any property or service owned or controlled by the Insured;
- 2) the use of any property or service obtainable from other sources;
- 3) working extra time or overtime; or
- 4) the use of inventory,

all whether at an insured **location** or at any other premises. The Company reserves the right to take into consideration the combined operating results of all associated, affiliated or subsidiary companies of the Insured in determining the TIME ELEMENT loss.

- C. In determining the amount of loss payable, the Company will consider the experience of the business before and after and the probable experience during the PERIOD OF LIABILITY. The probable experience will consider any increase or decrease in demand for the Insured's goods or services during the PERIOD OF LIABILITY, even if such increase or decrease is from the same event that caused physical loss or damage starting the PERIOD OF LIABILITY.

2. TIME ELEMENT COVERAGES

A. EXTRA EXPENSE

Measurement of Loss:

The recoverable EXTRA EXPENSE loss will be the reasonable and necessary extra costs incurred by the Insured of the following during the PERIOD OF LIABILITY:

- 1) extra expenses to temporarily continue as nearly **normal** as practicable the conduct of the Insured's business; and
- 2) extra costs of temporarily using property or facilities of the Insured or others,

less any value remaining at the end of the PERIOD OF LIABILITY for property obtained in connection with the above.

EXTRA EXPENSE Exclusions: As respects EXTRA EXPENSE, the following additional exclusions apply:

This Policy does not insure:

- 1) any loss of income.
- 2) costs that usually would have been incurred in conducting the business during the same period had no physical loss or damage happened.
- 3) costs of permanent repair or replacement of property that has been damaged or destroyed.



- 4) any expense recoverable elsewhere in this Policy.

3. PERIOD OF LIABILITY

A. The PERIOD OF LIABILITY applying to all TIME ELEMENT COVERAGES as shown below or if otherwise provided under any TIME ELEMENT COVERAGE or TIME ELEMENT COVERAGE EXTENSION, and subject to any Time Limit provided in the LIMITS OF LIABILITY clause in the DECLARATIONS section, is as follows:

- 1) For building and equipment, the period:
 - a) starting from the time of physical loss or damage of the type insured; and
 - b) ending when with due diligence and dispatch the building and equipment could be:
 - (i) repaired or replaced; and
 - (ii) made ready for operations,under the same or equivalent physical and operating conditions that existed prior to the damage.
 - c) not to be limited by the expiration of this Policy.
- 2) For building and equipment under construction:
 - a) the equivalent of the above period of time will be applied to the level of business that would have been reasonably achieved after construction and startup would have been completed had no physical damage happened; and
 - b) due consideration will be given to the actual experience of the business compiled after completion of the construction and startup.
- 3) For raw materials and supplies, the period of time:
 - a) of actual interruption of production or suspension of operations or services resulting from the inability to get suitable raw materials and supplies to replace similar ones damaged; but
 - b) limited to that period for which the damaged raw materials and supplies would have supplied operating needs.
- 4) If water:
 - a) used for any manufacturing purpose, including but not limited to as a raw material or for power;
 - b) stored behind dams or in reservoirs; and



c) on any insured **location**,

is released as the result of physical damage of the type insured to such dam, reservoir or connected equipment, the Company's liability for the actual interruption of production or suspension of operations or services due to inadequate water supply will not extend beyond 30 consecutive days after the damaged dam, reservoir or connected equipment has been repaired or replaced.

- 5) For physically damaged exposed films, records, manuscripts and drawings, the time required to copy from backups or from originals of a previous generation. This time does not include research, engineering or any other time necessary to restore or recreate lost information.
- 6) For physically damaged or destroyed property covered under DATA, PROGRAMS OR SOFTWARE, the time to recreate or restore including the time for researching or engineering lost information.

B. The PERIOD OF LIABILITY does not include any additional time due to the Insured's inability to resume operations for any reason, including but not limited to:

- 1) making changes to the buildings, structures, machinery or equipment except as provided in the LAW AND ORDINANCE clause in the PROPERTY DAMAGE section.
- 2) restaffing or retraining employees. However, this item does not apply to additional time needed to train staff to use new machinery or equipment that replaces machinery or equipment that suffered insured physical loss or damage, provided such training is completed within 90 consecutive days after the new machinery or equipment has been installed.

If two or more Periods of Liability apply such periods will not be cumulative.

4. TIME ELEMENT EXCLUSIONS

In addition to the exclusions elsewhere in this Policy, the following exclusions apply to TIME ELEMENT loss:

This Policy does not insure:

- A. Any loss during any idle period, including but not limited to when production, operation, service or delivery or receipt of goods would cease, or would not have taken place or would have been prevented due to:
 - 1) physical loss or damage not insured by this Policy on or off of the insured **location**.
 - 2) planned or rescheduled shutdown.
 - 3) strikes or other work stoppage.



- 4) any other reason other than physical loss or damage insured under this Policy.
- B. Any increase in loss due to:
 - 1) suspension, cancellation or lapse of any lease, contract, license or orders.
 - 2) damages for breach of contract or for late or noncompletion of orders.
 - 3) fines or penalties of any nature.
 - 4) any other consequential or remote loss.
- C. Any loss resulting from the **actual cash value** portion of direct physical loss or damage by fire caused by or resulting from **terrorism**.
- D. Any loss resulting from physical loss or damage to property located at a substation.
- E. Any increase in loss due to the purchase of electrical power or additional costs associated with generating electrical power from alternative sources.
- F. Any loss resulting from power or energy trading or power or energy brokering activities of any nature.

5. TIME ELEMENT COVERAGE EXTENSIONS

This Policy also insures TIME ELEMENT loss, as provided by the TIME ELEMENT COVERAGES of this Policy, for the TIME ELEMENT COVERAGE EXTENSIONS described below.

CYBER TIME ELEMENT COVERAGE EXTENSIONS

A. COMPUTER SYSTEMS NON PHYSICAL DAMAGE

This Policy covers the EXTRA EXPENSE incurred by the Insured during the period of interruption directly resulting from:

- 1) the failure of the Insured's **electronic data processing equipment or media** to operate, provided that such failure is the direct result of a malicious act directed at the NAMED INSURED; or
- 2) the Insured's reasonable action to temporarily protect the Insured's **electronic data processing equipment or media** against an actual or immediately impending malicious act directed at the NAMED INSURED, provided such action is necessary to prevent failure of the Insured's **electronic data processing equipment or media** to operate.

As respects item 1 above, this Extension will apply when the period of interruption is in excess of 48 hours.

As used above, the period of interruption:



- 1) is the period starting when the Insured's **electronic data processing equipment or media** fails to operate and ending when with due diligence and dispatch, the Insured's **electronic data processing equipment or media** could be restored to the same or equivalent operating condition that existed prior to the failure.
- 2) does not include the additional time to make changes to the Insured's **electronic data processing equipment or media**.

B. OFF PREMISES DATA SERVICES TIME ELEMENT

This Policy covers the EXTRA EXPENSE incurred by the Insured during the period of interruption at an insured **location** of **off-premises data processing or data transmission services**, when the interruption is caused by any accidental event at the facilities of the provider of such services that immediately prevents in whole or in part the delivery of such provided services.

For the purposes of this Additional Coverage:

- 1) facilities of the provider of **off-premises data processing or data transmission services** can be located worldwide except in Cuba, North Korea, Iran, Sudan, Syria or Crimea Region of Ukraine, and
- 2) an accidental event to satellites will be considered an accidental event at the facilities of the provider.

This Extension will apply when the period of interruption of **off-premises data processing or data transmission services** is in excess of 24 hours.

Additional General Provisions:

- 1) The Insured will immediately notify the company providing **off-premises data processing or data transmission services** of any interruption of such services.
- 2) The Company will not be liable if the interruption of such services is caused directly or indirectly by the failure of the Insured to comply with the terms and conditions of any contracts the Insured has entered into for such specified services.

Coverage provided in this Extension is excluded from coverage elsewhere in this Policy.

This Extension does not cover EXTRA EXPENSE incurred by the Insured covered by COMPUTER SYSTEMS NON PHYSICAL DAMAGE coverage as provided in this section of the Policy.

OFF PREMISES DATA SERVICES TIME ELEMENT Exclusions: As respects OFF PREMISES DATA SERVICES TIME ELEMENT, the following applies:

- 1) Item B4 of the EXCLUSIONS clause in the PROPERTY DAMAGE section does not apply except for B4 with respect to:



- a) incoming electricity, fuel, water, gas, steam or refrigerant; and
 - b) outgoing sewerage.
- 2) The following additional exclusions apply:

This Policy excludes loss or damage directly or indirectly caused by or resulting from the following regardless of any other cause or event, whether or not insured under this Policy, contributing concurrently or in any other sequence to the loss:

- a) **earth movement** for property located in California, in the **New Madrid Seismic Zone** or in the **Pacific Northwest Seismic Zone**.
- b) **terrorism**.

As used above, the period of interruption of **off-premises data processing or data transmission services**:

- 1) is the period starting with the time when an interruption of provided services happens; and ending when with due diligence and dispatch the service could be wholly restored and the **location** receiving the service could or would have resumed normal operations following the restorations of service under the same or equivalent physical and operating conditions as provided by the PERIOD OF LIABILITY clause in this section.
- 2) is limited to only those hours during which the Insured would or could have used service(s) if it had been available.
- 3) does not extend to include the interruption of operations caused by any reason other than interruption of the provided service(s).

SUPPLY CHAIN TIME ELEMENT COVERAGE EXTENSIONS

A. CIVIL OR MILITARY AUTHORITY

This Policy covers the EXTRA EXPENSE incurred by the Insured during the PERIOD OF LIABILITY if an order of civil or military authority limits, restricts or prohibits partial or total access to an insured **location** provided such order is the direct result of physical damage of the type insured at the insured **location** or within five statute miles/eight kilometres of it.

The PERIOD OF LIABILITY for this TIME ELEMENT COVERAGE EXTENSION will be:

The period of time:

- 1) starting at the time of such physical damage; but
- 2) not to exceed the time limit shown in the LIMITS OF LIABILITY clause in the DECLARATIONS section,



this period of time is part of and not in addition to any PERIOD OF LIABILITY applying to any coverage provided in the TIME ELEMENT section.

B. INGRESS/EGRESS

This Policy covers the EXTRA EXPENSE incurred by the Insured due to the necessary interruption of the Insured's business due to partial or total physical prevention of ingress to or egress from an insured **location**, whether or not the premises or property of the Insured is damaged, provided that such prevention is a direct result of physical damage of the type insured to property of the type insured.

INGRESS/EGRESS Exclusions: As respects INGRESS/EGRESS, the following additional exclusions apply:

This Policy does not insure loss resulting from:

- 1) lack of incoming or outgoing service consisting of electric, fuel, gas, water, steam, refrigerant, sewerage and voice, data or video.
- 2) picketing or other action by strikers except for physical damage not excluded by this Policy.
- 3) physical loss or damage caused by or resulting from **terrorism**, regardless of any other cause or event, whether or not insured under this Policy, contributing concurrently or in any other sequence to the loss.

This Policy does not provide coverage under this Extension for more than the number of consecutive days shown in the LIMITS OF LIABILITY clause of the DECLARATIONS section.

C. LOGISTICS EXTRA COST

This Policy covers the extra cost incurred by the Insured during the PERIOD OF LIABILITY due to the disruption of the **normal** movement of goods or materials:

- 1) directly between insured **locations**; or
- 2) directly between an insured **location** and a **location** of a direct customer, supplier, contract manufacturer or contract service provider to the Insured,

provided that such disruption is a direct result of physical loss or damage of the type insured to property of the type insured located within the TERRITORY of this Policy.

Measurement of Loss:

The recoverable extra cost loss will be the reasonable and necessary extra costs incurred by the Insured of the following:



- 1) extra costs to temporarily continue as nearly **normal** as practicable the movement of goods or materials.

This Extension will apply when the PERIOD OF LIABILITY is in excess of 48 hours except 168 hours applies for **earth movement** and/or **flood** and/or **wind**.

LOGISTICS EXTRA COST Exclusions: As respects LOGISTICS EXTRA COST, the following additional exclusions apply:

This Policy does not insure:

- 1) any loss resulting from disruption in the movement of goods or materials between **contingent time element locations**.
- 2) any loss resulting from disruption of incoming or outgoing services consisting of electricity, gas, fuel, steam, water, refrigeration, sewerage and voice, data or video.
- 3) any loss of income.
- 4) costs that usually would have been incurred in conducting the business during the same period had there been no disruption of **normal** movement of goods or materials.
- 5) costs of permanent repair or replacement of property that has been damaged or destroyed.
- 6) any expense recoverable elsewhere in this Policy.
- 7) any loss resulting from disruption caused by or resulting from **terrorism**, regardless of any other cause or event, whether or not insured under this Policy, contributing concurrently or in any other sequence to the loss.
- 8) any loss resulting from disruption caused by loss or damage from **earth movement** in California, in the **New Madrid Seismic Zone** or in the **Pacific Northwest Seismic Zone**.
- 9) any loss resulting from disruption caused by physical loss or damage to personal property of the Insured while in transit.

The PERIOD OF LIABILITY for this TIME ELEMENT COVERAGE EXTENSION will be:

The period of time:

- 1) starting at the time of physical loss or damage causing the disruption of the **normal** movement of goods or materials directly between insured **locations**; or directly between the insured **location** and the **location** of the direct customer, supplier, contract manufacturer or contract service provider to the Insured, and
- 2) ending not later than:



- a) when with due diligence and dispatch the **normal** movement of goods or materials directly between insured **locations**; or directly between the insured **location** and the **location** of the direct customer, supplier, contract manufacturer or contract service provider to the Insured could be resumed; or
- b) the number of consecutive days shown in the LIMITS OF LIABILITY clause of the DECLARATIONS section.

D. SERVICE INTERRUPTION TIME ELEMENT

This Policy covers the EXTRA EXPENSE incurred by the Insured during the period of service interruption at an insured **location** when the loss is caused by the interruption of incoming services consisting of electricity, gas, fuel, coal, steam, water, refrigeration or from the lack of outgoing sewerage service by reason of any accidental event at the facilities of the supplier of such service located within this Policy's TERRITORY, that immediately prevents in whole or in part the delivery of such usable services.

This Extension will apply when the period of service interruption is in excess of 24 hours.

Additional General Provisions:

- 1) The Insured will immediately notify the suppliers of services of any interruption of such services.
- 2) The Company will not be liable if the interruption of such services is caused directly or indirectly by the failure of the Insured to comply with the terms and conditions of any contracts the Insured has for the supply of such specified services.

SERVICE INTERRUPTION TIME ELEMENT Exclusions: As respects SERVICE INTERRUPTION TIME ELEMENT, the following applies:

- 1) The exclusions in the EXCLUSIONS clause in the PROPERTY DAMAGE section do not apply except for:
 - a) A1, A2, A3, A6, B1, B2, and
 - b) B4 with respect to incoming or outgoing voice, data or video, and
 - c) D1 except with respect to fungus, mold or mildew.
- 2) The following additional exclusions apply:

This Policy excludes loss or damage directly or indirectly caused by or resulting from the following regardless of any other cause or event, whether or not insured under this Policy, contributing concurrently or in any other sequence to the loss:

- a) **earth movement** for property located in California, in the **New Madrid Seismic Zone** or in the **Pacific Northwest Seismic Zone**.



b) **terrorism.**

As used above, the period of service interruption:

- 1) is the period starting with the time when an interruption of specified services happens; and ending when with due diligence and dispatch the service could be wholly restored and the **location** receiving the service could or would have resumed normal operations following the restorations of service under the same or equivalent physical and operating conditions as provided by the PERIOD OF LIABILITY clause in this section.
- 2) is limited to only those hours during which the Insured would or could have used service(s) if it had been available.
- 3) does not extend to include the interruption of operations caused by any reason other than interruption of the specified service(s).

ADDITIONAL TIME ELEMENT COVERAGE EXTENSIONS

A. INTERRUPTION BY COMMUNICABLE DISEASE

If a **location** owned, leased or rented by the Insured has the actual not suspected presence of **communicable disease** and access to such **location** is limited, restricted or prohibited by:

- 1) an order of an authorized governmental agency regulating the actual not suspected presence of **communicable disease**; or
- 2) a decision of an Officer of the Insured as a result of the actual not suspected presence of **communicable disease**,

this Policy covers the EXTRA EXPENSE incurred by the Insured during the PERIOD OF LIABILITY at such **location** with the actual not suspected presence of **communicable disease**.

This Extension will apply when access to such **location** is limited, restricted, or prohibited in excess of 48 hours.

INTERRUPTION BY COMMUNICABLE DISEASE Exclusions: As respects **INTERRUPTION BY COMMUNICABLE DISEASE**, the following additional exclusions apply:

This Policy does not insure loss resulting from:

- 1) the enforcement of any law or ordinance with which the Insured was legally obligated to comply prior to the time of the actual spread of **communicable disease**.
- 2) loss or damage caused by or resulting from **terrorism**, regardless of any other cause or event, whether or not insured under this Policy, contributing concurrently or in any sequence of loss.



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The PERIOD OF LIABILITY for this TIME ELEMENT COVERAGE EXTENSION will be:

The period of time:

- 1) starting at the time of the order of the authorized governmental agency or the Officer of the Insured; but
- 2) not to exceed the time limit shown in the LIMITS OF LIABILITY clause in the DECLARATIONS section,

this period of time is part of and not in addition to any PERIOD OF LIABILITY applying to any coverage provided in the TIME ELEMENT section.



LOSS ADJUSTMENT AND SETTLEMENT

1. REQUIREMENTS IN CASE OF LOSS

The Insured will:

- 1) give immediate written notice to the Company of any loss.
- 2) protect the property from further loss or damage.
- 3) promptly separate the damaged and undamaged property; put it in the best possible order; and furnish a complete inventory of the lost, destroyed, damaged and undamaged property showing in detail the quantities, costs, **actual cash value**, replacement value and amount of loss claimed.
- 4) give a signed and sworn proof of loss to the Company within 90 days after the loss, unless that time is extended in writing by the Company. The proof of loss must state the knowledge and belief of the Insured as to:
 - a) the time and origin of the loss.
 - b) the Insured's interest and that of all others in the property.
 - c) the **actual cash value** and replacement value of each item and the amount of loss to each item; all encumbrances; and all other contracts of insurance, whether valid or not, covering any of the property.
 - d) any changes in the title, use, occupation, location, possession or exposures of the property since the effective date of this Policy.
 - e) by whom and for what purpose any **location** insured by this Policy was occupied on the date of loss, and whether or not it then stood on leased ground.
- 5) include a copy of all the descriptions and schedules in all policies and, if required, provide verified plans and specifications of any buildings, fixtures, machinery or equipment destroyed or damaged.
- 6) further, the Insured, will as often as may be reasonably required:
 - a) exhibit to any person designated by the Company all that remains of any property;
 - b) submit to examination under oath by any person designated by the Company and sign the written records of examinations; and
 - c) produce for examination at the request of the Company:
 - (i) all books of accounts, business records, bills, invoices and other vouchers; or
 - (ii) certified copies if originals are lost,



at such reasonable times and places that may be designated by the Company or its representative and permit extracts and machine copies to be made.

2. CURRENCY FOR LOSS PAYMENT

Losses will be adjusted and paid in the currency of the United States of America unless directed otherwise by the Insured.

3. PARTIAL PAYMENT OF LOSS SETTLEMENT

In the event of insured physical loss or damage determined by the Company's representatives to be in excess of the applicable Policy deductible, the Company will advance mutually agreed upon partial payment(s), subject to the Policy's provisions. To obtain such partial payments, the Insured will submit a signed and sworn Proof of Loss as described in this Policy, with adequate supporting documentation.

4. COLLECTION FROM OTHERS

The Company will not be liable for any loss to the extent that the Insured has collected for such loss from others.

5. SUBROGATION

The Insured is required to cooperate in any subrogation proceedings. The Company may require from the Insured an assignment or other transfer of all rights of recovery against any party for loss to the extent of the Company's payment.

The Company will not acquire any rights of recovery that the Insured has expressly waived prior to a loss, nor will such waiver affect the Insured's rights under this Policy.

Any recovery from subrogation proceedings, less costs incurred by the Company in such proceedings, will be payable to the Insured in the proportion that the amount of:

- 1) any applicable deductible; and/or
- 2) any provable uninsured loss,

bears to the entire provable loss amount.

6. COMPANY OPTION

The Company has the option to take all or any part of damaged property at the agreed or appraised value. The Company must give notice to the Insured of its intention to do so within 30 days after receipt of Proof of Loss.

7. ABANDONMENT

There may be no abandonment of any property to the Company.



8. APPRAISAL

If the Insured and the Company fail to agree on the amount of loss, each will, on the written demand of either, select a competent and disinterested appraiser after:

- 1) the Insured has fully complied with all provisions of this Policy, including REQUIREMENTS IN CASE OF LOSS; and
- 2) the Company has received a signed and sworn Proof of Loss from the Insured.

Each will notify the other of the appraiser selected within 20 days of such demand.

The appraisers will first select a competent and disinterested umpire. If the appraisers fail to agree upon an umpire within 30 days then, on the request of the Insured or the Company, the umpire will be selected by a judge of a court of record in the jurisdiction in which the appraisal is pending. The appraisers will then appraise the amount of loss, stating separately the **actual cash value** and replacement cost value as of the date of loss and the amount of loss, for each item of physical loss or damage or if, for TIME ELEMENT loss, the amount of loss for each TIME ELEMENT coverage of this Policy.

If the appraisers fail to agree, they will submit their differences to the umpire. An award agreed to in writing by any two will determine the amount of loss.

The Insured and the Company will each:

- 1) pay its chosen appraiser; and
- 2) bear equally the other expenses of the appraisal and umpire.

A demand for APPRAISAL shall not relieve the Insured of its continuing obligation to comply with the terms and conditions of this Policy, including as provided under REQUIREMENTS IN CASE OF LOSS.

The Company will not be held to have waived any of its rights by any act relating to appraisal.

9. SUIT AGAINST THE COMPANY

No suit, action or proceeding for the recovery of any claim will be sustained in any court of law or equity unless:

- 1) the Insured has fully complied with all the provisions of this Policy; and
- 2) legal action is started within twelve months after inception of the loss.

If under the insurance laws of the jurisdiction in which the property is located, such twelve months' limitation is invalid, then any such legal action must be started within the shortest limit of time permitted by such laws.



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10. SETTLEMENT OF CLAIMS

The amount of loss for which the Company may be liable will be paid within 30 days after:

- A. proof of loss as described in this Policy is received by the Company; and
- B. when a resolution of the amount of loss is made either by:
 - 1) written agreement between the Insured and the Company; or
 - 2) the filing with the Company of an award as provided in the APPRAISAL clause of this section.



GENERAL PROVISIONS

1. CANCELLATION/NON-RENEWAL

This Policy may be:

- A. cancelled at any time at the request of the Insured by surrendering this Policy to the Company or by giving written notice to the Company stating when such cancellation will take effect; or
- B. cancelled by the Company by giving the Insured not less than:
 - 1) 90 days' written notice of cancellation; or
 - 2) 10 days' written notice of cancellation if the Insured fails to remit, when due, payment of premium for this Policy; or
- C. non-renewed by the Company by giving the Insured not less than 90 days' written notice of non-renewal.

Return of any unearned premium will be calculated on the customary short rate basis if the Insured cancels and on a pro-rata basis if the Company cancels this Policy. Return of any unearned premium will be made by the Company as soon as practicable.

2. INSPECTIONS

The Company, at all reasonable times, will be permitted, but will not have the duty, to inspect insured property. The Company does not address life, safety or health issues.

The Company's:

- A. right to make inspections;
- B. making of inspections; or
- C. providing recommendations or other information in connection with any inspections,

will not constitute an undertaking, on behalf of or for the benefit of the Insured or others. The Company will have no liability to the Insured or any other person because of any inspection or failure to inspect.

When the Company is not providing jurisdictional inspections, the Owner/Operator has the responsibility to assure that jurisdictional inspections are performed as required, and to assure that required jurisdictional Operating Certificates are current for their pressure equipment.

3. PROVISIONS APPLICABLE TO SPECIFIC JURISDICTIONS

- A. If the provisions of this Policy conflict with the laws of any jurisdictions in which this Policy applies, and if certain provisions are required by law to be stated in this Policy, this Policy



will be read so as to eliminate such conflict or deemed to include such provisions for insured **locations** within such jurisdictions.

- B. The Company will provide to the Insured copies of endorsements mandated for use by the laws of states in the United States of America. The endorsements modify this Policy with respect to any insured property located in the state in which the endorsement applies.
- C. As respects the United States, its territories and possessions and the Commonwealth of Puerto Rico, the definition of **terrorism** is declared null and void and it is agreed that an event defined as a Certified Act of Terrorism under the terms of the SUPPLEMENTAL UNITED STATES CERTIFIED ACT OF TERRORISM ENDORSEMENT(S) attached to this Policy shall be considered an act of **terrorism** within the terms of this Policy. Coverage recoverable under the SUPPLEMENTAL UNITED STATES CERTIFIED ACT OF TERRORISM ENDORSEMENT(S) is excluded from any other coverage under this Policy. Any difference in limit between loss recoverable under the SUPPLEMENTAL UNITED STATES CERTIFIED ACT OF TERRORISM ENDORSEMENT(S) and this Policy is not recoverable under this Policy.

4. LIBERALIZATION

If during the period that insurance is in force under this Policy, any filed rules or regulations affecting the same are revised by statute so as to broaden the insurance without additional premium charge, such extended or broadened insurance will inure to the benefit of the Insured within such jurisdiction, effective the date of the change specified in such statute.

5. MISREPRESENTATION AND FRAUD

This entire Policy will be void if, whether before or after a loss, an Insured has:

- A. willfully concealed or misrepresented any material fact or circumstance concerning this insurance, the subject thereof, any insurance claim, or the interest of an Insured.
- B. made any attempt to defraud the Company.
- C. made any false swearing.

6. LENDERS LOSS PAYEE AND MORTGAGEE INTERESTS AND OBLIGATIONS

- A. The Company will pay for loss to specified property insured under this Policy to each specified Lender Loss Payee (hereinafter referred to as Lender) as its interest may appear, and to each specified Mortgagee as its interest may appear, under all present or future mortgages upon such property, in order of precedence of the mortgages.
- B. The interest of the Lender or Mortgagee (as the case may be) in property insured under this Policy will not be invalidated by:
 - 1) any act or neglect of the debtor, mortgagor, or owner (as the case may be) of the property.



- 2) foreclosure, notice of sale, or similar proceedings with respect to the property.
- 3) change in the title or ownership of the property.
- 4) change to a more hazardous occupancy.

The Lender or Mortgagee will notify the Company of any known change in ownership, occupancy, or hazard and, within 10 days of written request by the Company, may pay the increased premium associated with such known change. If the Lender or Mortgagee fails to pay the increased premium, all coverage under this Policy will cease.

- C. If this Policy is cancelled at the request of the Insured or its agent, the coverage for the interest of the Lender or Mortgagee will terminate 10 days after the Company sends to the Lender or Mortgagee written notice of cancellation, unless:
- 1) sooner terminated by authorization, consent, approval, acceptance, or ratification of the Insured's action by the Lender or Mortgagee, or its agent.
 - 2) this Policy is replaced by the Insured, with a policy providing coverage for the interest of the Lender or Mortgagee, in which event coverage under this Policy with respect to such interest will terminate as of the effective date of the replacement policy, notwithstanding any other provision of this Policy.
- D. The Company may cancel this Policy and/or the interest of the Lender or Mortgagee under this Policy, by giving the Lender or Mortgagee written notice 60 days prior to the effective date of cancellation, if cancellation is for any reason other than non-payment. If the debtor, mortgagor, or owner has failed to pay any premium due under this Policy, the Company may cancel this Policy for such non-payment, but will give the Lender or Mortgagee written notice 10 days prior to the effective date of cancellation. If the Lender or Mortgagee fails to pay the premium due by the specified cancellation date, all coverage under this Policy will cease.
- E. The Company has the right to invoke this Policy's SUSPENSION clause. The suspension of insurance will apply to the interest of the Lender or Mortgagee in any machine, vessel, or part of any machine or vessel, subject to the suspension. The Company will provide the Lender or Mortgagee at the last known address a copy of the suspension notice.
- F. If the Company pays the Lender or Mortgagee for any loss, and denies payment to the debtor, mortgagor or owner, the Company will, to the extent of the payment made to the Lender or Mortgagee be subrogated to the rights of the Lender or Mortgagee under all securities held as collateral to the debt or mortgage. No subrogation will impair the right of the Lender or Mortgagee to sue or recover the full amount of its claim. At its option, the Company may pay to the Lender or Mortgagee the whole principal due on the debt or mortgage plus any accrued interest. In this event, all rights and securities will be assigned and transferred from the Lender or Mortgagee to the Company, and the remaining debt or mortgage will be paid to the Company.
- G. If the Insured fails to render proof of loss, the Lender or Mortgagee, upon notice of the Insured's failure to do so, will render proof of loss within 60 days of notice and will be



subject to the provisions of this Policy relating to APPRAISAL, SETTLEMENT OF CLAIMS, and SUIT AGAINST THE COMPANY.

- H. Other provisions relating to the interests and obligations of the Lender or Mortgagee may be added to this Policy by agreement in writing.

7. OTHER INSURANCE

- A. If there is any other insurance that would apply in the absence of this Policy, this Policy will apply only after such insurance whether collectible or not.
- B. In no event will this Policy apply as contributing insurance.
- C. The Insured is permitted to have other insurance over any limits or sublimits of liability specified elsewhere in this Policy without prejudice to this Policy. The existence of any such insurance will not reduce any limit or sublimit of liability in this Policy. Any other insurance that would have provided primary coverage in the absence of this Policy will not be considered excess.
- D. The Insured is permitted to have other insurance for all, or any part, of any deductible in this Policy. The existence of such other insurance will not prejudice recovery under this Policy. If the limits of liability of such other insurance are greater than this Policy's applicable deductible, this Policy's insurance will apply only after such other insurance has been exhausted.
- E. If this Policy is deemed to contribute with other insurance, the limit of liability applicable at each **location**, for the purposes of such contribution with other insurers, will be the latest amount described in this Policy or the latest **location** value on file with the Company.

8. POLICY MODIFICATION

This Policy contains all of the agreements between the Insured and the Company concerning this insurance. The Insured and the Company may request changes to this Policy. This Policy can be changed only by endorsements issued by the Company and made a part of this Policy.

Notice to any agent or knowledge possessed by any agent or by any other person will not:

- A. create a waiver, or change any part of this Policy; or
- B. prevent the Company from asserting any rights under the provisions of this Policy.

9. REDUCTION BY LOSS

Claims paid under this Policy will not reduce its limit of liability, except claims paid will reduce any **aggregate during any policy year** limit.



10. SUSPENSION

On discovery of a dangerous condition, the Company may immediately suspend this insurance on any machine, vessel or part thereof by giving written notice to the Insured. The suspended insurance may be reinstated by the Company. Any unearned premium resulting from such suspension will be returned by the Company.

11. TITLES

The titles in this Policy are only for reference. The titles do not in any way affect the provisions of this Policy.

12. ASSIGNMENT

Assignment of this Policy will not be valid except with the written consent of the Company.

13. DEFINITIONS

The following terms when appearing in **boldface** in this Policy mean:

actual cash value:

the amount it would cost to repair or replace insured property, on the date of loss, with material of like kind and quality, with proper deduction for obsolescence and physical depreciation.

aggregate during any policy year:

the Company's maximum amount payable during any policy year.

communicable disease:

disease which is:

- A. transmissible from human to human by direct or indirect contact with an affected individual or the individual's discharges, or
- B. Legionellosis.

contaminant:

anything that causes **contamination**.

contamination:

any condition of property due to the actual or suspected presence of any foreign substance, impurity, pollutant, hazardous material, poison, toxin, pathogen or pathogenic organism, bacteria, virus, disease causing or illness causing agent, fungus, mold or mildew.

contingent time element location:

- A. any **location**:

- 1) of a direct customer, supplier, contract manufacturer or contract service provider to the Insured;



- 2) of any company under a royalty, licensing fee or commission agreement with the Insured;

- B. any **location** of a company that is a direct or indirect customer, supplier, contract manufacturer or contract service provider to a **location** described in A1 above,

not including **locations** directly or indirectly supplying to, or receiving from, the Insured, electricity, fuel, gas, water, steam, refrigeration, sewage, voice, data or video.

date or time recognition:

the recognition, interpretation, calculation, comparison, differentiation, sequencing, accessing or processing of data involving one or more dates or times, including the Year 2000.

day equivalent:

an amount equivalent to the number of days stated times the following:

- A. the 100% daily Time Element value that would have been earned following the **occurrence** at the **location** where the physical damage happened, plus
- B. that proportion of the 100% daily Time Element value at all other **locations** where TIME ELEMENT loss ensues that was directly affected by use of such **location**.

earth movement:

any natural or man-made earth movement including, but not limited to earthquake or landslide, regardless of any other cause or event contributing concurrently or in any other sequence of loss. However, physical loss or damage by fire, explosion, sprinkler leakage, or **flood** resulting from **earth movement** will not be considered to be loss by **earth movement** within the terms and conditions of this Policy.

electronic data processing equipment or media:

any computer, computer system or component, hardware, network, microprocessor, microchip, integrated circuit or similar devices or components in computer or non-computer equipment, operating systems, data, programs or other software stored on electronic, electro-mechanical, electro-magnetic data processing or production equipment, whether the property of the Insured or not.

fine arts:

paintings; etchings; pictures; tapestries; rare or art glass; art glass windows; valuable rugs; statuary; sculptures; antique furniture; antique jewelry; bric-a-brac; porcelains; and similar property of rarity, historical value, or artistic merit excluding automobiles, coins, stamps, furs, jewelry, precious stones, precious metals, watercraft, aircraft, money, securities.

flood:

flood; surface waters; rising waters; storm surge, sea surge, wave wash; waves; tsunami; tide or tidal water; the release of water, the rising, overflowing or breaking of boundaries of natural or man-made bodies of water; or the spray therefrom; all whether driven by wind or not; or sewer back-up resulting from any of the foregoing; regardless of any other cause or event, whether natural or man-made, contributing concurrently or in any other sequence of loss. Physical loss or damage from **flood** associated with a storm or weather disturbance whether or not identified by



name by any meteorological authority, is considered to be **flood** within the terms of this Policy. However, physical loss or damage by fire, explosion or sprinkler leakage resulting from **flood** is not considered to be loss by **flood** within the terms and conditions of this Policy.

generating unit:

boiler(s), turbine(s), generator(s), associated step up transformer(s), condenser(s), penstock, draft tube, control systems, and all auxiliary support equipment utilized solely with the generating unit. For a combined cycle power plant, all of the preceding referenced equipment operating as a power block shall be considered one generating unit.

irreplaceable:

an item which cannot be replaced with other of like kind and quality.

location:

A. as specified in the Schedule of Locations, or

B. if not so specified in the Schedule of Locations:

- 1) a building, yard, dock, wharf, pier or bulkhead (or any group of the foregoing),
 - a) bounded on all sides by public streets, clear land space or open waterways, each not less than 50 feet/15 metres wide. Any bridge or tunnel crossing such street, space or waterway will render such separation inoperative for the purpose of this definition.

New Madrid Seismic Zone:

Arkansas, United States of America, counties of:

Arkansas, Clay, Craighead, Crittenden, Cross, Fulton, Greene, Independence, Izard, Jackson, Lawrence, Lee, Lonoke, Mississippi, Monroe, Phillips, Poinsett, Prairie, Randolph, Sharp, St. Francis, White, Woodruff

Illinois, United States of America, counties of:

Alexander, Bond, Clay, Clinton, Crawford, Edwards, Effingham, Fayette, Franklin, Gallatin, Hamilton, Hardin, Jackson, Jasper, Jefferson, Johnson, Lawrence, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Richland, Saline, St. Clair, Union, Wabash, Washington, Wayne, White, Williamson

Indiana, United States of America, counties of:

Gibson, Knox, Pike, Posey, Spencer, Vanderburgh, Warrick

Kentucky, United States of America, counties of:

Ballard, Caldwell, Calloway, Carlisle, Christian, Crittenden, Daviess, Fulton, Graves, Henderson, Hickman, Hopkins, Livingston, Lyon, Marshall, McCracken, McLean, Muhlenberg, Todd, Trigg, Union, Webster

Mississippi, United States of America, counties of:

Alcorn, Benton, Coahoma, De Soto, Lafayette, Marshall, Panola, Quitman, Tate, Tippah, Tunica

Missouri, United States of America, counties of:



Bollinger, Butler, Cape Girardeau, Carter, Dunklin, Iron, Jefferson, Madison, Mississippi, New Madrid, Oregon, Pemiscot, Perry, Reynolds, Ripley, Scott, Shannon, St. Francois, St. Louis, City of St. Louis, Ste. Genevieve, Stoddard, Washington, Wayne

Tennessee, United States of America, counties of:

Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Houston, Humphreys, Lake, Lauderdale, Madison, McNairy, Montgomery, Obion, Perry, Shelby, Stewart, Tipton, Weakley

normal:

the condition that would have existed had no physical loss or damage happened.

normal cost:

the cost associated with the movement of goods or materials suffering the disruption that the Insured would have incurred had no physical loss or damage causing disruption happened.

occurrence:

the sum total of all loss or damage of the type insured, including any insured TIME ELEMENT loss, arising out of or caused by one discrete event of physical loss or damage, except as respects the following:

- A. **terrorism: occurrence** shall mean the sum total of all loss or damage of the type insured, including any insured TIME ELEMENT loss, arising out of or caused by all acts of **terrorism** during a continuous period of seventy-two (72) hours.
- B. **earth movement: occurrence** shall mean the sum total of all loss or damage of the type insured, including any insured TIME ELEMENT loss, arising out of or caused by all **earth movement(s)** during a continuous period of seventy-two (72) hours.

off-premises data processing or data transmission services:

the storage or processing of data performed off-premises of the Insured's property, including the transmission of voice, data or video over a single, or combination of, computer or communication networks.

Pacific Northwest Seismic Zone:

Oregon, United States of America, counties of:

Benton, Clackamas, Clatsop, Columbia, Coos, Curry, Douglas, Hood River, Jackson, Josephine, Klamath, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Washington, Yamhill

Washington, United States of America, counties of:

Chelan, Clallam, Clark, Cowlitz, Grays Harbor, Island, Jefferson, King, Kitsap, Kittitas, Lewis, Mason, Pacific, Pierce, San Juan, Skagit, Skamania, Snohomish, Thurston, Wahkiakum, Whatcom

British Columbia (includes Vancouver Island), Canada:

South of 50° N latitude and west of 120° W longitude

period of operational testing:

the period of time beginning 24 hours prior to the earlier of the following:



- A. introduction, into a system, of feedstock or other materials for processing or handling;
- B. commencement of fuel or energy supply to a system,

and ending with the earlier of the following:

- A. the expiration date or cancellation date of this Policy.
- B. if specified, the number of consecutive days shown in the LIMITS OF LIABILITY clause in the DECLARATIONS section.

physical loss or damage to electronic data, programs or software:

the destruction, distortion or corruption of electronic data, programs or software.

representative company(ies):

Factory Mutual Insurance Company or FM Insurance Company Limited; Affiliated FM Insurance Company; Appalachian Insurance Company or any other company issuing a local policy at the direction of the Company.

terrorism:

any act, involving the use or threat of: force, violence, dangerous conduct, interference with the operations of any business, government or other organization or institution, or any similar act,

when the effect or apparent purpose is:

- A. to influence or instill fear in any government (de jure or de facto) or the public, or any segment of either; or
- B. to further or to express support for, or opposition to, any political, religious, social, ideological or similar type of objective or position.

transmission and distribution systems:

transmission and distribution systems including but not limited to electricity, gas, fuel, steam, water, refrigeration, sewerage, voice, data, and video. Such systems shall include poles, towers and fixtures, overhead conductors and devices, underground and underwater conduit, underground and underwater conductors and devices, line transformers, service meters, street lighting and signal systems.

turbine unit:

any turbine unit including any:

- A. driving turbine(s);
- B. electric generator or other driven object;
- C. combustor, precooler, intercooler, regenerator or heat exchanger of any gas turbine unit;
- D. any auxiliary apparatus, mounted on the turbine unit, or in the vicinity of the unit and used predominantly in support of the turbine unit;



- E. shaft which forms a part of the unit or which connects parts of the unit, together with any coupling, clutch, bearing, gear or gear set on said shaft; and
- F. interconnecting wiring, piping or ducts between parts of the unit and which are mounted on the unit;

but shall not include any:

- A. electronic computer or electronics data processing equipment used to govern or control the unit;
- B. machine or apparatus except as included in section A-F above;
- C. condenser, its connecting pipe or adapter;
- D. penstock or draft tube; nor
- E. boiler utilizing exhaust gases from any gas turbine unit.

valuable papers and records:

written, printed or otherwise inscribed documents and records, including books, maps, films, drawings, abstracts, deeds, mortgages and manuscripts, all of which must be of value to the Insured.

wind:

direct action of wind including substance driven by wind. **Wind** does not mean or include anything defined as **flood** in this Policy.

SCHEDULE OF LOCATIONS, APPENDIX A

Account No. 1-30626
Policy No. 1015931

Insured Location Number	Index Number	Title	Street Address	City	County	State/Province	Postal Code	Country
1	084421.12	Northside Generating Station	4377 Heckscher Drive	Jacksonville	Duval	Florida	32226-3033	United States of America
2	084421.20	Kennedy Generating Station	4215 Talleyrand Avenue	Jacksonville	Duval	Florida	32206-1725	United States of America
3	000243.72	Brandy Branch Generating Station	15701 Beaver Street West	Jacksonville	Duval	Florida	32234-1603	United States of America
4	000243.74	Girvin Road Generating Facility	515 Girvin Road	Jacksonville	Duval	Florida	32225-3020	United States of America
5	001717.13	Greenland Energy Center	12121 Philips Highway	Jacksonville	Duval	Florida	32256-1788	United States of America
6	084410.27	SJRPP Generating Plant	11235 New Berlin Road	Jacksonville	Duval	Florida	32226-2275	United States of America
7	084421.12	SJRPP Water Intake Structure	4377 Heckscher Drive	Jacksonville	Duval	Florida	32226-3033	United States of America
8	084410.27	Blount Island - SJRPP Coal Terminal	11235 New Berlin Road	Jacksonville	Duval	Florida	32226-2275	United States of America
10	084421.60	Commonwealth Service Center	6674 Commonwealth Avenue	Jacksonville	Duval	Florida	32254-2218	United States of America
11	000246.27	Westside Service Center	6727 Broadway Avenue	Jacksonville	Duval	Florida	32254-2715	United States of America
12	084402.23	Southside Service Center	2325 Emerson Street	Jacksonville	Duval	Florida	32207-6741	United States of America
13	084412.49	System Operations Control Center	7720 Ramona Boulevard West	Jacksonville	Duval	Florida	32221-3453	United States of America
14	001925.69	Bartram	4513 Race Track Road	Saint Johns	St. Johns	Florida	32259-2046	United States of America
15	000522.85	Baymeadows	10357 Deerwood Club Road	Jacksonville	Duval	Florida	32256-7119	United States of America
16	000968.60	Beeghly Heights	14153 Um Road	Jacksonville	Duval	Florida	32218-1655	United States of America
17	000522.86	Blount Island	8 Blount Island Boulevard	Jacksonville	Duval	Florida	32226-3060	United States of America
18	000243.72	Brandy Branch Substation	15701 Beaver Street West	Jacksonville	Duval	Florida	32234-1603	United States of America
19	000523.35	Brooklyn	1798 Broadway Avenue	Jacksonville	Duval	Florida	32209-7113	United States of America
20	084401.79	Cecil Field	10471 103rd Street	Jacksonville	Duval	Florida	32210-8639	United States of America

SCHEDULE OF LOCATIONS, APPENDIX A

Account No. 1-30626
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Insured Location Number	Index Number	Title	Street Address	City	County	State/Province	Postal Code	Country
21	000246.28	Center Park	2797 Kernan Boulevard	Jacksonville	Duval	Florida	32225	United States of America
22	084409.38	Church Street	1015 West Church Street	Jacksonville	Duval	Florida	32204-1117	United States of America
23	084405.23	College Street	831 College Street	Jacksonville	Duval	Florida	32204	United States of America
24	000523.36	Craven Road	4388 Sunbeam Road	Jacksonville	Duval	Florida	32257-8981	United States of America
25	084421.20	Dillon	4215 Talleyrand Avenue	Jacksonville	Duval	Florida	32206-1725	United States of America
26	084417.83	Eastport	9323 Eastport Road	Jacksonville	Duval	Florida	32218	United States of America
27	084422.04	Firestone Road	6878 Firestone Road	Jacksonville	Duval	Florida	32244	United States of America
28	000872.18	Forest Boulevard	10569 Forest Boulevard South	Jacksonville	Duval	Florida	32246-6567	United States of America
29	084405.92	Ft. Caroline	12337 McCormick Road	Jacksonville	Duval	Florida	32225-6001	United States of America
30	084401.31	Garden City	2961 Armsdale Road	Jacksonville	Duval	Florida	32218-3011	United States of America
31	000523.73	Georgia Street	637 North Georgia Street	Jacksonville	Duval	Florida	32202-1715	United States of America
32	084401.51	Grand Park	2930 West 20th Street	Jacksonville	Duval	Florida	32254-1835	United States of America
33	084401.03	Greenland	14247 Old Street Augustine	Jacksonville	Duval	Florida	32258	United States of America
34	001717.13	Greenland Energy Substation	12121 Philips Highway	Jacksonville	Duval	Florida	32256-1788	United States of America
35	000523.94	Hamilton	4534 Shirley Avenue	Jacksonville	St. Johns	Florida	32210-2044	United States of America
36	000524.05	Hartley Road	3919 Hartley Road	Jacksonville	Duval	Florida	32257-6408	United States of America
37	084407.61	Hendricks	1440 Hendricks Avenue	Jacksonville	Duval	Florida	32207-8623	United States of America
38	084402.21	Herlong	7424 Wiley Road	Jacksonville	Duval	Florida	32210-2691	United States of America
39	084406.69	Hunter Road	4223 Adirof Road	Jacksonville	Duval	Florida	32207-4726	United States of America

SCHEDULE OF LOCATIONS, APPENDIX A

Account No. 1-30626
Policy No. 1015931

Insured Location Number	Index Number	Title	Street Address	City	County	State/Province	Postal Code	Country
40	084420.62	Imeson	601 Heckscher Drive	Jacksonville	St. Johns	Florida	32226	United States of America
41	001252.30	Jax Heights	9800 Alvin Road South	Jacksonville	Duval	Florida	32222-2521	United States of America
42	084421.20	Kennedy	4215 Talleyrand Avenue	Jacksonville	Duval	Florida	32206-1725	United States of America
43	001711.88	Kings Avenue	1712 Kings Avenue	Jacksonville	Duval	Florida	32207-8637	United States of America
44	084408.71	Lane Avenue	1014 Lane Avenue South	Jacksonville	Duval	Florida	32205-4709	United States of America
45	084403.28	Mandarin	3476 Loretto Road	Jacksonville	Duval	Florida	32223-1911	United States of America
46	084410.05	Mayport	2972 Mayport Road	Atlantic Beach	Duval	Florida	32233-4600	United States of America
47	084408.83	McDuff Avenue	1030 McDuff Avenue South	Jacksonville	Duval	Florida	32205-7404	United States of America
48	000525.13	Mill Cove	1428 Millcoie Road	Jacksonville	Duval	Florida	32225-6300	United States of America
49	000246.27	Mobile Substation #2	6727 Broadway Avenue	Jacksonville	Duval	Florida	32254-2715	United States of America
50	001100.36	Mount Pleasant	831 Kernan Boulevard North	Jacksonville	Duval	Florida	32225-5004	United States of America
51	084409.74	Naval Air Station	7001 Roosevelt Boulevard	Jacksonville	St. Johns	Florida	32244-4026	United States of America
52	088648.00	Nassau	85582 Wilson Neck Road	Yulee	Nassau	Florida	32097-4783	United States of America
53	084409.87	Neptune Beach	1012 Strickland Road	Jacksonville	Duval	Florida	32266	United States of America
54	000525.14	New Main Street	1055 North Main Street	Jacksonville	Duval	Florida	32206-5506	United States of America
55	084410.06	Normandy Switch	9801 Crystal Springs Road	Jacksonville	Duval	Florida	32221-1213	United States of America
56	084405.62	Northshore	5122 Springfield Boulevard	Jacksonville	St. Johns	Florida	32202	United States of America
57	084421.12	Northside	4377 Heckscher Drive	Jacksonville	Duval	Florida	32226-3033	United States of America
58	084405.47	Northwest Jax	4700 Pearce Street	Jacksonville	St. Johns	Florida	32209	United States of America

SCHEDULE OF LOCATIONS, APPENDIX A

Account No. 1-30626
Policy No. 1015931

Insured Location Number	Index Number	Title	Street Address	City	County	State/Province	Postal Code	Country
59	000525.17	Oakwood Villa	439 Bowlan Street North	Jacksonville	Duval	Florida	32211-7973	United States of America
60	084403.29	Orange Park	733 Shaw Street	Orange Park	St. Johns	Florida	32073-3980	United States of America
61	000525.21	Paxon	1607 Lane Avenue North	Jacksonville	Duval	Florida	32254-1521	United States of America
62	084402.00	Phillips Highway Substation	7601 Philips Highway	Jacksonville	Duval	Florida	32256-6811	United States of America
63	000531.10	Pickettville	6901 Old Kings Road	Jacksonville	Duval	Florida	32219-3723	United States of America
64	084403.74	Powers	6266 Powers Avenue	Jacksonville	Duval	Florida	32207	United States of America
65	084407.00	Randall Street	3065 Randall Street	Jacksonville	Duval	Florida	32205-7406	United States of America
66	084402.22	Ribault	4205 Soutel Drive	Jacksonville	Duval	Florida	32208-1763	United States of America
67	084422.43	Ritter Park	131 Noah Road	Jacksonville	Duval	Florida	32218	United States of America
68	084407.35	Robinwood	11327 Alden Road	Jacksonville	Duval	Florida	32216	United States of America
69	000531.09	San Pablo	13865 WM Davis Parkway	Jacksonville	Duval	Florida	32224-6603	United States of America
70	084420.49	San Souci	8070 Hogan Road	Jacksonville	Duval	Florida	32216-3121	United States of America
71	084406.59	Seventh & Talleyrand	1901 East 7th Street	Jacksonville	St. Johns	Florida	32206	United States of America
72	000522.87	Southeast	9999 Chester Lake Road East	Jacksonville	Duval	Florida	32256-1466	United States of America
73	000281.73	Southside	801 Broadcast Place	Jacksonville	Duval	Florida	32207-8612	United States of America
74	000522.88	South Point	7551 Salisbury Road	Jacksonville	Duval	Florida	32256-6914	United States of America
75	000522.89	St. Johns Park	4469 Saint Johns Avenue	Jacksonville	St. Johns	Florida	32210-1816	United States of America
76	000522.90	Switzerland Electric Substation	5445 Longleaf Pine Parkway	Saint Johns	St. Johns	Florida	32259-6969	United States of America
77	000523.02	University	5913 Fort Caroline Road	Jacksonville	Duval	Florida	32277-1805	United States of America

SCHEDULE OF LOCATIONS, APPENDIX A

Account No. 1-30626
Policy No. 1015931

Insured Location Number	Index Number	Title	Street Address	City	County	State/Province	Postal Code	Country
78	000523.04	Water Street	109 Independent Drive	Jacksonville	Duval	Florida	32202	United States of America
79	088302.42	West Jax	1901 Pickettville Road	Jacksonville	Duval	Florida	32220-2467	United States of America
80	000968.59	West Lake	5040 Jones Road	Jacksonville	Duval	Florida	32219-2866	United States of America
81	002459.86	Starratt Substation	14740 Yellow Bluff Road	Jacksonville	Duval	Florida	32226-1234	United States of America
82	084405.45	Plaza I Tower	21 West Church Street	Jacksonville	Duval	Florida	32202-3155	United States of America
83	084405.45	Plaza II Customer Center	43 West Church Street	Jacksonville	Duval	Florida	32202-3105	United States of America
84	084405.45	Plaza III Parking Garage	421 North Laura Street	Jacksonville	Duval	Florida	32202-3151	United States of America
85	000281.74	Central Support Warehouse	2434 North Pearl Street	Jacksonville	Duval	Florida	32206-3518	United States of America
86	084404.68	Main Street Water Treatment Plant & Water Quality Lab (Springfield)	1002 North Main Street	Jacksonville	Duval	Florida	32206-5507	United States of America
87	000523.90	McDuff Water Treatment Plant	1040 McDuff Avenue South	Jacksonville	Duval	Florida	32205-7404	United States of America
88	000523.89	Norwood Water Treatment Plant	1033 Escambia Street	Jacksonville	Duval	Florida	32208-4300	United States of America
89	000246.31	SW Shop & Maintenance Building	7754 Wheat Road	Jacksonville	Duval	Florida	32244-1449	United States of America
90	084405.07	Motor Pool	2581 Commonwealth Avenue	Jacksonville	Duval	Florida	32254-2013	United States of America
91	000281.74	Pearl Street Water-Sewer Complex	2514 North Pearl Street	Jacksonville	Duval	Florida	32206-3520	United States of America
92	000523.14	Tallyrand	1640 Talleyrand Avenue	Jacksonville	Duval	Florida	32206-5485	United States of America
93	000523.15	Southshores	2045 Utah Avenue	Jacksonville	St. Johns	Florida	32207-8735	United States of America
94	000523.19	McMillan Street	2304 McMillan Street	Jacksonville	Duval	Florida	32209-4717	United States of America
95	000523.28	Spring Park	4511 Spring Park Road	Jacksonville	St. Johns	Florida	32207-7305	United States of America
96	000523.30	Riverside	718 Standish Place	Jacksonville	St. Johns	Florida	32202	United States of America

SCHEDULE OF LOCATIONS, APPENDIX A

Account No. 1-30626
Policy No. 1015931

Insured Location Number	Index Number	Title	Street Address	City	County	State/Province	Postal Code	Country
97	000872.15	Highlands	1347 Menlo Avenue	Jacksonville	Duval	Florida	32218-5221	United States of America
98	000523.38	East Park Industrial Park	11550 Central Parkway	Jacksonville	Duval	Florida	32224	United States of America
99	002377.88	JCP WWTP	220 Davis Pond Boulevard	Saint Johns	St. Johns	Florida	32259-4390	United States of America
100	084407.93	Buckman	2221 Buckman Street	Jacksonville	Duval	Florida	32206-3357	United States of America
101	084405.67		1840 Cedar Bay Road	Jacksonville	Duval	Florida	32218-4975	United States of America
102	000872.19	Turtle Creek	1219 Turtle Creek Drive North	Jacksonville	Duval	Florida	32218-3658	United States of America
103	000246.31	Wheat	7754 Wheat Road	Jacksonville	Duval	Florida	32244-1449	United States of America
104	000523.82	SW Sewage Treatment	5420 118th Street	Jacksonville	Duval	Florida	32244-3002	United States of America
105	084407.95	Arlington East	1555 Millcoe Road	Jacksonville	Duval	Florida	32225-6301	United States of America
106	000281.75	Southwood Water Treatment Plant	10828 Hampton Road	Jacksonville	Duval	Florida	32257-6908	United States of America
107	000246.31	Southwest Water Treatment Plant	7754 Wheat Road	Jacksonville	Duval	Florida	32244-1449	United States of America
108	000523.96	Hendricks Avenue Water Treatment Plant & Water Pump Station	1418 Kings Avenue	Jacksonville	Duval	Florida	32207-8631	United States of America
109	000524.04	River Oaks Pump Station	1851 River Oaks Road	Jacksonville	Duval	Florida	32207-4136	United States of America
110	000524.06	Lakeshore W Station	2113 Hamilton Street	Jacksonville	Duval	Florida	32210-4226	United States of America
111	000524.07	Community Hall Water Treatment Plant	2935 Orange Picker Road	Jacksonville	Duval	Florida	32223-0700	United States of America
112	000524.08	Ridenour Water Plant	102 Kernan Boulevard North	Jacksonville	Duval	Florida	32225-5300	United States of America
113	084408.92	Westlake Water Pump Station	4770 Cisco Drive West	Jacksonville	Duval	Florida	32219-2752	United States of America
114	000524.16	Brierwood Water Plant	6513 Powers Avenue	Jacksonville	Duval	Florida	32217-2823	United States of America
115	000524.17	Deerwood III Water Treatment Plant	7587 Southside Boulevard	Jacksonville	Duval	Florida	32256-7096	United States of America

SCHEDULE OF LOCATIONS, APPENDIX A

Account No. 1-30626
Policy No. 1015931

Insured Location Number	Index Number	Title	Street Address	City	County	State/Province	Postal Code	Country
116		Southeast Water Treatment Plant	13570 Wm Davis Parkway West	Jacksonville	Duval	Florida	32224-6600	United States of America
117	000524.18	Highlands/Beckner Water Treatment Plant	801 Beckner Avenue	Jacksonville	Duval	Florida	32202	United States of America
118	000529.78	Orange Street Reservoir	1032 North Laura Street	Jacksonville	St. Johns	Florida	32202-3019	United States of America
119	001711.92	Nocatee Reclaimed Water Pump Station	915 Nocatee Parkway	Ponte Vedra	St. Johns	Florida	32081	United States of America
120	000524.09	Lovegrove Water Pumping Station	5575 Barker Street	Jacksonville	St. Johns	Florida	32207-5104	United States of America
121	084422.01	Fairfax Street Water Pump Station	3000 Fairfax Street	Jacksonville	St. Johns	Florida	32209	United States of America
122	000523.91	Oakridge Water Treatment Plant & Pump Station	11789 Saints Road	Jacksonville	Duval	Florida	32246-6901	United States of America
123	001711.89	Alderman Water Treatment Plant	8043 Carlotta Road North	Jacksonville	Duval	Florida	32211-6205	United States of America
124	084402.78	Monteray Wastewater Treatment Plant	5802 Harris Avenue	Jacksonville	Duval	Florida	32211-5649	United States of America
125	000524.21	St. Johns North Wastewater Treatment Plant	2455 Hawkecrest Drive East	Saint Johns	St. Johns	Florida	32259-2907	United States of America
126	000524.22	Royal Lakes Water Treatment Plant & Wastewater Treatment Plant	8617 Western Way	Jacksonville	Duval	Florida	32256-0360	United States of America
127	000524.87	Ponte Vedra Wastewater Treatment Plant	200 A1A North	Ponte Vedra Beach	St. Johns	Florida	32082-1709	United States of America
128	000524.89	St. Johns Forest Water Treatment Plant	2740 County Road 210 West	Saint Johns	St. Johns	Florida	32259-2015	United States of America
130	000994.98	Nassau Wastewater Treatment Plant	96237 Amelia Concourse	Fernandina Beach	Nassau	Florida	32034-3776	United States of America
131	084418.24	San Jose Wastewater Treatment Plant	7128 Balboa Road	Jacksonville	Duval	Florida	32217-3204	United States of America
132	084402.79	Jax Heights Wastewater Treatment Plant	5957 Tampico Road	Jacksonville	Duval	Florida	32244-1740	United States of America
133	084412.58	Woodmere Water Treatment Plant & Wastewater Treatment Plant	5710 Edenfield Road	Jacksonville	Duval	Florida	32277-1205	United States of America
134	000679.81	Hogan Creek Chilled Water Facility	777 East Church Street	Jacksonville	Duval	Florida	32202-2515	United States of America

SCHEDULE OF LOCATIONS, APPENDIX A

Account No. 1-30626
Policy No. 1015931

Insured Location Number	Index Number	Title	Street Address	City	County	State/Province	Postal Code	Country
135	000872.20	Downtown Chilled Water Facility	521 West Duval Street	Jacksonville	Duval	Florida	32202-4507	United States of America
136	000910.09	Shands/Springfield - Centralized Chilled Water Facility	2103 Boulevard	Jacksonville	Duval	Florida	32206-3553	United States of America
137		Hogans Creek	834 East Bay Street	Jacksonville	Duval	Florida	32202-2306	United States of America
138		St. Johns Bluff Master	10477 Bradley Road	Jacksonville	Duval	Florida	32246-8752	United States of America

September 26, 2016

Mr. Lynn Wall
McGriff, Seibels & Williams, Inc.
P. O. Box 10265
Birmingham, Alabama 35233

RE: JEA
Policy No: 1015931
Account No: 1-30626

Dear Mr. Wall:

We are pleased to enclose the following material pertaining to your Factory Mutual Insurance Company Policy:

() New Policy

(X) Renewal/Rewrite Policy No. 1015931

() Original Policy material will be forwarded via our Countersignature Agent.

() Schedule on File for Policy No.

() Endorsement No(s).

() Invoice No.

() Invoicing regarding Canadian Locations will be forwarded via our Canadian Regional Office.

() Invoicing regarding U.S. Locations will be forwarded via this office at a later date.

() Copy Policy

If you have any questions, please contact Jim Wascher at 770-777-3824.

Enclosures

cc: Jim Wascher, Account Manager
Atlanta Operations Files

September 26, 2016

Mr. James Chapman
Director, Risk Management
JEA
21 West Church Street
Jacksonville, Florida 32202-3158

RE: JEA
Policy No: 1015931
Account No: 1-30626

Dear Mr. Chapman:

We are pleased to enclose the following material pertaining to your Factory Mutual Insurance Company Policy:

() New Policy

(X) Renewal/Rewrite Policy No. 1015931

() Original Policy material will be forwarded via our Countersignature Agent.

() Schedule on File for Policy No.

() Endorsement No(s).

() Invoice No.

() Invoicing regarding Canadian Locations will be forwarded via our Canadian Regional Office.

() Invoicing regarding U.S. Locations will be forwarded via this office at a later date.

() Copy Policy

If you have any questions, please contact Jim Wascher at 770-777-3824.

Enclosures

cc: Mr. Lynn Wall, McGriff, Seibels & Williams, Inc.
Jim Wascher, Account Manager
Atlanta Operations Files

SUPPLEMENTAL UNITED STATES CERTIFIED ACT OF TERRORISM ENDORSEMENT

This Endorsement is applicable to all insured Locations in the United States, its territories and possessions and the Commonwealth of Puerto Rico.

Coverage for “Certified Act of Terrorism” Under The Terrorism Risk Insurance Act of 2002, as amended.

In consideration of a premium charged of USD**308,445**, this Policy, subject to the terms and conditions therein and in this Endorsement, covers direct physical loss or damage to insured property and any resulting TIME ELEMENT loss, as provided in the TIME ELEMENT section of the Policy, caused by or resulting from a Certified Act of Terrorism as defined herein.

Notwithstanding anything contained elsewhere in this Policy, any exclusion or limitation of terrorism in this Policy and any endorsement attached to and made a part of this Policy, is hereby amended to the effect that such exclusion or limitation does not apply to a “Certified Act of Terrorism” as defined herein. This amendment does not apply to any limit of liability for a Certified Act of Terrorism, if any, stated under the LIMITS OF LIABILITY clause of the DECLARATIONS section of this Policy.

With respect to any one or more Certified Act(s) of Terrorism, this Company will not pay any amounts for which the Company is not responsible under the terms of the Terrorism Risk Insurance Act of 2002 (including subsequent action of Congress pursuant to the Act) which includes a provision stating that if the aggregate insured losses exceed USD100,000,000,000 during any calendar year, neither the United States Government nor any insurer that has met its insurer deductible shall be liable for the payment of any portion of the amount of such losses that exceed USD100,000,000,000. If the aggregate insured losses for all insurers exceed USD100,000,000,000, your coverage may be reduced.

The coverage provided under this Endorsement for “Certified” losses caused by acts of terrorism will be partially reimbursed by the United States Government under a formula established by Federal Law. Under this formula, the United States pays 85% (and beginning on January 1, 2016, shall then decrease by 1 percentage point per calendar year until equal to 80 percent) of covered terrorism losses exceeding a statutorily established retention by the insurer referenced in this Policy. The premium charged for this coverage is provided above.

The terms and limitations of any terrorism exclusion, or the inapplicability or omission of a terrorism exclusion, do not serve to create coverage for any loss which would otherwise be excluded under this Endorsement or the Policy.

The coverage provided by this Endorsement only applies to a Certified Act of Terrorism.

Reference and Application: The following term(s) means:

Certified Act of Terrorism:

A “Certified Act of Terrorism” means any act that is certified by the Secretary of the Treasury, in consultation with the Secretary of Homeland Security, and the Attorney General of the United States, to be an act of terrorism pursuant to the federal Terrorism Risk Insurance Act of 2002 as amended and

extended in 2005, 2007, and in 2015. The criteria contained in that Act for a “Certified Act of Terrorism” include the following:

- a. The act resulted in aggregate losses in excess of USD5,000,000; and
- b. The act is a violent act or an act that is dangerous to human life, property or infrastructure and is committed by an individual or individuals as part of an effort to coerce the civilian population of the United States or to influence the policy or affect the conduct of the United States Government by coercion.



AGREEMENT BETWEEN

JEA

and

The American Federation of State, County
and Municipal Employees, Council 79, AFL-CIO (AFSCME)
Local 429

October 1, 2016 – September 30, 2019

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PREAMBLE

This Agreement is entered into between JEA (the Employer), and AFSCME Florida Council 79, (the Union). The intent of the parties and purpose of this Agreement is to assure sound and mutually beneficial working and economic relationships between the parties, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth basic and full agreement between the parties concerning rates of pay, wages, hours, and other terms and conditions of employment. There are and shall be no individual arrangements contrary to the terms herein provided. It is mutually understood and declared to be the public policy of the Employer and the Union to promote harmonious and cooperative relationships between the Employer and its employees and to protect the public by assuring at all times, the orderly and uninterrupted operations and functions of government.

The Employer and the Union recognize the moral principles involved in the area of civil rights and affirm by this Agreement their commitment not to discriminate because of race, religion, color, age, sex, disability, or national origin.

The Union agrees to support federal, state and local laws requiring affirmative action to ensure equal employment opportunity.

ARTICLE 1: UNION RECOGNITION

- 1.1
 - a. Pursuant to and in accordance with all applicable provisions of Chapter 447, Part II, Florida Statutes, the Employer recognizes that the Union is the exclusive collective bargaining representative for those employees in the defined bargaining unit (PERC Certification Number 1190 as it may be amended from time to time) for the purpose of bargaining collectively in the determination of wages, hours, and terms and conditions of employment of the public employees within the unit. "Employee" shall be defined to include all classified employees who are employed by JEA, whose classifications appear in Appendix A of this Agreement.
 - b. The term "employee" in 1.1 (a) shall also refer to those employees designated as temporary employees who hold the same classification and work the same hours under common supervision as the employees listed in Appendix A. The temporary, grant, or contract employees referred to in this section are subject to the same terms and conditions of employment set out in Appendix B of this Agreement. The term "temporary employee" as used in this section is not the same as the labor law term of art "temporary employee" which traditionally refers to employees who have no reasonable expectation of continued employment, usually receive no benefits other than hourly wage, and are traditionally excluded from bargaining units of regular employees.
- 1.2 It is further understood and agreed that the President of AFSCME, Florida Council 79, or an alternate officially designated in writing, will be the official spokesperson for the Union in any matter between the Union and the Employer.
- 1.3
 - a. The Employer will notify the Union when a classification is created in which the Employer believes should not be included in the Bargaining Unit.
 - b. When the Employer establishes a new classification that would be included within a bargaining unit, the Union will be given notice in writing within 30 days as to the Employer's determination of the unit to which the new classification will be assigned and whether the classification is competitive or non-competitive.

The Employer shall notify the Union of the class specification and pay range revisions to any classification that is presently in the certified bargaining unit for which the Union is the representative, prior to the implementation of those revisions. The Employer will provide this notice to the Regional Director and President of the Union in Jacksonville, Florida. The Union shall submit intent to comment about the revisions within ten (10) calendar days of the date of the Employer's notice and may submit comments about the revision within thirty (30) calendar days of the date the Employer's notice.

ARTICLE 2: UNION SECURITY

- 2.1 In accordance with Chapter 447.301 of the Florida Statutes, employees shall have the right to form, join or assist labor unions or labor organizations or to refrain from such activity; to bargain collectively through representatives of their own choosing; and to engage in concerted activities for the purpose of collective bargaining or other mutual aid or protection.
- 2.2 a. A copy of this Agreement shall be provided to all members of the bargaining unit in the following manner:
1. When the Agreement has been ratified by all parties, the Agreement will be reproduced by JEA in a quantity sufficient for all bargaining unit members. The Union will reimburse the Employer for one-half (1/2) of the cost of reproduction. The Union shall be responsible for distributing the agreement to all members of the bargaining unit.
 2. The Employer agrees to have an electronic version with any amendments, Memorandum of Agreements and Memorandum of Understandings available, for reference by bargaining unit employees.
 3. The Employer agrees to provide all persons hired into a job classification represented by the Union a copy of the current Agreement.
- b. The Employer will notify all persons hired into job classifications that are represented by the AFSCME bargaining unit that their job classification is within the bargaining unit and that their job is governed by a collective bargaining agreement between the Employer and the Union. The Employer will also give the employee the name, address, and phone number of the Union and notify the employee that he or she may call the Union for additional information.
- c. At the Union's request, the Employer will provide a list of employees hired into the bargaining unit.
- 2.3 a. Upon receipt of a written authorization from an employee covered by this Agreement, the Employer will deduct from the employee's pay the amount owed to the Union by such employee. This provision will provide for at least twenty-six (26) deductions per year from those employees. The Employer will remit to the Union such sums no later than the tenth (10th) day of each month following such deductions. A charge not to exceed the cost of six (6) cents per deduction per pay period will be assessed. Changes in the Union membership dues rate will be certified to the Employer in writing over the signature of the authorized officer(s) of the Union, and shall be done at least thirty (30) calendar days in advance of the effective date of such change. The Employer's remittance will be

deemed correct if the Union does not give written notice to the Employer within two (2) calendar weeks after a remittance is received, of its belief, which the remittance is incorrect, with reason(s) stated therefore.

- b. Deductions for Union dues and/or uniform assessments shall continue until either: (1) the employee revokes his/her authorization for dues deduction by submitting a signed form to the Paymaster revoking such authorization, with a copy to the Union with advance notice as provided by law; (2) authorization for dues deduction on is revoked pursuant to Section 447.507, Florida Statutes; (3) the termination of employment; or (4) the transfer, promotion or demotion of the employee out of the bargaining unit. The Employer will notify AFSCME Council 79 of all additions to and deletions from the dues deduction roster within two weeks following the close of each pay period.
 - c. No deduction shall be made from the pay of any employee for any payroll period in which the employee's net earnings for that payroll period are less than the amount of dues to be deducted. Net earnings shall mean earnings after required deductions are made for Federal Taxes, Social Security, Pensions, Credit Union, and Health and Life Insurance.
 - d. The Union will indemnify, defend, and hold the Employer harmless, against any claim made and against any suit instituted against the Employer on account of any deductions for Union dues or uniform assessments deductions.
- 2.4 Upon request of the Union the Employer will, on a quarterly basis, provide the Union with a list of all employees in the bargaining unit. The list will include the name, home address, and employee number, and occupational code, date of birth, home telephone, and gross salary of each employee. The list will be provided at no cost to the Union.

ARTICLE 3: UNION RIGHTS

- 3.1 The Employer and the Union recognize that it is in the best interest of both parties, the employees, and the public for all dealings between them to be characterized by mutual responsibility and respect, and acknowledge with this Agreement that a bond of common interest exists and is a basis for the development of sound Union-Management cooperation to promote the business of government and the welfare of its employees. The Union recognizes that in consideration of the commitments undertaken by the Employer in this Agreement, every employee is obligated to give honest, efficient, and economical service in the performance of his/her duties. To insure that this relationship continues and improves, the Employer and the Union and their respective representatives at all levels will apply the terms of this Agreement fairly in accordance with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees as defined in Article 1 of this Agreement. Each party shall bring to the attention of all employees in the unit, including new employees, their duty to conduct themselves in a spirit of responsibility and respect. To ensure adherence to this purpose, the parties shall also make all employees aware of the measures to which they have agreed.

ARTICLE 4: MANAGEMENT SECURITY

- 4.1 Subject to the specific provisions of this Agreement and Chapter 447, Florida Statutes, the Union and its officers, agents, and members agree that they shall have no right to instigate, promote, sponsor, engage in, or condone any strike, slow-down, concerted stoppage of work, intentional interruption of Employer operations, or similar activities during the term of this Agreement, for any reason.

Management shall have the right to discharge or otherwise discipline any or all employees who violate the provision of this paragraph. The only question that may be raised in any proceeding (grievance, judicial or other) contesting such action is whether the provision preventing strikes, slow-downs, concerted stoppages of work, intentional interruptions of Employer operations, or similar activities was violated by the employee to be discharged or otherwise disciplined.

- 4.2 a. The Union, its representatives, agents, members, and any persons acting on their behalf, agree that the following "other unlawful acts" as defined in Chapter 447, Florida Statutes, are expressly prohibited:
1. Soliciting public employees during the working hours of any employee who is involved in the solicitation.
 2. Distributing literature during working hours in areas where the actual work of public employees is performed, such as offices, warehouses, and any similar public installation. This section shall not be construed to prohibit the distribution of literature during the employee's lunch hour or in areas not specifically devoted to the performance of any employee's official duties.
- b. No employee organization shall directly or indirectly pay any fines or penalties assessed against individuals pursuant to the provisions of this article.
- c. Notwithstanding further provisions of any collective bargaining agreement, a public employee who is found to have violated any provision of this article may be discharged or otherwise disciplined by the Employer.
- 4.3 The Employer and the Union agree that the basic intent of this Agreement is to provide a fair day's pay in return for a fair day's work and to provide conditions of employment suitable to maintaining a competent work force. The Employer and the Union agree that all provisions of this Agreement shall be applied equally to all employees covered by it.
- 4.4 It is understood that the Employer is required to comply with the Americans with Disabilities Act and nothing in this Agreement shall be construed to prevent the Employer from carrying out this obligation. Any claimed violation of this provision shall

not be subject to arbitration. If the parties cannot resolve the matter using the grievance procedure, the employee may refer the matter to the appropriate governmental agency.

ARTICLE 5: MANAGEMENT RIGHTS

- 5.1 It is the right of the Employer to determine unilaterally the purpose of each of its constituent agencies, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations, including the right to sub-contract. It is also the right of the Employer to direct its employees, take disciplinary action for proper cause, and to relieve its employees from duty because of lack of work or for other legitimate reasons; provided, however, that the exercise of such rights shall not preclude employees or their representatives from raising grievances, should decisions on the above matters have the practical consequences of violating the terms and conditions of this collective bargaining agreement.

ARTICLE 6: LABOR/MANAGEMENT SPECIAL MEETINGS

- 6.1 The Employer and the Union agree to meet and confer on matters of interest upon the written request of either party. The written request shall state the nature of the matters to be discussed and the reason(s) for requesting the meeting. Discussion shall be limited to matters set forth in the request, or other subjects mutually agreed to, but it is understood that these special meetings shall not be used to renegotiate this Agreement. Such special meetings shall be held within ten (10) calendar days of the receipt of the written request and at a time and place mutually agreeable to the parties. The Union shall have the right at these special meetings to recommend to the Employer corrections of any inequities known to the Union. The Employer or the Union will respond to the other party concerning matter(s) discussed within thirty (30) calendar days of the meeting.

If a consultation meeting is held during the working hours of any employee participant, such participant shall be excused without loss of pay for that purpose.

- 6.2 The Union recognizes that it is JEA objective to provide services to its customers and stakeholders through the most efficient and cost-effective means possible. From time to time, this may require evaluations of alternative means of providing such services, including contracting with external providers.

JEA recognizes that the Union desires to make bargaining unit employees competitive with external providers of such services where possible. Accordingly, once a function has been identified as a candidate but prior to receipt of official proposals, JEA agrees to permit the Union an opportunity to present options for more efficient and/or cost-effective service provision by bargaining unit employees prior to reaching any final decision to contract with an external provider for services currently provided by bargaining unit employees.

This provision shall not apply to situations in which funding is discontinued by an external source such as the state or federal government.

No bargaining unit employee shall be transferred, reassigned, or demoted, have his/her work week reduced, or be laid off, as a result of the contracting out of any of its present work or services, except as provided for in the Civil Service and Personnel Rules and Regulations.

- 6.3 Should there be any proposed changes in the corporate structure that will have an impact upon the wages, hours, or terms and conditions of employment of the employees in the bargaining unit (as that term is understood in Florida public sector labor relations), the Employer will negotiate the impact of those proposed changes in accordance with Chapter 447, Part II, Florida Statutes.

- 6.4 Should there be a situation where a reduction in force occurs; the Employer shall provide the Union notification at least ten (10) calendar days prior to the effective date of the reduction. The Employer shall provide job placement services to affected employees for a period of three (3) months.

ARTICLE 7: UNION ACTIVITY

7.1 Stewards and Representation:

- a. The employees covered by this Agreement will be represented by stewards. A steward assigned to more than one geographical location will be considered a roving steward to function properly under the stewardship procedure. A written list of stewards and alternates will be submitted to the Employer, together with the specific areas in which they will function. The alternate steward will only become active in the event of the physical absence of the regular steward and upon prior notification by the Union. Alternate Stewards are subject to the same rules and regulations that govern the conduct of stewards.
- b. The Employer recognizes and shall work with the appropriate Union stewards and representative of AFSCME Florida Council 79 in matters relating to grievances and interpretation of this contract, including promoting harmonious working relationships
- c. Union stewards shall be active employees as designated by AFSCME Florida Council 79 and shall be members of the bargaining unit.
- d. Union representatives and stewards are subject to the same rules of JEA as are all other JEA employees, except as specifically outlined in this Agreement.
- e. While on leave of absence, no employee shall function as a Union steward without mutual consent of the Union and the Employer.
- f. A written list of Union stewards and officers shall be furnished to the Employer prior to the effective date for their assuming duties of office. AFSCME Florida Council 79 shall notify the Employer promptly of any changes of such Union stewards. No Union steward shall perform any Union work unless the Union has complied with this requirement.
- g. A Union steward shall be granted time off during working hours without loss of pay to investigate and settle grievances on the job site which is within his/her jurisdiction. The steward must secure approval from his/her immediate supervisor prior to performing such duty. The steward receiving time off under this provision shall record his/her time before leaving the job and upon returning. When entering the area of a supervisor other than his/her own, the steward shall notify that supervisor of his/her presence and purpose.

A steward will only be granted time off under this provision when requested by an employee in the bargaining unit for assistance with a grievance, or when requested by the Union in writing. Stewards may receive and discuss grievances of employees on the

premises or in the field during working hours, to the extent that such discussions do not interfere with the work of other employees. Union Stewards shall not conduct any grievance work on overtime or holiday time except in emergency situations. It is acknowledged that only one (1) steward will work on grievances from any employee. A Union officer may substitute for a Union steward for all purposes set forth in this paragraph.

- 7.2 When an employee is questioned by management, and the employee reasonably believes that the questioning may lead to disciplinary action against him, the employee has the right to request that a union representative be present at the meeting. When an employee requests union representation pursuant to this section, a union representative is not immediately available and less than 24 hours' notice of the meeting was given, the Employer shall postpone the meeting for a reasonable time (at least 24 hours) in order for the employee to obtain union representation.
- 7.3 Nothing in this Agreement shall prevent any employee from presenting, at any time, his/her own grievances, in person or by legal counsel to the Employer, or from having such grievance adjusted without the intervention of the bargaining agent, if the adjustment is not inconsistent with terms of the collective bargaining agreement when in effect, and if the bargaining agent has been given reasonable opportunity to be present at any meeting called for the resolution of such grievance.
- 7.4 Employees designated in the bargaining unit shall have the right to join, or to refrain from joining, the Union, to engage in lawful concerted activities for the purpose of collective bargaining or negotiation or any other mutual aid and protection, and to express opinions related to the conditions of employment, all free from restraint, discrimination, intimidation, or reprisal because of that employee's membership or lack of membership in the Union or by virtue of that employee's holding office or not holding office in the Union. This provision shall be applied to all employees in this bargaining unit.
- 7.5 The Union shall neither actively solicit grievances nor collect Union monies on Employer property.
- 7.6 Officials of the Union, as designated in Section 1.2 of this Agreement may, with proper authorization, which will not be unreasonably withheld, be admitted to the property of the Employer. Officials as designated above shall be able to talk with employees before or after regular working hours or during lunch hours of said employees on Employer property in areas mutually agreed on by the Union and the Employer.
- 7.7 The Local Union President or one alternate officially designated by the Local Union President shall be granted reasonable time off during working hours without loss of pay for the purpose of attending to appropriate Union activities requiring his/her presence. This shall not be interpreted to limit the Union to the resolution of only one issue at a

time JEA wide, but is intended to limit the number of Union representatives being granted time off to attend to a single specific issue. The local Union President or alternate must secure approval from his/her immediate supervisor prior to performing such duty. An aggrieved employee shall use his/her personal leave to attend any grievance or arbitration preparatory or post hearing meetings. Should the aggrieved employee or the Union call JEA employees as witnesses, those witnesses shall use their personal leave to attend preparatory or post grievance and arbitration hearing meetings. If no personal leave is available, leave without pay shall be authorized. Actual time spent in a grievance or arbitration hearing shall be without loss of pay during the employee's regularly scheduled hours.

- 7.8 Arrangements will be made for officers or an accredited representative of the Union to be admitted to the property of the Employer during working hours for the purpose of ascertaining whether or not this Agreement is being observed by the parties, provided such visitation is not disruptive to the work force. When an area or building belonging to the Employer is not normally open for visitation, then the Employer shall provide a responsible escort to that Union Officer or accredited representative; provided, this service must be arranged by the Union in advance of the visitation.
- 7.9 Two (2) members of the Union, elected to local Union positions or selected by the Union to do Union work, may upon written request of the Union, and when approved by the Employer, subject to applicable Civil Service and Personnel Rules and Regulations governing employees' rights and benefits, be granted a leave of absence without pay for a period of one (1) year, which may be extended during the term of this Agreement, and upon expiration of the leave, shall be re-employed without loss of status. It is understood that employees taking leave under these conditions will only be utilized for service within the JEA service area.
- 7.10 JEA will authorize up to six (6) employees to attend, without loss of pay, as union negotiation team members for collective bargaining sessions.

ARTICLE 8: BULLETIN BOARDS

- 8.1 a. The Union shall be provided adequate space on bulletin boards, including at least one (1) at each location so designated by the Employer. Bulletin boards will be located in employee break rooms or other non-public areas. The Union may, if it so desires, provide a bulletin board of standard size for its own exclusive use, in keeping with the decor of the above locations, and with the approval of the Employer.
- b. The Union shall also be provided the use of an electronic bulletin board accessible to all member of the bargaining unit through the JEA intranet site.

- 8.2 The Union agrees that it shall use its space on bulletin boards provided for in Section 8.1 above, for the following purposes:

Notices of Union Meetings
Union Elections
Reports of Union Committees
Rulings and Policies of the Union
Recreational and Social Affairs of the Union
Union Bulletins
Brief explanation of AFSCME with contact numbers

Any conforming notices posted shall only be removed by a representative of the Union or as provided in Article 8.3 and 8.4 of this Agreement.

- 8.3 Information for posting on the electronic bulletin board shall be submitted to Labor Relations
- 8.4 No material, notices, or announcements shall be posted by the Union which contains anything adversely reflecting upon JEA, its employees, or any certified labor organization among its employees. Any proven violation of this section by the Union shall entitle the Employer to cancel immediately the provisions of this section and remove that bulletin board or the partial use thereof.
- 8.5 Alleged abuse of the bulletin boards will be a matter for a special meeting or conference between the proper official of the Union, and Director of Employee Services, or designee. Such meeting or conference shall be held within one (1) working day after receipt of a written complaint by either the Employer or the Union that a violation exists.

ARTICLE 9: HOURS OF WORK AND OVERTIME PAYMENT

9.1 The purpose of this article is to define hours of work, but nothing in this Agreement shall be a guarantee or limitation on the number of hours to be worked per day, days per week, or for any other period of time, except as specifically provided herein.

9.2 This article shall define and describe the hours of work of bargaining unit employees.

a. The standard workweek for employees shall be from 0000 Monday through 2400 Sunday.

b. Shift Employees

A shift employee is defined as an employee whose normal schedule of work changes on a regular or rotating basis. (Staggered starting times, alone do not define shift employees.) The standard work week of those activities requiring a twenty-four (24) hour per day, seven (7) day per week operation shall be eight (8) hours or twelve (12) for any twenty-four (24) hour period and that normally result in forty (40) hours per work week or at least 80-hour equivalent pay bi-weekly. Days and shifts of work shall be scheduled consecutively without alteration during the shift or work week. The Employer may alter a shift for the purpose of staffing, if a shift is demonstrated by the Employer to be understaffed to the point that additional personnel are required to work the shift to avoid suspension of production.

c. Non-Shift Employees

1. The normal workweek for non-shift employees consists of forty (40) hours.

2. Eight Hour Work Schedule

The work week assignments for employees may be scheduled five (5) consecutive eight (8) hour days, Monday through Friday.

3. Ten Hour Work Schedule

The work week assignments for employees may be scheduled four (4) ten (10) hour days, Monday through Friday.

d. Odd Work Week Schedule

In those activities requiring work schedules other than the regular 8 hour work schedule [9.2 (c) 2], the ten-hour-day work schedule [9.2 (c) (3)], the eight (8) hour rotating-shift or the twelve-hour-rotating-shift schedule [9.2 (b)], the work schedule shall consist of forty (40)

hours or eighty (80) hour equivalent pay bi-weekly which may begin on any day of the week. No employee assigned to this odd work week shall be required to work any hours in excess of twelve (12) hours (in any twenty-four hour period as part of the regular schedule work day. The twenty- four (24) hour period constitutes twenty-four (24) hours from the beginning of the employee's usual schedule starting time.

e. General Provisions

1. Should JEA determine to set work schedule assignments other than as provided above, the Union shall be given the opportunity to bargain the impact of the changes. Except as provided by law, any proposed changes will not be implemented until negotiations have been completed in accordance with Chapter 447, Part II, and Florida Statutes.
2. JEA will give employees at least seven (7) days' notice before permanently changing an employee's regular work schedule. JEA will give at least forty-eight (48) hours' notice before temporarily changing an employee's regular work schedule; however, the employee may voluntarily waive the forty-eight hours' notice. For temporary schedule change, JEA will first seek volunteers to accept the schedule change. If more than the required number of qualified employees' volunteers, selection will be made by seniority. If less than the necessary number of qualified employees' volunteer, then additional selection shall be made from the least senior qualified employees. This notice shall not be required in case of an emergency. For the purpose of this agreement, the word Seniority will be defined as the Adjusted Service Date which is the date of hire plus any time connection minus leave without pay. When two or more persons have the same length of seniority, the senior employee shall be determined by HR.
3. Approved leave requests will be honored to the extent practicable when changing the work schedules of employees.
4. Schedules showing the employees' work days and hours will be posted on the appropriate bulletin boards no less than 10 days in advance, and will reflect at least a fourteen (14) day work schedule. JEA will make a good faith effort to post a 28-day schedule.
5. Upon prior written approval by the manager, employees of the same classification working regularly-scheduled hours may exchange hours of work within the work week with one another provided no overtime is caused JEA, and it does not adversely affect efficient operations.

9.3 Overtime Compensation

- a. Except as otherwise specified herein, overtime will be paid at the rate of time one-half (1-1/2) for all hours worked in excess of the employee's normal workday unless the employee has leave without pay during the work week, and for all hours worked in excess of forty (40) hours per work week for which overtime compensation has not been previously paid. Double time shall be paid as provided in 9.3(b) for continuous hours worked in excess of sixteen (16). All compensated time shall be included when calculating the forty (40) hour threshold. Compensation for overtime shall be in the form of cash. However, the employee may elect compensatory time with the approval of the department head. Requests for compensatory time in lieu of cash shall be submitted on forms provided by the Employer. Employees may accrue up to two hundred-forty (240) hours of compensatory time. When the maximum amount of compensatory time has been reached, compensation for additional overtime hours worked shall be in the form of cash. The Employer may pay off any amount of accrued compensatory time at any time, provided that any approved requests for compensatory leave time will continue to be honored.
- b. An employee who has worked sixteen (16) hours or more continuously, or eight (8) hours or more overtime in the sixteen (16) hour period immediately preceding his/her regular workday, shall upon release be entitled to an eight (8) hour rest period, before he/she returns to work. If the rest period under the provisions of this section overlaps into the regular workday, the employee shall lose no time thereby. If an employee is called back to work without completing his/her eight (8) hour rest period, he/she shall be compensated at the rate of two (2) times ending when he/she is released for another eight (8) hour rest period. Paid rest time shall be considered as time worked for the purpose of determining overtime (one and one-half times the employee's regular rate of pay). Paid rest time shall not count towards determining eligibility for overtime double time pay.
- c. Any employee who has left his/her normal place of work for his/her residence and is called back for overtime shall be compensated for such overtime in accordance with this article, provided that he/she shall receive compensation for a minimum of four (4) hours at time and one-half (1-1/2) his/her regular rate. If an employee is called out or assigned to more than one job before the end of the basic four (4) hour work period, it will be covered by the original minimum payment of four (4) hours and no extra payment will be allowed. The minimum time provided herein does not apply if any early call-in period extends into the start of the employee's regular work day.

- d. In the event that a JEA employee is required to perform work outside of and not contiguous with his/her regularly scheduled working hours, and in the event that such employee does not have to report to a JEA facility to complete such work, then the following guidelines shall apply:
 - 1. An employee who is authorized by management to do work from his/her home outside of and not contiguous with his/her regularly scheduled working hours in lieu of reporting to work at the designated time and place shall be compensated for all such authorized time worked.
 - 2. The minimum amount to be paid under this provision for an employee performing authorized work while at his/her home is one (1) hour at time and one-half (1-1/2) his/her regular rate.
 - e. No employee may authorize overtime for himself/herself, but shall be entitled to receive overtime as appropriately authorized by his/her manager.
- 9.4 Premium payments shall not be duplicated for the same hours under any of the terms of this Agreement.
- 9.5 Management shall determine the necessity for overtime work, and employees are obliged to work overtime as assigned. It is the responsibility of the Employer to distribute the opportunity for overtime work equally among employees in the classifications normally performing the same types of work in each assigned shift, crew, or work area. It is understood that the sharing of overtime shall not delay nor increase the cost of operation. The Employer recognizes that it may be inconvenient for individuals to work overtime and it will give due consideration to each request for relief from overtime. Overtime records of the Employer shall be made available to Union officials when requested to resolve a question involving distribution of overtime. It is understood that nothing in this article shall require overtime payment for hours not actually worked.
- 9.6 Limited and System Emergency
- a. Definitions:
 - 1. Emergency: A situation of urgent nature or sudden occurrence that requires immediate action.
 - 2. System Emergency: A situation of urgent nature that adversely affects all or a vast majority of JEA operations.
 - 3. Limited Emergency: A situation of urgent nature that adversely affects JEA operations of specific department, section, or a facility.

4. Non-essential Employees: employees who may be released during any type of declared emergency and are not required to work, JEA management determines who is non-essential employee. However, they may be deemed essential at later time during the Emergency.
5. Essential Employees: Employees who are assigned to work during any type of declared emergency. JEA management determines who essential employee is. However, they may be deemed non-essential at a later time during the Emergency.

b. Declaration of System or Limited Emergency

The Managing Director of JEA, or designee, has the authority to declare either a system or limited emergency. In the event that the Managing Director or designee declares either of the emergencies, the provisions of this section take effect.

c. Non-Essential Employees

These employees will be subjected to the following:

1. Non-essential employees shall be released from duty and shall be granted administrative leave with pay for the balance of their normal schedule, and any additional days when they are not required by the Employer to report to work due to the emergency.
2. Non-essential employees who are already on previously approved leave with pay at the time of the emergency, or who are scheduled to take authorized leave with pay during the time of the emergency shall not be charged for the leave for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.
3. Non-essential employees who are already on previously approved leave without pay at the time of the emergency, or who are scheduled to take authorized leave without pay during the time of the emergency shall not be paid for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.
4. If a scheduled holiday falls within the time that non-essential employees are on administrative leave with pay due to an emergency, the employees will be paid for the holiday, but will not receive any additional holiday leave or pay for that day.

d. Essential Employees

Essential employees will be subjected to the following:

1. Essential employees will be required by the JEA management to work during the emergency. Management will consider volunteers.
2. To the maximum extent possible, when residents are required to evacuate their residence in anticipation of a hurricane, tropical storm, or similar situation that result in declaration of emergency, JEA will allow essential employees reasonable time, determined by JEA management to return to their residence and make plans for the safety of their family. After a reasonable time, determined by JEA management, to accomplish the security of their families essential employees shall return to work.
3. Essential employees who are required to work during the emergency shall be compensated for the time worked, as provided for in the hours of work and overtime provision of this agreement. In addition to any compensation payable under that article, essential employees will be paid straight time hourly pay unless compensatory time is mutually agreed to by the employee and his/her manager for the time that they would have been on administrative leave with pay if they had been designated a non-essential employee. The maximum amount payable under this provision is forty (40) hours per work week.
4. During an emergency, employees who are required to report for work shall be provided with a meal. If JEA is unable to provide a meal, a meal allowance will be substituted. Employees with special circumstances will be given an option of taking a meal allowance: these will be addressed on a case-by-case basis (medical condition or religious belief). The employee must notify management in writing as soon as practical.
5. Essential employees who are already on previously approved leave at the time of the emergency, or who are scheduled to take authorized leave during the time of the emergency may be required to work during the emergency.

e. Alteration of Annual, Vacation, or Personal Leave Schedules JEA has the unilateral right to alter the annual, vacation, or personal leave schedule of any employee in emergencies. This right includes the right to require employees who

are on leave at the time of the emergency to return to work. In such cases, the JEA will reimburse the employee for any non-refundable expenses incurred as a result of the cancellation of the employee's annual, vacation, or personal leave plans.

- f. JEA Communication with Employees during the Emergency any employee who is released from work during an emergency is expected to resume his/her regular work schedule when directed to do so by JEA. In order to assist employees in determining when they are expected to return to work, JEA will take reasonable steps to keep employees advised about the status of JEA operations, including the dates and times that employees are expected to resume their regular work schedule. For example, JEA will release information via the JEA voice mail or email systems, through use of employee pagers, through release of information to the news media, and any other appropriate means of communication with employees. To the extent that an employee relies on information released via local news media to determine when he or she is expected to return to work, JEA employees are to follow instructions related to JEA, not those issued regarding City of Jacksonville employees.

ARTICLE 10: WAGES

- 10.1 a. The rates of pay for the classifications in the Unit are shown in Appendix “A” to this Agreement.
- b. All active employees in the bargaining unit shall receive a general increase as follows:
1. Two and one-half percent (2.5%) to base payment effective October 1, 2016 and a one percent (1%) lump sum payment.
 2. Two and one-half percent (2.5%) to base and a 1% lump sum payment effective October 1, 2017.
 3. Three percent (3%) effective October 1, 2018
 4. Two percent (2%) increase to base concurrent with employee contribution to GEPP increase to 10% (or otherwise matching the change in employee contribution whether higher or lower).
- All active employees in the bargaining unit shall receive a one-time one and one-half percent (1.5%) lump sum ratification incentive payment contingent upon successful ratification by the bargaining unit no later than February 24, 2017.
- c. Performance evaluations of employees in this bargaining unit shall be in writing and shall use a standardized format and procedure. An employee who believes that his/her evaluation has not been conducted in accordance with established procedure may appeal the alleged violation beginning at step 1 through step 2 of the Grievance Procedure set forth in this Agreement.
- 10.2 When an employee is returned to his/her former class during the probationary period following a promotion (reverted), his/her pay shall be restored to the rate in effect prior to promotion, as though the promotion had not been granted. In such event, the employee shall be eligible for any increases the employee normally would have received had the employee not been promoted. When a reassignment is made, the base pay of the reassigned employee shall remain the same.
- 10.3 The following administrative procedures shall be adhered to by the Chief Human Resources Officer in the implementation of the pay plan for employees in the bargaining unit:

- a. An original appointment to any classified position shall be made at the starting rate of the range for the Pay Grade.
- b. When an employee is promoted to a classification in a higher Pay Grade, the employee's base salary shall be advanced to the next step that provides an increase that is approximately 5% or to the minimum rate of the range whichever is greater. In no circumstances shall an employee's base salary exceed the maximum of the pay range as a result of promotion. Upon satisfactory completion of the probationary period following promotion, the base salary of the employee shall be advanced one step that is approximately 5% or to the maximum of the range, whichever is less.
- c. When an employee is demoted, except for cause or voluntary demotion, the base salary of the employee may be placed within the range of the lower Pay Grade without reduction, except that the base salary may not exceed the maximum of the range of the lower Pay Grade, in which case, the base salary will be placed at the maximum of the range. If the employee is promoted again within a 12-month period following the demotion, he/she will not receive a promotional increase or end of probation increase, unless his/her salary was reduced at the time of demotion to the maximum of the range. In such cases, upon the successful completion of the probationary period, the employee's salary shall be increased to the rate received prior to demotion.
- d. In the case of voluntary demotions, the base salary of the employee will be placed within the range of the lower Pay Grade at a rate that results in a 5% reduction in salary, or to the maximum of the range, whichever results in the larger reduction. If the employee is promoted again within a 12-month period following the demotion, he/she will receive a promotional increase of 5% upon promotion, but will not receive an end of probation increase unless his/her salary was reduced at the time of demotion to the maximum of the range. In such cases, upon the successful completion of the probationary period, the employee's salary shall be increased to the rate received prior to demotion.
- e. When an employee is demoted for disciplinary reasons, the rate of pay in the lower range shall be no less than that which the employee received prior to promotion. The employee shall not be eligible for a step raise for one (1) year after the demotion.
- f. The language in Article 10.3 (c) and (d) shall apply when an employee is demoted within the line of promotion. The following language shall apply when an employee is demoted not in the line of promotion.

When any JEA employee is reclassified to a position in the AFSCME bargaining unit which is not within the line of promotion, the base pay of the reclassified employee shall be the entry level rate of pay for the new position.

g. Classification other than Customer Care Consultant and Customer Care Consultant Trainees

1. Upon satisfactory completion of the probationary period, the base salary of the employee shall be advanced one step or to the maximum of the range, whichever is less.
2. After an employee receives his/her increase upon completion of the probationary period, he/she shall be granted step increases, except for unsatisfactory performance no sooner than twelve (12) months from his/her date of last increase, until he/she reaches the maximum rate of pay for his/her classification. For the purpose of this Agreement, the date of the last increase shall be the most recent date upon which any of the following action occurred to an employee: date on which employee received his/her end of probation increase; or date on which employee received a step increase.

h. Customer Care Consultant Series

1. Customer Care Trainees—

- a. Customer Care Trainees will be rated every six (6) months.
 - (1) If the employee's performance is satisfactory or higher, the employee will be moved to the next higher step of the pay plan.
 - (2) If the employee's performance is below satisfactory, the employee will not receive the step increase, may be required to take remedial training, and may be subject to termination. When a customer Care Trainee is required to take remedial training; he/she will be reevaluated after three (3) months. Customer Care Trainees will not be eligible for step increase at that time, even if their performance is rated satisfactory or above satisfactory. Instead, the Customer Care Trainee is required to wait until the next regularly scheduled review cycle before they are eligible for a step increase.

- b. When the Customer Care Trainee has satisfactory completed the training program, the employee will be promoted to Customer Care Consultant.

2. Customer Care Consultants—

- a. Customer Care Consultants will be rated on April 1 of each year.
 - (1) Eligible* Customer Care Consultants who are rated above satisfactory on the review will receive a two-step pay increase.
 - (2) Eligible* Customer Care Consultants who are rated satisfactory on their review will receive a one-step pay increase.

* In order to be eligible for the increases provided for in subsections 1 and 2, the Customer Care Consultant must have worked at least 1000 hours in the previous 12-month period. In addition, the Customer Care Consultants who were promoted to that position after October 1 are not eligible for any step increase on April 1. For example, an employee who has promoted from Customer Care Trainee to Customer Care Consultant on October 10, 2009 would not be eligible to receive a step increase on April 1, 2010; the employee would be eligible for a step increase on April 1, 2011 (assuming that the employee had worked at least 1000 hours from April 1, 2009 to April 1, 2010).

- (3) Customer Care Consultants who are rated below satisfactory on their review will not receive any step increase, may be required to take remedial training and may be subject to termination. When a Customer Consultant is required to take remedial training he/she will be reevaluated after three (3) months. Customer Care Consultants will not be eligible for step increases at that time, even if their performance is rated satisfactory or above satisfactory. Instead, Customer Care Consultants are required to wait until the next scheduled annual review cycle before they are eligible for a step increase.

3. Customer Care Specialists —

After the probationary period is complete, Customer Care Specialists will be reviewed annually.

- a. Customer Care Specialists who are rated above satisfactory on the annual review will receive a two-step pay increase. Customer Care Specialists who are rated satisfactory on the annual review will receive a one-step pay increase.
- b. Customer Care Specialists who are rated below satisfactory on their review will not receive any step increase, may be required to take remedial training and may be subject to termination. When a Customer Care Specialist is required to take remedial training; he/she will be re-evaluated after three (3) months. Customer Care Specialists will not be eligible for step increases at that time, even if their performance is rated satisfactory, or above satisfactory. Instead, Customer Care Specialists are required to wait until the next scheduled annual review cycle before they are eligible for a step increase.

- 10.4 The parties recognize that relationships between classifications may change over time as the nature of work evolves and changes. As a result of such changes, those relationships should be reviewed periodically to determine if revisions in pay grade assignments are appropriate. The parties agree that assignment of work to particular classifications, evaluation of classifications and resulting pay grade assignments are management prerogatives. The Employer recognizes the Union's interest in maintaining equity among classifications in the bargaining unit. Accordingly, during the life of this Agreement the Union may notify the Director of Employee Services, of its belief that sufficient material changes have occurred in the nature of work assigned to one or more classifications, such that the relationship of that classification(s) to other classes should be reviewed for possible realignment.
- 10.5 At its sole discretion, the Employer may from time to time elect to establish incentive programs for individuals or groups which may consist of cash or other awards in recognition of improved job performance, improved safety records, innovative ideas that in savings or other benefits, or other similar work-related improvements, provided the Union is informed in writing of any such programs.
- 10.6 The parties understand that during the life of this Agreement the Employer may, at its option, offer a voluntary severance plan to certain classifications of bargaining unit employees. Such plan would be on terms proposed by the Employer and any decision to accept such a plan would be made on an individual basis by each individual employee. The Union will be notified in writing of any such severance plan. In the event that execution of such a plan required a reorganization or redeployment by the Employer, the Union would have the right to request impact bargaining to the extent provided by law.

10.7 Electronic Devices

- a. At its sole discretion, JEA may provide employees with an electronic device. The employee during their normal work shift or when the employee is on standby status must wear and respond to the electronic device.
- b. The employee may use the electronic device for personal use, as long as it does not interfere with their assigned work duties.
- c. The employee will exercise due caution in the care of the electronic device assigned to him/her, and will take appropriate action to protect them from damage or being lost or stolen. If an employee's electronic device is lost, stolen, or damaged through negligence of the employee, they will be replaced at the employee's expense.

10.8 Assigned Vehicles

The Union recognizes that AFSCME represented employees may be assigned take home vehicles. Assignment of vehicles is based upon operational needs and is subject to change from time-to-time as needed. Should a vehicle assignment be ended, the employee will be given thirty (30) calendar days' notice.

ARTICLE 11: SUPPLEMENTAL PAY

11.1 For each five (5) years of continuous service with the Employer, (computed from the date of initial employment) an employee shall receive an annual increase in salary of \$300.00. This increase shall be in addition to any general or special raises which may be granted from time to time.

11.2 Standby Compensation

- a. Any employee who is required by the Employer to be on standby duty will receive standby compensation as provided in this Article.
- b. Standby time shall be that time when an employee is required to keep the Employer advised as to his/her whereabouts and be available to report for duty no more than forty-five (45) minutes after such notification.
- c. For the purpose of this Article, an employee is on standby if the employee has been directed to carry an Employer furnished electronic paging device or leave a telephone number so the employee can be reached, and the employee must be available to return to work within a reasonable time if called. Employees, who merely carry electronic devices and who are not required to be available to return to work within a reasonable time if called, are not on standby.
- d. The standard rate of standby compensation shall be twenty-five dollars (\$25.00) for each day the employee is on standby. Standby pay shall be paid no later than the end of the first pay period after the pay period in which the standby pay is earned.
- e. Any employee who fails to comply with the provisions of Section 11.2 of this Agreement shall not be entitled to standby compensation for that day, and shall be subject to discipline.
- f. Employees may arrange substitution of standby duty among themselves, provided the substitution is approved by Management.

11.3 Schedule Premium

- a. A one dollar and fifty cents (\$1.50) schedule premium shall be paid for all regular hours actually worked on any schedule after 19:00 and prior 07:00 for work days other than Saturday or Sunday, (not including overtime or schedule premium of any type).
- b. A two dollars (\$2.00) schedule premium shall be paid for all regular hours actually worked on any schedule after 00:00 on Saturday and prior 24:00 on

Saturday and/or after 00:00 on Sunday and prior 24:00 on Sunday (not including overtime or schedule premium of any type). (Cash handling wage supplements stated below are not considered a schedule premium.)

11.4 Upgrade Pay

- a. When an employee is qualified for and is required by the Employer to accept the responsibility for work in a higher class or position for at least one (1) hour on continuous duty, unless the employee is assigned to a higher classification for the purpose of on-the-job training for definite advancement purposes, such employee shall be compensated at the minimum of the range of the higher classification or shall receive a 5% increase, whichever is greater, for the time actually worked in the higher class. In no case, however, can the adjusted salary level exceed the maximum rate of the salary range of the higher position. An employee may be temporarily assigned to the work of any position of the same or lower classification without any change in pay. No on-the-job training without out-of-classification pay shall exceed twenty (20) work days.

11.5 Meal Allowance

- a. The Employer will provide a meal or meal allowance in the sum of fifteen dollars (\$15.00) when an employee is required to work unscheduled overtime, thereby missing a normal meal. Unscheduled overtime shall be defined as notification of less than 12 hours prior to the reporting time for the overtime work. Normal meal times shall be considered as two (2) hours before the scheduled starting time, four (4) hours after the scheduled starting time, and two (2) hours after the scheduled quitting time. Meal allowances shall be paid no later than the end of the first pay period after the pay period in which the meal allowance was earned.
- b. A meal or meal allowance will be provided under the following conditions:
 1. When an employee is called out on unscheduled overtime and required to report to work two (2) hours or more before his/her scheduled starting time for that day and continues work into his/her regular schedule, he/she will qualify for a meal or meal allowance four (4) hours from the time he/she commenced work and additional meals or meal allowance at five (5) hour intervals.
 2. When an employee is required to work beyond his/her scheduled quitting time for two (2) hours or more on unscheduled overtime, he/she shall be entitled to a meal

or meal allowance two (2) hours after his/her quitting time and at five (5) hour intervals thereafter if he/she continues to work.

3. If an employee is called out to work unscheduled overtime for a period of more than four (4) consecutive hours and he/she is released prior to the starting time of his/her next regular workday, he/she will qualify for a meal allowance four (4) hours from the time he/she commenced work and at five (5) hour intervals thereafter, if he/she continues to work.
 - c. When an employee is required to work unscheduled overtime on his/her day off, and at least twelve (12) hours previous notice has been given, the hours worked shall be considered as scheduled overtime. On scheduled overtime, an employee shall provide for his/her mid-day or mid-shift meal.
 - d. JEA shall permit employees on emergency overtime and shift employees whose duties require them to eat while performing their work, to eat earned meals while on the clock. The time taken for such meals generally shall not exceed thirty (30) minutes. However, the time taken may extend beyond thirty (30) minutes, subject to a supervisor's prior approval.
 - e. Every reasonable effort will be made to observe the employee's normal meal time.
- 11.6 In addition to their regular wages customer service employees will receive a five percent (5%) wage supplement for all time spent in a position where they are required to have their own cash drawer. Therefore, at all times this supplement shall be paid, regardless of the day or time which it is worked.
- 11.7 Bilingual Supplement
- a. A supplement of forty-six dollars and fifteen cents (\$46.15) per pay period shall be paid to each eligible employee who:
 1. Meets the criteria for bilingual skills as determined and verified by JEA Talent Acquisition
 2. Acts in the capacity of a Customer Care Consultant Trainee, Customer Care Consultant or Customer Care Specialist
 3. Required by JEA to use non-English language skills to interact with customers as part of their assigned duties.

ARTICLE 12: EMPLOYEE BENEFITS

- 12.1 The Employer agrees to provide comprehensive medical coverage for each employee at no expense to the employee. In addition, the Employer will pay at least fifty percent (50%) of the actual cost of comprehensive medical coverage of eligible dependents. The employee will pay the remaining fifty percent (50%) or less of the actual cost.
- 12.2 The Employer shall, at no expense to the employee, secure and provide group term life insurance coverage in the amount of one times annual salary, with a double indemnity clause for accidental death and dismemberment for employees covered by this Agreement. It shall further allow the employee, at his/her option to purchase group term life insurance, at the expense of the employee, under the same policy, for one, two, or three times annual salary, with a double indemnity clause for accidental death and dismemberment.
- Employees who have retired from classifications in this bargaining unit and who are already covered by the group term life insurance policy may purchase life insurance coverage at the retiree's expense. Employees under age 70, who retire after the effective date of this Agreement, may purchase additional coverage.
- 12.3 The employer will provide an optional group Dental Health Insurance Program at the employee's expense, through payroll deduction.
- 12.4 The Employer agrees to provide a payroll deduction process that is to be available to the employees in the bargaining unit for various benefit plans or programs. These plans or programs shall be administered by an "Agent of Record" designated by the Union. The Employer may assess an administrative charge not to exceed six cents per deduction per payroll. The Union agrees to indemnify and hold the Employer harmless against any claims made, and against any lawsuits brought, against the Employer as a result of this payroll deduction process.
- 12.5 An employee will be reimbursed at the rate stipulated in the Internal Revenue Service Regulations when requested or required to use his/her privately owned vehicle on official business for all miles actually driven but for no more than the usual travel route between assigned destinations. However, no reimbursement will be paid for mileage to a work location when an employee is notified before reporting to his/her usual work location to report to a different work location.
- 12.6 Personal Property Damage
- a. The Employer will repair or replace personal property, including tool boxes, of employees covered by this Agreement that is damaged while on duty, subject to the limitations provided in Sections 12.6 (b) through 12.6

- b. The Employer will repair or replace a bargaining unit employee's personal property, if all of the following conditions have been met:
 - 1. The personal property was damaged as a result of the employee's performance of his/her duties;
 - 2. The damage was not the result of the employee's own negligence;
 - 3. The employee reports the damage to the appropriate manager within two (2) working days after the occurrence of the damage on a form provided for this purpose.
 - c. The Employer reserves the right to determine whether to repair or replace damaged property.
 - d. The Employer will not repair or replace rings or other jewelry.
 - e. In no event will the Employer pay more than two hundred fifty dollars (\$250.00) to repair or replace any damaged property.
 - f. When an employee is entitled to payment under this section, the Employer shall make every reasonable effort to reimburse the employee within thirty (30) days of the report of damage.
- 12.7 The Union recognizes that the Employer has developed a Section 125 I.R.C. Cafeteria Plan for the benefit of employees.
- 12.8 During any primary or general election, an employee whose hours of work do not allow sufficient time for voting shall be allowed necessary time off with pay for this purpose, provided the employee furnishes proof that he is a registered voter. Where the polls are open two (2) hours before or two (2) after the regular scheduled work period, or when early voting is available, it shall be considered sufficient time for voting.
- 12.9 Training and Career Ladders
- a. The Employer and the Union recognize the importance of training and continuing education programs in the development of career ladders and equitable employment opportunities and agree to a mutual commitment of training and education for employees in this bargaining unit.
 - b. All Training Bulletins and Calendars pertinent to this Article shall be available to the Union and Employees. The Employer shall place such bulletins and calendars on the JEA intranet.

- c. The Employer has established a Continuing Education Program to meet the following objectives:
 - 1. To enable eligible employees to participate in educational self-development programs
 - 2. To encourage employees to acquire knowledge and skills essential to personal/ professional growth
 - 3. To provide a coordinated program; and
 - 4. To encourage employees to increase their value to the organization through education and training
- d. JEA Education Reimbursement Program
 - 1. Eligible Employees
 - a. Civil Service employees who have been continuously employed by JEA since completing their initial probationary period.
 - b. This definition excludes temporary employees, contract employees and employees in their initial probationary period and employees in provisional status for their initial employment.
 - 2. Courses Eligible for Reimbursement
 - a. The course must be of value to the Employer and not solely benefit the employee. The requested course or degree contribute to increasing the skills and talents of each Employee in his/her current position or elsewhere in the company or
 - b. The requested course is required to maintain a certification.
 - c. Time spent in attending classes or on home study work shall be during the employee's off-duty hours, and the Employee will not be paid for this time, and
 - d. Employees are not permitted to use any JEA personnel, equipment or supplies for course work.

3. Costs and Reimbursements

- a. Tuition reimbursement will be made for class work at a school, or home study work programs pre-approved by the Employer.
- b. Reimbursement will be made at the least costly rate if Employees take classes from a more expensive source.
- c. Accelerated degree programs yield benefits sooner to JEA and are therefore reimbursable at the least costly rate for identical accelerated courses of study.
- d. JEA will pay for registration fees, tuition, laboratory fees, and books required (need to furnish proof) for the course taken. Parking fees and late fees are not reimbursable.
- e. JEA will reimburse Employees who earn a "C" grade or better in undergraduate classes, and a "B" or better in graduate classes.
- f. When letter grades are not given attendance records or other verification (e.g., a letter attesting to the satisfactory completion of course hours for which the Employee requests reimbursement) shall satisfy the grade requirement.
- g. Employees who leave the JEA two years (24 months) or less after receiving tuition reimbursement are required to repay all reimbursement (books and tuition) received during that period.
- h. Final determination of the amount of reimbursement to be granted will be made by the Employer.

12.10 Retirement Benefits

- a. For purpose of aiding understanding of the provisions that follows, pursuant to 2016-2019 contract negotiations the parties negotiated retirement benefit changes in the context of propose reforms to the City of Jacksonville GEPP (General Employees' Pension Plan).
- b. AFSCME agrees to the proposed closure (to new employees) of the GEPP, with new hires after the effective date being enrolled in a "DC Plan" (defined contribution plan).
- c. Participants in that DC Plan will make an eight percent (8%) contribution; JEA will make a twelve percent (12%) contribution.

- d. In the event any other bargaining unit participating in the DC plan (e.g. LIUNA 630, CWA, the Jacksonville Supervisors Association, JSA, IBEW 2358, or AFSCME 429) receives any greater benefits that JEA provides to AFSCME Council 79 (i.e. through contract negotiations, settlement, impasse proceedings, or litigation), then AFSCME shall receive the difference between its DC Plan benefit and that received by the other participating bargaining unit(s).
- e. No benefits under the “DC Plan” shall decrease for all active, full time, enrolled unit employees.
- f. JEA agrees to contribute to the employee’s pension program to the extent required by applicable laws pertaining to the employee’s contributory pension program.
- g. No benefits under the General Employee Pension Plan (“GEPP”), the City’s Defined Benefit retirement plan, shall decrease for all active, full time, enrolled unit employees, including but not limited to the DROP program, disability benefits, COLA increases, survivor benefits, and any other benefits as they exist as of the date of AFSCME’s ratification of this CBA.
- h. In the event any other bargaining unit participating in the General Employee Pension Plan (e.g. LIUNA 630, CWA, the Jacksonville Supervisors Association, JSA, IBEW 2358 or AFSCME 429) receives any greater pension benefits than JEA presently provides to the AFSCME (i.e., AFSCME shall receive the difference between its pension benefit and that received by the other participating bargaining unit(s)).

ARTICLE 13: INJURY-IN-LINE-OF-DUTY

- 13.1 a. Any permanent employee covered by this Agreement who sustains a temporary disability as a result of accidental injury arising out of the course and scope of employment with the Employer shall, in addition to compensation payable pursuant to the Workers Compensation Law of the State of Florida, be entitled to a supplemental benefit under the conditions set out in Section 13.2.
- b. The amount of the supplemental benefit payable under this article shall be calculated as follows: the Employer will calculate seventy-five percent of the employee's net take home pay after taxes and social security deductions based upon the employee's regular straight time wages. This amount shall be reduced by the amount of Workers' Compensation indemnity payable to the employee. The remainder is the amount of the supplemental benefit payable to the employee.
- 13.2 The supplemental benefit provided for in Section 13.1(b) is payable under the following circumstances:
- a. During the first twenty (20) working days of such disability, the employee shall receive the supplemental benefit after the employee begins receiving Workers' Compensation indemnity payments.
- b. Thereafter, the Employer at its sole discretion, (which discretion shall not be subject to arbitration), grant addition supplemental benefit, but shall not exceed one (1) year.
- c. If the employee brings litigation or administrative action under the Worker's Compensation Law while receiving Workers' Compensation supplemented by the benefits herein provided, entitlement to the supplemental benefits shall immediately terminate.
- 13.3 If an employee, due to an on-the-job injury, is temporarily partially disabled from performing the duties of his classification, he may be temporarily reassigned without reduction in pay for a period not to exceed 90 calendar days, to other duties commensurate with medical and mental fitness, availability of suitable work, and his qualifications for the position. The Employer will make a reasonable effort to temporarily reassign the employee, in accordance with the provisions of this section, provided that failure to do so shall not be the basis for grievance or arbitration.
- 13.4 a. When an employee who has been on leave of absence or light duty due to a disabling on-the-job injury is released by the employee's

treating physician(s) to return to work, the employee shall be returned to the same job if:

1. The employee is capable of doing the job satisfactorily
 2. The employee would have retained the job had the employee not been injured, and
 3. Such work still exists
- b. When an employee who has been on a leave of absence or light duty due to a disabling on-the-job injury is released by the employee's treating physician(s) to return to work, but the employee is not physically or mentally capable of performing his former job, the Employer shall place the employee in a comparable job for which the employee is qualified, provided there is an opening. If there is no opening, the employee shall be offered the best available job for which he is qualified; if necessary, appointing the employee to a lower classification. The employee shall be considered for any job openings for which the employee is qualified that occur within one (1) year after the employee has been reclassified to the lower classification. Refusal on the part of the employee to accept a job for which he is qualified and able to perform may be considered a resignation.
- 13.5 a. When an employee is off the payroll (not receiving JEA compensation) due to an on-the job injury, JEA will continue to pay life insurance and medical insurance premiums normally paid by JEA, which includes JEA's portion of the dependent medical insurance premiums. The employee is responsible for the optional life insurance premiums and his/her portion of the dependent medical insurance premium. The employee may elect to contribute to the pension fund amount equal to the employee's pension contribution prior to the on-the-job injury.
- b. If an employee who is temporarily totally disabled due to an on-the-job injury receives partial wage payments from JEA, JEA will continue to pay the premium noted in subsection (a) above. The optional life insurance premium and the employee's portion of the dependent medical insurance premium and pension contribution will be deducted from his/her partial wage payments.
- 13.6 Any provisional or probationary employee who is temporarily, totally disabled as a result of an injury received in the course of employment with JEA shall receive the benefits to which he/she is entitled under the Workers' Compensation Laws of the State of Florida and such benefits above legal requirements as JEA may deem reasonable.

ARTICLE 14: LEAVE USAGE

14.1 Leave Usage (Generic)

- a. Employees, when eligible and authorized, may use their annual, or personal leave upon written application to their immediate manager or designee. Approval may be based upon the nature of the request if needed. Extensions may be granted at the option of the manager or designee. The approval of leave and extensions shall not be unreasonably denied.
- b. Annual, or personal leave will be charged against an employee's regular workday, and shall not be charged for absences on a prearranged overtime workday, unscheduled call-in overtime days, or holidays.
- c. Unscheduled leave
 - 1. Annual or personal leave may be taken for emergency, illness, or injury of the employee or employee's immediate family.
 - a. Employees are required to notify the appropriate designated individual of the employee's intent to use annual or personal leave for emergency, illness, or injury in the following manner:
 - (1) Non-shift employees must provide notification to the appropriate designated individual as early as possible as and no later than one-half hour before the start of the employee's normal workday. An employee who has a starting time earlier than the designated individual he/she is to notify, shall notify that individual as soon as possible after the normal starting time for that designated individual.
 - (2)
 - a. Shift employees must provide notification to the appropriate designated individual no later than one (1) hour prior to the starting time of the employee's shift.
 - b. Shift employees shall notify the appropriate manager at least four (4) hours in advance of the employee's intent to return to work following an emergency, illness, or injury. However, employees on the day shift need only provide one (1) hour advance notice before returning to work.

- b. Employees who fail to notify the appropriate designated individual as required by Article 14.1(c) (1) (A) may not be allowed to charge their absence to annual or personal leave unless waived by the manager or designee.
 - c. Absences for illness under annual or personal leave conditions may be subject to investigation. (This section is not intended to require an employee to provide a physician's certified statement of illness after each absence. It is intended to correct suspected abuse of annual or personal leave for illness.) An employee will be counseled whenever a pattern clearly develops where an employee is abusing leave.
 - d. Employees failing to comply with the provisions of Section 14.1 will be subject to disciplinary action. Authorized use of leave shall not be grounds for disciplinary action.
- d. Scheduled leave
 - 1. In order to insure the health and welfare of the employee, JEA encourages employees to take a minimum of ten (10) days annual leave per contract year. Employees are encouraged to retain eighty (80) hours in their leave account in case of serious personal illness.
 - 2.
 - a. Accrued annual or personal leave may be taken at any time when authorized.
 - b. Scheduling for the primary vacation period will be accomplished on a seniority basis, with full-time Civil Service employees taking precedence, in a classification within a cost center or group of cost centers for the first request only provided that the request is submitted between January 2 and January 31 and is subject to JEA's exclusive authority to determine the number of employees in any given classification, shift, crew, section, or office who may be on leave at the same time. Where possible, employees shall have access to the days to choose from when selecting days for leave. Denial of requested leave must be substantiated on the basis that granting of such leave would unduly increase the cost of operations and/or would otherwise be detrimental to the efficient operations of the system. Once the primary vacation periods have been scheduled, additional leave authorizations may be made as

in 14.1(d) (2) (c) below. The primary leave schedule will be posted by February 15, for the period of April 1 through March 31.

- c. In scheduling annual or personal leave, full-time Civil Service employees with seniority in a classification, a shift, a crew, a section, or an office shall be given first preference; provided, however, that such preference shall be subject to JEA's exclusive authority to determine the number of employees in any given classification, shift, crew, section, or office who may be on leave at the same time. Secondary vacation (leave) request(s) may be submitted from February 15th through March 15th and will be posted by March 31st. Employees will be allowed to submit as many as 25 days as long as the employee has or will have accrued leave available. An employee will not be allowed to cancel leave without the approval of the designated individual. Any additional request(s) after March 31 will be scheduled on a first come-first served basis. Denial of requested leave must be substantiated on the basis that granting of such leave would unduly increase the cost of operations and/or work otherwise be detrimental to the efficient operations of the system.

- (1) All employees will be given the opportunity to change their vacations during the primary vacation and secondary vacation periods, as outlined in the AFSCME contract. However, once the employee has made their original selection and later wants to make a modification/change to their vacation date(s), this employee will be placed next in line and allowed to pick from the available dates remaining at the time.

- (2) When an employee is out during the vacation pick period, they will be allowed to select from the periods that were available at the time their seniority allowed. The selection process will continue as scheduled. JEA will consider exceptions to the number of employees allowed off in this situation, if necessary.

- 3. JEA employees may split their annual or personal leave in any manner desired and approved by their manager or his/her designee. The splitting of leave must be consistent with the operational requirements of the system.

4. Requests for leave of less than five (5) consecutive days must be submitted at least twenty-four (24) hours in advance unless the leave is for illness or emergency
- e.
 1. The minimum amount of annual or personal leave to be taken and charged shall be in one-half (1/2) hour increments.
 2. Employees shall be charged for their normal hours worked, respectively, for a day off.
- f. If a legal holiday falls within a scheduled annual or personal, leave period, annual or personal leave shall not be charged for that day. When a scheduled overtime day, for rotating shift workers falls within a scheduled annual or personal leave period, annual or personal leave shall not be charged nor overtime paid for that day.
- g. Once leave has been approved, the employee shall take the leave unless that employee's request to cancel is approved by the appropriate designated individual.
- h. Notwithstanding any other provision of this Agreement, JEA shall have the unilateral right to alter annual or personal leave schedules for proper cause or emergencies that might occur. In such cases, the employee will be reimbursed for any costs forfeited due to cancellation of reservations, excess travel, etc., provided action is taken by the employee to minimize the forfeited cost, and provided further that satisfactory documentation of the employee's payment of forfeited costs is furnished to JEA.
- i. Upon written request, and with at least thirty (30) days advance notice, an employee taking at least two (2) weeks or more of authorized paid annual personal leave may have the amount of compensation due for the requested annual leave period advanced to him/her on the last regular payday prior to the beginning of the paid annual leave.
- j.
 1. An eligible employee who is out of work because of an on-the-job injury may use annual leave, personal leave and/or compensatory time to remain on the payroll, under the conditions established in this section.
 2. In order to be eligible to use accrued leave for this purpose the employee must meet all of the following eligibility requirements:

- a. The employee is away from work due to an on-the-job injury;
 - b. The employee is either receiving workers' compensation payments or has exhausted the allowable period of workers' compensation;
 - c. The employee provides the employer with a written request to use his/her accrued leave to remain on the payroll.
- 3. When employees are eligible to use accrued leave for this purpose, the amount of annual leave or personal leave or compensatory time so charged shall be the minimum amount in one-half of an hour increments to equal the difference between the employee's regular pay and the amount that the employee is receiving from workers' compensation and workers' compensation supplement.
 - 4. If the employee receives only partial salary or wage payment, the normal required employee pension contribution shall be deducted from the employee's partial salary or wage payment and the employee shall continue to receive full retirement credit for the period during which workers' compensation payments are received.

14.2 Annual and Retirement Leave Usage

- a. If an employee has exhausted all of the accrued, unused annual leave, and then said employee suffers an illness which requires time off, then said employee shall be allowed to use the credited retirement leave for the purpose of illness only.
- b. If an employee, due to an extended, continuous illness, requires eighty (80) hours or more for such illness, then such leave, may at the employee's option be deducted from the retirement leave account of such employee.

14.3 Leave Donation and Forfeiture

- a. Employees may forfeit annual leave, personal leave, and retirement leave (but not compensatory leave) to regular, full-time JEA employees who are critically ill, critically injured, or require an extended leave of absence for medical reasons. Employees may donate annual, personal, and retirement leave but not compensatory leave, to the United Way.

- b. Forfeitures to critically ill or critically injured employees or employees who require an extended leave of absence for medical reasons shall be subject to the following requirements:
1. The critically ill or critically injured employee and employees who require an extended medical leave of absence must submit a statement of need to the Director of Employee Services or his/her designee. The employee who requires an extended medical leave of absence must include a physician's statement documenting the need for an extended medical leave of absence. The Director of Employee Services or his/her designee shall determine the employee's eligibility to receive leave donations in accordance with the provisions of this Section 14.03.
 2. Forfeitures may not be made in respect of an ordinary illness, but rather may be made only in respect of a serious or major illness, hospitalization of five (5) days or more, or a medical leave of absence of ten (10) days or more.
 3. The employee forfeiting the leave must complete the appropriate form and submit it to the Employee Services.
 4. The employee receiving the forfeited leave must have exhausted all other available leave, and may receive only enough donated leave to cover the period of the absence. Upon returning to work, the employee receiving the forfeited leave may have a positive leave balance of up to twenty four (24) hours as a result of any donation(s).
- c. Donations or forfeitures of leave under this Section 14.3 shall be accounted for according to the dollar value of the leave, to be determined by multiplying the number of hours donated or forfeited by the hourly rate of the employee donating or forfeiting the leave.

ARTICLE 15: ANNUAL LEAVE (PLAN E)

15.1 This article shall apply to all permanent, probationary, and provisional employees of the following categories:

- Employees hired on or after October 1, 1968, and before October 1, 1987;
- Employees hired prior to October 1, 1968, but chose not to remain subject to former sick leave and terminal leave policies in April, 1969;
- Employees hired prior to October 1, 1968, who chose on or before December 15, 1979, to become subject to this provision.

15.2 Employees shall accrue annual leave with pay according to the following schedule on a bi-weekly basis:

- | a. | YEARS OF SERVICE | HOURS PER YEAR |
|----|---|----------------|
| | Upon completion of 0 months thru 4 years | 160 |
| | Upon completion of 4 years thru 9 years | 184 |
| | Upon completion of 9 years thru 14 years | 208 |
| | Upon completion of 14 years thru 19 years | 232 |
| | Upon completion of 19 years thru 24 years | 256 |
| | Upon completion of 24 years or more | 280 |
- b. Annual leave will accrue bi-weekly to the credit of the employee, at the rate stated above and shall be credited on the last day of the pay period. In order to receive full credit, the employee must work a full schedule or be on approved leave with pay. The accrual will be reduced pro rata for hours on leave without pay.
- c. The rate of accrual shall change to the higher rate on the anniversary day or adjusted date of employment.
- d. Annual leave shall be earned during the first year of employment.

- 15.3 Annual leave shall accrue to a maximum of 960 hours. The Employer will compensate the employee on an hour-for-hour basis for any accrued amount over nine hundred sixty (960) hours as of September 30th each year. These payments will be made on the second payday in November, at the September 30th rate of pay.
- a. Beginning with leave earned during the fiscal year, an employee who does not use all of their Annual Leave accrued in a fiscal year, may be paid the difference between the amount used and the amount accrued for that fiscal year on an hour-for-hour basis.
 - b. To receive such payment, the employee must make an irrevocable election in the fiscal year preceding the fiscal year in which the leave is accrued.
 - c. This payment is not available to an employee who would have less than eighty (80) hours of annual leave remaining after such payment. Such payments will be made no later than the first payday in December at the September 30th rate of pay.
- 15.4 For the purpose of this Article, retirement is defined pursuant to Ordinance provisions of the pension program of the City. Vesting is considered as retirement. Upon retirement, the employees' annual leave account and retirement leave account shall be used or paid on an hour-for-hour basis, up to maximum of nine-hundred sixty (960) hours in each account under the following provision:
- a. Retirement leave may be taken either immediately prior to desire eligible retirement date, which leave may be used for the fulfillment of time service requirements; or retirement leave may be taken following fulfillment of time service requirements.
 - b. Employee on retirement leave shall be maintained on the regular payroll, thereby continuing to avail the employee of payroll deductions, pension contributions and insurance deductions.
 - c. Upon placement on retirement leave, such status shall be considered irrevocable.
 - d. While on retirement leave, an employee shall not accrue annual leave, but shall be eligible for legal holidays; and any general salary increases, but not performance/step increases.
 - e. At the employee's option, retirement leave may either be taken, or paid for in one lump sum on an hour-for-hour basis.

- f. If an employee terminates prior to retirement as defined in the Annual Leave Ordinance, said employee shall be paid for any retirement leave credited, on the basis of one (1) hour's pay for every two (2) hours of said retirement leave credited.
- 15.5 Upon termination, which includes resignation and discharge not for cause, the employee shall be paid for all unused annual leave credits on an hour-for-hour basis. However, employees who are discharged for stealing, sabotage, or illegal possession or use of drugs, may forfeit pay for their unused accrued annual leave earned during the contract year.
- 15.6 When an employee is placed on retirement leave, the lump sum payment for the annual leave shall be paid at the beginning of the retirement leave.
- 15.7 Upon the death of an employee, the employee's next of kin or estate, as determined in accordance with law, shall be paid for all accrued personal and retirement leave on the basis of hour for hour in said accounts.

ARTICLE 16: ANNUAL LEAVE (PLAN H)

- 16.1 This article shall apply to all permanent, probationary, and provisional employees hired on or after October 1, 1987

- 16.2 Employees shall accrue personal leave with pay for all straight time hours worked according to the following schedule on a bi-weekly basis:

a.	YEARS OF SERVICE	HOURS PER YEAR
	Upon completion of 0 months thru 4 years	160
	Upon completion of 4 years thru 9 years	184
	Upon completion of 9 years thru 14 years	208
	Upon completion of 14 years thru 19 years	232
	Upon completion of 19 years thru 24 years	256
	Upon completion of 24 years or more	280

- b. Annual leave will accrue to the credit of the employee, at the rate stated above and shall be credited on the last day of the pay period. In order to receive full credit, the employee must work a full schedule or be on approved leave with pay. The accrual will be reduced pro rata for hours on leave without pay.

- c. The rate of accrual shall change to the higher rate on the anniversary day or adjusted date of employment.

- d. Annual leave shall be earned during the first year of employment.

- 16.3 Annual leave shall accrue to a maximum of 480 hours. The employer will compensate the employee on an hour-for-hour basis for any accrued amount over four hundred eighty (480) hours as of September 30th each year. These payments will be made on the second payday in November, at September 30th rate of pay.

- a. Beginning with leave earned during the fiscal year, an employee who does not use all of their annual leave accrued in a fiscal year, may be paid the difference between the amount used and the amount accrued for that fiscal year on an hour-for-hour basis.

- b. To receive such payment, the employee must make an irrevocable election in the fiscal year preceding the fiscal year in which the leave is accrued.
 - c. This payment is not available to an employee who would have less than eighty (80) hours of annual leave remaining after such payment. Such payments will be made no later than the first payday in December at the September 30th rate of pay.
 - d. Beginning with leave earned during the fiscal year, an employee who does not use all of their annual leave accrued in a fiscal year, may be paid the difference between the amount used and the amount accrued for that fiscal year on an hour-for-hour basis.
 - d. Upon termination of an employee for other than retirement, which includes resignation or discharge not for cause the employee shall be paid 100% of their unused annual leave accrued on an hour-for-hour basis.
 - f. Employees, who are discharged for stealing, sabotage, or illegal possession or use of drugs, shall forfeit their unused personal leave accrued during the contract year.
- 16.4 a. When an employee who has been on a leave of absence or light duty due to a disabling on-the-job injury is released by his/her treating physician(s) to return to work, the employee shall be returned to the same job if:
- 1. The employee is capable of satisfactorily performing the job
 - 2. The employee would have retained the job had he/she not been injured, and
 - 3. The job still exists
- b. When an employee who has been on a leave of absence or light duty due to a disabling on-the-job injury is released by his/her treating physician(s) to return to work, but the employee is not physically or mentally capable of performing his/her former job, JEA shall place the employee in a comparable job for which the employee is qualified provided there is an opening. If there is no opening, the employee shall be offered the best job for which he/she is qualified, if necessary reclassifying the employee to a lower classification. In that event, the employee shall be considered for any job openings for which the employee is

qualified that occur within one (1) year after the employee has been reclassified to the lower classification. Refusal on the part of the employee to accept a job for which he/she is qualified and able to perform may be considered a resignation.

ARTICLE 17: OTHER LEAVES

17.1 Jury Duty

Any employee in the bargaining unit who is required to perform jury service during his/her normal working hours in any court shall be paid his/her regular salary for the time spent in jury service. The employee summoned as a juror shall notify his/her manager of the need to take leave for jury service as soon as the employee receives a summons for jury service. Notification shall be by memorandum (in duplicate) with a copy of the summons attached. An employee who is released from jury service prior to four (4) hours from the scheduled end of his/her work day, shall be required to report to his/her work site within one and one-half (1-1/2) hours after release from jury service.

17.2 Witness Service

Any employee, who is called to testify while off duty in any court proceeding as a result of his or her normal JEA duties, shall be entitled to compensation for all hours on such special duty. The employee will be compensated for these special duty hours at the appropriate rate. The employee will be compensated for a minimum of four (4) hours.

17.3 Bereavement Leave

- a. Upon notification of the death of an immediate family member, an employee may be granted the day or remainder of the day, if at work, off without loss of pay and may be granted an additional three (3) work days within the next eight (8) working days off without loss of pay, as Bereavement Leave. Working days are defined as Monday through Friday.
- b. For the purpose of this Agreement immediate family is defined as spouse, children, stepchildren, parents, step-parents, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents, grandchildren, aunts, uncles, nieces, nephews, spouse's grandparents, individuals for which the employee is designated as acting *in loco parentis* (as interpreted under the FMLA), and relatives who permanently reside with the employee.
- c. If an employee requires additional time to attend matters related to the death of a family member of the employee's immediate family, the employer will permit the employee to use a reasonable period annual/personal leave time.
- d. Should an employee be on vacation at the time of death, the three (3) working days that normally would be granted as bereavement leave shall be charged as bereavement leave instead of annual/personal leave.

- e. Employees covered by this Agreement shall be granted up to four (4) hours leave, without loss of pay, to either attend or serve as an active pallbearer at the funeral of a co-worker from the same department (active or retired), unless the employee is required to work to maintain system integrity.

17.4 Military Leave

Leaves of absence and re-employment rights of employees inducted into the military service shall be as described under the Uniformed Services Employment and Re-Employment Rights Act (USERRA) of 1994 and Chapter 115, Florida Statutes.

a. Training

1. Employees who are members of the National Guard, or organized military reserves of the United States, who are ordered to attend an annual training period shall, upon presentation of their official orders or appropriate military certification, be granted not more than two hundred forty (240) hours with pay to attend such training period, in one (1) calendar year (January – December) in accordance with the official orders to active duty for training, including travel time authorized by such orders. The training leave shall not be deducted from annual/personal leave or in any other way that may result in privileges or compensation to said employee. Employees are responsible to notify their manager as soon as possible of the dates for the training period and provide a competent set of orders.
2. Employees who are members of the reserve components mentioned above and are required to attend regularly scheduled training assemblies throughout the year may, upon due notice request, apply for annual/personal leave to attend the military training assemblies when they are scheduled to be on duty. Employees who request time off for this purpose are responsible to advise their manager at the earliest possible time of the dates when they are scheduled for the training assemblies which conflict with their normal schedule.

b. Military Duty

An employee who volunteers or is inducted into the Armed Services shall be granted a leave of absence without pay beginning with the date of induction and ending upon return to duty with JEA or one (1) year after his/her date of separation from military service or hospitalization continuing after discharge, whichever occurs last. Leave of absence for military purposes shall be filed in the employee's personal file.

ARTICLE 18: HOLIDAYS

- 18.1 Employees in the bargaining unit shall be entitled to twelve (12) holidays with pay each year as follows:

Date	Event
January First (1st)	(New Year's Day)
Third Monday in January	(Martin Luther King's Birthday)
Third Monday in February	(Presidents Day)
Last Monday in May	(Memorial Day)
July Fourth (4th)	(Independence Day)
First Monday in September	(Labor Day)
November Eleventh (11th)	(Veterans Day)
Fourth Thursday in November	(Thanksgiving)
Friday After Thanksgiving	
December Twenty-Fourth (24th)	(Christmas Eve)
December Twenty-Fifth (25th)	(Christmas Day)
Special Leave Day*	

*The Special Leave Day shall be arranged so as to be mutually convenient to both the employee and the Employer.

- 18.2 For non-shift workers, when a holiday falls on Saturday, the Friday prior thereto shall be considered the holiday, and when a holiday falls on Sunday, the Monday following shall be considered a holiday. If either Christmas Eve or Christmas Day falls on a Saturday or Sunday, the provisions in the City of Jacksonville Ordinance Code shall apply. When a holiday falls on a normal day off, another work day within the same calendar week as the holiday shall be designated as the holiday. When the holiday falls on a normal day off that is midway between work days, the next scheduled work day will be the holiday.
- 18.3 Shift workers will observe all holidays on the dates they occur. Provided, however, that any shift employee who has been temporarily assigned to a non-shift schedule for a period of at least one (1) week will observe holidays in the manner provided for non-shift employees (as set forth in Article 18.2) for any holiday that occurs during the period of such assignment.
- 18.4 Employees shall be compensated for holidays at their respective rates of pay for the number of hours they would have ordinarily worked on the holiday. Should a holiday fall or be observed on a regular work day that is less than 8 hours, the holiday will be observed as an eight (8) hour straight time holiday.
- 18.5 When an employee is required to work on a day observed as his/her holiday, the employee shall be compensated normal work day hours straight time pay, dependent on work day assignment, as holiday pay. In addition, the employee shall receive one and

one half (1 ½) times his/her straight time hourly rate for all hours worked up normal work day assignment and two and one-half (2 ½) times his straight time hourly rate for all hours worked on the holiday over normal work day assignment.

- 18.6 The Special Leave Day may be taken on any date during the budget year by mutual agreement of the employee and the manager. The Special Leave Day shall not apply until the employee has completed probation or after they have completed six month of employment whichever occurs first. Approval of the Special Leave Day shall not be unreasonably withheld. Failure of the employee to take the Special Leave Day during the fiscal year shall result in the payment of eight (8) hours regular pay at the end of the fiscal year.

ARTICLE 19: JOB POSTING/INTERNAL RECRUITING

- 19.1 Whenever a civil service job opening occurs that the Employer intends to fill by examination, the Employer shall publish notice of the examination schedule on all appropriate bulletin boards in accordance with Civil Service and Personnel Rules & Regulations.
- 19.2 Employees, who wish to apply for the examination, including eligible employees covered by Schedule B of this Agreement, must do so in writing within the period provided above.
- 19.3 The Employer may assign or reassign employees to temporarily fill job openings. These temporary assignments shall be considered as training assignments by which an employee may obtain experience that will enable him/her to qualify for future promotion.
- 19.4 Internal Recruitment

Employees in Bargaining Unit 79 shall be eligible for internal recruitment if they have worked a minimum of 1040 hours in the 12-month period immediately preceding the examination date.

ARTICLE 20: SAFETY AND HEALTH

- 20.1 The Employer agrees that it will conform to and comply with safety, health, sanitation, and working conditions properly required by federal, state and local law. The Employer and the Union will cooperate in the continuing objective of eliminating safety and health hazards due to unsafe working conditions and inadequate restroom facilities where they are shown to exist.
- 20.2 The Employer will provide protective devices, wearing apparel, and other equipment necessary to protect employees from injury, in accordance with established safety practices. Such practices may be improved from time to time by the Employer's in-house safety representatives. The Union may submit safety recommendations from time to time. When protective devices, apparel, and equipment are provided, they must be used. The Union agrees that willful neglect and failure by the employee to obey safety regulations and to use safety devices shall be just cause for disciplinary action.
- 20.3 Safety Shoes
- a. Employees who are newly hired or who transfer for the first time into a job whose duties require safety shoes will be provided two pair of safety shoes in their first year in the applicable job.
 - b. The Employer will provide one replacement pair of safety shoes to each employee whose job duties require their use and who return the pair needing replacing (as determined by management).
 - c. Those employees will be required to wear safety shoes when assigned duties requiring their use.
- 20.4 Fitness for Duty Evaluation
- JEA, for proper cause, has the right to require any employee to undergo a medical and/or psychiatric examination by a JEA assigned physician at any time to ascertain whether or not an employee is physically and/or mentally capable of performing the duties required of his/her classification. This examination will be conducted on JEA time and at JEA expense. If the employee does not agree with the results of the medical and/or psychiatric examination, the employee has the right to request a second opinion. If any employee requests a second opinion, the JEA shall provide the employee with a list of three physicians who may be consulted for a second opinion, and the employee shall select a physician from that list. The cost of obtaining the second opinion will be paid by the employee.

ARTICLE 21: COMPREHENSIVE DRUG/ALCOHOL ABUSE POLICY AND PROCEDURES

PRELUDE

JEA and the Union agree that education and communication about the Employee Assistance Program (EAP) is a very important tool toward having a drug free work force. JEA will see that information about the EAP is available for employees and their families. It should be every employee's goal to help those co-workers, whom they know have some type of problem with substance abuse, to seek help through the EAP.

21.1 Definitions

- a. "Drug abuse" means:
 - 1. The use of any controlled substance as defined in Section 893.03, Florida Statutes, as amended not pursuant to a lawful prescription. A "lawful prescription" is defined as a prescription issued in the name of the employee by a licensed health care practitioner in full compliance with the practitioner's practice act.
 - 2. The commission of any act prohibited by Chapter 893, Florida Statutes
 - 3. Abusing a lawful prescription
 - 4. Substituting or adulterating any specimen during a drug test
 - 5. Refusing to submit to a drug test
 - 6. Drug test with positive results
- b. "Illegal drug" means any controlled substance as defined in Section 893.03, Florida Statutes, not possessed or taken in accordance with a lawful prescription.
- c. "Department of Health and Human Services (HHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs" (the HHS Guidelines) means those guidelines as printed in the June 9, 1994, Federal Register (59 FR 29908), and as amended from time to time.
- d. "Reasonable belief" means an opinion which a reasonably prudent person would form based on observation and information from reliable and credible sources. Observation includes, but is not limited to, sensory facts (what a person saw, heard, smelled, tasted, or touched). Objective factors that should be taken into consideration in determining reasonable belief are:

1. The nature of the information
2. The reliability of the person or source providing the information
3. The extent of any confirmation; and
4. Any other factors contributing to the belief or the lack thereof

Not all of these factors must exist to find reasonable belief, but all must be examined.

- e. "Alcohol" means ethyl alcohol (ethanol). References to use of alcohol include use of a beverage, mixture, or preparation containing ethyl alcohol.
- f. "Alcohol Abuse" means:
 1. Using or being under the influence of alcohol or alcoholic beverages on the job
 2. Substituting or adulterating any specimen during an alcohol test
 3. Refusing to submit to an alcohol test
 4. Alcohol test with positive results

21.2 Circumstances When Testing May Be Required

JEA may require an employee to submit to drug and/or alcohol testing under any of the following circumstances:

- a. Whenever two (2) managerial/supervisory employees concur that there is a reasonable belief that an employee is using, under the influence of, or in possession of illegal drugs and/or alcohol while on duty, or that the employee is abusing illegal drugs and/or alcohol and the abuse either adversely affects his job performance or represents a threat to the safety of the employee, his co-workers, or the public and the reasons for such concurrence have been stated to a Union representative.
 1. Whenever an employee is involved in an accident involving personal injury or property damage which could result in liability to JEA, loss or

damage to JEA property, or involving a personal injury that requires treatment beyond first aid (i.e. OSHA Recordable) , urine specimens will be collected from all employees directly involved in the accident and stored for future testing. For purposes of this provision, an employee is considered directly involved in the accident if the employee was in a position or situation where his/her action or inaction could cause, contribute to, contribute after (sequelae) or impact on the accident which includes any injuries (regardless of whether the employee was at the location of the accident). If the accident/damage investigation reveals that employee negligence was a cause, the negligent employee's(s') specimen(s) will be tested. All samples not tested will be destroyed within ten (10) calendar days of the accident/damage investigation team report or within twenty (20) calendar days of the accident if no investigation is held. The accident/damage investigation team shall include a Union executive board member or designee.

2. The employee will also be subject to an alcohol breathalyzer test.
- b. Whenever an employee in a safety sensitive classification (including CDL) is involved in a vehicular accident that results in a fatality; or the employee receives a citation moving traffic violation and the accident involved bodily injury requiring medical treatment away from the scene; or one or more vehicles are damaged and disabled requiring towing away from the scene, the employee will be tested for drugs and alcohol.
- c. Any time within one (1) year after an employee has voluntarily admitted a substance problem during the amnesty period or tested positive for the presence of illegal drugs taken from a lawful prescription issued to the employee's spouse or family member permanently residing with the employee and/or alcohol or one (1) year after completing initial rehabilitation, whichever is later. (The rehabilitation counselor shall direct a letter to both JEA and to the employee establishing the date on which rehabilitation was completed.)
- d. As required by the Federal Highway Administration (FHWA) Controlled Substances & Alcohol Use & Testing Program, 49 CFR 382, et seq. (This federal regulation, also known as "CDL Testing", requires testing for alcohol as well as for controlled substances.)
- e. Upon completion of the JEA State Certified Apprenticeship Program, prior to promotion to a State Certified journeyman classification.
- f. As part of a random drug and alcohol testing program applicable to employees in safety sensitive positions. Management's designation of a position as "safety

sensitive” shall be subject to appeal to the Vice President Employee Services or designee, whose decision may be subject to arbitration. An employee who disputes the safety sensitive designation of his position shall be required to submit a sample in accordance with testing procedures but the results of the test shall be sealed until the dispute has been resolved.

- g. In determining a position to be “safety sensitive”, consideration will be given to “safety sensitive”, as defined in Section 112.0455(5) (m) and 440.102(1) (o), Florida Statutes.

21.3 Testing Procedures

- a. **Drug**
Whenever an employee is required to provide a urine specimen for these testing procedures, the specimen will be divided into two samples at the time of collection in order to facilitate the testing procedures described in this section. The collection facility and the Substance Abuse and Mental Health Services Administration (SAMHSA) certified tester shall follow specimen collection and testing procedures consistent with the HHS Guidelines, except as specifically amended herein.

The threshold level or cut-off limit and substances shall be as set forth below or as established by HHS and/or SAMHSA. The following levels have been established as of the effective date of this Agreement. However, the levels established by HHS and/or SAMHSA which are in effect as of the date of any given test shall govern.

* <u>SCREENING THRESHOLDS</u>			
<u>URINE</u>			
* <u>INITIAL TEST</u> <u>ANALYTE</u>	<u>INITIAL TEST CUTOFF</u> <u>CONCENTRATION</u> <u>(NG/ML)</u>	<u>CONFIRMATORY TEST</u> <u>ANALYTE</u>	<u>CONFIRMATORY TEST</u> <u>CUTOFF CONCENTRATION</u> <u>(NG/ML)</u>
<u>MARIJUANA</u> <u>METABOLITES</u>	<u>50</u>	<u>THCA</u>	<u>15</u>
<u>COCAINE</u> <u>METABOLITES</u>	<u>150</u>	<u>BENZOYLECGONINE</u>	<u>100</u>
<u>OPIATE METABOLITES</u> <u>CODEINE/MORPHINE</u>	<u>2000*</u>	<u>CODEINE</u> <u>MORPHINE</u>	<u>2000</u> <u>2000</u>
<u>6-ACETYLMORPHINE</u>	<u>10</u>	<u>6-ACETYLMORPHINE</u>	<u>10</u>
<u>PHENCYCLIDINE</u>	<u>25</u>	<u>PHENCYCLIDINE</u>	<u>25</u>
<u>AMPHETAMINES</u>	<u>500</u>	<u>AMPHETAMINE</u> <u>METHAMPHETAMINE</u>	<u>250</u> <u>250</u>
<u>MDMA</u>	<u>500</u>	<u>MDMA</u> <u>MDA</u> <u>MDEA</u>	<u>250</u> <u>250</u> <u>250</u>

* *The confirmation test will also include a test for 6-monacety/morphine (MAM)*

The SAMHSA certified tester shall utilize the following procedures to the extent that they are not inconsistent with the HHS Guidelines:

1. The SAMHSA certified tester shall submit the first of the samples to an immunochemical assay or radioimmunoassay test. If the results of this test are negative, no further testing will be required and all collected specimens will be disposed.
2. If the results of the initial test provided for in Section 21.3 (a) (1) are positive, the SAMHSA certified tester will submit the same sample for further testing using the gas chromatography/mass spectrometry (GC/MS) method to verify the initial test results. JEA will not be notified about the initial positive result until it has been confirmed as provided for in this section.
3. If the specimen provided is unsuitable for testing due to no fault of the employee being tested, or if the chain of custody is violated, the employee will be advised of those circumstances and will be requested to provide another specimen for testing. In the case of the annual test provided for in Section 21.2 (d), no advance notice of the test will be

provided. Provided the employee was not at fault, an additional specimen will be requested not more than one (1) additional time because of chain of custody violations.

Should the employee provide specimen which is unsuitable for testing a third consecutive time, the employee will be subject to providing a blood sample.

4. Specimens that are adulterated or substituted will be reported as a "refusal to test," and the employee will not be offered the opportunity for a test of the second sample as provided for in (4) below. If the results of the confirmation test provided for in Section 21.3 (a) (2) are positive, as confirmed by a qualified (HHS Guidelines) medical review officer (MRO), the HHS Guidelines shall be followed for confirmation and notification of the employee and JEA. At that time, the employee may elect to have the second sample subjected to further testing by a SAMHSA certified tester at the employee's expense. If the second sample tests negative, JEA will reimburse the employee for the cost of the test. If the tests on the second sample are positive, or if the employee does not request testing of the second sample, JEA may take appropriate action in accordance with this article.

b. Alcohol

In testing for the present of alcohol, the JEA shall utilize a generally accepted blood test procedure or breathalyzer that provides quantitative results showing the amount of alcohol present in the blood.

The threshold level or cut-off limit shall be as set forth below or as established by HHS and/or SAMHSA and/or by Florida Statute. The following levels have been established as of the effective date of this Agreement. However, the levels established by HHS and/or SAMHSA and/or by Florida Statute which are in effect as of the date of any given test shall govern.

Breath or Blood Alcohol Threshold Levels

HHS and/or SAMHSA

0.020 to 0.039

0.040 to 0.079

0.08 and above

Florida Statute

>0.05 to 0.079

0.08 and above

c. Random Testing Protocol

1. Management will administer random drug tests up to 50% of all employees who are designated as safety sensitive or CDL each year. (The "50%" can be rounded up to include the nearest "whole" person.)
 2. Management will administer random alcohol tests up to 10% of all employees who are designated as safety sensitive or CDL each year. (The "10%" can be rounded up to include the nearest "whole" person.)
 3. The drug and alcohol threshold levels and procedures applicable to CDL random testing shall apply to safety sensitive random testing.
 4. Employees who are subject to CDL random testing shall not be subject to safety sensitive random testing.
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21.4 Disciplinary Action

a. Drug Abuse shall subject the employee to the following discipline:

1. Any employee who uses a controlled substance pursuant to a prescription lawfully issued to a member of the employee's family or household, or to a person residing with the employee shall be given a single last chance notice – provided the prescription was taken for the employee's bona fide medical condition. Subsequent violations of the policy shall result in immediate termination.
2. Drug abuse, other than described in (1) shall result in immediate termination.

b. Alcohol Abuse shall subject the employee to the following discipline:

1. If an employee tests positive for a breath or blood alcohol level equal to or greater than 0.04 but less than or equal to 0.05, the employee will be given a letter of "Required Action and Consequences of Noncompliance" considered discipline. A second positive test in level described above will result in a Last Chance Notice and a third positive will result in termination.
2. If an employee tests positive for a breath or blood alcohol level in excess of 0.05, but less than 0.08, and there is no other competent evidence of

impairment, the employee will be given a Last Change Notice. Any subsequent positive test producing a breath or blood alcohol level in excess of 0.05 will result in the employee being terminated from employment.

3. If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08 and there is other competent evidence of impairment, the employee will be terminated from employment.
 4. If an employee tests positive for a breath or blood alcohol level at 0.08 or higher, the employee will be terminated from employment.
- c. Any employee who refuses to submit to substance abuse or alcohol testing (including adulterating or substituting a sample) as required by this article or a refusal to sign an authorization for the release of the records of such testing shall be considered as a refusal to submit to a drug or alcohol test and shall be subject to termination from employment.
 - d. Taking any lawful prescription, which has the potential to affect the employee's physical or mental capacity, without notifying the appropriate manager prior to commencing work, shall be treated as a safety violation subject to discipline.

21.5 Rehabilitative/Corrective Action

Amnesty

- a. Any employee is eligible one time only to notify the employer that he/she has a drug and/or alcohol problem, and upon such notification the employee shall be permitted to enter rehabilitation, subject to a single last chance agreement. In order to be eligible for this one time opportunity for rehabilitation, the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day before the employee is notified that he/she is scheduled for random or reasonable suspicion testing. In the case of post-accident testing under, the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day in advance of any accident that gives rise to the need for testing in order to be eligible for this one time opportunity for rehabilitation.
- b. JEA may require an employee who has tested positive for the presence of alcohol or illegal drugs and to which subparagraphs 21.4 (a) (1) or 21.4 (b) (1) applies, or who has elected to come under subparagraph 21.5 (a) to submit to counseling, or other rehabilitative treatment as a condition of continued employment. This section shall not be construed to limit JEA's rights to take appropriate disciplinary action when an employee tests positive for the presence of alcohol or illegal drugs.

- c. Any employee who is required to submit to counseling or other rehabilitative treatment as a condition of continued employment shall sign a release, authorizing the release of information to JEA sufficient to determine whether the employee can safely perform his job duties. The decision as to whether the employee can safely perform his job duties shall be made by the Vice President, Director, or Manager in conjunction with a physician or Substance Abuse Professional associated with the rehabilitation/treatment facility. The information provided to JEA shall be limited to the following:
 - 1. Whether the employee has regularly attended counseling and/or treatment sessions as directed.
 - 2. Whether the employee has satisfactorily participated in counseling and/or treatment sessions.
 - 3. Whether the employee has complied with all requests for substance abuse tests, and whether the employee has passed all of those tests.
 - 4. Whether the employee has admitted to using alcohol or illegal drugs subsequent to the test which resulted in the referral to counseling and/or rehabilitative treatment.
 - 5. Whether there is any reason to believe that the employee's return to work could result in a risk to persons or property.
 - 6. Whether JEA should impose any work related limitations or requirements upon the employee in the event that JEA determines to permit the employee to return to work.
- e. Driving restriction for employees with CDL shall be as stipulated in the Federal Highway Administration Controlled Substance & Alcohol Use & Testing Program, 49 CFR 382, et seq. The same restriction will be used for other safety sensitive employees.

21.6 Examination and Test

- a. Except as provided in paragraph 21.3 4), JEA will pay the cost of any test required by Section 21.2. Provided, however, that in the case of alcohol testing conducted pursuant to Section 21.2 (D), any employee who is subject to dismissal will be given the opportunity for an independent blood alcohol test conducted at the same time at his own expense.

- b. Urine specimens required by this article will be obtained while the employee is on duty. JEA may extend the employee's duty period for the purpose of drug testing.
- c. In the case of alcohol testing conducted pursuant to Section 21.2 (f), any employee who tests 0.039 breath alcohol content or less (but in excess of 0.02 breath alcohol content) in any test conducted before 10:00 a.m. will be permitted to test again within one hour from the first test. This waiting period will be on the employee's own time. The first test will be used to determine appropriate discipline, in conjunction with any further test results.
- d. Drug tests will be performed by a SAMHSA certified facility selected by JEA.
- e. Alcohol tests will be performed by a licensed medical facility selected by JEA
- f. Employees who are required by this article to take a test shall be required to sign an authorization form releasing the records of such tests to the Labor Relations Manager. The Labor Relations Manager or designee shall release relevant information contained in those records only to the employee's Vice President, Director, or Manager, and to those JEA Management officials and representatives directly involved in employment related decisions involving that employee. This shall not limit JEA from providing work-related information regarding the employee to the employee's supervisors, including work-related limitations or requirements and the reasons therefore. Each individual receiving such information will be instructed regarding the confidential nature of that information.
- g. JEA will, unless prohibited by law, and as otherwise provided in this Agreement, keep the results of any testing provided for in this article confidential. Any results of positive testing which JEA later determines have been refuted will be destroyed. Test results shall be considered confidential medical records unless they become part of a disciplinary action.

21.7 Training

JEA and bargaining unit members shall receive training to ensure that they understand their roles and responsibilities in implementing this article. The sufficiency or adequacy of such training shall not be grounds to challenge the validity of any reasonable belief determination or disciplinary action taken as a result of a positive drug or alcohol test, nor shall it preclude disciplinary action where otherwise appropriate.

21.8 Employee Support

The Union representatives and officers will serve as an Employee Support Team. Any member of this support team may be a liaison between the employee and referral to EAP to make employees aware of available help.

21.9 Employer Initiation

This testing program was initiated at the request of JEA. The Union has participated only to the extent of protecting the rights of workers arising from administration of the testing program. It is intended that JEA shall be solely liable for any legal obligations and costs arising out of the provisions and/or application of this article.

ARTICLE 22: DISCIPLINE AND DISCHARGE

- 22.1 The procedure for dismissals, demotions, and suspensions shall be as outlined in the Civil Service and Personnel Rules and Regulations. Progressive disciplinary action will be taken for repeated similar or related offenses, except where the course of conduct or severity of the offense justifies otherwise. Any action instituted under this section shall be implemented within a reasonable period of time after the event giving rise to such disciplinary action or knowledge thereof. Normally, a written statement of charges shall be given to the employee within forty-five (45) calendar days from the initial investigatory meeting. However, all time limits established in this section may at management's discretion, be extended during the pendency of a criminal investigation into an employee's conduct.
- 22.2 Letters of Counseling are not considered disciplinary action and not subject to grievance. All Letters of Counseling will be signed by a Manager before being issued to the employee and shall not be used as a basis for future disciplinary action after twelve (12) months from the date of issue. Employees shall have the right to provide a Letter of Rebuttal on an established form (Appendix D) within 15 calendar days of receipt of the Letter of Counseling. Letters of Counseling and any rebuttal letter if submitted shall be maintained in the manager's departmental file and a copy provided to Labor Relations. Letters of Counseling shall not be placed in the employee's official personnel file.
- 22.3 No permanent employee shall be removed, discharged, reduced in rank or pay, suspended, or otherwise disciplined except for just cause, and in no event until he/she has been furnished with a written statement of the charges and the reasons for such actions. A copy of the statement is to be sent to the Union. The statement will notify the employee of his/her right either to appeal the discipline to the Civil Service Board of the City of Jacksonville, or to grieve the discipline, pursuant to the provisions of Article 23 of this Agreement.
- 22.4 Any written reprimand shall be furnished to the employee and shall outline the reason for the reprimand. The employee will be requested to sign this statement. If he/she refuses to do so, this refusal shall be noted and placed in the employee's personnel file. If the employee signs this statement, such signature shall only acknowledge receipt of a copy of the reprimand, and shall not mean that the employee agrees or disagrees with the reprimand. The employee's responding statement, if any, will be attached to the reprimand. The reprimand and the responding statement will be placed in the employee's personnel file.
- 22.5 Disciplinary entries in an employee's personnel file shall not be used as a basis for future disciplinary action after twenty-four (24) months from the date of the entry. The union recognizes that the Employer is required to retain copies of all disciplinary entries in

order to comply with Chapter 119, Florida Statutes, as it may be amended from time to time.

22.6 Personnel Records

There shall be only one official personnel file for each employee, which shall be maintained in the Employee Services office. Employees have the right to review their own personnel file at reasonable times under supervision of the designated record custodian. Employees have the right to respond to any material included in their official personnel file. Only those disciplinary actions recorded in an employee's official personnel file may be used as the basis for progressive discipline. When a document has been placed in an employee's personnel file in error, or is otherwise invalid, such document shall be removed and placed in the appropriate file.

22.7 Options for Appealing Disciplinary Action:

- a. Any employee shall have the right to either grieve a disciplinary action pursuant to the terms of this Agreement, or to appeal the decision to the Civil Service Board. No employee may use both the Civil Service Board appeal process and the grievance procedure to review the same matter.
- b. An employee who elects to pursue the grievance procedure provided for in this Agreement shall follow the procedures for filing a grievance outlined in Article 23.
- c. An employee who elects to appeal to the Civil Service Board shall initiate proceeding by filing a notice of appeal with the Civil Service Board.

ARTICLE 23: GRIEVANCE PROCEDURE

- 23.1 It is intended this grievance procedure will provide a means of resolving complaints and grievances at the lowest level possible, and the Employer and the Union agree to work toward this end. The grievance will systematically follow the steps of the grievance procedure contained in this article, except as otherwise provided for in Section 447.401, Florida Statutes.
- 23.2 The purpose of this grievance procedure is to provide a method of processing grievance(s) involving the interpretation or application of this Agreement. It will be the exclusive procedure available to the parties of this Agreement for such matters.
- 23.3 Any employer groups of employees may process a grievance concerning the interpretation or application of this Agreement through this procedure without the intervention of the Union provided:
- a. A signed statement, refusing Union representation, is executed by the employee.
 - b. The employee may represent himself or may be represented by legal counsel at his own expense.
 - c. Any adjustment must not be inconsistent with the terms of this Agreement, and the Union must be given reasonable opportunity to be present at any meeting called for the resolution of such grievance.
- 23.4 During the processing of a grievance under this Article, if a question cannot be resolved by the parties concerning the interpretation of City government policy, provisions of law or regulations of appropriate authority outside JEA, the grievance will be delayed no more than thirty (30) calendar days to provide time for the questioned policy, law or regulation to be interpreted by the proper authority.
- 23.5 A grievance must be taken up with the Employer within fifteen (15) calendar days after the occurrence of the matter out of which the grievance arose. In the event the Employer fails to observe the time limits prescribed in each step, the employee or the Union may be advanced the grievance to the next step of the procedure. In the event the employee or the Union fails to meet the time limits prescribed at any step of the grievance procedure, the grievance shall be deemed withdrawn and as having been settled on the basis of the decision most recently given and not be subject to further appeal except to arbitration to determine the matter of timeliness of the grievance only. Time limits at any level may be extended by mutual agreement between the Employer and the Union or employee.

23.6 Procedure

Informal Complaint Resolution: The Union or any employee covered by this Agreement shall have the right to pursue appropriate informal efforts to resolve problems or complaints that arise in the workplace. The Union and employee are encouraged to seek informal resolution of the problems or complaints prior to using the formal grievance procedure.

STEP 1- FORMAL

The grievance procedure is initiated by the Union, the employee, or the employee and the Union representative submitting the grievance in writing (on mutually agreed upon form) along with any supporting documentation to the employee's Manager. The Manager shall acknowledge receipt of it and the date thereof in writing. The written grievance shall identify the article(s) and section(s) of this Agreement that are at issue, shall specify the corrective action requested by the grievant, and shall include a brief summary of the factual basis for the grievance including that date that the alleged grievance occurred. The immediate Manager or Director or designee shall, within ten (10) calendar days of receipt of the grievance, meet with the employee and/or Union representative to discuss the grievance. The Director or Manager shall provide his written decision and the reason(s) for the decision within fifteen (15) calendar days after the meeting. The written decision shall be provided to the aggrieved employee and the Union. If the Step 1 decision does not resolve the grievance, the grievance may be forwarded to the next step.

STEP 2- FORMAL

- a. If a satisfactory settlement of the grievance is not reached in Step 1, the party filing the grievance (the Union, an employee, and/or employee and the Union representative) will forward the grievance, in writing, within fifteen (15) calendar days stating any objection to the Step 1 decision to Labor Relations who shall receive the grievance on behalf of the Managing Director. The Managing Director's designated representative shall within fifteen (15) calendar days after receipt of the grievance, either satisfy the grievance or meet with the employee, or the employee and the Union representative. The Managing Director's representative shall provide a written decision to the aggrieved employee with a copy to the Union within fifteen (15) calendar days after the meeting.
- b. The Managing Director's Representative shall be a Vice President. A Vice President will not be designated as a representative to hear the grievance in his own Group. Said representative shall have full authority to render a written decision.

- c. If the Step 2 decision is not satisfactory it may be referred to as arbitration as provided in this Agreement within thirty (30) calendar days, after receipt of the written decision.

23.7 Where a number of substantially identical grievances are submitted, the Union may elect one grievance for procession at Step 1. The decision of the grievance elected will be binding on the combined grievances. Names of all aggrieved employees will be made part of the record of the grievance processed and each grievant will be notified of the decision.

23.8 Upon mutual agreement of the parties, policy grievances filed on behalf of the Union which arises as disputes involving the interpretation or application of this Agreement, as a result of the Employer decisions regarding the interpretation, application or intent of JEA policies and procedures shall be initiated at step two (2).

NOTE: Grievances filed as a result of disciplinary action taken that includes reduction in pay, suspension, demotion or dismissal, may be initiated at step 2.

23.9 Arbitration

- a. If the grievance is not settled in accordance with the provisions of Article 23.2, the aggrieved employee, or the Union may request arbitration by serving written notice of intent to arbitrate to Labor Relations or his/her designated representative, no later than thirty (30) calendar days after receipt of the Employer's response in Step 2. The notice of intent to arbitrate must be accompanied by a written statement identifying the specific provision(s) of this Agreement at issue. If the grievance is not appealed to arbitration within thirty (30) calendar days, the Employer's Step 2 answer shall be final and binding upon the aggrieved employee, the Union, and the Employer.
- b. Upon appeal to arbitration, either party may request the Federal Mediation and Conciliation Service (FMCS) to provide a panel of seven (7) arbitrators. Such a request for a panel must be made within nine (9) months of intent of arbitration notice. After the panel has been received from FMCS, the representatives of the Union or the employee (as the case may be) and the Employer shall meet and alternately strike names until one (1) arbitrator remains. The party requesting arbitration shall strike the first name. The name remaining shall be selected as the arbitrator. The Union or employee may in their written request for arbitration include the names of two (2) arbitrators either of whom is acceptable to the Union or employee to arbitrate the grievance. If the two (2) parties involved in the selection do not mutually agree upon the selection of one of the persons listed or some other person, then the FMCS procedure will be followed. Either party may request a second panel be provided by FMCS, as long as such request is made before the parties' striking of names, but each party may only do so once. The arbitration hearing must be scheduled within nine months of selection of an arbitrator, unless both parties agree to additional time due to any reasonable scheduling difficulties.
- c. The arbitration hearing will be scheduled within thirty (30) calendar days from the date that the arbitrator is notified of his/her selection.
- d. At the conclusion of the arbitration hearing, post-hearing briefs may be filed at the request of either party or at the request of the arbitrator. The arbitrator shall have thirty (30) working days after the hearing is concluded, or after receipt of briefs, to render his/her award and findings of fact.
- e. The decision of the arbitrator relating to the interpretation, enforcement, or application of the provisions of this Agreement shall be final and binding on the Employer, the Union and the employee. However, the arbitrator shall have no authority to change, amend, add to, subtract from, or otherwise supplement or alter the express terms of this Agreement, or usurp any authority responsibility lawfully granted to the Employer.

- f. The arbitrator shall consider only the specific issue(s) submitted to him/her in writing by the parties. The arbitrator shall have no authority to consider or rule upon any matter which is stated in this Agreement not to be subject to arbitration, or any matter which is not specifically covered by this Agreement. All testimony given at the arbitration hearing will be under oath. The arbitrator may not issue declaratory or advisory opinions, and shall be confined exclusively to the question(s) presented to him/her, which question(s) must be actual and existing. The decision of the arbitrator shall be exclusively based upon specific findings of fact and conclusions based on those findings of fact. In rendering any decision, the arbitrator shall only consider the written, oral, or documentary evidence submitted to him/her at the arbitration hearing. The decision of the arbitrator shall be final and binding. If any event occurred or failed to occur prior to the effective date of this Agreement, it shall not be the subject of any grievance hereunder nor shall the arbitrator have the power to make any decision concerning such a matter.
- g. It is specifically and expressly understood that taking a grievance to arbitration constitutes an election of remedies and waiver of any and all rights by the appealing party and all persons it represents.
- h. The cost and expense incurred by the arbitrator shall be shared equally by the parties involved in the arbitration proceeding. If a transcript of the proceedings is requested, the party so requesting shall pay for it. If an employee acts independently of and in disregard of the position of the Union in matters relating to arbitration, that employee shall pay the Union's share of the arbitrator's costs and expenses.

ARTICLE 24: SEVERABILITY

- 24.1 In the event any article, section, or portion of this Agreement should be held invalid or unenforceable by any court of competent jurisdiction, such decision shall apply only to the specific article, section, or portion thereof specified in the court's decision. Upon request of either party, the parties agree to meet for the purpose of negotiating a substitute for that specific article, section, or portion thereof. All other articles, sections, and portions of this Agreement shall remain valid and enforceable.

ARTICLE 25: RESIDUAL RIGHTS CLAUSE

- 25.1 The Employer retains all rights, powers, functions, and authority it had prior to the signing of this Agreement except as such rights, powers, functions, and authority are specifically relinquished or abridged in this Agreement in accordance with Section 447.309(3), Florida Statutes.
- 25.2 All matters pertaining to terms and conditions of employment guaranteed by law to employees within the bargaining unit shall apply except as such matters are specifically abridged or modified by the terms of this Agreement in accordance with Section 447.309(3), Florida Statutes.

ARTICLE 26: ENTIRE AGREEMENT

- 26.1 The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, this section shall not be construed to in any way restrict the parties from commencing negotiations under the applicable law on any succeeding Agreement to take effect upon termination of this Agreement.
- 26.2 The Union has been provided with a copy of JEA policies and work regulations. A copy of any new or revised JEA policy or work regulations will be forwarded to the Union upon adoption.
- 26.3 All JEA policies and work regulations shall be posted in the appropriate areas.
- 26.4 If, during the term of this Agreement, a proposal to increase the rate of employee contributions to the pension system is considered by the Employer, the Employer and the Union shall meet, upon the request of either party, to consider and discuss the effect of such proposed legislation upon the employees in the bargaining unit.
- 26.5 Except as otherwise provided in the Agreement, this Agreement shall be effective from October 1, 2016, and shall remain in force until September 30, 2019.

APPENDIX A

Class Code	Classification Title	Pay Grade
A011	Account Clerk Senior	8
A001	Account Clerk	6
2251	Administrative Support Assistant AFSCME	12
L020	Construction Inspector I	8
L026	Construction Inspector II	14
2502	Customer Care Consultant	25
2504	Customer Care Consultant Trainee	23
2530	Customer Care Specialist	26
1095	Facilities Inspector (1/25/2011)	8
2309	Laboratory Analyst	9
2241	Laboratory Scientist	15
2242	Laboratory Scientist Senior	16
2240	Laboratory Technician	4
G106	Land Surveyor	4
2505	MV90 Specialist	14
2250	Office Support Associate (3/12/2012)	7
2901	Payroll Practitioner	10
2002	Purchasing Agent	15
2004	Procurement Card Coordinator	15
2000	Purchasing Assistant	10
U122	Water Quality Technician Senior	10
2254	Weigh Clerk	12

Job Code	Job Name	Pay Grade	FY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
G106	Land Surveyor	4	16/17	\$15.87	\$16.67	\$17.50	\$18.37	\$19.29	\$20.26	\$21.27				
2240	Laboratory Technician		17/18	\$16.27	\$17.08	\$17.93	\$18.83	\$19.77	\$20.76	\$21.80				
			18/19	\$16.75	\$17.59	\$18.47	\$19.39	\$20.36	\$21.38	\$22.45				
A001	Account Clerk	6	16/17	\$16.66	\$17.49	\$18.36	\$19.28							
			17/18	\$17.07	\$17.92	\$18.82	\$19.76							
			18/19	\$17.58	\$18.46	\$19.38	\$20.35							
2250	Office Support Associate (3/12/2012)	7	16/17	\$19.29	\$20.26	\$21.27	\$22.33	\$23.45	\$24.62					
			17/18	\$19.78	\$20.77	\$21.80	\$22.89	\$24.04	\$25.24					
			18/19	\$20.37	\$21.39	\$22.46	\$23.58	\$24.76	\$26.00					
A011	Account Clerk Senior	8	16/17	\$19.29	\$20.25	\$21.26	\$22.32	\$23.44						
L020	Construction Inspector I		17/18	\$19.77	\$20.76	\$21.80	\$22.89	\$24.03						
1095	Facilities Inspector		18/19	\$20.36	\$21.38	\$22.45	\$23.57	\$24.75						
2309	Laboratory Analyst	9	16/17	\$20.25	\$21.27	\$22.33	\$23.45	\$24.62	\$25.85					
			17/18	\$20.76	\$21.80	\$22.89	\$24.04	\$25.24	\$26.50					
			18/19	\$21.39	\$22.46	\$23.58	\$24.76	\$26.00	\$27.30					
2901	Payroll Practitioner	10	16/17	\$21.28	\$22.34	\$23.46	\$24.63							
2000	Purchasing Assistant		17/18	\$21.81	\$22.90	\$24.05	\$25.25							
U122	Water Quality Technician Sr.		18/19	\$22.47	\$23.59	\$24.77	\$26.01							
2251	Administrative Support Asst. - AFSCME	12	16/17	\$22.82	\$23.96	\$25.16	\$26.42							
2254	Weigh Clerk		17/18	\$23.39	\$24.56	\$25.79	\$27.08							
			18/19	\$24.09	\$25.30	\$26.56	\$27.89							
L026	Construction Inspector II	14	16/17	\$23.46	\$24.63	\$25.87	\$27.16	\$28.52	\$29.94	\$31.44				
2505	MV90 Data Specialist		17/18	\$24.05	\$25.25	\$26.52	\$27.84	\$29.23	\$30.70	\$32.23				
			18/19	\$24.77	\$26.01	\$27.31	\$28.68	\$30.11	\$31.62	\$33.20				
2002	Purchasing Agent	15	16/17	\$25.86	\$27.16	\$28.52	\$29.94	\$31.44	\$33.01	\$34.66				
2241	Laboratory Scientist		17/18	\$26.51	\$27.84	\$29.23	\$30.69	\$32.23	\$33.84	\$35.53				
2004	Procurement Card Coordinator		18/19	\$27.31	\$28.68	\$30.11	\$31.62	\$33.20	\$34.86	\$36.60				
2242	Laboratory Scientist Senior	16	16/17	\$27.31	\$28.67	\$30.10	\$31.61	\$33.19	\$34.85	\$36.59				
			17/18	\$27.98	\$29.38	\$30.85	\$32.39	\$34.01	\$35.71	\$37.50				
			18/19	\$28.83	\$30.27	\$31.78	\$33.37	\$35.04	\$36.79	\$38.63				
2504	Customer Care Consultant Trainee	23	16/17	\$14.60	\$15.33	\$16.10	\$16.90							
			17/18	\$14.96	\$15.71	\$16.50	\$17.32							
			18/19	\$15.41	\$16.18	\$16.99	\$17.84							
2502	Customer Care Consultant	25	16/17	\$18.45	\$19.09	\$19.76	\$20.45	\$21.17	\$21.91	\$22.68	\$23.47	\$24.29	\$25.14	\$26.02
			17/18	\$18.91	\$19.57	\$20.25	\$20.96	\$21.70	\$22.46	\$23.24	\$24.06	\$24.90	\$25.77	\$26.67
			18/19	\$19.47	\$20.16	\$20.86	\$21.59	\$22.35	\$23.13	\$23.94	\$24.78	\$25.64	\$26.54	\$27.47
2530	Customer Care Specialist	26	16/17	\$19.37	\$20.05	\$20.75	\$21.47	\$22.23	\$23.00	\$23.81	\$24.64	\$25.50	\$26.40	\$27.32
			17/18	\$19.85	\$20.55	\$21.26	\$22.01	\$22.78	\$23.58	\$24.40	\$25.25	\$26.14	\$27.05	\$28.00
			18/19	\$20.45	\$21.16	\$21.90	\$22.67	\$23.46	\$24.28	\$25.13	\$26.01	\$26.92	\$27.87	\$28.84

APPENDIX B: CERTAIN TEMPORARY, PART-TIME OR SPECIAL PURPOSE EMPLOYEES

ARTICLE B-1: ARTICLES ADOPTED BY REFERENCE

The current provisions of Articles listed below of the Agreement reached between the JEA and the American Federation of State, County and Municipal Employees, Florida Council 79, (the Agreement) are hereby adopted by reference and made a part hereof.

Article 1:	Union Recognition
Article 2:	Union Security
Article 3:	Union Rights
Article 4:	Management Security
Article 5:	Management Rights
Article 6:	Labor/ Management Special Meetings
Article 7:	Union Activity
Article 8:	Bulletin Boards
Article 9.6	Limited Emergency
Article 14:	Leave Usage
Article 16:	Annual Leave Plan H
Article 19:	Job Postings/Internal Recruitment
Article 20:	Safety And Health
Article 21:	Comprehensive Alcohol & Drug Abuse Policy And Procedures
Article 23:	Grievance Procedure
Article 24:	Severability
Article 25:	Residual Rights Clause
Article 26:	Entire Agreement

ARTICLE B-2: GRIEVANCES AND SEPARATIONS

B-2.1 Grievance Procedure

- a. No eligible¹ employee has a right to the Civil Service complaint/grievance procedure. The sole procedure available to eligible employees shall be the Article 23 grievance procedure, provided that grievances of disciplinary actions may be processed only through Step II of the grievance procedure, and may not be taken to arbitration.
- b. Eligible employees may not grieve dismissals or separations from employment.

B-2.2 Separations

An eligible employee may be separated from employment with or without cause. Employees separated without cause shall receive ten (10) days' written notice of separation, or ten (10) days' pay in lieu of notice, or any combination thereof.

¹

Certain part-time, temporary, or special purpose employees will be referred as eligible employees.

ARTICLE B-3: HOLIDAYS

B-3.1 Eligible employees shall be entitled to compensation as provided for in sections B-3.2 and B-3.3 for the eleven (11) holidays below:

Date	Event
January First (1st)	(New Year's Day)
Third Monday in January	(Martin Luther King's Birthday)
Third Monday in February	(Presidents' Day)
Last Monday in May	(Memorial Day)
July Fourth (4th)	(Independence Day)
First Monday in September	(Labor Day)
November Eleventh (11th)	(Veterans' Day)
Fourth Thursday in November	(Thanksgiving)
Friday after Thanksgiving	
December Twenty-Fourth (24th)	(Christmas Eve)
December Twenty-Fifth (25th)	(Christmas Day)

B-3.2 Eligible employees who are not required to work on a holiday listed in section B-3.1 will be compensated at their regular hourly rate times the average number of hours they have worked per day during the six weeks before the holiday, (e.g. 40 hours a week worked – 8 hours pay; 30 hours a week worked – 6 hours of pay; 20 hours worked – 4 hours pay). However, no eligible employee who works less than forty (40) hours per week will receive compensation for a holiday unless the holiday is observed on a regular scheduled workday of the eligible employee

B-3.3 Eligible employees who are required to work on a holiday shall be compensated at one and one-half (1-1/2) times their straight time pay for all hours worked on the holiday, in addition to being paid for the holiday pursuant to section B-3.2.

ARTICLE B-4: HOURS OF WORK AND OVERTIME PAYMENT

B-4.1 Schedules

Eligible employees' work schedules shall be set at the sole discretion of the appropriate manager.

B-4.2 Overtime

- a. Eligible employees shall be required to work overtime when and as required. The manager or his/her designated representative shall determine the necessity for overtime hours and the composition of the workforce. In order to fairly distribute the benefit of compensable overtime hours among the work-force, the Employer shall provide, as far as practicable, equal distribution of overtime hours among regular and eligible employees.
- b. Eligible employees shall be paid at the rate of one and one-half (1-1/2) times the employee's regular rate of pay for all hours worked in excess of 40 hours per week.

With the approval of the manager, the employee may elect to receive compensatory time in lieu of cash. Such election and approval shall be made on forms provided by the Employer. An employee may accrue to a maximum of 40 hours of compensatory time. When the maximum has been reached, compensation for additional overtime worked shall be in the form of cash. The Employer may pay off any amount of accrued compensatory time at any time, provided that any approved requests for compensatory leave will continue to be honored.

- c. An employee who is called in to work outside of, and not continuous with, his/her regularly scheduled working hours shall be compensated for the time worked at the straight time rate until the employee has worked forty (40) hours for the week, at which time the employee shall be paid at the rate of one and one-half (1-1/2) times the employee's regular rate of pay.

ARTICLE B-5: WAGES

- B-5.1 Part-time, temporary, or special purpose employees shall be paid at the hourly rate applicable to step one of the step pay plan shown in Appendix. Part-time, temporary, or special purpose employees are not eligible for a step increase.
- B-5.2 Schedule Premium
Part-time, temporary, or special purpose employees will be paid Scheduled Premium as provided for in Article 11.3.
- B-5.3 Standby Payment:
Part-time, temporary, or special purpose employees will be paid Standby Payment as provided for in Article 11.2.
- B-5.4 Incentive Program:
At its sole discretion, the Employer may from time to time elect to establish incentive programs for individuals or groups which may consist of cash or other awards in recognition of improved job performance, improved safety records, innovative ideas that result in savings or other benefits, or other similar work related improvements, provided the Union is informed in writing of any such programs.

ARTICLE B-6: INJURY IN LINE OF DUTY

Any eligible employee who sustains a temporary disability as a result of accidental injury in the course of, and arising out of, employment by the Employer shall only be entitled to the benefits payable under the Workers' Compensation Laws of the State of Florida.

ARTICLE B-7: LIFE INSURANCE

The Employer shall provide five thousand dollars (\$5,000.00) group term life insurance for all eligible employees, at no cost to the employee.

Eligible employees who are covered by the group term life insurance policy may purchase additional coverage in the amount of five thousand dollars (\$5,000.00) or ten thousand dollars (\$10,000.00) at their own expense.

ARTICLE B-8: JURY AND WITNESS DUTY

An eligible employee who works less than forty (40) hours per week shall have his/her work schedule adjusted to accommodate jury and witness duty. Forty-hour employees shall be governed by the provisions of Articles 12 and 13 in the Agreement.

ARTICLE B-9: MILITARY LEAVE

Eligible employees shall be paid for military leave at their regular hourly rate times the average number of hours they have worked per day during the six weeks prior to the military leave. (e.g. 40 hours a week worked - 8 hours pay; 30 hours a week worked - 6 hours of pay; 20 hours a week worked - 4 hours pay).

ARTICLE B-10 BEREAVEMENT LEAVE

Eligible employees may be granted up to two (2) days off without loss of pay as bereavement leave not otherwise chargeable upon the death of the employee's spouse, child, mother, father, grandmother or grandfather. Bereavement leave of one (1) day shall be granted upon the death of other members of an eligible employee's immediate household.

ARTICLE B-11: MATTERS NOT ADDRESSED

To the extent any provision of the Agreement reached between the JEA and the American Federation of State, County, and Municipal Employees, Florida Council 79, is not adopted herein by reference, or is not specifically addressed in this Appendix B, said provision is null and of no effect as it relates to employees covered by this Appendix B.

APPENDIX C - SAFETY SENSITIVE POSITIONS - DEFINITIONS AND KEY

ABBREVIATION	Definition
DISPATCH OF VEHICLE	Responsible for dispatch of emergency vehicles (either emergency response/public safety vehicles or other vehicles in emergency situations).
MAINT OF VEHICLE	Maintenance of the type and kind that if performed improperly could result in danger to the occupants/users or other employees or members of the public near the vehicle/equipment.
CHAUFFEURS OTHER EMPLOYEES	Chauffeurs other employees as part of assigned duties.
HANDLE HAZARDOUS MATERIALS OR EQUIP (INCLUDES GUNS & OTHER SAFETY EQUIPMENT)	Transports, mixes, handles, uses, hazardous materials, or is responsible for equipment carrying current, fluids or gas that could endanger the public or employees.
CDL LICENSE	Operates CDL classified vehicles.
SUPERVISES CHILDREN	Supervises children or is responsible for the security of children.
OPERATES./ DIRECTS LARGE EQUIPMENT	Operates/directs large trucks and/or construction equipment.
HAZARDOUS EQUIPMENT./ CONDITIONS	Performs hazardous/perilous work and/or works where the individual may cause harm to himself or others.
GUARDS SAFETY OF WORKERS AND/OR PUBLIC	Guards the safety of co-workers and/or public.
IMMEDIATE MANAGEMENT RISK	Duties require drug prevention-foreknowledge of identities of individuals to be tested.
SPECIAL LICENSE	Any position that requires specialized licensing by city, state, or federal law or regulation which involves additional medical and/or background investigations. The existence of a special license requirement may be used for the purpose of supporting a safety-sensitive designation but shall not be sufficient in and of itself to require a safety-sensitive designation.
ENFORCE DRUG POLICY	Enforces drug policy (interdiction and discipline).
STORE ILLEGAL SUBSTANCES	Handles, files and/or stores illegal substances.
SYSTEMS OPERATOR	Design, construction, maintenance, inspection & operation of systems carrying current, fluids or gas that could endanger the public or employees or regulates, maintains, repairs traffic signal devices.
SUPV/SAFETY SENSITIVE POSITION	Directly supervises a safety sensitive position.
ACCESS/CRIMINAL INVESTIGATION INFO	Works with or has access to information or documents pertaining to criminal investigations.
EMERGENCY RESPONSE REQUIRED	Responds under emergency conditions.

APPENDIX D – REBUTTAL FORM



EMPLOYEE REBUTTAL TO A LETTER OF COUNSELING

Date: _____

Employee Name: _____ EIN _____

Department/Cost Center _____

Manager Issuing Letter of Counseling _____

Letter of Counseling Issue Date _____

Employee Statement

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IN WITNESS WHEREOF, WE, the Negotiating Teams for the parties hereto have set our hand this 1st day of February, 2017.

JEA

Charna Flennoy


Marianne Evans


Maria Salguero


Deborah Beaver


James Bryant


Robert Growcock


John Kendrick



Paul Legge

AFSCME

Torrence Johnson, Organizer/Staff Representative
AFSCME 79


Jon Varner, Vice President, Local 429


Michael Butler, Negotiating Team, Local 429


Angela Cimino, Negotiating Team, Local 429


Sandra Johnson, Negotiating Team, Local 429


Krystal Bellerich, Negotiating Team, Local 429

Approved by the American Federation of State, County and Municipal Employees, Florida Council 79, this 22nd day of February, 2017.


Torrence Johnson, Organizer/Staff Representative, AFSCME 79

Approved by the Jacksonville City Council on this _____ day of _____ 2017.

Managing Director/ CEO

Council President

1 Introduced by the Council President at the request of JEA and
2 amended by the Committee of the Whole:
3
4

5 **ORDINANCE 2017-247-E**

6 AN ORDINANCE APPROVING THE COLLECTIVE
7 BARGAINING AGREEMENT BETWEEN JEA AND THE
8 AMERICAN FEDERATION OF STATE, COUNTY AND
9 MUNICIPAL EMPLOYEES, FLORIDA COUNCIL 79, LOCAL
10 429 (AFSCME), SUCH AGREEMENT COMMENCING
11 OCTOBER 1, 2016 AND ENDING SEPTEMBER 30, 2019;
12 PROVIDING AN EFFECTIVE DATE.
13

14 **WHEREAS**, on March 21, 2017, the JEA Board met and reviewed
15 the agenda item regarding the Collective Bargaining Agreement
16 between JEA and the American Federation of State, County and
17 Municipal Employees, Florida Council 79, Local 429 (AFSCME), a copy
18 of the agenda item is attached hereto as **Exhibit 1**; and

19 **WHEREAS**, the JEA Board has requested that the City Council
20 approve the Collective Bargaining Agreement between JEA and the
21 American Federation of State, County and Municipal Employees,
22 Florida Council 79, Local 429 (AFSCME); now therefore

23 **BE IT ORDAINED** by the Council of the City of Jacksonville:

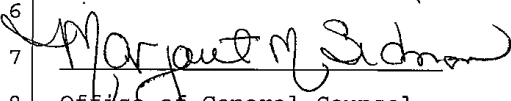
24 **Section 1.** JEA and the American Federation of State,
25 County and Municipal Employees, Florida Council 79, Local 429
26 (AFSCME) Agreement Approved. That certain Collective Bargaining
27 Agreement between JEA and the American Federation of State, County
28 and Municipal Employees, Florida Council 79, Local 429 (AFSCME), a
29 copy of which is **Revised On File** with the Legislative Services
30 Division, and by this reference is made a part hereof, is hereby
31 approved. Said Collective Bargaining Agreement is for a term

Amended 4/24/17

1 commencing October 1, 2016 and ending September 30, 2019.

2 **Section 2. Effective Date.** This ordinance shall become
3 effective upon signature by the Mayor or upon becoming effective
4 without the Mayor's signature.

5 Form Approved:

6 
7 Margaret M. Sidman
8 Office of General Counsel

9 Legislation Prepared By: Margaret M. Sidman

10 GC-#1120486-v1-2017-247-E.doc

11

ORDINANCE 2017-247-E

CERTIFICATE OF AUTHENTICATION

ENACTED BY THE COUNCIL

April 24, 2017

Lori Boyer

LORI BOYER
COUNCIL PRESIDENT

ATTEST:

Cheryl L. Brown

DR. CHERYL L. BROWN
COUNCIL SECRETARY

APPROVED: APR 25 2017

Lenny Curry

LENNY CURRY, MAYOR





Factory Mutual Insurance Company
P.O. Box 7500
Johnston, Rhode Island 02919
1-800-343-7722

MUTUAL CORPORATION NON-ASSESSABLE POLICY

DECLARATIONS

Policy No. 1013050	Previous Policy No.	DATE OF ISSUE 2 May 2016
Account No. 1-30626	Replaces Binder No.	

In consideration of this Policy's Provisions, Conditions, Stipulations, Exclusions and Limits of Liability, and of premium charged, Factory Mutual Insurance Company, hereafter referred to as the Company, does insure:

INSURED:

JEA

(For Complete Title See Policy)

The term of this Policy is from the 15th day of April 2016 to the 1st day of November 2018 at 12:01 a.m., Standard Time, at the Locations of property involved as provided in this Policy.

This Policy covers property, as described in this Policy, against ALL RISKS OF PHYSICAL LOSS OR DAMAGE, except as hereinafter excluded, while located as described in this Policy.

By virtue of this Policy and any other policies purchased from the Company being in force, the Insured becomes a member of the Company, subject to the provisions of its charter and by-laws, and is entitled to one vote either in person or by proxy at any and all meetings of said Company.

Assignment of this Policy will not be valid except with the written consent of the Company.

This Policy is made and accepted subject to the above provisions and those hereinafter stated, which are made a part of this Policy, together with such other provisions and agreements as may be added to this Policy.

In Witness, this Company has issued this Policy at its office in the city of Johnston, R. I.
this 2nd day of May 2016.

Authorized Signature

Secretary

President

Countersigned (if required) this _____ day of _____

Agent

Florida information: "THIS POLICY CONTAINS A SEPARATE DEDUCTIBLE FOR HURRICANE LOSSES, WHICH MAY RESULT IN HIGH OUT-OF-POCKET EXPENSES TO YOU."



Factory Mutual Insurance Company
Johnston, Rhode Island
A Mutual Corporation

This policy is Non-Assessable.

It is important that the written portions of all policies covering the same property read exactly alike. If they do not, they should be made uniform at once.

In case of loss notify the company or its local agent at once in writing.

7019 (9/01)

This policy is issued by a mutual company having special regulations lawfully applicable to its organization, membership, policies, or contracts of insurance of which the following shall apply to and form a part of this policy.

EXTRACTS FROM CHARTER OF THIS COMPANY
Granted by the General Assembly of the State of Rhode Island

SECTION 5: Except as hereinafter specifically provided, each natural person, partnership, association, corporation or legal entity insured on the mutual plan by the Corporation shall be a member of the Corporation during the term of its policy but no longer, and at all meetings of the members shall be entitled to one vote either in person or by proxy, provided, however, that where there is more than one insured under any policy, such insureds shall nevertheless be deemed to be a single member of the Corporation for all purposes. The Corporation may issue policies which do not entitle the insured to membership in the Corporation nor to participate in its surplus.

SECTION 10: Upon the termination of the membership of any member, all his or its right and interest in the surplus, reserves and other assets of the Corporation shall forthwith cease.

EXTRACTS FROM THE BY-LAWS OF THIS COMPANY
Adopted July 13, 2000

ARTICLE I - MEETINGS OF THE MEMBERS

SECTION 1. Annual Meeting

The annual meeting of the members shall be held at the principal offices of the Company, or at such other place as may be stated in the notice of the meeting, at 9:00 a.m. on the second Thursday of April in each year, for the election of directors and the transaction of such other business as may be brought before the meeting. If the annual meeting is omitted on the day herein provided therefor, a special meeting may be held in place thereof; and any business transacted or elections held at such special meeting shall be as effective as if transacted or held at the annual meeting.



Account No. 1-30626

Policy No. 1013050

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SUPPLEMENTAL UNITED STATES CERTIFIED ACT OF TERRORISM ENDORSEMENT, FORM FMG7308



Account No. 1-30626
Policy No. 1013050

DECLARATIONS

This Policy covers property, as described in this Policy, against ALL RISKS OF PHYSICAL LOSS OR DAMAGE, except as hereinafter excluded, while located as described in this Policy.

1. NAMED INSURED AND MAILING ADDRESS

JEA and any subsidiary, and JEA's interest in any partnership or joint venture in which JEA has management control or ownership as now constituted or hereafter is acquired, as the respective interest of each may appear; all hereafter referred to as the "Insured," including legal representatives.

21 West Church Street
Jacksonville, Florida 32202-3155

2. POLICY TERMS

Coverage under this Policy will apply until whichever of the following occurs first:

- A. The interest of the Insured on the covered property ceases.
- B. The Phase 2 JEA's Blacks Ford Water Reclamation Facility Phase 4 Expansion Project is completed or is accepted by the owner.
- C. A period of 60 days expires during which the project is vacant and/or during which there is cessation of work on the project.
- D. The expiration date of this Policy.

TERM: Two Years, Six Months, 17 Days

FROM: 15 April 2016 at 12:01 a.m., Standard Time;

TO: 01 November 2018 at 12:01 a.m., Standard Time,

at the location of property involved as provided in this Policy.

3. PREMIUM

This Policy is issued in consideration of an initial premium.

4. PREMIUM PAYABLE

McGriff, Siebels and Williams, Inc. pays the premium under this Policy, and any return of the paid premium accruing under this Policy will be paid to the account of McGriff, Siebels and Williams, Inc.

5. LOSS ADJUSTMENT/PAYABLE

Loss, if any, will be adjusted with and payable to JEA, or as may be directed by JEA.

Additional insured interests will also be included in loss payment as their interests may appear when named as additional named insured, lender, mortgagee and/or loss payee either on a Certificate of Insurance or other evidence of insurance on file with the Company or named below.

When named on a Certificate of Insurance or other evidence of insurance, such additional interests are automatically added to this Policy as their interests may appear as of the effective date shown on the Certificate of Insurance or other evidence of insurance. The Certificate of Insurance or other evidence of insurance will not amend, extend or alter the terms, conditions, provisions and limits of this Policy.

6. INSURED LOCATION

A. The coverage under this Policy applies to an **insured location** unless otherwise provided.

B. Schedule of Locations are as follows:

<u>Location No.</u>	<u>Index No.</u>	<u>Location Description</u>
129		Blacksford Waste Water Treatment Plant 5145-2 Longleaf Pine Parkway St. Johns, Florida 32259-6969

7. TERRITORY

Coverage as provided under this Policy applies in Canada, the United States of America and the Commonwealth of Puerto Rico.

8. JURISDICTION

This Policy will be governed by the laws of the United States of America.

Any disputes arising hereunder will be exclusively subject to United States of America jurisdiction.

9. CURRENCY

All amounts, including deductibles, premiums and limits of liability, indicated in this Policy shall be in the currency represented by the three letter currency designation shown. This three letter currency designator is defined in Table A.1-Currency and funds code list, International Organization for Standardization (ISO) 4217, edition in effect at the inception of this Policy.

10. LIMITS OF LIABILITY

The Company's maximum limit of liability in an **occurrence** will not exceed the Policy limit of liability of USD75,000,000 subject to the following provisions:

- A. Limits of liability and time limits stated below or elsewhere in this Policy are part of, and not in addition to, the Policy limit of liability.
- B. Limits of liability in an **occurrence** apply to the total loss or damage at all **locations** and for all coverages involved subject to the following provisions:
- 1) when a limit of liability applies in the **aggregate during any policy year**, the Company's maximum amount payable will not exceed such limit of liability during any policy year.
 - 2) when a limit of liability applies to a **location** or other specified property, such limit of liability will be the maximum amount payable for all loss or damage at all **locations** arising from physical loss or damage at such **location** or to such other specified property.
- C. Should an **occurrence** result in liability payable under more than one policy issued to the Named Insured by the Company, or its **representative companies**, the maximum amount payable in the aggregate under all such policies will be the applicable limit(s) of liability indicated in this Policy.

Applicable Limits of Liability/Time Limits:

miscellaneous unnamed locations	USD25,000,000 per location
AUTOMATIC COVERAGE	90 day period
CIVIL OR MILITARY AUTHORITY	30 consecutive days
CLAIMS PREPARATION COSTS	USD25,000 plus 50% of the amount recoverable under this coverage in excess of USD25,000
DATA, PROGRAMS OR SOFTWARE	USD10,000,000
docks, piers, and wharves	USD25,000,000
earth movement	USD75,000,000 in the aggregate during any policy year
EXHIBITION PROPERTY	USD10,000,000
EXPEDITING COSTS	USD25,000,000

fill beneath car parks, parking lots, pavement, roadways, railways, transformer enclosures, walkways, or buildings and structures combined	USD1,000,000
fine arts	USD75,000,000 but not to exceed a USD10,000 limit per item for irreplaceable fine arts not on a schedule on file with the Company
LAND AND WATER CONTAMINANT CLEANUP, REMOVAL AND DISPOSAL	USD1,000,000 in the aggregate during any policy year
MISCELLANEOUS PERSONAL PROPERTY	USD10,000,000 per location
OFF PREMISES STORAGE FOR PROPERTY UNDER CONSTRUCTION	USD10,000,000 per location
OFF PREMISES STORAGE FOR PROPERTY UNDER CONSTRUCTION	USD10,000,000 for property in transit
OPERATIONAL TESTING	USD25,000,000
OVERHEAD EXPENSES	USD2,500,000
PERSONAL PROPERTY NOT AT A LOCATION	USD1,000,000
RAILCARS	USD10,000,000
TERRORISM	<p>USD5,000,000 in the aggregate during any policy year but not to exceed the following:</p> <p>a) USD5,000,000 limit in the aggregate during any policy year for miscellaneous unnamed locations, MISCELLANEOUS PERSONAL PROPERTY, OFF PREMISES STORAGE FOR PROPERTY UNDER CONSTRUCTION and TEMPORARY REMOVAL OF PROPERTY combined</p> <p>b) USD5,000,000 limit in the aggregate during any policy year for flood when caused by or resulting from terrorism</p>

	<p>The limits for TERRORISM shall not include the actual cash value portion of fire damage caused by terrorism.</p> <p>The limits for TERRORISM do not apply to the SUPPLEMENTAL UNITED STATES CERTIFIED ACT OF TERRORISM ENDORSEMENT(S).</p>
TRANSPORTATION	USD25,000,000
valuable papers and records	USD75,000,000 but not to exceed a USD10,000 limit per item for irreplaceable valuable papers and records not on a schedule on file with the Company

11. DEDUCTIBLES

Subject to the deductible general provisions stated below, in each case of loss covered by this Policy the following deductibles apply:

DATA, PROGRAMS OR SOFTWARE	USD100,000 per occurrence as respects loss or damage caused by the malicious introduction of a machine code or instruction.
EXHIBITION PROPERTY	USD25,000 per occurrence
RAILCARS	USD100,000 per occurrence
TRANSPORTATION	USD100,000 per occurrence
All Other Loss	USD5,000,000 combined all coverages, per occurrence

Deductible General Provisions:

In each case of loss covered by this Policy, the Company will be liable only if the Insured sustains a loss in a single **occurrence** greater than the applicable deductible specified above, and only for its share of that greater amount.

- A. The stated earthquake deductible will be applied to earthquake loss. The stated **flood** deductible will be applied to **flood** loss. The stated **wind** deductible will be applied to **wind** loss. The provisions of item C below will also be applied to each.

- B. When this Policy insures more than one **location**, the deductible will apply against the total loss covered by this Policy in an **occurrence** except that a deductible that applies on a per **location** basis, if specified, will apply separately to each **location** where the physical damage happened regardless of the number of **locations** involved in the **occurrence**.
- C. Unless stated otherwise, if two or more deductibles apply to an **occurrence**, the total to be deducted will not exceed the largest deductible applicable. For the purposes of this provision, when separate Property Damage deductibles apply, the sum of the two deductibles will be considered a single deductible. If two or more deductibles apply on a per **location** basis in an **occurrence**, the largest deductible applying to each **location** will be applied separately to each such **location**.
- D. When a % deductible is stated above, whether separately or combined, the deductible is calculated as follows:

Property Damage – % of the value, per the Valuation clause(s) of the PROPERTY DAMAGE section, of the property insured at the **location** where the physical damage happened.
- E. For insured physical loss or damage:
 - 1) to insured fire protection equipment; or
 - 2) from water or other substance discharged from fire protection equipment of the type insured,

the applicable deductible applying to items 1 or 2 above only will be reduced by fifty percent (50%), per **occurrence**. However, this provision will not apply to loss or damage resulting from fire or **earth movement** regardless of whether claim is made for such fire or **earth movement**.



PROPERTY DAMAGE

1. PROPERTY INSURED

This Policy insures the following property, unless otherwise excluded elsewhere in this Policy, located at an **insured location** or within 1,000 feet/300 metres thereof, to the extent of the interest of the Insured in such property.

- A. Real Property, including new buildings and additions under construction, in which the Insured has an insurable interest.
- B. Personal Property:
 - 1) owned by the Insured.
 - 2) consisting of the Insured's interest as a tenant in improvements and betterments. In the event of physical loss or damage, the Company agrees to accept and consider the Insured as sole and unconditional owner of improvements and betterments, notwithstanding any contract or lease to the contrary.
 - 3) of officers and employees of the Insured.
 - 4) of others in the Insured's custody to the extent the Insured is under obligation to keep insured for physical loss or damage insured by this Policy.
 - 5) of others in the Insured's custody to the extent of the Insured's legal liability for insured physical loss or damage to Personal Property. The Company will defend that portion of any suit against the Insured that alleges such liability and seeks damages for such insured physical loss or damage. The Company may, without prejudice, investigate, negotiate and settle any claim or suit as the Company deems expedient.

This Policy also insures the interest of contractors and subcontractors in insured property during construction at an **insured location** or within 1,000 feet/300 metres thereof, to the extent of the Insured's legal liability for insured physical loss or damage to such property. Such interest of contractors and subcontractors is limited to the property for which they have been hired to perform work.

2. PROPERTY EXCLUDED

The following exclusions apply unless otherwise stated in this Policy:

This Policy excludes:

- A. currency, money, notes or securities.
- B. precious metal in bullion form.
- C. land and any substance in or on land. However, this exclusion does not apply to:



- 1) landscape gardening.
 - 2) car parks, parking lots, pavement, roadways, railways, transformer enclosures or walkways.
 - 3) fill beneath car parks, parking lots, pavement, roadways, railways, transformer enclosures, walkways, or buildings and structures.
- D. water. However, this exclusion does not apply to:
- 1) water that is contained within any enclosed tank, piping system or any other processing equipment.
- E. animals, standing timber or growing crops.
- F. watercraft or aircraft.
- G. vehicles of officers or employees of the Insured or vehicles otherwise insured for physical loss or damage.
- H. underground mines or mine shafts or any property within such mine or shaft.
- I. dams or dikes.
- J. property in transit, except as otherwise provided by this Policy.
- K. property sold by the Insured under conditional sale, trust agreement, installment plan or other deferred payment plan after delivery to customers.
- L. electronic data, programs or software, except when they are stock in process, finished goods manufactured by the Insured, raw materials, supplies or other merchandise not manufactured by the Insured, or as otherwise provided by the DATA, PROGRAMS OR SOFTWARE coverage of this Policy.
- M. any **turbine unit** installed or acquired by the Insured after the inception date of this Policy unless specifically endorsed to this Policy.
- N. coal in transit.
- O. underground potable water, waste water, and sewer piping and mains.
- P. property insured under Policy JD944 issued by Factory Mutual Insurance Company and its renewals and replacements thereafter.

3. EXCLUSIONS

In addition to the exclusions elsewhere in this Policy, the following exclusions apply unless otherwise stated:



A. This Policy excludes:

- 1) indirect or remote loss or damage.
- 2) interruption of business, except to the extent provided by this Policy.
- 3) loss of market or loss of use.
- 4) loss or damage or deterioration arising from any delay.
- 5) mysterious disappearance, loss or shortage disclosed on taking inventory, or any unexplained loss.
- 6) loss from enforcement of any law or ordinance:
 - a) regulating the construction, repair, replacement, use or removal, including debris removal, of any property; or
 - b) requiring the demolition of any property, including the cost in removing its debris;except as provided by the DECONTAMINATION COSTS and DEMOLITION AND INCREASED COST OF CONSTRUCTION coverages of this Policy.
- 7) loss resulting from the voluntary parting with title or possession of property if induced by any fraudulent act or by false pretence.

B. This Policy excludes loss or damage directly or indirectly caused by or resulting from any of the following regardless of any other cause or event, whether or not insured under this Policy, contributing concurrently or in any other sequence to the loss:

- 1) nuclear reaction or nuclear radiation or radioactive contamination. However:
 - a) if physical damage by fire or sprinkler leakage results, then only that resulting damage is insured; but not including any loss or damage due to nuclear reaction, radiation or radioactive contamination.
 - b) this Policy does insure physical damage directly caused by sudden and accidental radioactive contamination, including resultant radiation damage, from material used or stored or from processes conducted on the **insured location**, provided that on the date of loss, there is neither a nuclear reactor nor any new or used nuclear fuel on the **insured location**. This coverage does not apply to any act, loss or damage excluded in item B2f of this EXCLUSIONS clause.

This exclusion B1 and the exceptions in B1a and B1b do not apply to any act, loss or damage which also comes within the terms of exclusion B2b of this EXCLUSIONS clause.

- 2) a) hostile or warlike action in time of peace or war, including action in hindering, combating or defending against an actual, impending or expected attack by any:

- (i) government or sovereign power (de jure or de facto);
 - (ii) military, naval or air force; or
 - (iii) agent or authority of any party specified in i or ii above.
- b) discharge, explosion or use of any nuclear device, weapon or material employing or involving nuclear fission, fusion or radioactive force, whether in time of peace or war and regardless of who commits the act.
 - c) insurrection, rebellion, revolution, civil war, usurped power, or action taken by governmental authority in hindering, combating or defending against such an event.
 - d) seizure or destruction under quarantine or custom regulation, or confiscation by order of any governmental or public authority.
 - e) risks of contraband, or illegal transportation or trade.
 - f) **terrorism**, including action taken to prevent, defend against, respond to or retaliate against **terrorism** or suspected **terrorism**, except to the extent provided in the **TERRORISM** coverage of the Policy. However, if direct loss or damage by fire results from any of these acts (unless committed by or on behalf of the Insured), then this Policy covers only to the extent of the **actual cash value** of the resulting direct loss or damage by fire to property insured. This coverage exception for such resulting fire loss or damage does not apply to:
 - (i) direct loss or damage by fire which results from any other applicable exclusion in the Policy, including the discharge, explosion or use of any nuclear device, weapon or material employing or involving nuclear fission, fusion or radioactive force, whether in time of peace or war and regardless of who commits the act.
 - (ii) any other coverages provided in this Policy.

Any act which satisfies the definition of **terrorism** shall not be considered to be vandalism, malicious mischief, riot, civil commotion, or any other risk of physical loss or damage covered elsewhere in this Policy.

If any act which satisfies the definition of **terrorism** also comes within the terms of item B2a of this EXCLUSIONS clause then item B2a applies in place of this item B2f exclusion.

If any act which satisfies the definition of **terrorism** also comes within the terms of item B2b of this EXCLUSIONS clause then item B2b applies in place of this item B2f exclusion.

If any act which satisfies the definition of **terrorism** also comes within the terms of item B2c of this EXCLUSIONS clause then item B2c applies in place of this item B2f exclusion.



If any act excluded herein involves nuclear reaction, nuclear radiation or radioactive contamination, this item B2f exclusion applies in place of item B1 of this EXCLUSIONS clause.

- 3) any dishonest act, including but not limited to theft, committed alone or in collusion with others, at any time:
 - a) by an Insured or any proprietor, partner, director, trustee, officer, or employee of an Insured; or
 - b) by any proprietor, partner, director, trustee, or officer of any business or entity (other than a common carrier) engaged by an Insured to do anything in connection with property insured under this Policy.

This Policy does insure acts of direct insured physical damage intentionally caused by an employee of an Insured or any individual specified in b above, and done without the knowledge of the Insured. This coverage does not apply to any act excluded in B2f of this EXCLUSIONS clause. In no event does this Policy cover loss by theft by any individual specified in a or b above.

- 4) lack of the following services:
 - a) incoming electricity, fuel, water, gas, steam or refrigerant;
 - b) outgoing sewerage;
 - c) incoming or outgoing voice, data or video,

all when caused by an event off the **insured location**. But, if the lack of such a service directly causes insured physical damage on the **insured location**, then only that resulting damage is insured.

- 5) **earth movement** for property located in Alaska, California, Hawaii, Nevada, the Commonwealth of Puerto Rico, the **New Madrid Seismic Zone**, or the **Pacific Northwest Seismic Zone**.

C. This Policy excludes the following, but, if physical damage not excluded by this Policy results, then only that resulting damage is insured:

- 1) faulty workmanship, material, construction or design from any cause.
- 2) loss or damage to stock or material attributable to manufacturing or processing operations while such stock or material is being processed, manufactured, tested, or otherwise worked on.
- 3) deterioration, depletion, rust, corrosion or erosion, wear and tear, inherent vice or latent defect.

- 4) settling, cracking, shrinking, bulging, or expansion of:
 - a) foundations (including any pedestal, pad, platform or other property supporting machinery).
 - b) floors.
 - c) pavements.
 - d) walls.
 - e) ceilings.
 - f) roofs.
 - 5) a) changes of temperature damage (except to machinery or equipment); or
 - b) changes in relative humidity damage,
 all whether atmospheric or not.
 - 6) insect, animal or vermin damage.
 - 7) loss or damage to the interior portion of buildings under construction from rain, sleet or snow, whether or not driven by wind, when the installation of the roof, walls or windows of such buildings has not been completed.
- D. This Policy excludes the following unless directly resulting from other physical damage not excluded by this Policy:
- 1) **contamination**, and any cost due to **contamination** including the inability to use or occupy property or any cost of making property safe or suitable for use or occupancy. If **contamination** due only to the actual not suspected presence of **contaminant(s)** directly results from other physical damage not excluded by this Policy, then only physical damage caused by such **contamination** may be insured. This exclusion D1 does not apply to radioactive contamination which is excluded elsewhere in this Policy.
 - 2) shrinkage.
 - 3) changes in color, flavor, texture or finish.

4. APPLICATION OF POLICY TO DATE OR TIME RECOGNITION

With respect to situations caused by any **date or time recognition** problem by **electronic data processing equipment or media** (such as the so-called Year 2000 problem), this Policy applies as follows.

- A. This Policy does not pay for remediation, change, correction, repair or assessment of any **date or time recognition** problem, including the Year 2000 problem, in any **electronic data**

processing equipment or media, whether preventative or remedial, and whether before or after a loss, including temporary protection and preservation of property.

- B. Failure of **electronic data processing equipment or media** to correctly recognize, interpret, calculate, compare, differentiate, sequence, access or process data involving one or more dates or times, including the Year 2000, is not insured physical loss or damage.

Subject to all of its terms and conditions, this Policy does pay for physical loss or damage not excluded by this Policy that results from a failure of **electronic data processing equipment or media** to correctly recognize, interpret, calculate, compare, differentiate, sequence, access or process data involving one or more dates or times, including the Year 2000. Such covered resulting physical loss or damage does not include any loss, cost or expense described in A or B above.

5. VALUATION

Adjustment of the physical loss amount under this Policy will be computed as of the date of loss at the place of the loss, and for no more than the interest of the Insured.

Unless stated otherwise in an Additional Coverage, adjustment of physical loss to property will be subject to the following:

- A. On raw materials, supplies or other merchandise not manufactured by the Insured:
 - 1) if repaired or replaced, the actual expenditure incurred in repairing or replacing the damaged or destroyed property; or
 - 2) if not repaired or replaced, the **actual cash value**.
- B. On exposed films, records, manuscripts and drawings that are not **valuable papers and records**, the value blank plus the cost of copying information from back-up or from originals of a previous generation. These costs will not include research, engineering or any costs of restoring or recreating lost information.
- C. On property that is damaged by fire and such fire is the result of **terrorism**, the **actual cash value** of the fire damage loss. Any remaining fire damage loss shall be adjusted according to the terms and conditions of the Valuation clause(s) in this section of the Policy and shall be subject to the limit(s) of liability for TERRORISM, and if stated the limit of liability for SUPPLEMENTAL UNITED STATES CERTIFIED ACT OF TERRORISM ENDORSEMENT(S), as shown in the LIMITS OF LIABILITY clause in the DECLARATIONS section.
- D. On all other property, the lesser of the following:
 - 1) The cost to repair.
 - 2) The cost to rebuild or replace on the same site with new materials of like size, kind and quality.

- 3) The cost in rebuilding, repairing or replacing on the same or another site, but not to exceed the size and operating capacity that existed on the date of loss.
- 4) The selling price of real property or machinery and equipment, other than stock, offered for sale on the date of loss.
- 5) The cost to replace unrepairable electrical or mechanical equipment, including computer equipment, with equipment that is the most functionally equivalent to that damaged or destroyed, even if such equipment has technological advantages and/or represents an improvement in function and/or forms part of a program of system enhancement.
- 6) The increased cost of demolition, if any, directly resulting from insured loss, if such property is scheduled for demolition.
- 7) The unamortized value of improvements and betterments, if such property is not repaired or replaced at the Insured's expense.
- 8) The **actual cash value** if such property is:
 - a) useless to the Insured; or
 - b) not repaired, replaced or rebuilt on the same or another site within two years from the date of loss, unless such time is extended by the Company.

The Insured may elect not to repair or replace the insured real or personal property lost, damaged or destroyed. Loss settlement may be elected on the lesser of repair or replacement cost basis if the proceeds of such loss settlement are expended on other capital expenditures related to the Insured's operations within two years from the date of loss. As a condition of collecting under this item, such expenditure must be unplanned as of the date of loss and be made at an **insured location** under this Policy. This item does not extend to DEMOLITION AND INCREASED COST OF CONSTRUCTION.

6. ADDITIONAL COVERAGES

This Policy includes the following Additional Coverages for insured physical loss or damage.

These Additional Coverages:

- 1) are subject to the applicable limit of liability;
 - 2) will not increase the Policy limit of liability; and
 - 3) are subject to the Policy provisions, including applicable exclusions and deductibles,
- all as shown in this section and elsewhere in this Policy.



A. ACCOUNTS RECEIVABLE

This Policy covers the following directly resulting from insured physical loss or damage to accounts receivable records while anywhere within this Policy's TERRITORY, including while in transit:

- 1) any shortage in the collection of accounts receivable.
- 2) the interest charges on any loan to offset such impaired collection pending repayment of such uncollectible sum. Unearned interest and service charges on deferred payment accounts and normal credit losses on bad debts will be deducted in determining the amount recoverable.
- 3) the reasonable and necessary cost incurred for material and time required to re-establish or reconstruct accounts receivable records excluding any costs covered by any other insurance.
- 4) any other necessary and reasonable costs incurred to reduce the loss, to the extent the losses are reduced.

Accounts receivable records will include accounts receivable records stored as electronic data.

In the event of loss, the Insured will:

- 1) use all reasonable efforts, including legal action, if necessary, to effect collection of outstanding accounts receivable.
- 2) reduce loss by use of any suitable property or service:
 - a) owned or controlled by the Insured; or
 - b) obtainable from other sources.
- 3) reconstruct, if possible, accounts receivable records so that no shortage is sustained.

The settlement of loss will be made within 90 days from the date of physical loss or damage. All amounts recovered by the Insured on outstanding accounts receivable on the date of loss will belong and be paid to the Company up to the amount of loss paid by the Company. All recoveries exceeding the amount paid will belong to the Insured.

ACCOUNTS RECEIVABLE Exclusions: As respects **ACCOUNTS RECEIVABLE**, the following additional exclusions apply:

This Policy does not insure against shortage resulting from:

- 1) bookkeeping, accounting or billing errors or omissions; or
- 2) a) alteration, falsification, manipulation; or

b) concealment, destruction or disposal,

of accounts receivable records committed to conceal the wrongful giving, taking, obtaining or withholding of money, securities or other property; but only to the extent of such wrongful giving, taking, obtaining or withholding.

B. AUTOMATIC COVERAGE

This Policy covers insured physical loss or damage to insured property at any **location** purchased, leased or rented by the Insured after the inception date of this Policy.

This Additional Coverage applies:

- 1) from the date of purchase, lease or rental,
- 2) until the first of the following:
 - a) the **location** is bound by the Company.
 - b) agreement is reached that the **location** will not be insured under this Policy.
 - c) the time limit shown in the LIMITS OF LIABILITY clause in the DECLARATIONS section has been reached. The time limit begins on the date of purchase, lease or rental.

C. CLAIMS PREPARATION COSTS

This Policy covers the actual costs incurred by the Insured:

- 1) of reasonable fees payable to the Insured's: accountants, architects, auditors, engineers, or other professionals; and
- 2) the cost of using the Insured's employees,

for producing and certifying any particulars or details contained in the Insured's books or documents, or such other proofs, information or evidence required by the Company resulting from insured loss payable under this Policy for which the Company has accepted liability.

This Additional Coverage will not cover the fees and costs of:

- 1) attorneys, public adjusters, and loss appraisers, all including any of their subsidiary, related or associated entities either partially or wholly owned by them or retained by them for the purpose of assisting them,
- 2) loss consultants who provide consultation on coverage or negotiate claims.

This Additional Coverage is subject to the deductible that applies to the loss.

D. CONSEQUENTIAL REDUCTION IN VALUE

This Policy covers the reduction in value of insured merchandise that is a part of pairs, sets, or components, directly resulting from insured physical loss or damage to other insured parts of pairs, sets or components of such merchandise. If settlement is based on a constructive total loss, the Insured will surrender the undamaged parts of such merchandise to the Company.

E. DATA, PROGRAMS OR SOFTWARE

This Policy covers insured **physical loss or damage to electronic data, programs or software**, including physical loss or damage caused by the malicious introduction of a machine code or instruction, while anywhere within this Policy's TERRITORY, including while in transit.

With respect to destruction, distortion or corruption caused by the malicious introduction of machine code or instruction, this Additional Coverage will apply when the Period of Liability is in excess of 48 hours.

This Additional Coverage also covers:

- 1) the cost of the following reasonable and necessary actions taken by the Insured provided such actions are taken due to actual insured **physical loss or damage to electronic data, programs or software**:
 - a) actions to temporarily protect and preserve insured electronic data, programs or software.
 - b) actions taken for the temporary repair of insured **physical loss or damage to electronic data, programs or software**.
 - c) actions taken to expedite the permanent repair or replacement of such damaged property.
- 2) the reasonable and necessary costs incurred by the Insured to temporarily protect or preserve insured electronic data, programs or software against immediately impending insured **physical loss or damage to electronic data, programs or software**. In the event that there is no physical loss or damage, the costs covered under this item will be subject to the deductible that would have applied had there been such physical loss or damage.

Costs recoverable under this Additional Coverage are excluded from coverage elsewhere in this Policy.

This Additional Coverage excludes loss or damage to data, programs or software when they are stock in process, finished goods manufactured by the Insured, raw materials, supplies or other merchandise not manufactured by the Insured.

DATA, PROGRAMS OR SOFTWARE Exclusions: As respects DATA, PROGRAMS OR SOFTWARE, the following applies:

- 1) the exclusions in the EXCLUSIONS clause of this section do not apply except for A1, A2, A6, B1, B2, B3a, B4 and B5.
- 2) the following additional exclusions apply:

This Policy excludes the following, but, if physical damage not excluded by this Policy results, then only that resulting damage is insured:

- a) errors or omissions in processing or copying.
- b) loss or damage to data, programs or software from errors or omissions in programming or machine instructions.
- c) deterioration, inherent vice, vermin or wear and tear.

DATA, PROGRAMS OR SOFTWARE Valuation: On property covered under this Additional Coverage the loss amount will not exceed:

- 1) the cost to repair, replace or restore data, programs or software including the costs to recreate, research and engineer;
- 2) if not repaired, replaced or restored within two years from the date of loss, the blank value of the media.

F. DEBRIS REMOVAL

This Policy covers the reasonable and necessary costs incurred to remove debris from an **insured location** that remains as a direct result of insured physical loss or damage.

This Additional Coverage does not cover the costs of removal of:

- 1) contaminated uninsured property; or
- 2) the **contaminant** in or on uninsured property,

whether or not the **contamination** results from insured physical loss or damage. This Additional Coverage covers the costs of removal of contaminated insured property or the **contaminant** in or on insured property only if the **contamination**, due to the actual not suspected presence of **contaminant(s)**, of the debris resulted directly from other physical damage not excluded by the Policy.

G. DECONTAMINATION COSTS

If insured property is contaminated as a direct result of insured physical damage and there is in force at the time of the loss any law or ordinance regulating **contamination** due to the actual not suspected presence of **contaminant(s)**, then this Policy covers, as a direct result of

enforcement of such law or ordinance, the increased cost of decontamination and/or removal of such contaminated insured property in a manner to satisfy such law or ordinance. This Additional Coverage applies only to that part of insured property so contaminated due to the actual not suspected presence of **contaminant(s)** as a direct result of insured physical damage.

The Company is not liable for the costs required for removing contaminated uninsured property or the **contaminant** therein or thereon, whether or not the **contamination** results from an insured event.

H. DEMOLITION AND INCREASED COST OF CONSTRUCTION

- 1) This Policy covers the reasonable and necessary costs incurred, described in item 2 below, to satisfy the minimum requirements of the enforcement of any law or ordinance regulating the demolition, construction, repair, replacement or use of buildings, structures, machinery or equipment at an **insured location**, provided:
 - a) such law or ordinance is in force on the date of insured physical loss or damage;
 - b) its enforcement is a direct result of such insured physical loss or damage; and
 - c) the Insured was not legally obligated to comply with such law or ordinance prior to the happening of the insured physical loss or damage.
- 2) This Additional Coverage, as respects the property insured in item 1 above, covers:
 - a) the cost to repair or rebuild the physically damaged portion of such property with materials and in a manner to satisfy such law or ordinance; and
 - b) the cost:
 - (i) to demolish the physically undamaged portion of such property insured; and
 - (ii) to rebuild it with materials and in a manner to satisfy such law or ordinance,
 to the extent that such costs incurred result when the demolition of the physically damaged insured property is required to satisfy such law or ordinance.
- 3) This Additional Coverage excludes:
 - a) any costs incurred as a direct or indirect result of enforcement of any laws or ordinances regulating any form of **contamination**.
 - b) any machinery or equipment manufactured by or for the Insured, unless used by the Insured in its operation at the **location** suffering the physical loss or damage.
- 4) The Company's maximum liability for this Additional Coverage at each **insured location** in any **occurrence** will not exceed the actual cost incurred in demolishing the physically undamaged portion of the property insured in item 1 above plus the lesser of:

- a) the reasonable and necessary actual cost incurred, excluding the cost of land, in rebuilding on another site; or
- b) the cost of rebuilding on the same site.

I. ERRORS AND OMISSIONS

If physical loss or damage is not payable under this Policy solely due to an error or unintentional omission:

- 1) in the description of where insured property is physically located;
- 2) to include any **location**:
 - a) owned, leased or rented by the Insured on the effective date of this Policy; or
 - b) purchased, leased or rented by the Insured during the term of this Policy; or
- 3) that results in cancellation of the property insured under this Policy;

this Policy covers such physical loss or damage, to the extent it would have provided coverage had such error or unintentional omission not been made.

It is a condition of this Additional Coverage that any error or unintentional omission be reported by the Insured to the Company when discovered and corrected.

J. EXHIBITION PROPERTY

This Policy covers insured physical loss or damage to Personal Property while on exhibition anywhere within the TERRITORY of this Policy, including while in transit. Property covered under this Additional Coverage is excluded from coverage provided elsewhere in this Policy or any policy issued by the Company or its **representative company(ies)**.

K. EXPEDITING COSTS

This Policy covers the reasonable and necessary costs incurred:

- 1) for the temporary repair of insured physical damage to insured property;
- 2) for the temporary replacement of insured equipment suffering insured physical damage; and
- 3) to expedite the permanent repair or replacement of such damaged property.

This Additional Coverage does not cover costs recoverable elsewhere in this Policy, including the cost of permanent repair or replacement of damaged property.

L. FINE ARTS AND VALUABLE PAPERS AND RECORDS

This Policy covers insured physical loss or damage to **fine arts and valuable papers and records** while anywhere within this Policy's TERRITORY, including while in transit.

FINE ARTS AND VALUABLE PAPERS AND RECORDS Exclusions: As respects FINE ARTS AND VALUABLE PAPERS AND RECORDS, the following applies:

- 1) the exclusions in the EXCLUSIONS clause of this section do not apply except for A1, A2, A6, A7, B1, B2, B3a, B4 and B5.
- 2) the following additional exclusions apply:

This Policy excludes:

- a) currency, money, securities.
- b) errors or omissions in processing or copying of **valuable papers and records**, but, if physical damage not excluded by this Policy results, then only that resulting damage is insured.
- c) deterioration, inherent vice, or wear and tear, but, if physical damage not excluded by this Policy results, then only that resulting damage is insured.
- d) fungus, mold or mildew unless directly resulting from other physical damage not excluded by this Policy.
- e) loss or damage to **fine arts** from any repairing, restoration or retouching process.

FINE ARTS AND VALUABLE PAPERS AND RECORDS Valuation: On property covered under this Additional Coverage the loss amount will not exceed the lesser of the following:

- 1) the cost to repair or restore such property to the physical condition that existed on the date of loss.
- 2) the cost to replace.
- 3) the value, if any, designated for the item on the schedule on file with the Company.

If a **fine arts** article is part of a pair or set, and a physically damaged article cannot be replaced, or repaired or restored to the condition that existed immediately prior to the loss, the Company will be liable for the lesser of the full value of such pair or set or the amount designated on the schedule. The Insured agrees to surrender the pair or set to the Company.

M. LAND AND WATER CONTAMINANT CLEANUP, REMOVAL AND DISPOSAL

This Policy covers the reasonable and necessary cost for the cleanup, removal and disposal of the actual not suspected presence of **contaminant(s)** from uninsured property consisting

of land, water or any other substance in or on land at the **insured location** if the release, discharge or dispersal of such **contaminant(s)** is a direct result of insured physical loss or damage to insured property.

This Policy does not cover the cost to cleanup, remove and dispose of **contamination** from such property:

- 1) at any **location** insured for Personal Property only.
- 2) at any property insured under AUTOMATIC COVERAGE, ERRORS AND OMISSIONS or **miscellaneous unnamed location** coverage provided by this Policy.
- 3) when the Insured fails to give written notice of loss to the Company within 180 days after inception of the loss.

N. MACHINERY OR EQUIPMENT STARTUP OPTION

After insured machinery or equipment that has sustained insured physical loss or damage is repaired or replaced and such machinery or equipment is undergoing startup, the following applies:

If physical loss or damage of the type insured directly results to such machinery or equipment from such startup, the Insured shall have the option of claiming such resulting insured damage as part of the original event of physical loss or damage or as a separate **occurrence**.

This Additional Coverage applies only:

- 1) to the first startup event after the original repair or replacement; and
- 2) when the first startup event happens during the term of this Policy or its renewal issued by the Company.

For the purposes of this Additional Coverage, startup means:

- 1) the introduction into machinery or equipment of feedstock or other materials for processing or handling;
- 2) the commencement of fuel or energy supply to machinery or equipment.

O. MISCELLANEOUS PERSONAL PROPERTY

This Policy covers insured physical loss or damage to personal property of the type insured:

- 1) owned by the Insured; or
- 2) property of others in the Insured's custody, to the extent the Insured is under obligation to keep insured for physical loss or damage insured under this Policy,



at any **location** within this Policy's TERRITORY.

This Additional Coverage excludes property covered elsewhere in this Policy.

P. OFF PREMISES STORAGE FOR PROPERTY UNDER CONSTRUCTION

This Policy covers insured physical loss or damage to property of the type insured that is under contract to be used in a construction project at an **insured location**:

- 1) from the time such property is delivered to the Insured or their contractor (with respect to the property under construction) by the manufacturer or supplier,
- 2) while such property is located at a storage site, and
- 3) while such property is in transit from a storage site to another storage site or to a construction project at an **insured location**,

all while within this Policy's TERRITORY but away from the **insured location**.

This coverage includes necessary expendable materials and supplies to be utilized in the construction project but does not include any such property owned or rented by the contractor.

OFF PREMISES STORAGE FOR PROPERTY UNDER CONSTRUCTION Exclusions: As respects OFF PREMISES STORAGE FOR PROPERTY UNDER CONSTRUCTION, the following additional exclusions apply:

- 1) As respects property in transit, the TRANSPORTATION Exclusions clause of the TRANSPORTATION coverage applies.

Q. OPERATIONAL TESTING

This Policy covers insured physical loss or damage to insured property during the **period of operational testing**.

This Additional Coverage excludes property, including stock or material, manufactured or processed by the Insured.

R. OVERHEAD EXPENSES

In the event of physical damage to insured property and when the Insured's employees or Contractor labor are utilized to repair or replace damage or destroyed property coverage shall apply to cover the necessary overhead expense incurred by the Insured.

Overhead expenses are indirect general and administrative expenses associated with the repairing or replacing of the damaged or destroyed insured property. In no event shall overhead expenses include expenses recoverable elsewhere in this Policy.

- A) The overhead expenses will be calculated at 2.5% of total labor, supervisions and

engineering charges incurred to repair or replace damaged or destroyed insured property. Total labor, supervisions and engineering, for this calculation, will include (1) the insured direct employee straight time payroll charges (plus an adder not to exceed 45% to cover costs of pension, welfare, taxes, insurance, vacation and other paid absences); (2) the Insured direct employee overtime payroll charges (plus a 20% adder to cover costs of FICA, Medicare, pension and workers comp) and (3) contractor straight-time labor charges, but not to include labor charges incurred by a contractor at the contractor's facility.

- B) The Company will reimburse materials held in JEA's storerooms that are used as replacement items for insured damaged property following an insured loss. These storeroom items will be reimbursed at JEA's average storeroom prices, excluding overhead/stores handling charges. A 10% add on will be added to the agreed system average storeroom price of the materials. In no event will be add-on for any one component be greater than USD100,000.
- C) The Company will reimburse personal or company vehicle charges in connection with an insured loss based on mileage or hourly rate based on the vehicle or equipment classification. The use of the vehicle or equipment is only reimbursable if requested to enhance the loss recovery. Amounts reimbursable will not exceed what is the most cost effective means of repair.
- D) The Company will reimburse reasonable employee expenses such as hotels, meals, per diem and other necessary travel expense that are necessary due to an insured loss. These expenses are limited to those individuals that are actually working on the damaged equipment.

S. **PERSONAL PROPERTY NOT AT A LOCATION**

This Policy covers insured physical loss or damage to personal property of the type insured:

- 1) owned by the Insured; or
- 2) property of others in the Insured's custody, to the extent the Insured is under obligation to keep insured for physical loss or damage insured under this Policy,

not at a **location** while anywhere within this Policy's TERRITORY, including while in transit.

PERSONAL PROPERTY NOT AT A LOCATION Exclusions: As respects **PERSONAL PROPERTY NOT AT A LOCATION**, the following additional exclusions apply:

- 1) This Policy excludes:
 - a) **transmission and distribution systems.**
 - b) property while located **off-shore.**
 - c) railroad rolling stock.

- d) property insured under import or export ocean marine insurance.
- e) property shipped between continents.
- f) airborne shipments unless by regularly scheduled passenger airlines or air freight carriers.
- g) property of others, including the Insured's legal liability for it, hauled on vehicles owned, leased or operated by the Insured when acting as a common or contract carrier.

T. PROTECTION AND PRESERVATION OF PROPERTY

This Policy covers:

- 1) reasonable and necessary costs incurred for actions to temporarily protect or preserve insured property; provided such actions are necessary due to actual, or to prevent immediately impending, insured physical loss or damage to such insured property.
- 2) reasonable and necessary:
 - a) fire department firefighting charges imposed as a result of responding to a fire in, on or exposing the insured property.
 - b) costs incurred of restoring and recharging fire protection systems following an insured loss.
 - c) costs incurred for the water used for fighting a fire in, on or exposing the insured property.

This Additional Coverage does not cover costs incurred for actions to temporarily protect or preserve insured property from actual, or to prevent immediately impending, physical loss or damage covered by TERRORISM coverage as provided in this section of the Policy.

This Additional Coverage is subject to the deductible provisions that would have applied had the physical loss or damage happened.

U. RAILCARS

This Policy covers insured physical loss or damage to railcars while anywhere within the TERRITORY provisions of this Policy including while in transit. Property covered under this provision is excluded from coverage provided elsewhere in this Policy or any policy issued by the Company or its **representative company(ies)**.

V. TEMPORARY REMOVAL OF PROPERTY

When insured property is removed from an **insured location** for the purpose of being repaired or serviced or in order to avoid threatened physical loss or damage of the type insured by this Policy, this Policy covers such property:

- 1) while at the premises to which such property has been moved; and
- 2) for physical loss or damage as provided at the **insured location** from which such property was removed.

This Additional Coverage does not apply to property:

- 1) insured, in whole or in part, elsewhere in this Policy.
- 2) insured, in whole or in part, by any other insurance policy.
- 3) removed for normal storage, processing or preparation for sale or delivery.

W. TERRORISM

This Policy covers physical loss or damage caused by or resulting from **terrorism** only at locations as specifically described on the Schedule of Locations, at **miscellaneous unnamed locations** and property covered under MISCELLANEOUS PERSONAL PROPERTY and OFF PREMISES STORAGE FOR PROPERTY UNDER CONSTRUCTION.

Any act which satisfies the definition of **terrorism** shall not be considered to be vandalism, malicious mischief, riot, civil commotion, or any other risk of physical loss or damage covered elsewhere in this Policy.

Amounts recoverable under this Additional Coverage are excluded from coverage elsewhere in this Policy.

This Additional Coverage does not cover loss or damage which also comes within the terms of either item B2a or B2c of the EXCLUSIONS clause in this section of the Policy.

This Additional Coverage does not in any event cover loss or damage directly or indirectly caused by or resulting from any of the following, regardless of any other cause or event, whether or not insured under this Policy contributing concurrently or in any other sequence to the loss:

- 1) that involves the use, release or escape of nuclear materials, or that directly or indirectly results in nuclear reaction or radiation or radioactive contamination or that involves the discharge, explosion or use of any nuclear device, weapon or material employing or involving nuclear fission, fusion, or radioactive force, whether in time of peace or war and regardless of who commits the act; or
- 2) that is carried out by means of the dispersal or application of pathogenic or poisonous biological or chemical materials; or



- 3) in which pathogenic or poisonous biological or chemical materials are released, and it appears that one purpose of the terrorism was to release such materials; or
- 4) that involves action taken to prevent, defend against, respond to or retaliate against terrorism or suspected terrorism.

X. TRANSPORTATION

This Policy covers the following personal property, except as excluded by this Policy, while in transit within the TERRITORY of this Policy:

- 1) owned by the Insured.
- 2) shipped to customers under F.O.B., C & F or similar terms. The Insured's contingent interest in such shipments is admitted.
- 3) of others in the actual or constructive custody of the Insured to the extent of the Insured's interest or legal liability.
- 4) of others sold by the Insured, that the Insured has agreed prior to the loss to insure during course of delivery including:
 - a) when shipped by the Insured's direct contract service provider or by the Insured's direct contract manufacturer to the Insured or to the Insured's customer.
 - b) when shipped by the Insured's customer to the Insured or to the Insured's contract service provider or to the Insured's contract manufacturer.

Coverage Attachment and Duration:

- 1) This Additional Coverage covers from the time the property leaves the original point of shipment for transit until the property arrives at the destination.
- 2) However, coverage on export shipments not insured under ocean cargo policies ends when the property is loaded on board overseas vessels or aircraft. Coverage on import shipments not insured under ocean cargo policies begins after discharge from overseas vessels or aircraft.

This Additional Coverage:

- 1) covers general average and salvage charges on shipments covered while waterborne.
- 2) insures physical loss or damage caused by or resulting from:
 - a) unintentional acceptance of fraudulent bills of lading, shipping or messenger receipts.
 - b) improper parties having gained possession of property through fraud or deceit.



Additional General Provisions:

- 1) This Additional Coverage will not inure directly or indirectly to the benefit of any carrier or bailee.
- 2) The Insured has permission, without prejudicing this insurance, to accept:
 - a) ordinary bills of lading used by carriers;
 - b) released bills of lading;
 - c) undervalued bills of lading; and
 - d) shipping or messenger receipts.
- 3) The Insured may waive subrogation against railroads under side track agreements.

Except as otherwise stated, the Insured will not enter into any special agreement with carriers releasing them from their common law or statutory liability.

TRANSPORTATION Exclusions: As respects TRANSPORTATION, the following applies:

- 1) the exclusions in the EXCLUSIONS clause of this section do not apply except for A1 through A4, B1 through B4, C1, C3, C5, C6, D1 through D3.
- 2) the following additional exclusions apply:

This Policy excludes:

- a) samples in the custody of salespeople or selling agents.
- b) property insured under import or export ocean marine insurance.
- c) waterborne shipments, unless:
 - (i) by inland water; or
 - (ii) by coastal shipments.
- d) waterborne shipments via Panama Canal or to and from Alaska, the Commonwealth of Puerto Rico, and Hawaii.
- e) airborne shipments unless by regularly scheduled passenger airlines or air freight carriers.
- f) property of others, including the Insured's legal liability for it, hauled on vehicles owned, leased or operated by the Insured when acting as a common or contract carrier.



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g) any transporting vehicle.

TRANSPORTATION Valuation: On property covered under this Additional Coverage the loss amount will not exceed:

- 1) Property shipped to or for the account of the Insured will be valued at actual invoice to the Insured. Included in the value are accrued costs and charges legally due. Charges may include the Insured's commission as selling agent.
- 2) Property sold by the Insured and shipped to or for the purchaser's account will be valued at the Insured's selling invoice amount. Prepaid or advanced freight costs are included.
- 3) Property not under invoice will be valued:
 - a) for property of the Insured, at the valuation provisions of this Policy applying at the place from which the property is being transported; or
 - b) for other property, at the actual cash market value at the destination point on the date of loss,

less any charges saved which would have become due and payable upon arrival at destination.

LOSS ADJUSTMENT AND SETTLEMENT

1. REQUIREMENTS IN CASE OF LOSS

The Insured will:

- 1) give immediate written notice to the Company of any loss.
- 2) protect the property from further loss or damage.
- 3) promptly separate the damaged and undamaged property; put it in the best possible order; and furnish a complete inventory of the lost, destroyed, damaged and undamaged property showing in detail the quantities, costs, **actual cash value**, replacement value and amount of loss claimed.
- 4) give a signed and sworn proof of loss to the Company within 90 days after the loss, unless that time is extended in writing by the Company. The proof of loss must state the knowledge and belief of the Insured as to:
 - a) the time and origin of the loss.
 - b) the Insured's interest and that of all others in the property.
 - c) the **actual cash value** and replacement value of each item and the amount of loss to each item; all encumbrances; and all other contracts of insurance, whether valid or not, covering any of the property.
 - d) any changes in the title, use, occupation, location, possession or exposures of the property since the effective date of this Policy.
 - e) by whom and for what purpose any **location** insured by this Policy was occupied on the date of loss, and whether or not it then stood on leased ground.
- 5) include a copy of all the descriptions and schedules in all policies and, if required, provide verified plans and specifications of any buildings, fixtures, machinery or equipment destroyed or damaged.
- 6) further, the Insured, will as often as may be reasonably required:
 - a) exhibit to any person designated by the Company all that remains of any property;
 - b) submit to examination under oath by any person designated by the Company and sign the written records of examinations; and
 - c) produce for examination at the request of the Company:
 - (i) all books of accounts, business records, bills, invoices and other vouchers; or
 - (ii) certified copies if originals are lost,



at such reasonable times and places that may be designated by the Company or its representative and permit extracts and machine copies to be made.

2. CURRENCY FOR LOSS PAYMENT

Losses will be adjusted and paid in the currency of the United States of America, except in Canada where losses will be paid in Canadian currency, unless directed otherwise by the Insured.

3. PARTIAL PAYMENT OF LOSS SETTLEMENT

In the event of insured physical loss or damage determined by the Company's representatives to be in excess of the applicable Policy deductible, the Company will advance mutually agreed upon partial payment(s), subject to the Policy's provisions. To obtain such partial payments, the Insured will submit a signed and sworn Proof of Loss as described in this Policy, with adequate supporting documentation.

4. COLLECTION FROM OTHERS

The Company will not be liable for any loss to the extent that the Insured has collected for such loss from others.

5. SUBROGATION

The Insured is required to cooperate in any subrogation proceedings. The Company may require from the Insured an assignment or other transfer of all rights of recovery against any party for loss to the extent of the Company's payment.

The Company will not acquire any rights of recovery that the Insured has expressly waived prior to a loss, nor will such waiver affect the Insured's rights under this Policy.

Any recovery from subrogation proceedings, less costs incurred by the Company in such proceedings, will be payable to the Insured in the proportion that the amount of:

- 1) any applicable deductible; and/or
- 2) any provable uninsured loss,

bears to the entire provable loss amount.

6. COMPANY OPTION

The Company has the option to take all or any part of damaged property at the agreed or appraised value. The Company must give notice to the Insured of its intention to do so within 30 days after receipt of Proof of Loss.

7. ABANDONMENT

There may be no abandonment of any property to the Company.

8. APPRAISAL

If the Insured and the Company fail to agree on the amount of loss, each will, on the written demand of either, select a competent and disinterested appraiser after:

- 1) the Insured has fully complied with all provisions of this Policy, including REQUIREMENTS IN CASE OF LOSS; and
- 2) the Company has received a signed and sworn Proof of Loss from the Insured.

Each will notify the other of the appraiser selected within 20 days of such demand.

The appraisers will first select a competent and disinterested umpire. If the appraisers fail to agree upon an umpire within 30 days then, on the request of the Insured or the Company, the umpire will be selected by a judge of a court of record in the jurisdiction in which the appraisal is pending. The appraisers will then appraise the amount of loss, stating separately the **actual cash value** and replacement cost value as of the date of loss and the amount of loss, for each item of physical loss or damage.

If the appraisers fail to agree, they will submit their differences to the umpire. An award agreed to in writing by any two will determine the amount of loss.

The Insured and the Company will each:

- 1) pay its chosen appraiser; and
- 2) bear equally the other expenses of the appraisal and umpire.

A demand for APPRAISAL shall not relieve the Insured of its continuing obligation to comply with the terms and conditions of this Policy, including as provided under REQUIREMENTS IN CASE OF LOSS.

The Company will not be held to have waived any of its rights by any act relating to appraisal.

9. SUIT AGAINST THE COMPANY

No suit, action or proceeding for the recovery of any claim will be sustained in any court of law or equity unless:

- 1) the Insured has fully complied with all the provisions of this Policy; and
- 2) legal action is started within twelve months after inception of the loss.

If under the insurance laws of the jurisdiction in which the property is located, such twelve months' limitation is invalid, then any such legal action must be started within the shortest limit of time permitted by such laws.



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10. SETTLEMENT OF CLAIMS

The amount of loss for which the Company may be liable will be paid within 30 days after:

- A. proof of loss as described in this Policy is received by the Company; and
- B. when a resolution of the amount of loss is made either by:
 - 1) written agreement between the Insured and the Company; or
 - 2) the filing with the Company of an award as provided in the APPRAISAL clause of this section.

GENERAL PROVISIONS

1. CANCELLATION/NON-RENEWAL

This Policy may be:

- A. cancelled at any time at the request of the Insured by surrendering this Policy to the Company or by giving written notice to the Company stating when such cancellation will take effect; or
- B. cancelled by the Company by giving the Insured not less than:
 - 1) 90 days' written notice of cancellation; or
 - 2) 10 days' written notice of cancellation if the Insured fails to remit, when due, payment of premium for this Policy; or
- C. non-renewed by the Company by giving the Insured not less than 90 days' written notice of non-renewal.

Return of any unearned premium will be calculated on the customary short rate basis if the Insured cancels and on a pro-rata basis if the Company cancels this Policy. Return of any unearned premium will be made by the Company as soon as practicable.

2. INSPECTIONS

The Company, at all reasonable times, will be permitted, but will not have the duty, to inspect insured property. The Company does not address life, safety or health issues.

The Company's:

- A. right to make inspections;
- B. making of inspections; or
- C. providing recommendations or other information in connection with any inspections,

will not constitute an undertaking, on behalf of or for the benefit of the Insured or others. The Company will have no liability to the Insured or any other person because of any inspection or failure to inspect.

When the Company is not providing jurisdictional inspections, the Owner/Operator has the responsibility to assure that jurisdictional inspections are performed as required, and to assure that required jurisdictional Operating Certificates are current for their pressure equipment.

3. PROVISIONS APPLICABLE TO SPECIFIC JURISDICTIONS

- A. If the provisions of this Policy conflict with the laws of any jurisdictions in which this Policy applies, and if certain provisions are required by law to be stated in this Policy, this Policy

will be read so as to eliminate such conflict or deemed to include such provisions for **insured locations** within such jurisdictions.

- B. The Company will provide to the Insured copies of endorsements mandated for use by the laws of provinces in Canada. The endorsements modify this Policy with respect to any insured property located in the province in which the endorsement applies.
- C. The Company will provide to the Insured copies of endorsements mandated for use by the laws of states in the United States of America. The endorsements modify this Policy with respect to any insured property located in the state in which the endorsement applies.
- D. As respects the United States, its territories and possessions and the Commonwealth of Puerto Rico, the definition of **terrorism** is declared null and void and it is agreed that an event defined as a Certified Act of Terrorism under the terms of the SUPPLEMENTAL UNITED STATES CERTIFIED ACT OF TERRORISM ENDORSEMENT(S) attached to this Policy shall be considered an act of **terrorism** within the terms of this Policy. Coverage recoverable under the SUPPLEMENTAL UNITED STATES CERTIFIED ACT OF TERRORISM ENDORSEMENT(S) is excluded from any other coverage under this Policy. Any difference in limit between loss recoverable under the SUPPLEMENTAL UNITED STATES CERTIFIED ACT OF TERRORISM ENDORSEMENT(S) and this Policy is not recoverable under this Policy.

4. LIBERALIZATION

If during the period that insurance is in force under this Policy, any filed rules or regulations affecting the same are revised by statute so as to broaden the insurance without additional premium charge, such extended or broadened insurance will inure to the benefit of the Insured within such jurisdiction, effective the date of the change specified in such statute.

5. MISREPRESENTATION AND FRAUD

This entire Policy will be void if, whether before or after a loss, an Insured has:

- A. willfully concealed or misrepresented any material fact or circumstance concerning this insurance, the subject thereof, any insurance claim, or the interest of an Insured.
- B. made any attempt to defraud the Company.
- C. made any false swearing.

6. LENDERS LOSS PAYEE AND MORTGAGEE INTERESTS AND OBLIGATIONS

- A. The Company will pay for loss to specified property insured under this Policy to each specified Lender Loss Payee (hereinafter referred to as Lender) as its interest may appear, and to each specified Mortgagee as its interest may appear, under all present or future mortgages upon such property, in order of precedence of the mortgages.
- B. The interest of the Lender or Mortgagee (as the case may be) in property insured under this Policy will not be invalidated by:

- 1) any act or neglect of the debtor, mortgagor, or owner (as the case may be) of the property.
- 2) foreclosure, notice of sale, or similar proceedings with respect to the property.
- 3) change in the title or ownership of the property.
- 4) change to a more hazardous occupancy.

The Lender or Mortgagee will notify the Company of any known change in ownership, occupancy, or hazard and, within 10 days of written request by the Company, may pay the increased premium associated with such known change. If the Lender or Mortgagee fails to pay the increased premium, all coverage under this Policy will cease.

- C. If this Policy is cancelled at the request of the Insured or its agent, the coverage for the interest of the Lender or Mortgagee will terminate 10 days after the Company sends to the Lender or Mortgagee written notice of cancellation, unless:
 - 1) sooner terminated by authorization, consent, approval, acceptance, or ratification of the Insured's action by the Lender or Mortgagee, or its agent.
 - 2) this Policy is replaced by the Insured, with a policy providing coverage for the interest of the Lender or Mortgagee, in which event coverage under this Policy with respect to such interest will terminate as of the effective date of the replacement policy, notwithstanding any other provision of this Policy.
- D. The Company may cancel this Policy and/or the interest of the Lender or Mortgagee under this Policy, by giving the Lender or Mortgagee written notice 60 days prior to the effective date of cancellation, if cancellation is for any reason other than non-payment. If the debtor, mortgagor, or owner has failed to pay any premium due under this Policy, the Company may cancel this Policy for such non-payment, but will give the Lender or Mortgagee written notice 10 days prior to the effective date of cancellation. If the Lender or Mortgagee fails to pay the premium due by the specified cancellation date, all coverage under this Policy will cease.
- E. The Company has the right to invoke this Policy's SUSPENSION clause. The suspension of insurance will apply to the interest of the Lender or Mortgagee in any machine, vessel, or part of any machine or vessel, subject to the suspension. The Company will provide the Lender or Mortgagee at the last known address a copy of the suspension notice.
- F. If the Company pays the Lender or Mortgagee for any loss, and denies payment to the debtor, mortgagor or owner, the Company will, to the extent of the payment made to the Lender or Mortgagee be subrogated to the rights of the Lender or Mortgagee under all securities held as collateral to the debt or mortgage. No subrogation will impair the right of the Lender or Mortgagee to sue or recover the full amount of its claim. At its option, the Company may pay to the Lender or Mortgagee the whole principal due on the debt or mortgage plus any accrued interest. In this event, all rights and securities will be assigned



and transferred from the Lender or Mortgagee to the Company, and the remaining debt or mortgage will be paid to the Company.

- G. If the Insured fails to render proof of loss, the Lender or Mortgagee, upon notice of the Insured's failure to do so, will render proof of loss within 60 days of notice and will be subject to the provisions of this Policy relating to APPRAISAL, SETTLEMENT OF CLAIMS, and SUIT AGAINST THE COMPANY.
- H. Other provisions relating to the interests and obligations of the Lender or Mortgagee may be added to this Policy by agreement in writing.

7. OTHER INSURANCE

- A. If there is any other insurance that would apply in the absence of this Policy, this Policy will apply only after such insurance whether collectible or not.
- B. In no event will this Policy apply as contributing insurance.
- C. The Insured is permitted to have other insurance over any limits or sublimits of liability specified elsewhere in this Policy without prejudice to this Policy. The existence of any such insurance will not reduce any limit or sublimit of liability in this Policy. Any other insurance that would have provided primary coverage in the absence of this Policy will not be considered excess.
- D. The Insured is permitted to have other insurance for all, or any part, of any deductible in this Policy. The existence of such other insurance will not prejudice recovery under this Policy. If the limits of liability of such other insurance are greater than this Policy's applicable deductible, this Policy's insurance will apply only after such other insurance has been exhausted.
- E. If this Policy is deemed to contribute with other insurance, the limit of liability applicable at each **location**, for the purposes of such contribution with other insurers, will be the latest amount described in this Policy or the latest **location** value on file with the Company.

8. POLICY MODIFICATION

This Policy contains all of the agreements between the Insured and the Company concerning this insurance. The Insured and the Company may request changes to this Policy. This Policy can be changed only by endorsements issued by the Company and made a part of this Policy.

Notice to any agent or knowledge possessed by any agent or by any other person will not:

- A. create a waiver, or change any part of this Policy; or
- B. prevent the Company from asserting any rights under the provisions of this Policy.

9. REDUCTION BY LOSS

Claims paid under this Policy will not reduce its limit of liability, except claims paid will reduce any **aggregate during any policy year** limit.

10. SUSPENSION

On discovery of a dangerous condition, the Company may immediately suspend this insurance on any machine, vessel or part thereof by giving written notice to the Insured. The suspended insurance may be reinstated by the Company. Any unearned premium resulting from such suspension will be returned by the Company.

11. TITLES

The titles in this Policy are only for reference. The titles do not in any way affect the provisions of this Policy.

12. ASSIGNMENT

Assignment of this Policy will not be valid except with the written consent of the Company.

13. DEFINITIONS

The following terms when appearing in **boldface** in this Policy mean:

actual cash value:

the amount it would cost to repair or replace insured property, on the date of loss, with material of like kind and quality, with proper deduction for obsolescence and physical depreciation.

aggregate during any policy year:

the Company's maximum amount payable during any policy year.

contaminant:

anything that causes **contamination**.

contamination:

any condition of property due to the actual or suspected presence of any foreign substance, impurity, pollutant, hazardous material, poison, toxin, pathogen or pathogenic organism, bacteria, virus, disease causing or illness causing agent, fungus, mold or mildew.

date or time recognition:

the recognition, interpretation, calculation, comparison, differentiation, sequencing, accessing or processing of data involving one or more dates or times, including the Year 2000.

earth movement:

any natural or man-made earth movement including, but not limited to earthquake or landslide, regardless of any other cause or event contributing concurrently or in any other sequence of loss. However, physical loss or damage by fire, explosion, sprinkler leakage, or **flood** resulting from

earth movement will not be considered to be loss by **earth movement** within the terms and conditions of this Policy.

electronic data processing equipment or media:

any computer, computer system or component, hardware, network, microprocessor, microchip, integrated circuit or similar devices or components in computer or non-computer equipment, operating systems, data, programs or other software stored on electronic, electro-mechanical, electro-magnetic data processing or production equipment, whether the property of the Insured or not.

fine arts:

paintings; etchings; pictures; tapestries; rare or art glass; art glass windows; valuable rugs; statuary; sculptures; antique furniture; antique jewelry; bric-a-brac; porcelains; and similar property of rarity, historical value, or artistic merit excluding automobiles, coins, stamps, furs, jewelry, precious stones, precious metals, watercraft, aircraft, money, securities.

flood:

flood; surface waters; rising waters; storm surge, sea surge, wave wash; waves; tsunami; tide or tidal water; the release of water, the rising, overflowing or breaking of boundaries of natural or man-made bodies of water; or the spray therefrom; all whether driven by wind or not; or sewer back-up resulting from any of the foregoing; regardless of any other cause or event, whether natural or man-made, contributing concurrently or in any other sequence of loss. Physical loss or damage from **flood** associated with a storm or weather disturbance whether or not identified by name by any meteorological authority, is considered to be **flood** within the terms of this Policy. However, physical loss or damage by fire, explosion or sprinkler leakage resulting from **flood** is not considered to be loss by **flood** within the terms and conditions of this Policy.

generating unit:

boiler(s), turbine(s), generator(s), associated step up transformer(s), condenser(s), penstock, draft tube, control systems, and all auxiliary support equipment utilized solely with the generating unit. For a combined cycle power plant, all of the preceding referenced equipment operating as a power block shall be considered one generating unit.

insured location:

- A. as scheduled on this Policy.
- B. covered as a **miscellaneous unnamed location**.
- C. covered under the terms and conditions of the AUTOMATIC COVERAGE or ERRORS AND OMISSIONS provisions.

irreplaceable:

an item which cannot be replaced with other of like kind and quality.

location:

- A. as specified in the Schedule of Locations, or
- B. if not so specified in the Schedule of Locations:
 - 1) a building, yard, dock, wharf, pier or bulkhead (or any group of the foregoing),

- a) bounded on all sides by public streets, clear land space or open waterways, each not less than 50 feet/15 metres wide. Any bridge or tunnel crossing such street, space or waterway will render such separation inoperative for the purpose of this definition.

miscellaneous unnamed location:

a location owned, leased or rented by the Insured, but not specified in the Schedule of Locations.

New Madrid Seismic Zone:

Arkansas, United States of America, counties of:

Arkansas, Clay, Craighead, Crittenden, Cross, Fulton, Greene, Independence, Izard, Jackson, Lawrence, Lee, Lonoke, Mississippi, Monroe, Phillips, Poinsett, Prairie, Randolph, Sharp, St. Francis, White, Woodruff

Illinois, United States of America, counties of:

Alexander, Bond, Clay, Clinton, Crawford, Edwards, Effingham, Fayette, Franklin, Gallatin, Hamilton, Hardin, Jackson, Jasper, Jefferson, Johnson, Lawrence, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Richland, Saline, St. Clair, Union, Wabash, Washington, Wayne, White, Williamson

Indiana, United States of America, counties of:

Gibson, Knox, Pike, Posey, Spencer, Vanderburgh, Warrick

Kentucky, United States of America, counties of:

Ballard, Caldwell, Calloway, Carlisle, Christian, Crittenden, Daviess, Fulton, Graves, Henderson, Hickman, Hopkins, Livingston, Lyon, Marshall, McCracken, McLean, Muhlenberg, Todd, Trigg, Union, Webster

Mississippi, United States of America, counties of:

Alcorn, Benton, Coahoma, De Soto, Lafayette, Marshall, Panola, Quitman, Tate, Tippah, Tunica

Missouri, United States of America, counties of:

Bollinger, Butler, Cape Girardeau, Carter, Dunklin, Iron, Jefferson, Madison, Mississippi, New Madrid, Oregon, Pemiscot, Perry, Reynolds, Ripley, Scott, Shannon, St. Francois, St. Louis, City of St. Louis, Ste. Genevieve, Stoddard, Washington, Wayne

Tennessee, United States of America, counties of:

Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Houston, Humphreys, Lake, Lauderdale, Madison, McNairy, Montgomery, Obion, Perry, Shelby, Stewart, Tipton, Weakley

normal:

the condition that would have existed had no physical loss or damage happened.

normal cost:

the cost associated with the movement of goods or materials suffering the disruption that the Insured would have incurred had no physical loss or damage causing disruption happened.

occurrence:

the sum total of all loss or damage of the type insured arising out of or caused by one discrete event of physical loss or damage, except as respects the following:

- A. **terrorism: occurrence** shall mean the sum total of all loss or damage of the type insured arising out of or caused by all acts of **terrorism** during a continuous period of seventy-two (72) hours.
- B. **earth movement: occurrence** shall mean the sum total of all loss or damage of the type insured arising out of or caused by all **earth movement(s)** during a continuous period of seventy-two (72) hours.

off-shore:

away from the shore but not connected to the shore by dock, piers or any other physical connection other than pipelines.

Pacific Northwest Seismic Zone:

Oregon, United States of America, counties of:

Benton, Clackamas, Clatsop, Columbia, Coos, Curry, Douglas, Hood River, Jackson, Josephine, Klamath, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Washington, Yamhill

Washington, United States of America, counties of:

Chelan, Clallam, Clark, Cowlitz, Grays Harbor, Island, Jefferson, King, Kitsap, Kittitas, Lewis, Mason, Pacific, Pierce, San Juan, Skagit, Skamania, Snohomish, Thurston, Wahkiakum, Whatcom

British Columbia (includes Vancouver Island), Canada:

South of 50° N latitude and west of 120° W longitude

period of operational testing:

the period of time beginning 24 hours prior to the earlier of the following:

- A. introduction, into a system, of feedstock or other materials for processing or handling;
- B. commencement of fuel or energy supply to a system,

and ending with the earlier of the following:

- A. the expiration date or cancellation date of this Policy.
- B. if specified, the number of consecutive days shown in the LIMITS OF LIABILITY clause in the DECLARATIONS section.

physical loss or damage to electronic data, programs or software:

the destruction, distortion or corruption of electronic data, programs or software.

representative company(ies):

Factory Mutual Insurance Company or FM Insurance Company Limited; Affiliated FM Insurance Company; Appalachian Insurance Company or any other company issuing a local policy at the direction of the Company.

terrorism:

any act, involving the use or threat of: force, violence, dangerous conduct, interference with the operations of any business, government or other organization or institution, or any similar act,

when the effect or apparent purpose is:

- A. to influence or instill fear in any government (de jure or de facto) or the public, or any segment of either; or
- B. to further or to express support for, or opposition to, any political, religious, social, ideological or similar type of objective or position.

transmission and distribution systems:

transmission and distribution systems including but not limited to electricity, gas, fuel, steam, water, refrigeration, sewerage, voice, data, and video. Such systems shall include poles, towers and fixtures, overhead conductors and devices, underground and underwater conduit, underground and underwater conductors and devices, line transformers, service meters, street lighting and signal systems.

turbine unit:

any turbine unit including any:

- A. driving turbine(s);
- B. electric generator or other driven object;
- C. combustor, precooler, intercooler, regenerator or heat exchanger of any gas turbine unit;
- D. any auxiliary apparatus, mounted on the turbine unit, or in the vicinity of the unit and used predominantly in support of the turbine unit;
- E. shaft which forms a part of the unit or which connects parts of the unit, together with any coupling, clutch, bearing, gear or gear set on said shaft; and
- F. interconnecting wiring, piping or ducts between parts of the unit and which are mounted on the unit;

but shall not include any:

- A. electronic computer or electronics data processing equipment used to govern or control the unit;
- B. machine or apparatus except as included in section A-F above;
- C. condenser, its connecting pipe or adapter;
- D. penstock or draft tube; nor



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E. boiler utilizing exhaust gases from any gas turbine unit.

valuable papers and records:

written, printed or otherwise inscribed documents and records, including books, maps, films, drawings, abstracts, deeds, mortgages and manuscripts, all of which must be of value to the Insured.

wind:

direct action of wind including substance driven by wind. **Wind** does not mean or include anything defined as **flood** in this Policy.

**SUPPLEMENTAL UNITED STATES
CERTIFIED ACT OF TERRORISM ENDORSEMENT**

This Endorsement is applicable to all insured Locations in the United States, its territories and possessions and the Commonwealth of Puerto Rico.

Coverage for "Certified Act of Terrorism" Under The Terrorism Risk Insurance Act of 2002, as amended.

In consideration of a premium charged of USD4,763, this Policy, subject to the terms and conditions therein and in this Endorsement, covers direct physical loss or damage to insured property and any resulting TIME ELEMENT loss, as provided in the TIME ELEMENT section of the Policy, caused by or resulting from a Certified Act of Terrorism as defined herein.

Notwithstanding anything contained elsewhere in this Policy, any exclusion or limitation of terrorism in this Policy and any endorsement attached to and made a part of this Policy, is hereby amended to the effect that such exclusion or limitation does not apply to a "Certified Act of Terrorism" as defined herein. This amendment does not apply to any limit of liability for a Certified Act of Terrorism, if any, stated under the LIMITS OF LIABILITY clause of the DECLARATIONS section of this Policy.

With respect to any one or more Certified Act(s) of Terrorism, this Company will not pay any amounts for which the Company is not responsible under the terms of the Terrorism Risk Insurance Act of 2002 (including subsequent action of Congress pursuant to the Act) which includes a provision stating that if the aggregate insured losses exceed USD100,000,000,000 during any calendar year, neither the United States Government nor any insurer that has met its insurer deductible shall be liable for the payment of any portion of the amount of such losses that exceed USD100,000,000,000. If the aggregate insured losses for all insurers exceed USD100,000,000,000, your coverage may be reduced.

The coverage provided under this Endorsement for "Certified" losses caused by acts of terrorism will be partially reimbursed by the United States Government under a formula established by Federal Law. Under this formula, the United States pays 85% (and beginning on January 1, 2016, shall then decrease by 1 percentage point per calendar year until equal to 80 percent) of covered terrorism losses exceeding a statutorily established retention by the insurer referenced in this Policy. The premium charged for this coverage is provided above.

The terms and limitations of any terrorism exclusion, or the inapplicability or omission of a terrorism exclusion, do not serve to create coverage for any loss which would otherwise be excluded under this Endorsement or the Policy.

The coverage provided by this Endorsement only applies to a Certified Act of Terrorism.

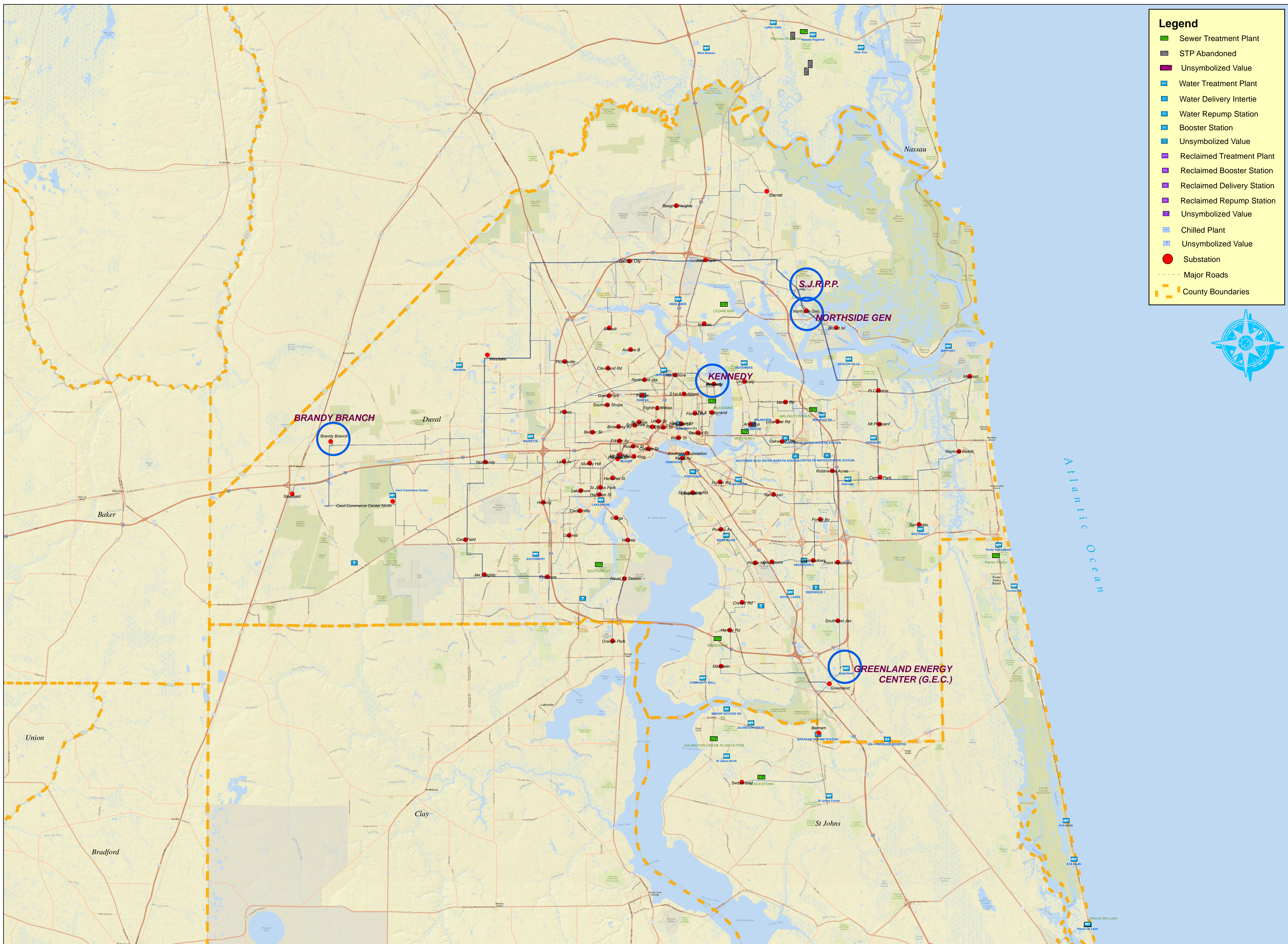
Reference and Application: The following term(s) means:

Certified Act of Terrorism:

A "Certified Act of Terrorism" means any act that is certified by the Secretary of the Treasury, in consultation with the Secretary of Homeland Security, and the Attorney General of the United States, to be an act of terrorism pursuant to the federal Terrorism Risk Insurance Act of 2002 as amended and

extended in 2005, 2007, and in 2015. The criteria contained in that Act for a “Certified Act of Terrorism” include the following:

- a. The act resulted in aggregate losses in excess of USD5,000,000; and
- b. The act is a violent act or an act that is dangerous to human life, property or infrastructure and is committed by an individual or individuals as part of an effort to coerce the civilian population of the United States or to influence the policy or affect the conduct of the United States Government by coercion.



Legend

Sewer Treatment Plant

STP Abandoned

Unsymbolized Value

Water Treatment Plant

Water Delivery Intertie

Water Repump Station

Booster Station

Unsymbolized Value

Reclaimed Treatment Plant

Reclaimed Booster Station

Reclaimed Delivery Station

Reclaimed Repump Station

Unsymbolized Value

Chilled Plant

Unsymbolized Value

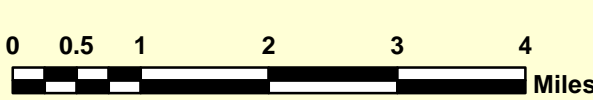
Substation

Major Roads

County Boundaries



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COLLECTIVE BARGAINING AGREEMENT

BETWEEN

ST. JOHNS RIVER POWER PARK

AND

INTERNATIONAL BROTHERHOOD OF

ELECTRICAL WORKERS

LOCAL UNION 1618

October 1, 2015- September 30, 2018

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PREAMBLE

This Agreement is entered into by and between the St. Johns River Power Park (the Employer or SJRPP) and Local Union 1618 of the International Brotherhood of Electrical Workers (the Union).

The intent and purpose of this Agreement is to maintain and further harmonious and cooperative labor-management relations upon a constructive and sound foundation. The cornerstone of this foundation is the mutual acceptance and recognition of the rights and obligations of both parties, in order that the joint responsibilities of the Employer and employees to serve the public be fulfilled. It is understood by both parties that team work is the foundation of our success, especially in the area of employee safety.

The parties agree that this Agreement shall be applied equitably to all employees in the bargaining unit.

Gender. In construing this Agreement and each and every word, phrase, or part hereof, where the context will permit, the masculine includes the feminine and neuter, and vice versa.

ARTICLE ONE: RECOGNITION

Section 1.1

The Employer recognizes the Union as the exclusive representative for the purposes of collective bargaining with respect to wages, benefits, hours, and terms and conditions of employment for the unit of public employees defined in Certification No. 809 issued on September 6, 1988 and amended on January 23, 1995 by the Florida Public Employees Relations Commission.

Section 1. 2 Distribution of Agreement

The Employer agrees to maintain a copy of this Agreement on the JEA intranet site (QUEST) and to provide twenty-five (25) copies to the Union within 45 days from the date on which the Employer ratifies the Agreement. Upon the request of the Union, the Employer will also reproduce additional copies of this Agreement for the use of the Union. After the first twenty-five copies referenced above, the Union will reimburse the Employer for the cost of each copy of the agreement that is provided to the Union. It is the responsibility of the Union to distribute copies of the Agreement to bargaining unit personnel.

Section 1.3 Electronic Reference

The Employer agrees to have an electronic version of the Collective Bargaining Agreement with any amendments, Memorandum of Agreements and Memorandum of Understandings available for reference by the bargaining unit employees.

ARTICLE TWO: SAVINGS CLAUSE

The Employer retains all rights, powers, functions, and authority it had prior to signing this Agreement, except as such rights are specifically relinquished or abridged by this Agreement.

ARTICLE THREE: MANAGEMENT RIGHTS

Section 3.1

The Union recognizes that the Employer retains all rights set forth in Section 447.209, Florida Statutes, as amended from time-to-time, except to the extent that the Employer has agreed otherwise by the express terms of this Agreement.

Section 3.2

Subject to the express terms of this Agreement, the Employer retains the exclusive right and authority to:

- a. Exercise those rights set forth in section 447.209, Florida Statutes, as amended from time to time.
- b. Direct the work force;
- c. Terminate employment for proper cause;
- d. Take disciplinary action for proper cause;
- e. Determine services which will be rendered;
- f. Determine the management structure of all units;
- g. Make and enforce standards relative to the quality and quantity of work to be performed;
- h. Make and change reasonable rules and regulations;

- i. Determine the basis for selection, retention and promotion of employees to positions within the bargaining unit;
- j. Determine the qualifications for employees and the content of job descriptions;
- k. Determine the work assignments of employees;
- l. Change or eliminate existing work procedures and equipment utilization;
- m. Transfer, subcontract, or eliminate work, including work performed by bargaining unit members;
- n. Set and alter manning levels;
- o. Create and amend job descriptions;
- p. Create and abolish job classifications;
- q. Determine procedures which will be observed in exercising any authority under this article.
- r. Make appropriate arrangements for unit employees adversely affected by the exercise of any authority reserved to the Employer under this article.

Section 3.3

The list of management rights provided for in Section 3.2 shall in no way be deemed to exclude any other management prerogative that may not have been specifically listed.

Section 3.4

The Employer recognizes that if decisions on the above matters have the practical consequence of impacting on the terms and conditions of employment of bargaining unit employees, the Union has the right as provided by law to bargain regarding the impact of such decisions.

ARTICLE FOUR: UNION REPRESENTATION

Section 4.1

The Employer agrees to recognize elected officers, stewards, and designated representatives of the Union. The Union shall supply to the Labor Relations and the

Plant Manager a list of officers, stewards, and representatives and shall give the Employer prompt written notification of any changes in the list of Union agents. The Union agrees that the Employer is under no obligation to deal with any person not officially included on the Union's list of designated agents. The Union agrees to identify on its list of designated agents a local president or other representative of primary responsibility to whom official notification may be given by the Employer whenever notification to the Union is required under the terms of this Agreement or for any other purpose; an alternate representative may also be designated.

Section 4.2

- a. The primary responsibility of a steward is his assigned duty as a public employee. As an official of the Union, the steward has accepted the Union's authority and responsibility for discussions with management officials on matters affecting working conditions of unit employees.
- b. When an employee has been appropriately selected to serve as a steward in accordance with Section 4.1, the steward may investigate grievances and represent grievant on his own time in accordance with Article 15 (Grievance Procedure). A steward may investigate grievances and represent grievant during work hours, provided the steward first obtains authorization as provided in Section 4.2 c.
- c. The Union agrees to conduct union business outside of normal working hours to the maximum extent possible in order to minimize disruption of the work of bargaining unit employees. When this is not possible, the Employer may authorize stewards to investigate grievances and represent grievant during work hours, subject to the following conditions:
 1. Approved time away from assigned duty -- Stewards must obtain approved time away from assigned duty before leaving their duty station during working hours to investigate grievances and represent grievant. Stewards shall request time away from assigned duty from their supervisor. At the time of the request, the steward will notify the supervisor of the reason for the request, the place he intends to go, and the amount of time he expects to be away from his duty station. Requests for time away from assigned duty will not be unreasonably denied.
 2. Recording time away from assigned duty -- The supervisor shall keep a record of the date and duration of all time away from assigned duty taken by stewards.
 3. Payment for time away from assigned duty -- Union stewards shall be

granted time off during working hours, without loss of pay, to investigate and settle grievances on the job site, provided they have obtained prior approval as required in Section 4.2 c. 1. Stewards will only be granted time off under this provision where a bargaining unit employee requests a steward to assist him in the investigation or settling of a grievance. Only one (1) steward will work on a specific grievance of an employee in the bargaining unit. Upon entering an area supervised by someone other than the steward's supervisor, the steward will notify the area supervisor of his presence, the reason he is there, and he shall obtain the area supervisor's approval to assist the employee who has requested a steward.

Such requests will not be unreasonably denied. Stewards may receive and discuss grievances of employees on the premises or in the field during the steward's or the grievant's working hours, but only to the extent that it does not neglect, retard or interfere with the work duties of any employee.

4. Return to duty station -- Upon the conclusion of the steward's investigation of grievances or representation of grievants, he shall return to his duty station and report to his supervisor, unless he is unable to do so before the end of the work day.

Section 4.3

Stewards assigned to departments that have multiple shift operations may represent employees from all shifts in that department, provided such representation does not result in any increased wages or other cost to the Employer.

Section 4.4

The Employer will recognize up to twelve (12) stewards, as designated by the Union. When a designated steward is absent for more than two weeks for any reason, the Union president may designate an alternate steward who will take the place of the designated steward during the designated steward's absence. The Union president will designate alternate stewards by providing the alternate's name, along with the name of the steward he is replacing, to the Labor Relations and the Plant Manager. Any Union officer can act as a union steward, upon request by an employee or by appointment of the Union's official spokesperson.

Section 4.5

When an employee is entitled to the presence of a Union steward, the employee will be given a reasonable time to select any steward designated under Section 4.4 of this Agreement, whether or not the steward is on duty at the time. Provided, however, that the Employer will not be required to postpone any meeting for any period

unreasonable under the circumstances in order to allow the employee time to obtain a particular steward.

Section 4.6

- a. Each employee may, by written authorization (Appendix 4), contribute one-half (1/2) hour or more of his accrued annual/personal leave time (in one-half (1/2) hour increments) toward a pool of time to be used for official Union business.
- b. The Employer agrees to provide ninety (90) non-cumulative hours to a pool time account on the first of each contract year for use by the President or his designee. The employer agrees to match on an hour for hour basis for each hour donated by bargaining unit employees (up to an additional one hundred fifty (150) non-cumulative hours) to a pool time account. Hours donated by bargaining unit employees are cumulative.
- c. The Union shall request the use of this time by submitting a written request to the appropriate Superintendent at least two (2) calendar days in advance, unless the advance notice is waived by the Superintendent, and provided the employee's absence must not interfere with system operations. The approved original of the "Request for Pool Time Withdrawal" form (Appendix 4) shall be forwarded to the Labor Relations Human Resources Consultant for accounting purposes. The number of employees who may be off at any one time shall be limited to three (3). However, this maximum may be waived by the Superintendent, for the purpose of Union training or seminars sponsored by the International or the Union itself.
- d. Use of such pool time by the Union shall only be authorized by the official Union spokesperson. For the purpose of this section, "official Union business" shall include, but not be limited to, time spent in contract negotiations, except as otherwise authorized by Management.

For the purpose of this section, "official Union business" shall not include:

- 1. Official grievance step meetings and arbitration hearings
- 2. Company sanctioned functions
- 3. Meetings called by Management
- 4. "Weingarten" meetings as described in Section 4.5 above

ARTICLE FIVE: RIGHTS OF THE UNION

Section 5.1

The Union shall have the right to present its views to the Employer at the appropriate level, as provided by this Agreement. The Employer agrees that it will meet with the Union as necessary to discuss matters of mutual concern. This section shall not be construed to require negotiation or renegotiation of any matter covered by this Agreement, except as otherwise specifically provided by this Agreement.

Section 5.2

The Employer shall allow representatives of the Union time off without loss of pay to attend the meetings provided for in Section 5.1, whenever the Employer determines that the presence of such representatives would be beneficial to both parties. The decision of whether to allow time off is at the Employer's discretion, and the exercise of that discretion shall not be subject to arbitration.

Section 5.3

The official spokesperson for the Union in any matters pertaining to this Agreement shall be identified in the following sequence: the President, Vice President, and the designated alternate. The designation shall be accomplished in writing to the Plant Manager in advance of the absence of the President and Vice President, except when an unforeseen emergency has rendered the President and Vice President incapable of giving any kind of notification.

Section 5.4

The official spokesperson for the Union shall have the right to visit any bargaining unit employee at any work location, provided the spokesperson first notifies Management, and Management approves the visit.

Section 5.5

The Union shall have the right to be involved in any disciplinary proceeding concerning a bargaining unit employee, if the employee requests Union representation or involvement. The Employer shall provide the Union with a copy of any disciplinary action notice issued to employees within the bargaining unit no later than five (5) calendar days after the date the disciplinary action notice was given to or mailed to the employee.

Section 5.6

- a. In any month when either new employees are hired or employees are terminated, the Employer will provide the Union with a list of the newly hired employees and the terminated employees.
- b. The Employer will provide the Union with a copy of any employee's notice of withdrawal from the Union.

ARTICLE SIX: BULLETIN BOARDS

Section 6.1

The Employer will provide the Union with designated Union bulletin boards for the posting of information pertaining to Union activity. Such information may include:

- a. Notices of Union meetings
- b. Reports of Union elections
- c. Reports of Union Committees
- d. Rulings and policies of the Union
- e. Notices of Union recreational and social affairs.
- f. Other official union business items as mutually agreed.

Section 6.2

No material shall be posted which is of a political nature, derogatory, inflammatory, or disruptive to SJRPP's operations. All material posted must bear the name or initials of the Union official who authorized the posting. A copy of all materials to be posted shall be submitted to the SJRPP Plant Manager or authorized designee prior to posting. Materials posted in violation of this section may be removed by the Employer.

ARTICLE SEVEN: RIGHTS OF EMPLOYEES/DUES DEDUCTION

Section 7.1

Employees in a supervisory or managerial/confidential position shall not officially represent the Union when their official SJRPP assigned duties might result in a conflict of interest during working hours. Union officers and officially designated stewards

may decline temporary upgrade or provisional appointments in order to avoid conflict of interest with official duties, without the fear of reprisal.

Section 7.2

- a. Upon receipt of a stipulated, lawfully executed written authorization from an employee, the Employer agrees to deduct the regular dues of the Union from such employee's bi-weekly pay and remit such deduction to the Union within thirty (30) calendar days from the date of deduction. The Employer may assess a charge not to exceed six (6) cents per deduction per payroll. The Union will notify management in writing thirty (30) calendar days prior to any change in the regular dues structure. An employee's authorization to deduct dues is revocable at the employee's request upon thirty (30) calendar days written notice to the Employer and the Union.
- b. Upon reasonable advance written request by the Union, the Employer will initiate or terminate direct deposit/electronic transfer of the collected dues into the Union's General Fund Bank account. In the event this service is requested, if there is any additional cost to the Employer as a result of the direct deposit, the Employer will deduct that cost from the amount deposited in the Union account, and shall provide the Union with a receipt or other proof of the cost incurred.

Section 7.3

In the event an employee's total salary earning within any pay period, after deductions for withholding, social security, retirement, insurance, and other purposes required by law, is not sufficient to cover Union dues, no part of such Union dues shall be deducted for that pay period, and it shall be the responsibility of the Union to collect its dues for that pay period from the employee. Union dues deduction shall be reinstated automatically once net earnings exceed the amount of dues to be collected.

Section 7.4

The Union agrees to indemnify and hold harmless the Employer, its agents, employees, and officials from and against any claims, demands, damages, or causes of action of any nature whatsoever, asserted by any person, firm, or entity, based upon or related to payroll deduction of Union dues and uniform assessments. The Union agrees to defend at its sole expense any such claims against the Employer or its agents, employees, and officials.

Section 7.5

Whenever a bargaining unit employee is questioned by Management, regardless of probationary status, in connection with a disciplinary matter, and the employee may

be subject to disciplinary action based on their response to the questioning, the employee shall be informed of the following:

- a. the nature of the charges or violations under consideration;
- b. the name(s) of the complainant(s), if divulging such name(s) would not be prohibited by law or subject the Employer to potential liability; and
- c. that they are entitled to Union representation during the questioning. Provided however, the omission of the supervisor/manager or designee advising the employee of his/her rights of representation by a steward shall not be grounds to challenge the validity of any disciplinary action taken.

Section 7.6

Employees shall have the right to form, join, and participate in, or to refrain from forming, joining, or participating in, any employee organization of their own choosing.

ARTICLE EIGHT: CHANGES IN CLASSIFICATION/PROCEDURE

Section 8.1

- a. Any classification and/or organizational changes initiated by the Employer which affect the bargaining unit will be presented in writing to the Union President or designee at least ten (10) calendar days prior to implementation by the Employer in order to allow time for the Union to become familiar with the changes and provide comments about the changes to the Employer. Nothing in this section shall be construed as a waiver of the Union's right to bargain about the impact of such changes, where impact bargaining would otherwise be required by law.
- b. The employer will notify the union whenever a new classification is created or the organization chart is updated.
- c. Should an employee allege that they are being required to perform duties which are not included within the scope of their job description, the Union President or designee may request in writing, to the applicable Superintendent/Senior Manager, that the duties and responsibilities of the employee's position be reviewed to determine whether they are within the scope of that job. The Union President or designee will receive a copy of the written decision within forty-five (45) calendar days of the request. If the Union President or designee is not satisfied with the decision, the Union President or designee may request in writing a review by the Plant Manager or designee.

Section 8.2

The Employer will provide the Union with two (2) copies of the Personnel Procedure Manual governing any member of this bargaining unit: one (1) for the President, and one (1) for the Executive Board of Local 1618. In addition, two (2) copies of any revision or update to the Personnel Procedure Manual (along with an explanation of the changes) will be sent to the Union prior to implementation. The purpose is to provide the Union with a reasonable time to become familiar with the content, to decide whether it has any bargaining rights which it wishes to exercise, and to notify the Employer of any desire to negotiate. The Union will have ten (10) calendar days from receipt of the revision or update to respond to the Employer.

Section 8.3

Nothing in this article shall be construed to limit Management's rights as set out in Article 3 or the Union's rights as set out in Article 5.

ARTICLE NINE: SENIORITY/LAYOFF

Section 9.1

Seniority shall be defined in the following manner:

- a. Classification Seniority -- The continuous length of time spent in a given classification. The length of time spent in a classification that is later renamed shall count towards classification seniority in the renamed classification. Additionally, the length of time in a higher classification, within the same series, shall count towards classification seniority in a lower position in which the employee is qualified. The classification seniority of a journeyman who participates in the SJRPP apprenticeship program shall accrue from the date the employee began the apprenticeship program. When two or more persons have the same total length of service in a given classification, the person with the longer series seniority shall be considered the more senior employee.
- b. Series Seniority -- The total length of service in a given job series within a department. Job series shall include predecessor classifications. Except as provided in Section 2 below, job series and department shall be as determined by Management. When two or more persons have the same total length of service in a given series, the person with the longer service seniority shall be considered the more senior employee.
1. Service Seniority -- The total length of service since date of hire. When two or more persons have the same length of service seniority, the more senior employee will be chosen by lot.

Section 9.2

The following series and departments are recognized by the parties, provided that nothing herein shall be construed to limit Management's authority to add, delete, amend, or rename classifications, or to otherwise reorganize its operations:

- A. Mechanical: Power Plant Trainee, Apprentice Mechanic, Assistant Mechanical Technician, Mechanic, Mechanical Technician, ASME/LLP Welder, Mechanical Certified HVAC, Mechanical Certified Machinist, Mechanical Certified Welder.
- B. Instrumentation & Control: Power Plant Trainee, Apprentice I&C Technician, E & I Field Technician, Assistant I&C Technician, I&C Technician.
- C. Electrical: Power Plant Trainee, Apprentice Electrician, Apprentice Electrical Technician, E&I Field Technician, Assistant Electrical Technician, Electrician, Electrical Technician.
- D. Laboratory: Power Plant Trainee, Assistant Water Treatment Operator, Water Treatment Operator, Apprentice Power Plant Operator (CP), Power Plant Operator (CP), Assistant Station Operator, Assistant Laboratory Technician, Laboratory Technician.
- E. Bulk Materials Operations: Power Plant Trainee, Auxiliary Operator Repairer, Assistant Power Plant Operator, Assistant Operator Repairer, Apprentice Power Plant Operator (BM), Power Plant Operator (BM), Senior Operator Repairer.
- F. Air Quality Control System: Power Plant Trainee, Auxiliary Operator (assigned in RCN 0333), Assistant Water Treatment Operator, Assistant AQCS Operator, Apprentice Power Plant Operator (AQCS), Assistant Station Operator, Water Treatment Operator, Power Plant Operator (AQCS), Station Operator, Unit Operator (AQCS), Control Center Operator (AQCS).
- G. Power Block: Power Plant Trainee, Auxiliary Operator (assigned in RCN 0332), Assistant Water Treatment Operator, Assistant Boiler Operator, Apprentice Power Plant Operator (PB), Assistant Station Operator, Boiler Operator, Power Plant Operator (PB), Station Operator, Unit Operator (PB), Control Center Operator.
- H. Stores: Power Plant Trainee, Apprentice Storekeeper, Assistant Storekeeper, Storekeeper, Senior Storekeeper.

The following classifications are not considered part of a job series: Utility Worker, Station Trainee, Maintenance Attendant, Predictive Maintenance Technician.

Section 9.3

Employees shall be in probationary status for the first six (6) months following their employment by the Employer. Probationary employees shall accrue no seniority until they have successfully completed their probationary period and become regular full-time employees, whereupon their seniority will date from the first date of employment. Part-time, temporary, and contract employees shall accrue no seniority until they successfully complete their probationary period and become regular full-time employees.

Section 9.4

- a. Seniority shall continue to accrue during all periods that an employee is in paid status. An employee shall lose no seniority for leave without pay to the extent that it does not exceed thirty (30) days in the previous 365 day period. Any time spent on official union business shall be considered "paid status".
- b. An employee shall lose seniority upon any of the following:
 - 1. Voluntary resignation;
 - 2. Discharge;
 - 3. Retirement.

Section 9.5

When an employee leaves the bargaining unit in the case of a promotion, or in the case of a layoff, that employee's classification and series seniority shall be frozen. Upon the return of the employee to the bargaining unit, the employee retains the classification and series seniority which the employee had prior to leaving the unit.

Section 9.6

The Employer shall determine the classifications, locations, and numbers of employees to be laid off. When a layoff occurs, probationary employees shall be laid off first. No regular full-time employee shall be laid off while another person in a position is employed on a probationary, part-time, or temporary basis (including SJRPP contract employees) in the same classification. Full-time employees will be laid off by inverse order of seniority in classification. Employees scheduled to be laid off shall be entitled to roll into other classifications which they previously held at SJRPP, or any classification for which they are otherwise qualified as determined by management. When an employee who is scheduled to be laid off identifies a classification that he is eligible to roll into the determination of which of the employees in the identified classification will be laid off will be based on inverse order of service seniority. For example, if the classification of Mechanical Technician was identified for lay-off then

the junior most Mechanical Technician could rollback to the classification of Assistant Mechanical Technician and the junior most Assistant Mechanical Technician would be laid off.

Section 9.7

Regular full-time employees on layoff status will retain recall rights for one (1) year. Laid off employees shall be recalled in inverse order of layoff within a classification. Notice of recall will be made by certified mail to the last known address in the employee's personnel record. The Employer will provide a copy of all notices of recall to the official spokesperson of the Union at the time that the notice is mailed to the employee.

Within ten (10) calendar days of the certified receipt date, laid off employees must signify in writing their intention of returning to work to the Employer. Recalled employees must report for duty within twelve (12) calendar days following the date they submit their written intention to return to work. Failure to respond to this notice within the prescribed time limit shall constitute a voluntary resignation by the employee. Probationary employees shall have no recall rights.

If the Employer does not receive a return receipt on a recall notice within seven (7) calendar days following the mailing of the notice, it shall be assumed that the employee has failed to respond to the notice of recall.

Section 9.8

The Employer and the Union will prepare a seniority list annually.

ARTICLE TEN: FILLING OF VACANCIES/UPGRADES

Section 10.1

This article shall only apply to bargaining unit positions.

Section 10.2

- a. The qualifications necessary to fill any position shall be determined by the Employer. For purposes of this article, qualifications will be defined as the employee's knowledge, skills and ability to assume the responsibility and duties of a given position, as determined by Management. The mere fact that an employee has previously been temporarily upgraded to a job classification, or has previously held a particular job classification, does not in and of itself demonstrate that the employee meets the necessary qualifications. The

appropriate training will be provided as developed per section 10.5h to all new hires and promoted employees so that they will have the knowledge associated with the duties of their classification.

- b. When employees are competing for a promotional vacancy, the employee's service seniority and qualifications shall be considered. Only employees who meet the qualifications established by the Employer as defined in Section 2(a) are eligible to fill a vacancy. If the qualifications, as defined in Section 2(a), are equal among competing employees, seniority shall be the basis of selection.
- c. When a position requires training of employees within a job classification for the purpose of upgrade or promotion, the training will be offered to all employees based on qualifications. Training will consist of a defined curriculum of classroom training and/or on-the-job training. The trainee's progress will be periodically reviewed. The Employer will establish a defined level of qualifications, and all employees will have the opportunity to prove the capability of meeting the established level of qualifications. If the qualifications are equal among employees requesting training, series seniority will be the basis for training.

Section 10.3 – Posting of Vacancies

Notice of job vacancies, including new or additional jobs, shall be posted electronically upon the determination by Management that the vacancy may be filled from within the SJRPP. Electronic notification of all postings referred to in this paragraph shall be furnished to the Union President at the time of posting. Such job notices shall identify the job by classification, title, department, and the closing date for receipt of applications, and shall remain posted for a period of at least fourteen (14) calendar days.

Section 10.4 – Method of Filling of Job Vacancies

- a. Any person interested in filling a vacancy shall complete an electronic employment application, promotion request, or transfer request (provided by the Employer) which shows all of the information necessary to determine the applicant's qualifications for the vacancy. The Employer will respond within five (5) calendar days via e-mail confirming the application had been received. The employee shall be allowed to resubmit the electronic employment application if no confirmation is received within the five calendar days even if posting period has expired, but no later than 10 calendar days after the posting period expiration date.
- b. Posted jobs shall be awarded as outlined in Section 10.2 b. The Employer shall have the right to fill a vacancy from any available source, provided, however,

any person filling the job must meet the same qualifications used to judge employees applying for the job. The Employer shall also have the right not to fill a vacancy.

- c. If during the first sixty (60) calendar days after the promotion or transfer is effective, the Employer determines that the employee cannot satisfactorily perform the duties of the position to which the employee was promoted or transferred, or if the employee opts during that time, Management will return the employee to his former position. If after the first sixty (60) calendar days, but before the applicable probationary period established in the job description, the Employer determines that the employee cannot perform the duties of the position to which the employee was promoted or transferred, Management will return the employee to his position, provided that position is still available.

Section 10.5

- a. The Employer shall determine when it is necessary to fill a position on a temporary basis by temporarily upgrading an employee to that position.
- b. When the Employer determines that it is necessary to fill a position on a temporary basis, the Employer will not force an employee to accept a temporary upgrade, unless no other willing employees are available who possess the qualifications necessary to perform the job.
- c. When the Employer determines that it is necessary to fill a position on a temporary basis and more than one employee possess the qualifications necessary to perform the job, the position shall be filled on a rotating basis so that each of the qualified employees may have an opportunity to serve in the position. The determination of exactly when such a rotation will take place shall be at the discretion of management.
- d. When an employee is qualified for and temporarily assigned by the Employer to perform and accept the duties and responsibilities for the work assigned in a higher class of position, for one (1) or more consecutive working hours, the employee will be compensated at seven percent (7%) above his usual rate of pay for all hours actually worked in the higher classification position not to exceed the range maximum of the upgraded classification.
- e. When an employee has served in a temporarily upgraded classification for five hundred and twenty (520) cumulative hours in a rolling one year period, the employee shall be compensated at the minimum pay rate applicable to the upgraded classification or seven per cent (7%) above the employee's usual rate of pay, whichever is higher, for all subsequent hours worked in the upgraded classification including all subsequent temporary upgrades to that

classification. The upgrade pay shall not exceed the pay range maximum for the upgraded classification.

- f. The provisions of 10.5 shall not apply to an employee who is performing the duties of a higher classification for the purpose of training and experience while under the direction of a qualified employee.
- g. If an employee serves in an upgraded position for three (3) consecutive months, and then is permanently promoted to that same position within three (3) months from the last period of upgrade, the employee's seniority in the upgraded position shall include the three (3) months of temporary assignment.
- h. The Employer and Union recognize the importance of training in the development of an individual's ability to enhance their current skills as well as develop those needed for advancement. As such, the Union shall make advisory recommendations to the Employer concerning the content and/or method(s) of training, as felt to be appropriate.

ARTICLE ELEVEN: GENERAL WORKING CONDITIONS

Section 11.1 – Tools and Equipment

- a. The Employer will initially furnish the use of tools, equipment, and a secure storage area, necessary to accomplish assigned work efficiently, as determined by SJRPP Management. The employee will exercise due caution in the care of tools and equipment assigned to him, and will take appropriate action to protect them from damage or being lost or stolen. When, due to wear or breakage, a tool or item of equipment is no longer safe, and the employee's first level supervisor concurs, the employee shall return the defective item to the supervisor for replacement. If an employer's tools are lost, stolen, or damaged through negligence of the employee they will be replaced at the employee's expense.
- b. The Employer will continue to furnish employees with equivalent safety equipment to that which was provided to them prior to the ratification of this Agreement.
- c. The Employer will furnish employees two sets of coveralls (with the option of bib-coveralls) per fiscal year for their personal use. There shall not be a substantial difference in size between the two pairs ordered, unless specifically authorized by the Employer. Employees are responsible for cleaning and maintenance of the coveralls. Each employee is responsible for notifying the Employer of his size and type coverall. Any employee who fails to provide the size information to the Employer at the time and in the manner designated by

the Employer for providing the information shall receive the same size coverall as previously ordered by the Employee. If the Employer has no previous size information for the employee, the employee will not receive the coveralls. The Employer will place the order for coveralls by November 1 of each year, or within 30 calendar days of the date the collective bargaining agreement is ratified, whichever is later.

- d. The Employer will provide one pair of safety shoes (up to \$150) per fiscal year (October 1 to September 30) to each employee whose job duties require their use. Safety shoe vouchers will remain valid for at least four (4) months when issued prior to January 1st. Any safety shoe voucher(s) issued after January 1st for new hires or others new to SJRPP, will expire no later than April 30th of that year, or thirty (30) calendar days from issuance, whichever is later. Employees who are newly hired or who transfer for the first time into a job whose duties require safety shoes will be provided two pair of safety shoes in their first year in the applicable job and one pair each year thereafter. Those employees who are provided safety shoes by the Employer are required to wear the safety shoes while on duty.

Section 11.2

All employees covered by this Agreement shall keep their department manager informed in writing, at all times, of their home or living quarters address, and a telephone number by which their spouse and/or next of kin may be reached in the event of an emergency. The Employer shall be entitled to rely on the last address and telephone number furnished to it by an employee, and the Employer shall have no responsibility to the employee or his next of kin for failure to receive any kind of notice. This information shall be considered personal and confidential to the extent permitted by law.

Section 11.3

All employees shall furnish a telephone number at which they may be reached, if they have a telephone.

Section 11.4

When the Employer has a question about whether an employee is physically or mentally fit to perform his job duties, the Employer has the right to require the employee to undergo a medical, psychological, or psychiatric examination. The purpose of such examination(s) shall be to determine whether the employee is capable of performing the duties required by his job classification. When such an examination is required it will be conducted on the Employer's time and at the Employer's expense. If the employee does not agree with the results of the medical

and/or psychiatric examination, the employee has the right to request a second opinion. If any employee requests a second opinion, SJRPP shall provide the employee with a list of three licensed and qualified physicians who may be consulted for a second opinion, and the employee shall select a physician from that list. The cost of obtaining the second opinion will be paid by the employee; the examination will be conducted on the Employer time.

Section 11.5

It is acknowledged by all parties that an employee's primary responsibility in respect to gainful employment is to SJRPP. No employee shall knowingly engage in any business or transaction, or have a financial interest, direct or indirect, which is incompatible with the proper discharge of his SJRPP duties, would tend to impair his independence of judgment or action in the performance of SJRPP duties, or would otherwise have an adverse effect on the employee's fitness for duty.

Section 11.6

- a. The Employer shall provide one (1) pair of prescription safety eyeglasses every two (2) years to employees. Exceptions maybe granted when there is a change in an employee's prescription.
- b. The Employer shall replace or pay the cost of repairing an employee's prescription safety eyeglasses that have been provided by the Employer, when the eyeglasses are broken or damaged during the performance of his assigned duties, provided that such breakage or damage did not result from normal wear and tear, negligence or misuse on the part of the employee, or his failure to use proper eye protective equipment where provided by the Employer.
- c. The Employer shall pay the cost of adding UV protection to Employer provided prescription safety eyeglasses for employees who work outdoors.

Section 11.7

During the term of this Agreement, SJRPP agrees to supply to the Union upon written request, but not more than twice a year, the following information pertaining to the members of the bargaining unit: employee's name, current classification, date of employment, date appointed to current classification, and date of last salary increase. Information furnished will be subject to clerical corrections.

Section 11.8

Employees shall not be required to work outdoors during extreme weather, except in

an emergency. It is understood, however, that this rule shall not apply to those employees whose necessary duties require them to work outdoors regardless of weather conditions. Appropriate rain gear shall be provided for those employees who are usually required to work in wet weather. The Employer shall attempt to keep a sufficient supply on hand. It is acknowledged that, in extreme weather conditions, the Employer has the right to assign employees to duties not necessarily in their job classification. Employees shall not be required to perform outdoor job duties in extreme weather conditions which may subject the employee to injury. If an employee is required to perform outdoor job duties in extreme weather conditions which the employee believes may subject him to injury, the employee shall have the right to discuss the matter with the next available higher level of supervision before performing the job.

Section 11.9

The purpose of this section is to set forth the terms and conditions under which SJRPP employees may be temporarily assigned to work at JEA or Florida Power and Light (FPL) generating facilities.

- a. **Nature of Assignments** -- The St. Johns River Power Park ("SJRPP" or "Employer") and the International Brotherhood of Electrical Workers, Local 1618 ("IBEW" or "Union") agree to use SJRPP personnel to aid JEA, Florida Power and Light (FPL), and SJRPP in their efforts to provide reliable power at competitive costs. Such assignments may be made in major outages, major projects, or when special tasks or projects are required by JEA or FPL. The purpose of this agreement is not to replace permanent JEA or FPL employees with SJRPP employees, but rather to supplement JEA and FPL work force when requirements exceed their resources due to plant conditions.
- b. **Duration of Assignments** -- Assignments shall not normally exceed sixty (60) calendar days in duration.
- c. **Selection of Employees for Assignment** -- The Employer will select employees to be assigned to work for JEA or FPL, as follows:
 1. A voluntary sign-up list shall be permanently posted in each work area. A separate signup list will be used for JEA and for FPL. Any employee who wishes to volunteer for the temporary assignment(s) shall sign the list. Provided that the employee has not already committed to a particular assignment, any employee who no longer wishes such an assignment can remove his name from the list any time before an assignment is made.
 2. When the Employer determines that it is going to assign employees to

work for JEA or FPL, it will refer to the volunteer list provided for in subsection c 1.

3. When there are more volunteers than needed, the Employer will select from among the volunteers based upon their rank on the SJRPP series seniority list. The Employer will select volunteers by selecting employees in sequence from the series seniority list beginning with the most senior and continuing in sequence to the least senior. Each time employees are selected for assignment using this procedure, the Employer will note the last employee selected for the assignment. Each later time that the Employer needs to select from volunteers for assignments to JEA or FPL, the Employer will continue down the series seniority list, starting at the name immediately following the name of the last person selected. Whenever the Employer reaches the bottom of the series seniority list, the Employer will return to the top of the list and continue the selection process from that point.
4. Whenever the nature of the assignment calls for the selection of a person with a certified position, and there are more volunteers with the certified position available than needed, the Employer will select these employees first. The Employer will make the selection by following the same procedure as outlined in Section 11.9 c 3.

Any selection made under this subsection shall not impact on the selected employee's regular place on the series seniority list, and the employee will remain eligible to accept other assignments as they become available to the employee during the regular rotation through the series seniority list.

5. Both parties understand and agree that, following communications with the Union, a volunteer may be passed over if the volunteer is needed (as determined by management) to complete a specific task or work assignment on which he/she is working at the time that the selection is made. Whenever an employee is passed over because the employee is required to complete a specific task or work assignment, the employee who was passed over shall have the right to be selected first for the next assignment.
- d. **Bargaining Rights and Obligations** -- All SJRPP employees assigned to work for JEA or FPL shall retain all rights and obligations afforded under the Collective Bargaining Agreement between the SJRPP and IBEW Local 1618.
 - e. **Hours Worked** -- All hours worked while on temporary assignment to JEA or FPL shall be considered as hours worked at the SJRPP.
 - f. **Supervision** -- SJRPP bargaining unit employees shall report to SJRPP supervision while assigned to JEA or FPL. It is understood that the supervisor may not be on-site but shall be readily available to be contacted.

- g. **Advance Notice** -- Employees assigned to work at JEA or FPL will be given as much advance notice as possible of their selection, and will be briefed about the nature of the assignment and any JEA and FPL procedures that are applicable.
- h. **Applicable Policies & Procedures** -- Employees assigned to JEA and FPL will adhere to all applicable policies, procedures and working rules for the safety of employees of SJRPP, JEA, and FPL. In the event of a conflict among the safety policies or procedures of the companies, the policy of the particular job site shall control.
- i. **Strikes/Lockouts** -- SJRPP will not assign any of its employees to work at FPL during an FPL strike or lockout.
- j. **Expenses** – Prior to an employee’s temporary assignment at JEA or FPL, the Employer will provide for the payment of any foreseeable out-of-town expenses which the employee may incur while on official business of the Employer. Any additional expenses incurred by the employee while on the official business of the Employer shall be reimbursed afterward in accordance with SJRPP expense reimbursement policies.

Section 11.10 – Commercial Driver’s License (CDL)

- a. The Employer has the right to determine whether an employee is required to have a valid CDL as a condition of employment. The Employer will notify those employees who are required to have a CDL of the requirement. The Employer will notify the Official Spokesperson of the Union of any employees who are required to have a CDL.
- b. Employees who are required to have a CDL are required to renew the license as a condition of continued employment.
- c. The Employer will reimburse the initial cost of obtaining a CDL on a one time basis to any employee who is required to possess a CDL in order to fulfill the requirements of his or her job at SJRPP. In addition, SJRPP will reimburse renewals as required by law. An employee seeking reimbursement for the renewal of his/her CDL can verify that he or she has renewed the license by providing the employer with a copy of either the renewed license or a receipt for the cost of the renewal.

Section 11.11 – System or Limited Emergency

- a. The CEO/Managing Director of JEA, or designee, has the authority to declare

either a system or limited emergency. In the event that the Managing Director or designee declares either type of an emergency, the provisions of this section take effect.

This language is used to determine pay for employees who are sent home during a declared emergency and for employees that work when other employees are sent home with pay during a declared emergency.

- 1) System Emergency – All or the vast majority of employees of the Company are affected by the emergency.
 - 2) Limited Emergency – The emergency only affects a portion of the Company, one or more departments, but not all.
- b. Non-Essential Employees. Employees who are not required to be at work and are released in accordance with the declaration of an emergency are subject to the following:
1. Non-essential employees, when they are not required by the Employer to report to work due to an emergency, shall be released from duty and shall be granted administrative leave with pay for the balance of their normal work schedule and any additional days/hours of their normal work schedule during the declared emergency
 2. Non-essential employees who are already on previously approved leave with pay at the time of the emergency, or who are scheduled to take authorized leave with pay during the time of the emergency shall not be charged for the leave for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.
 3. Non-essential employees who are already on previously approved leave without pay at the time of the emergency, or who are scheduled to take authorized leave without pay during the time of the emergency, shall not be paid for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.
 4. If a scheduled holiday falls within the time that non-essential employees are on administrative leave with pay due to an emergency, the employees will be paid for the holiday as normal holiday pay in lieu of administrative pay and, will not receive any additional holiday leave or pay for that day.

5. Also, Non-Essential employees may be required to work during a declared emergency. In those situations, the provisions applicable to the Essential Employees shall apply.

Note #1:

An individual employee may be designated either Essential or Non-Essential at different times during the full duration of a declared emergency. Example: during a major storm event, many employees will likely be deemed Non-Essential initially; but once the storm passed and JEA/SJRPP mobilizes its restoration efforts, those same employees may be deemed Essential.

Note #2:

The designation of Essential or Non-Essential may be applied to bargaining unit or geographical area. Example: A Limited Emergency declared at another facility, requiring some employees to be designated Non-Essential and placed on Administrative Leave does not mean that SJRPP employees are thereby designated essential.

- c. **Essential Employees.** Employees who are assigned to work during a declared emergency*. These employees are subject to the following:
 1. Essential employees will be required by SJRPP to work during the emergency.
 2. To the maximum extent possible, when the general population is being required to evacuate an area in anticipation of a hurricane, tropical storm, or similar circumstance where there is advance notice of a situation that is expected to create an emergency, the Employer will allow essential employees reasonable time, as determined by the Employer, to return to their residence, secure the residence, and make plans for the safety of their family. After allowing a reasonable time for such activities, as determined by the Employer, essential employees shall be required to report back to work during the emergency.
 3. Essential employees who are required to work during the emergency shall be compensated for the time worked, as provided for in the hours of work and overtime article of this Agreement. In addition to any compensation payable under that article, essential employees will be paid straight time hourly pay for the time that they would have been on administrative leave with pay if they had been designed a non-essential employee (up to a maximum of forth (40) hours per work week).
 4. During an emergency, essential employees who are required to report for work will be provided with a meal, not a meal allowance, for all meals during normal meal times (as defined by Section 19.1.a).

However, employees may earn meal allowances as a result of being entitled to an additional allowance due to the passing of a five-hour interval as provided for in Section 19.1.c.

- * The Employer will consider qualified employees who volunteer prior to mandatory assignment.
- d. **Alteration of Annual or Personal Leave Schedules.** As provided for in Articles 21.8 and 22.7 of the Collective Bargaining Agreement, the Employer has the right to alter the annual or personal leave schedule of any employee in emergencies. This right includes the right to require employees who are on leave at the time of the emergency to return to work. In such cases, the Employer will reimburse the employee for any non-refundable expenses incurred as a result of the cancellation or alteration of the employee's annual or personal leave plans.
- e. **Employer Communications with Employees During the Emergency.** Any employee who is released from work during an emergency is expected to resume his/her regular work schedule when directed to do so by the Employer. In order to assist employees in determining when they are expected to return to work, the Employer will take reasonable steps to keep employees advised about the status of operations, including the dates and times that employees are expected to resume their regular work schedule. For example, the Employer will release information to employees via the Employer's voice mail or e-mail system, through releases of information to news media, and any other appropriate means of communicating with employees. To the extent that any employee relies on information released via local news media to determine when he or she is expected to return to work, employees are to follow instructions related to JEA/SJRPP, not those issued regarding City of Jacksonville employees.

ARTICLE TWELVE: SAFETY

Section 12.1

- a. The parties to this agreement recognize the hazardous nature of work in the electric utility industry. Because of the inherent hazards of work in the industry, the Union and the Employer recognize the importance of maintaining safe working conditions. In order to assure safe working conditions, the Employer will establish a Plant Safety Committee.
- b. The Plant Safety Committee shall make advisory recommendations to the Employer with regard to the following:

1. The development and administration of a Plant Safety Program for all employees.
 2. Promotion and maintenance of an active interest in safety in the plant.
 3. Revisions to the Plant Safety Manual.
- c. The Plant Safety Committee shall consist of five (5) members. The Union will appoint one (1) member of the committee. Management will appoint four (4) members of the committee with at least one appointment coming from the bargaining unit. The Plant Safety Committee shall meet no less than ten (10) times per year.

Section 12.2

- a. Each SJRPP employee is responsible for observing all safe work practices and safety rules on all jobs performed by that employee.
- b. SJRPP will require all non-SJRPP personnel to agree to abide by SJRPP safety rules.

Section 12.3

All employees shall proceed without delay to carry out orders and instructions from their supervisors unless the employee reasonably believes that doing so would jeopardize the health or safety of him/her or another. Employees who rely on this section to refuse to carry out orders will be subject to discipline if the Employer determines that the employee did not have reason to believe that carrying out the order would jeopardize health or safety. The Plant Safety Committee will assist in determining if carrying out the order would jeopardize health or safety.

ARTICLE THIRTEEN: COMPREHENSIVE DRUG AND ALCOHOL ABUSE POLICY AND PROCEDURES

Section 13.1 -- Prelude

The Employer and the Union agree that education and communication about the Employer provided Employee Assistance Program (EAP) is a very important tool toward having a drug free work force. The Employer will see that information about the EAP is available for employees and their families. It should be every employee's goal to help those co-workers, whom they know have some type of problem with substance abuse, to seek help through the EAP.

Section 13.2 Definitions

- a. "Drug abuse" means:

1. The use of any controlled substance as defined in Section 893.03 Florida Statutes, as amended not pursuant to a lawful prescription. A “lawful prescription” is defined as a prescription issued in the name of the employee by a licensed health care practitioner in full compliance with the practitioner’s practice act.
 2. The commission of any act prohibited by Chapter 893, Florida Statutes.
 3. Abusing a lawful prescription.
 4. Substituting or adulterating any specimen during a drug test.
 5. Refusing to submit to a drug test.
- b. **Diluted Specimen:** A specimen that has a creatinine reading less than 20 mg/dL but greater than 5 mg/dL, and a specific gravity less than 1.003 but greater than 1.001.
- c. **Substituted Specimen:** A specimen that has a creatinine of less than or equal to 5 mg/dL and a specific gravity less than or equal to 1.001 or greater than or equal to 1.020. (Such specimens do not exhibit the clinical signs or characteristics associated with normal urine).
- d. **Adulterated Specimen:** A specimen is:
- Adulterated* if the nitrite concentration is equal to or greater than 500
Adulterated if the pH is less than or equal to 3, or greater than or equal to 11
Adulterated if a foreign substance is present, or if an endogenous substance (one that is normally found in urine) is present at a concentration greater than the normal physiological concentration.
- e. **“Illegal drug”** means any controlled substance as defined in Section 893.03, Florida Statutes, not possessed or taken in accordance with a lawful prescription.
- f. **“Department of Health and Human Services (HHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs” (the HHS Guidelines)** means those guidelines as printed in the June 9, 1994, Federal Register (59 RF 29908) and as amended from time to time.
- g. **“Reasonable belief”** means an opinion which a prudent person would form based on observation and testimony from credible sources. Observation includes, but is not limited to, sensory facts (what a person saw, heard,

smelled, tasted, or touched). Objective factors that should be taken into consideration in determining reasonable belief are:

1. The nature of the information;
2. The reliability of the person or source providing the information;
3. The extent of any confirmation; and,
4. Any other factors contributing to the belief or the lack thereof.

Not all of these factors must exist to find reasonable belief, but all must be examined.

- h. **“Alcohol”** means ethyl alcohol (ethanol). References to use of alcohol include use of a beverage, mixture, or preparation containing ethyl alcohol.
- i. **“Alcohol abuse”** means the ingestion of alcohol or alcoholic beverages, which impairs or adversely affects the employee’s ability to perform his or her job duties. The use or being under the influence of alcohol or alcoholic beverages on the job by SJRPP employees is strictly prohibited.

Section 13.3 Circumstances When Testing May Be Required

The Employer may require an employee to submit to drug and/or alcohol testing under any of the following circumstances:

- a. Whenever two (2) managerial/supervisory employees concur that there is a reasonable belief that an employee is using, under the influence of, or in possession of illegal drugs and/or alcohol while on duty, or that the employee is abusing illegal drugs and/or alcohol and the abuse either adversely affects his/her job performance or represents a threat to the safety of the employee, his/her co-workers, or the public. The official Union spokesperson or designee shall be notified as soon as practicable that the reasonable belief has been established. It is understood that prior notification to the Union spokesperson or designee is not required for testing to be conducted.
- b. An employee is required to immediately notify a supervisor or a manager whenever the employee is involved in an accident, while on duty, involving personal injury or property damage.

Whenever an employee is involved in an accident, while on duty, involving personal injury which requires medical evaluation or property damage which could result in liability to the Employer (as determined by the Employer), loss or damage to Employer property, a lost time accident, urine specimens will be

collected from all employees directly involved in the accident and stored for future testing. For purposes of this provision, an employee is considered directly involved in the accident if the employee was in a position or situation where his/her action or inaction could cause, contribute to, or impact on the accident, (regardless of whether the employee was at the location of the accident.) If the accident/damage investigation reveals that employee negligence was a cause, the negligent employee's(s') specimen will be tested. All samples not tested will be destroyed within ten (10) calendar days of the accident/damage investigation team report or within twenty (20) calendar days of the accident if no investigation is held. The accident/damage investigation team shall include the official Union spokesperson or designee.

- c. Any time within one (1) year after an employee has voluntarily admitted to a controlled substance/alcohol problem as provided for in Section 13.6 a or tested confirmed positive for the presence of a controlled substance taken from a lawful prescription issued to the employee's spouse or family member permanently residing with the employee, and/or tests positive for alcohol, or one (1) year after completing initial rehabilitation, whichever is later. (The rehabilitation counselor shall direct a letter to both the Employer and to the employee establishing the date on which rehabilitation was completed.)
- d. All employees may be tested annually based on the following conditions:
 - 1. Employees who are subject to "CDL" or "Safety Sensitive" testing, as provided in this Article shall not also be subject to Annual testing.
 - 2. Employees will be given a minimum of thirty (30) calendar days written notice, by the Employer of the week in which testing will occur. If an employee is transferred after receiving notice, the initial notice shall determine the date and site of testing.
 - 3. The test will be given any time during the week of testing on the employee's normal workday with no additional notice.
 - 4. If an employee is absent during the week specified for testing, the employee will be tested at anytime within ten (10) workdays of the employee's return to work, without prior notice.
 - 5. If, the test is canceled after notice is given, the employees will be given written notice of the cancellation and the reason therefore. When the test is rescheduled another thirty (30) calendar day written notice will be given. The annual test can be canceled and rescheduled one (1) time each year pursuant to this subparagraph.

- e. As required by the Federal Highway Administration (FHWA) Controlled Substances & Alcohol Use & Testing Program, 49 CFR 382, et seq. (This federal regulation, also known as "CDL Testing", requires testing for alcohol as well as for controlled substances.) Provided, however, that CDL alcohol testing will be governed by 49 CFR 382 et.seq. In testing for the presence of alcohol, the Employer shall use a generally accepted blood test procedure which produces quantitative results showing the amount of alcohol present in the blood. For breath analysis, the Employer shall use a generally accepted breath analysis procedure using breath analysis equipment that conforms to National Highway Safety Administration (NHTSA) Standards (49 FR 48855), as it may be amended from time to time, and to any applicable State Statutes.
- f. All employees in safety sensitive classifications are subject to random drug and alcohol testing program. Any employee who disputes the safety sensitive designation of his position shall be required to submit a sample in accordance with testing procedures. If the employee tests positive and is subsequently disciplined, the employee shall have the right to grieve such discipline under the terms of this Agreement. In such grievance, the Employer shall have the burden of proving that, at the time of the test, the employee met the criteria set forth in Article 13.3 g1-2 that the testing was in compliance with the Agreement and that the Employer had proper cause to test and discipline the employee.
- g. For purpose of this Article a safety sensitive position is one where drug or alcohol affected performance could clearly endanger the health and safety of others. Specifically, safety sensitive positions are those that meet the following criteria:
 - (1) The employee's duties are such that errors in judgment, inattentiveness, or diminished coordination, dexterity or composure while performing his/her duties could result in mistakes, omissions, oversights or other errors that would constitute an immediate and direct threat to the health and safety of others: and
 - (2) Employees in these positions work with such independence or perform such tasks that it cannot be safely assumed that mistakes such as those described in subparagraph (1) would be prevented by a supervisor by another employee or safety procedures (i.e. Tagging Procedure).
- h. Nothing in this Agreement shall be deemed a waiver of the rights of any employee who is disciplined pursuant to these provisions of the Agreement to challenge in a court of law whether such testing was permissible under applicable law.

- i. Any employee newly hired or promoted into a job classification that is subject to random drug and alcohol testing because of the safety sensitive nature of his/her job shall be provided with written notice that he/she is subject to random drug and alcohol testing at least thirty (30) calendar days prior to being subjected to random testing.

Section 13.4 Testing Procedures

a. Drugs

1. Whenever an employee is required to provide a urine specimen for these testing procedures, the specimen will be divided into two samples at the time of collection in order to facilitate the testing procedures described in this section. The collection facility and the Substance Abuse and Mental Health Services Administration (SAMHSA) certified tester shall follow specimen collection and testing procedures consistent with the HHS Guidelines, except as specifically amended herein.
2. The threshold level or cut-off limit and substances shall be as set forth below or as established by HHS and/or SAMHSA. The following levels have been established as of the effective date of this Agreement; however, the levels established by HHS and/or SAMHSA which are in effect as of the date of any given test shall govern. Provided, however, the Union shall be given at least ten (10) calendar days prior written notice of any changes in established levels prior to any testing conducted with the new established levels test. If the written notice of annual testing was issued prior to the Union being notified, the affected employees shall be given another thirty (30) calendar day written notice of such test.

INITIAL SCREENING THRESHOLDS

<u>SUBSTANCE</u>	<u>THRESHOLD IN NG/ML</u>
Amphetamines	500
Marijuana metabolites	50
Cocaine metabolites	150
Opiate metabolites	2000
Phencyclidine	25

CONFIRMATION TEST THRESHOLDS

<u>SUBSTANCE</u>	<u>THRESHOLD IN NG/ML</u>
Amphetamines	250
Marijuana metabolites	15
Cocaine metabolites	100

Opiate metabolites	2000*
Phencyclidine	25

* The confirmation test will also include a test for 6-monacetylmorphine (MAM)

3. The SAMHSA certified tester shall utilize the following procedures to the extent that they are not inconsistent with the HHS Guidelines:
 - (a) The SAMHSA certified tester shall submit the first of the samples to an immunochemical assay or radioimmunoassay test. If the results of this test are negative, no further testing will be required and all collected specimens will be disposed.
 - (b) If the results of the initial test provided for in Section 13.4 a 3 (a) are positive, the SAMHSA certified tester will submit the same sample for further testing using the gas chromatography/mass spectrometry (GC/MS) method to verify the initial test results. The Employer will not be notified about the initial positive result, until it has been confirmed as provided for in this section.
 - (c) If the specimen provided is unsuitable for testing, or if the chain of custody is violated, the employee will be advised in writing of those circumstances and will be requested to provide another specimen for testing. In the case of the annual test provided for in Section 13.3 d, another thirty (30) calendar day written notice of the test will be provided. Provided the employee was not at fault, an additional specimen will be requested not more than one (1) additional time because of chain of custody violations.
 - (d) Specimens that are adulterated or substituted will be reported as a "refusal to test," and the employee will not be offered the opportunity for a test of the second sample provided for in Section 13.4 a 4 below.
4. If the results of the second test for illegal drugs that is provided for in Section 13.4 a 3 (b) is positive, as confirmed by a qualified (HHS Guidelines) medical review officer (MRO), the HHS Guidelines shall be followed for confirmation and notification of the employee and review with the employee of their medical history prior to notification to the employer. The employee may request that the Employer provide that employee with appropriate information regarding the test results sufficient to explain why the employee is deemed to have tested positive (i.e. Litigation Package). Such information shall include, at the

employees request, the opportunity to discuss the test results with the MRO. The employee shall be placed on administrative leave with pay until two (2) working days after the employee is provided with the litigation package (if requested in writing) for the purpose of reviewing the information provided by the Employer and making his/her decision whether to proceed with the test of the second sample. During that time the employee may elect to have the second sample subjected to further testing by a different SAMHSA certified tester at the employee's expense. If the second sample tests negative, the Employer will reimburse the employee for the cost of the test. If the tests on the second sample are positive, or if the employee does not request testing of the second sample, the Employer may take corrective and rehabilitative action as provided for in the article and/or disciplinary action where appropriate.

b. Alcohol

- 1 Whenever an employee is required to be tested for alcohol, the Employer shall utilize a generally accepted blood test procedure or a CDL certified Breathalyzer that provides quantitative results showing the amount of alcohol present in the blood.
- 2 The threshold level or cut-off limit shall be set forth below or as established by HHS and/or SAMHSA and/or Florida Statute. The following levels have been established as of the effective date of this Agreement; however, the levels established by HHS and/or SAMHSA and/or by Florida Statute which are in effect as of the date of any given test shall govern.
- 3 Alcohol test shall be performed by licensed medical facility selected by the Employer. Any alcohol test shall be obtained while the employee is on duty. The Employer may extend the employee's duty period for the purpose of such testing.

Alcohol Testing Thresholds to Determine Impairment Under Florida Statutes

<u>0.05 to 0.079</u>	(Reference Section 13.5 b 2 and 3)
<u>0.08 and Above</u>	(Reference Section 13.5 b 4)

Alcohol Testing Thresholds for Employees with CDL

<u>0.020 to 0.039</u>	(Reference Section 13.7 c)
<u>0.040 to 0.079</u>	(Reference Section 13.5 b 1, 2 & 3)
<u>0.08 and Above</u>	(Reference Section 13.5 b 4)

Section 13.5 – Disciplinary Action

- a. Drug Abuse shall subject the employee to the following discipline:
 - 1. Any employee who used a controlled substance pursuant to a prescription lawfully issued to a member of the employee's household residing with the employee shall be given a single last chance agreement – provided the prescription was taken for the employee's bona fide medical condition. Subsequent violations of the policy shall result in termination from employment.
 - 2. Drug abuse, other than described in Section 13.5 a 1 above, shall result in termination from employment.
- b. Alcohol Abuse shall subject the employee to the following discipline:
 - 1. If an employee with a CDL tests positive for a breath or blood alcohol level between 0.04 and 0.05, the employee must complete rehabilitation before he/she is released to drive a SJRPP vehicle.
 - 2. If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08, and there is no other competent evidence of impairment, the employee will be given a Last Chance Notice. Any subsequent positive test producing a breath or blood alcohol level in excess of 0.05 will result in the employee being terminated from employment.
 - 3. If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08 and there is other competent evidence of impairment, the employee will be terminated from employment.
 - 4. If an employee tests positive for a breath or blood alcohol level at 0.08 or higher, the employee will be terminated from employment.
- c. Any employee who refuses to submit to substance abuse or alcohol testing (including adulterating or substituting a sample) as required by this article shall be subject to termination from employment.

Section 13.6 Rehabilitative/Corrective Action

- a. Any employee is eligible one time only to notify the employer that he/she has a drug and/or alcohol problem and, upon such notification, the employee shall be permitted to enter rehabilitation, subject to a single Last Chance

Agreement. In order to be eligible for this one time opportunity for rehabilitation, the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day before the employee is notified that he/she is scheduled for testing pursuant to Section 13.3 a (reasonable belief testing), Section 13.3 f (safety sensitive testing), and Section 13.3 e (CDL testing). In the case of testing under Section 13.3 b (testing following an accident), the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day in advance of any accident that gives rise to the need for testing in order to be eligible for this one time opportunity for rehabilitation. In the case of testing pursuant to Article 13.3 d (annual testing), the employee must notify the employer that he/she has a drug and/or alcohol problem before the week that the employee is scheduled to be tested in order to be eligible for this one time opportunity for rehabilitation.

- b. Employer may require an employee to submit to counseling or other rehabilitative treatment as a condition of continued employment pursuant to the following situations:
 - 1. An employee who voluntarily acknowledges a drug and/or alcohol problem pursuant to Section 13.6 a.
 - 2. An employee who tests positive for the presence of a controlled substance pursuant to a lawful prescription (Section 13.5 a 1) issued to a member of the employee's household residing with the employee.
 - 3. An employee who tests positive for alcohol pursuant to Section 13.5 b.
- c. Any employee who is required to submit to counseling or other rehabilitative treatment as a condition of continued employment shall sign a release, authorizing the release of information to the Employer sufficient to determine whether the employee can safely perform his/her job duties. The decision as to whether the employee can safely perform his/her job duties shall be made by the employer in conjunction with a physician associated with the rehabilitation/treatment facility. The information provided to the Employer shall be limited to the following:
 - 1. Whether the employee has regularly attended counseling and/or treatment sessions, as directed.
 - 2. Whether the employee has satisfactorily participated in counseling and/or treatment sessions.
 - 3. Whether the employee has complied with all requests for substance abuse tests, and whether the employee has passed all of those tests.

4. Whether the employee has admitted to using alcohol or illegal drugs subsequent to the test which resulted in the referral to counseling and/or rehabilitative treatment.
 5. Whether there is any reason to believe that the employee's return to work could result in a risk to persons or property.
 6. Whether the Employer should impose any work related limitations or requirements upon the employee in the event that the Employer determines to permit the employee to return to work.
- d. Driving restrictions for employees with a CDL shall be as stipulated in the Federal Highway Administration Controlled Substance & Alcohol Use & Testing Program, 49 CFR 382, et seq.

Section 13.7 Examination and Test

- a. Except as provided in Section 13.4 a 4, the Employer will pay the cost of any test required by Section 13.3. Provided, however, that in the case of alcohol testing conducted pursuant to Section 13.3 e, any employee who is subject to dismissal will be given the opportunity for an independent blood alcohol test conducted at the same time at his own expense.
- b. Urine specimens required by this article will be obtained while the employee is on duty. The Employer may extend the employee's duty period for the purpose of drug testing. Unless factor(s) arise during testing which cause a reasonable belief that the testing process is being compromised, there will be no visual observation of the act of urination.
- c. In the case of alcohol testing conducted pursuant to Section 13.3 e, any employee who tests 0.039 breath alcohol content or less (but in excess of 0.02 breath alcohol content) in any test conducted before 10:00 a.m. will be permitted to test again within one hour from the first test. This waiting period will be on the employee's own time. The first test will be used to determine appropriate discipline, in conjunction with any further test results.
- d. Drug tests will be performed by a SAMHSA certified facility selected by the Employer.
- e. Employees who are required by this article to take a drug or alcohol test shall be required to sign an authorization form releasing the records of such tests to the JEA Director of Employee Services or designee. The JEA Director of Employee Services or his/her designee, shall release relevant information

contained in those records only to those management officials and representatives directly involved in employment related decisions involving that employee. This shall not limit the Employer from providing work-related information regarding the employee to the employee's supervisors, including work-related limitations or requirements and the reasons therefore. Each individual receiving such information shall be instructed regarding the confidential nature of that information.

- f. Unless otherwise required and as otherwise provided in this Agreement, the Employer shall keep confidential the results of any testing provided for in this article. The test results shall be maintained separately from the employee's personnel file and will be released only on a "need to know" basis. The Employer shall destroy any results of positive testing which the Employer later determines have been refuted. Unless they become part of a disciplinary action, test results shall be considered confidential medical records that are not subject to disclosure under Florida's public records act.

Section 13.8 Training

Supervisors, bargaining unit representatives, and officers shall receive mutually agreeable outside training to include behavioral observation techniques for detecting reduced job performance, and the impairment or change in employee behavior, techniques for recognizing drugs, drug paraphernalia, and the indications of the use, sale or possession of drugs; and the procedures for referral to the Employee Assistance Program (EAP).

Section 13.9 Employee Support

The Union representatives and officers will serve as an Employee Support Team. Any member of this support team may be a liaison between the employee and referral to EAP to make employees aware of available help.

Section 13.10 Employer Initiation

The testing program was initiated at the request of the Employer. The Union has participated only to the extent of protecting the rights of workers arising from administration of the testing program. It is intended that the Employer shall be solely liable for any legal obligations and costs arising out of the provisions and/or application of this article.

ARTICLE FOURTEEN: DISCIPLINARY ACTION

Section 14.1

Disciplinary action based upon proper cause, including termination from employment,

will be taken in accordance with the Employer's personnel procedures relating to discipline promptly as practicable under operational conditions. Progressive disciplinary action will be taken for repeated similar or related offenses, except where the course of conduct or severity of the offense justifies otherwise.

Section 14.2

Violations for which disciplinary action may be taken shall be documented on a Disciplinary Action form provided by the Employer. The Employer may provide counseling to an employee before imposing disciplinary action when the employee did not know and could not have known of the impropriety of the conduct for which the employee is being disciplined. The purpose of counseling in such cases is to advise an employee of required or prohibited conduct of which the employee was not aware, to document that such advice was given, and to remind the employee that future violations will be subject to discipline. Provided, however, an employee may be subject to disciplinary action for the violation of established rules or policies, or for acts which are improper in and of themselves. Disciplinary action will be taken within sixty (60) calendar days of the date management became aware of the violation. If no action is taken within this time the violation will not be subject to discipline. Provided, however that all time limits established by this section may, at management's discretion, be extended during the pendency of a felony criminal investigation into an employee's conduct. In such cases, the time limits established by this section will not begin to run until all investigations and/or prosecutions involving the employee are concluded.

Section 14.3

Except as provided in this section, disciplinary entries in an employee's personnel file shall not be used as a basis for future disciplinary action after twenty-four (24) months from the date of the entry if there has been no recurrence of the type or kind of conduct which gave rise to the disciplinary entry. The Union recognizes that the Employer is required to retain copies of all disciplinary entries in order to comply with Chapter 119, Florida Statutes, as it may be amended from time to time. Any disciplinary entry may be introduced in a termination proceeding against an employee, even if such entries are more than twenty-four (24) months old.

Section 14.4

An employee will be allowed to review his/her master personnel file at a reasonable time. When a document has been placed in the employee's master personnel file in error or is invalid, said document shall be removed.

Section 14.5:

When an employee is off the payroll due to a suspension, the Employer will continue to pay the life insurance and medical insurance premiums normally paid by the Employer, which includes the Employer's portion of the dependent medical insurance premium. The employee is responsible for the optional life insurance premium and his/her portion of the dependent medical premium.

ARTICLE FIFTEEN: GRIEVANCE/ARBITRATION PROCEDURE

Section 15.1

The procedures set forth in this Article shall be the exclusive means of resolving Union and employee grievances, defined as disputes concerning the interpretation or application of this Agreement. Grievances resulting from allegations or complaints of discrimination under Equal Employment Opportunity laws are excluded from consideration under this article.

Section 15.2

Most grievances arise from misunderstandings or disputes which can be settled promptly and satisfactorily on an informal basis at the immediate supervisor level. The Employer and the Union agree that every effort will be made to settle grievances at the lowest level possible.

Section 15.3

- a. All references to days in these procedures are to calendar days. In computing any period of time prescribed by this article, the day of the event from which the time period begins to run shall not be counted. If the last day of any applicable time period called for in these procedures is a Saturday, Sunday, or holiday, the deadline is automatically extended to the close of business of the next scheduled working day.
- b. Time is of the essence in these procedures. Although any time limit may be extended by mutual agreement of the grievant or the Union and the Employer (which shall be confirmed in writing), the failure on the part of the grievant or the Union to observe any applicable time limit shall constitute an abandonment of the grievance. If the Employer fails to respond to a grievance within the time limits set out in this article, the Union or the employee may proceed to the next step of the grievance procedure.
- c. This grievance procedure shall be the exclusive method for resolving disputes concerning the application or interpretation of this Agreement. All resolutions

of written grievances shall be reduced to writing. A copy of the written grievance resolution shall be forwarded to the Union's official spokesperson.

- d. Newly hired probationary employees shall not be entitled to use the procedures of this article to contest disciplinary action or probationary performance evaluations. Newly hired probationary employees shall be entitled to grieve other violations of this Agreement pursuant to the provisions of this article.
- e. Any employee may present his own grievance, in person or by legal counsel, to the Employer and may have the grievance adjusted without the intervention of the Union provided that:
 - 1. the adjustment is not inconsistent with the terms of this Agreement; and
 - 2. the Union's official spokesperson has been given reasonable notice and opportunity to be present at any meeting called for the resolution of such grievance.
- f. When a number of identical grievances are to be submitted, the parties may mutually agree to allow the Union to select one for processing at step one (1) with an attached listing of all of the employees submitting the grievance. In the event that identical grievances have been processed individually at step one, the Union may select one for processing at the step two level, and in such cases the Union shall attach a list of all the employees who have filed identical grievances. The decision on the grievance selected will be binding on the remaining employees listed on the attachment to the grievance. Names of all aggrieved employees will be made a part of the record of the grievance processed. Each grievant will be notified of the resolution of the grievance.
- g. Grievances (as defined by section 1 of this article) that are not directly related to a single crew (for example may be a cost center or department) may be introduced at the Step 2. The Union has the right to initiate grievances of these types as the grievant.
- h. Grievances (as defined by section 1 of this article) which arise as a result of SJRPP upper management decisions or regarding the interpretation or intent of SJRPP policies and procedures may be initiated at step three (3) upon mutual agreement of the parties,. The Union has the right to initiate grievances of these types as the grievant.
- i. Grievances of termination of employment shall be initiated at step three (3).

- j. Grievance meetings will, when practicable and consistent with operational needs, be scheduled during the grievant's work time.
- k. Upon mutual agreement of the parties, grievance meetings of identical grievances may be held as a group. Provided, however, that all grievants shall have the opportunity for a meeting.
- l. The grievance responses by the Employer shall state the reasons for either sustaining or denying the grievance. The grievant and/or Union's appeal to a higher step shall state the reasons why the grievant and/or Union believes that the Employer's response at the lower step is in error.

Section 15.4 -- Procedures

Informal Resolution of Disputes: Nothing in this section shall be deemed to preclude appropriate informal efforts to resolve any disagreement arising in the workplace. Each potential grievant is encouraged to seek informal resolution of any issue or dispute prior to resorting to the grievance procedure.

- Step 1. a. The grievance procedure is initiated by the grievant's presentation of a fully completed copy of the standard grievance form (Appendix Two), along with any appropriate supporting documents, to the grievant's immediate supervisor (outside the bargaining unit) or the first line supervisor (outside the bargaining unit) in the area where the alleged grievance occurred within Fourteen (14) calendar days of the date of the action which precipitated the grievance, or within Fourteen (14) calendar days of the date on which the grievant knew or should have known of the facts giving rise to the grievance. The grievance form may be amended up through the date of the Step 1 meeting, except that matters unrelated to the grievance as originally written may not be added. If there is no Step 1 meeting, the grievance form may be amended at the first opportunity or at the first grievance step meeting held, whichever occurs first.
- b. All relevant documents and information relating to the grievance shall be furnished to the supervisor by the grievant at the time the grievance is submitted, except for documents or information which could not have been discovered or obtained with due diligence. After the receipt of a completed grievance form and accompanying documents, the grievant, the Union, and the grievant's immediate supervisor (outside the bargaining unit) shall meet to discuss the grievance upon the request of the grievant, the Union, or the Employer. The supervisor shall hold a meeting within seven (7) calendar days of receipt of a completed grievance form and accompanying documents. The

supervisor shall provide a written decision regarding the grievance within ten (10) calendar days after the date of the meeting. If no written decision is issued within ten (10) calendar days after the date of grievance meeting is submitted, or if the grievant is not satisfied with the Step 1 decision, the grievant may proceed to Step 2.

- Step 2. a. Within ten (10) calendar days of the date the Step 1 decision is due or is received by the grievant, whichever is sooner, a grievant who is not satisfied with the Step 1 decision may present the grievance to the Superintendent. The grievant shall state in writing the reason(s) for his dissatisfaction with the Step 1 decision and shall attach copies of all applicable Step 1 documents. This appeal is to be hand delivered to the Superintendent or designee located on the SJRPP site, who will date stamp and copy the grievance and forward it as needed for processing.
 - b. The Superintendent or his designee shall meet with the grievant and his representative, upon the request of the grievant, his representative, or the Employer. If a meeting is requested, it will be held within ten (10) calendar days from the date the grievance is presented at the Step 2 level. The Superintendent or his designee shall respond to the grievance, in writing, within ten (10) calendar days following the Step 2 meeting. If a meeting is not requested, the Superintendent or his designee shall respond, in writing, within ten (10) calendar days from the date the grievance is presented at the Step 2 level.
- Step 3. a. If the grievant is not satisfied with the Step 2 decision, or if no decision issues within the prescribed period, the grievant may present a written appeal to the Plant Manager or his designee within ten (10) calendar days from either the date of the Superintendent's response or the date on which it was due, whichever is sooner. This appeal is to be hand delivered to the Plant Manager or designee located on the SJRPP site, who will date stamp and copy the grievance and forward it as needed for processing.
 - b. The Plant Manager or his designee shall meet with the grievant, the Union president or his designee, and other representatives who may be designated by the Union (including stewards and a representative of the International Union), within ten (10) calendar days following the date the grievance was presented at the Step 3 level. Only the grievant, the Union president or his designee, and one other representative will be on paid time. The Plant Manager or his designee shall respond to the grievance, in writing, within fourteen (14) calendar days following the date of the meeting.

- c. A Plant Manager's designee will not be designated to hear a grievance in his own area. The designee shall have full authority to render a written response on behalf of the Plant Manager.

Step 4. If the grievant is not satisfied with the Step 3 decision, or if no decision issues within the prescribed period, the Union may invoke arbitration by sending written notice to the Employer within fourteen (14) calendar days of the date of the Step 3 decision of the Plant Manager or his designee, or of the date on which it was due, whichever is sooner. Invocation of arbitration by the Union will not preclude settlement of the grievance at any time prior to the issuance of an arbitrator's award.

Section 15.5

Upon appeal to arbitration, the Employer and Union shall jointly submit a written request to the Federal Mediation and Conciliation Service (FMCS) for a list of at least seven professional arbitrators from Alabama, Florida, or Georgia (excluding Duval County, Florida). The parties shall split the cost charged by the FMCS for the list of arbitrators. Upon receipt of the list, representatives of the Employer and Union shall meet or confer within fifteen (15) calendar days and, beginning with the Union, each shall alternately strike, one at a time, names from the list. The last remaining name on the list shall be the arbitrator, and the parties shall jointly notify the arbitrator of his selection. Either party may object to all names on the list, provided that objection is made prior to the commencement of the striking process, not to exceed one list objection per party. If this happens, a joint request for a subsequent list will be made. The party that objects to the list shall bear the cost of the subsequent list.

Section 15.6

All arbitrations arising under this Agreement shall be conducted in accordance with the following rules:

- a. Pursuant to Section 447.401 and Chapter 682, Florida Statutes, as amended from time to time, the arbitrator's decision shall be the final and binding disposition of the grievance.
- b. The arbitrator shall have the jurisdiction and authority to decide a grievance properly before him/her and to issue an award for loss of wages and/or benefits, should such an award be deemed appropriate in resolution of a grievance requesting such a remedy.
- c. If there is a dispute over the arbitrability of a grievance, the arbitrator shall first rule on that issue and if the grievance is determined to be arbitrable, shall then consider the merits of the grievance.

- d. The arbitrator shall have no authority to change, amend, add to, subtract from, or otherwise alter or supplement this Agreement or any part thereof or any amendment thereto.
- e. The arbitrator shall not issue declaratory or advisory opinions and shall confine himself exclusively to the question which is presented to him.
- f. The arbitrator shall not substitute his judgment as to the degree of severity of disciplinary action imposed on any employee by the Employer if the discipline is 40 hours or less. In such cases, the arbitrator's inquiry shall be limited to whether the Employer possessed competent substantial evidence of misconduct before imposing the discipline.
- g. The arbitrator shall render his award within thirty (30) calendar days after the conclusion of the hearing, or within thirty (30) calendar days after receipt of post hearing briefs if briefs are submitted.
- h. The Employer and the Union shall each pay one-half (1/2) of the fees and expenses of the arbitrator. Each party shall bear the cost of its own witnesses and representatives. Any party requesting a transcript will bear its cost, unless otherwise agreed.
- i. The Employer and Union shall each pay 50% of the cost for coffee, soft drinks, and/or water at arbitration hearings.

ARTICLE SIXTEEN: HOURS OF WORK AND OVERTIME

Section 16.1

For accounting purposes, the standard work week for all bargaining unit employees shall be from 0000 Monday through 2400 Sunday.

Section 16.2

- a. Except as provided in paragraph c below, employees whose regular work schedule falls between the hours of 0600 and 1900, Monday through Friday, shall receive an unpaid thirty (30) minute lunch period. When required, these employees may have to work during the scheduled lunch period. In those circumstances, overtime will be paid for the actual time worked during the normal scheduled lunch period, and the employee shall be given a lunch break at the first available time.

- b. Except as provided in paragraph c below, employees who work a schedule outside the hours of 0600 and 1900, Monday through Friday, shall receive a thirty (30) minute paid lunch period during each complete day worked.
- c. Employees who work a continuous rotating schedule shall receive a thirty (30) minute paid lunch period during each complete day worked.
- d. Employees who work a holiday shall receive a thirty (30) minute paid lunch period on the holiday worked.
- e. Nothing in this section shall be construed to require the Employer to provide a continuous and uninterrupted thirty (30) minute lunch period for all employees under all circumstances. This section shall be construed to allow the Employer the flexibility to occasionally require employees to eat their meal while working, or take less than thirty (30) minutes.

Section 16.3

A one dollar and fifty cents (\$1.50) per hour shift differential shall be paid for all hours actually worked on any regular schedule (not including overtime of any type) where the regular schedule has a starting time between 1200 and 0600.

Section 16.4

- a. When the necessity arises for employees within a job classification to have regular and permanent work schedules that differ within the job classification, the selection of those employees shall be determined in the following manner. The Employer will ask the employees (in order of their series seniority) for their preference. In making the assignments, the Employer shall consider the series seniority of the affected employees as well as the interests of the company. The Employer shall have the final decision regarding the schedule changes.
- b. The Employer will notify the Union of any proposed changes in SJRPP work schedules which affect all employees in a classification before such change is implemented. At the request of the Union, the Employer will give the Union an opportunity to provide input regarding the proposed change. The Employer will make the final decision regarding schedule changes.

Section 16.5

- a. Whenever the Employer changes the regular work schedule of an individual employee or group of employees, the Employer will provide at least thirty-six (36) hours advance notice prior to the occurrence of the initial change to the

schedule to the employees involved in the change. The employer will provide at least twenty-four hours (24) advance notice when employees are returning to their regular work schedule from a temporary work schedule. Notice of schedule changes may be documented by dated posting on the bulletin board at the employee's work site, or by confirmation of telephone notice in the supervisor's log book.

- b. The thirty-six (36) hours advance notice shall not be required in cases of emergency. In the case of an emergency, when an employee is sent home to rest for the purpose of covering a different shift/schedule, the employee will be placed on administrative leave for the remainder of the employee's regular work day.
- c. If the thirty-six (36) hours advance notice is not given, the next eight (8), ten (10) or twelve (12) hours worked, after returning to work following the change, shall be paid at the applicable overtime rate of pay. If the twenty-four (24) hour advance notice is not given for employees returning to their regular work schedule from a temporary work schedule, the first eight (8), ten (10) or twelve (12) hours worked after returning to the employee's regular schedule shall be paid at the applicable overtime rate of pay.
- d. For the purpose of this section, "relief employee" means an employee who is used to fill in for schedule vacancies. The designation of "relief capacity" is not intended to be the normal designation, and will be kept to a minimum. Employees within a classification containing a relief capacity designation shall rotate equally through the designated relief periods. The designation of an employee on relief capacity shall not normally exceed six (6) weeks, provided there are sufficient qualified personnel to allow such rotation.

Section 16.6

- a. The Union and the Employer recognize that in the interest of preventing outages and/or in the case of major equipment problems, there is a requirement for the employees covered by this Agreement to respond to call-outs. The Employer and the Union agree that Management shall determine the necessity for overtime work, and the employees are obliged to work overtime as determined by the Employer.
- b. The Employer shall determine the need for call-outs and all other overtime work.
- c. The Employer shall make a reasonable effort to see that the opportunity to work overtime is equitably distributed to bargaining unit employees.

- d. In order to accomplish this goal, the Employer will prepare an overtime list on a bi-weekly basis. Copies of the list shall be posted in every work area and shall be made available to the Union President.
- e. In addition to the overtime list referred to in d. above, a volunteer list shall be posted for signatures seven (7) calendar days for maintenance, twelve (12) calendar days for operations prior to its effective date. The volunteer list shall be divided into eight (8) or twelve (12) hour windows a day, on a departmental basis. Employees can, by signing the list, volunteer for each day or when he is available for volunteer call-out/scheduling. Employees who sign the list are obligated to take the overtime assignment when designated. Employees may add or delete their name to/from the volunteer list through their supervisor, provided this is accomplished prior to being designated for a particular overtime assignment. When the volunteer list is removed, a red line shall be drawn after the last volunteer (other designation denoting employee who volunteer after the volunteer is list is removed may be used). Any employee who adds their name after the red line shall not be selected for overtime until after all volunteers above the red line have been selected.
- f. Callout Procedure
 - 1. General Callout Procedure: Whenever a supervisor needs to call out an employee for overtime, or is arranging planned/scheduled overtime, the supervisor will use the current volunteer list and the current overtime list. The supervisor will attempt to contact or notify qualified employees on the volunteer list, beginning with the low overtime qualified employee and continuing in sequence. (Provided, however, that when two employees have indicated their availability for a particular overtime assignment, the Employer may select that employee whose window of selection covers the greater part of the overtime assignment.) If the supervisor requires additional employees for an overtime assignment after attempting to contact or notify all qualified employees on the volunteer list, the supervisor may then assign the overtime without further reference to the volunteer list, overtime list or any other order of ranking. When a qualified employee is in an upgraded position outside the bargaining unit, the employee is only available for overtime assignments within the upgraded position until all qualified volunteers are exhausted.
 - 2. Callout Procedure in Continuous Operation Work Areas: Whenever a supervisor needs to call out an employee for overtime, or is arranging planned/scheduled overtime, the supervisor will use the current volunteer list and the current overtime list. The supervisor will attempt to contact or notify qualified employees on the volunteer list, beginning

with the low overtime qualified employee in that classification and continuing in sequence. If there are not enough employees in that classification who have signed the volunteer list for the overtime assignment, the supervisor will seek a qualified employee not in that classification who has signed the volunteer list. When an employee is scheduled to be in an upgraded position, (for a month or more) or has been in an upgraded position for a month or more, the employee is only available for overtime assignments within the upgraded position, until all qualified volunteers are exhausted in their previous position.

If the supervisor requires additional employees for an overtime assignment after attempting to contact or notify all qualified employees on the volunteer list, the supervisor may then assign the overtime without further reference to the volunteer list, or overtime list. The supervisor may bypass a volunteer who can only fill part of the overtime assignment in favor of a volunteer or a non-volunteer in order to fill the assignment in full.

- g. When a supervisor attempts to call an employee for an overtime assignment, the supervisor who calls shall let the phone ring for at least six (6) rings before hanging up. If an answering machine, voice mail, or similar answering service picks up the call, the supervisor will leave a message for the employee. The message shall notify the employee that the supervisor called with an overtime assignment, and advise the employee of the date, time, and estimated duration of the overtime assignment. Employees are to return the call to the supervisor as soon as possible. In the event the supervisor does not reach the employee, even in those cases where the supervisor leaves a message for the employee, the supervisor shall continue to call other employees in order to obtain personnel to work the overtime assignment, and may assign the overtime to any employee contacted. The supervisor will assign the overtime to an employee who calls back after receiving a message from the supervisor regarding the availability of an overtime assignment; provided that the overtime assignment is still available.
- h. Ranking on the overtime list shall include all overtime worked (e.g. scheduled, contract policy, and emergency overtime). Employees who enter into a new classification as a new hire or through promotion or reclassification during the fiscal year shall be added to the existing overtime list with the average number of overtime hours of the incumbents in the classification at the time of entry into the new classification.
- i. Any employee on either the volunteer or the overtime list may be deemed by Management to be unavailable due to a short turnaround and related safety

concerns, an off-site assignment, or light duty. For the purpose of this subsection, "short turnaround" shall refer to the circumstances where an employee has worked more than twelve (12) hours and has had less than a six (6) hour window of time off when an overtime assignment for which the employee has volunteered becomes available. For the purpose of this subsection, "off-site assignment" shall refer to an employee who is out of town on an assignment for the owners and cannot be contacted. It would not refer to an employee who is assigned to the JEA within Duval County where the overtime assignment would not interfere with the temporary assignment at JEA and where the employee can be expected to adequately perform both assignments. For the purpose of this subsection, "light duty" shall refer to an employee who has a work restriction prescribed by a physician or who otherwise has a personal health restriction.

- j. Nothing herein shall be construed to prohibit a supervisor from holding an employee over to work overtime in lieu of selecting an employee from the volunteer list, and without regard to whether the employee held over is on the volunteer list. The intent of this section is for job continuation to complete a job with normally not more than four (4) hours of continued work or continue a job until a replacement employee can be obtained.
- k. The Employer can assign overtime without regard to the volunteer list or the overtime list provided for in this section when the particular assignment is one which management determines requires continuous work by one employee or one group of employees in order to ensure efficient operations. The intent of this sub-section is to allow for special assignments or projects that may require some overtime assignments.
- l. The Employer can assign overtime without regard to the volunteer or overtime lists provided for in this section where management determines that it would be detrimental to efficient operations to split up an assignment and have different persons or groups of persons attempt to do the work during scheduled outages or emergency breakdowns of major equipment or a unit.
- m. The overtime list shall be zeroed each fiscal year, and left in rank order by classification.
- n. The Union and the Employer agree that violations of this section that are agreed by the parties to be overtime violations will be handled in the following manner:

If a volunteer overtime employee has been skipped on an overtime assignment, the employee who was skipped, and would have received the assignment, shall be entitled to three (3) hours of pay at one and one-half

times the employee's straight time rate of pay. The number of employees eligible for payment under this Section will equal the number of employees who received an overtime assignment who would not have received the assignment had there not been an overtime violation under this Section.

Section 16.7

- a. An employee shall earn overtime pay, computed at one and one-half (1-1/2) times the employee's regular hourly rate, under the following circumstances:
 1. For all hours actually worked in excess of the employee's regular work day (e.g. 8, 10, or 12 hours), or in excess of forty (40) hours in a work week.
 2. In the case of an employee whose normal work schedule results in a periodic or cyclical work week (e.g. 36 or 38 hours), for all hours actually worked in a particular work week in excess of the employee's regular work cycle (e.g. 36 or 38 hours).
- b. All forms of compensated time off shall be considered as time worked in determining whether the employee has met the threshold requirement for entitlement to overtime payment.

Section 16.8

An employee who works more than sixteen (16) hours in a twenty-four (24) hour period or more than sixteen (16) consecutive hours shall be paid at two (2) times his regular rate of pay for all hours worked in excess of sixteen (16) hours in the twenty-four hour period. For the purpose of this section, the twenty-four hour period shall commence at the beginning of the employee's regularly scheduled shift or work day. An employee on double time shall remain on double time until released for at least eight (8) consecutive hours.

Section 16.9

An employee shall not receive more than one type of overtime or premium pay under this article (the overtime or premium pay which provides the greatest compensation to the employee).

Section 16.10

- a. All employees are required to work overtime when and as required.
- b. An employee who is called in to work or who is scheduled to perform other employment related service outside of and not continuous with his regularly

scheduled working hours shall be compensated for four (4) hours at the applicable overtime rate provided he reports to work at the designated time and place. If an employee is dispatched to more than one (1) job before the end of the basic four (4) hour period, no extra time will be allowed. Minimum time provided herein does not apply if an early call-in extends into the start of the employee's regular work period. If an employee, who is scheduled to report for overtime, not continuous with his regularly scheduled working hours, receives notice of cancellation less than seven (7) hours from his scheduled starting time, he shall be paid two (2) hours pay at the applicable overtime rate.

Section 16.11

- a. Upon prior approval by both supervisors (outside the bargaining unit), employees of the same classification working regularly scheduled hours may exchange hours of work within the work week provided no overtime or inconvenience is caused to the Employer.
- b. Supervisors (outside the bargaining unit) have the discretion to grant an employee's prior request for a modified weekly schedule, provided no overtime or inconvenience is caused to the Employer.

Section 16.12

Employees shall check in with their supervisor at the beginning and end of each workday, and whenever they arrive or leave the work site during scheduled duty hours.

Section 16.13

- a. An employee who has worked sixteen (16) hours or more in a twenty-four (24) hour period or who has worked more than eight (8) hours overtime in the sixteen (16) hour period immediately preceding his basic work day, shall upon release be entitled to an eight (8) hour rest period before he returns to work.
- b. If the rest period provided by this section extends into the basic workday, the employee shall lose no time thereby.
- c. Paid rest time shall be considered the same as worked time for the purpose of determining when overtime starts in a workday. This provision only applies to overtime paid pursuant to this Section 16.13.
- d. If the end of the employee's rest period occurs within two (2) hours of the end of the employee's basic workday, the employee's supervisor has sole discretion, not subject to grievance or arbitration, to release the employee without loss of pay for the remainder of the workday. However, such early

release time shall not be considered the same as worked time for determining when overtime starts in a workday.

Section 16.14

Hours of work and overtime of bargaining unit employees shall be exclusively governed by this article, and not by any other policy or procedure established by the Employer.

ARTICLE SEVENTEEN: PAY PLAN

Section 17.1

This pay plan shall take effect on October 1, 2015.

Section 17.2 – Pay Rate

(a) All employees shall be paid at the rate shown next to the appropriate job title under the appropriate step column of the SJRPP Bargaining Unit Pay Plan set forth in Appendix Two (2). The agreed upon rates in Appendix 2 shall be entered into the payroll system to the hundredths place. (Example: \$31.02 hourly rate).

(b) Effective October 1, 2015– 3.0% increase

Effective October 1, 2016 –2.0% increase

Effective October 1, 2017 – 3.0% increase

The actual date of the increase will be the first day of the pay period that includes October 1 (for pay purposes only).

Section 17.3 – Administration of the Pay Plan

- a. The Employer will create an entry/probationary pay level (Step One) and up to three (3) regular pay levels (Steps Two through Four) for each job classification. The Step One through Step Four pay rates for each job classification which will be in effect during the term of this agreement are set forth in Appendices two (2).
- b. Newly hired employee shall be hired at the appropriate entry/probationary level (Step One) rate of pay. Apprentices; Power Plant Trainee; Power Plant Trainee (PB-AQCS); Power Plant Trainee (BM) and Power Plant Trainee (MM) will be paid as provided in Section 17.3 f. All newly hired employees will be

subject to a six (6) month probationary period.

- c. Employees in job classifications with three or four pay steps are eligible to advance to the higher step of the pay plan as follows (except for unsatisfactory performance):
 - 1. When the newly hired/promoted employee successfully completes six months at Step One, the employee will be paid the Step Two rate of pay.
 - 2. Employees who successfully complete one (1) year of service in Step 2 shall be advanced to Step 3.
 - 3. Employees who successfully complete one (1) year of service in Step 3 shall be advanced to Step 4 (if the classification has a fourth step).
- d. Employees in job classifications with two pay steps shall advance to higher steps of the pay plan as follows:
 - 1. Employees who successfully complete one (1) year of service in Step One (including the six month probationary period) shall be advanced to Step Two.
- e. Employees moved into new classifications shall advance through the steps of the pay plan as provided for in Sections 17.3 c and d. However, if the employee's salary before the move is higher than that provided for in the pay schedule for the classification into which the employee is moved, then the employee shall continue to earn the same rate of pay that he earned before the move, but only to the extent that it does not exceed the maximum salary of the new classification.
- f. Apprentices and Power Plant Trainees (Job Code 5303) do not advance through the steps as provided in Sections 17.3 c and d. Apprentices and Power Plant Trainees are hired at the Step One pay level and advance to higher steps of the pay plan upon successful completion of the training required at the lower step.
- g. Certified mechanics (welders, machinists, and HVAC) who fail to maintain certification will not be eligible for recertification for one (1) year.

ARTICLE EIGHTEEN: INCENTIVE PROGRAMS

The Employer, at its sole discretion, may implement from time to time incentive programs for individuals or groups consisting of awards and/or cash, in recognition of performance

improvements, innovative ideas resulting in savings and/or benefits, or other similar improvements that are work related and can be documented and measured.

ARTICLE NINETEEN: MEAL ALLOWANCES

Section 19.1

The Employer will pay a meal or meal allowance to employees for under the following conditions:

- a. When an employee is called out and required to report to work (call-out pay does not automatically qualify an employee for meal allowance) more than two (2) hours before his scheduled starting time for that day. In such cases, the employee will be entitled to a meal or meal allowance when he reports for work after being called out. The employee will be entitled to another meal or meal allowance four (4) hours from the time he commenced work, if the employee continues to work. The employee will be entitled to additional meal or meal allowance at five (5) hour intervals thereafter if the employee continues to work.
- b. When an employee is required to work beyond his scheduled quitting time for more than two (2) hours. In such cases, he shall be entitled to a meal or meal allowance two (2) hours after his scheduled quitting time, and at five (5) hour intervals thereafter if he continues to work.
- c. When an employee is called out to work five (5) or more hours of overtime that is not worked immediately before or after the employee's regular work period, and the employee is not notified of the need to work at least eight (8) hours in advance of the time he is required to report for work. In such cases, the employee will qualify for a meal or meal allowance four (4) hours after he commences work, and at five (5) hour intervals thereafter, if he continues to work.
- d. When an employee is required to work overtime that is not worked immediately before or after the employee's regular work period, and the employee is notified of the need to work more than eight (8) hours in advance of the time he is required to report for work, the hours worked shall be considered scheduled overtime. On scheduled overtime, an employee shall only be eligible for a meal or meal allowance if the actual overtime worked extends more than two (2) hours beyond the originally scheduled overtime period. In such cases, the employee shall be entitled to a meal or meal allowance two (2) hours after the end of his originally scheduled overtime period and at five (5) hour intervals thereafter if he continues to work.
- e. The decision whether to provide a meal or meal allowance shall be at the manager's discretion.

Section 19.2

The meal allowance payable to eligible employees shall be: \$14.00.

Section 19.3

Meal allowances shall be paid no later than the end of the first pay period after the pay period in which the meal allowance is earned.

ARTICLE TWENTY: HOLIDAYS

Section 20.1 Designated Holidays

- a. The following are designated paid holidays for all bargaining unit employees:

<u>Holiday</u>	<u>Day Observed</u>
New Years' Day	January 1
Martin Luther King Jr.'s Day	Third Monday in January
Presidents Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day After Thanksgiving	Friday after Thanksgiving
Christmas Eve Day	December 24
Christmas Day	December 25
Employee's Birthday*	As designated in Section 20.3 f.

* Employee whose initial hired date is after the employee birthday will not be eligible for a birthday holiday during the first fiscal year hired.

- b. Employees will be compensated for holidays as provided for in this article.

Section 20.2 Holiday Pay

- a. Employees who are required to work on a day observed as a holiday shall receive the following compensation:

1. **Holiday Pay** - The employee shall be paid his regular rate of pay for all hours that he would normally be scheduled to work under the employee's regular work schedule or Employees scheduled to work on a holiday shall received holiday pay for all hours worked, whichever is greater (For example, an employee who normally is scheduled to work 10 hours on the day that is observed as a holiday, would receive 10 hours of straight time holiday pay. Employees normally scheduled for 8 hours receive 8 hours holiday pay. Employees normally scheduled for

eight hours but called to work in an area that has a twelve hour work schedule shall receive twelve (12) hours holiday pay. Employees normally scheduled for twelve hours but called in to work in an area that has an eight hour work schedule, shall receive twelve (12) hours of holiday pay.)

2. **Pay for hours worked** -- In addition, employees will be paid one and one-half (1-1/2) times his straight-time hourly rate for all hours that the employee actually works on the holiday.
 - b. If the holiday falls on a day which the employee is normally scheduled to work and he is not required to work, holiday pay shall be calculated on a straight-time rate for all hours the employee was scheduled to work.
 - c. Employees not scheduled to work on the day observed as a holiday shall be compensated eight (8), ten (10), or twelve (12) hours straight-time pay for the holiday based on their weekly schedule.
 - d. Employees must be in a paid status the entire scheduled workday preceding and following the holiday to be eligible for holiday pay.

Section 20.3

- a. If the holiday falls on Saturday, employees who work a regular schedule within Monday to Friday shall observe the preceding Friday as the holiday.
- b. If the holiday falls on a Sunday, employees who work a regular schedule within Monday to Friday shall observe the following Monday as the holiday.
- c. For those workers on a four (4), ten (10) hour day work week, when a holiday falls on a normal day off, the work day closest to the holiday shall be considered the holiday. When a holiday falls on a normal day off that is midway between work days, the next scheduled work day will be the holiday.
- d. All other employees shall observe the holidays on the day they occur.
- e. If either Christmas Eve or Christmas Day fall on a Saturday or Sunday, the provisions of the City of Jacksonville Ordinance Code shall apply.
- f. Employees may elect to observe their birthday (Employee who's initial hired date is after the employee birthday will not be eligible for a birthday holiday during the first fiscal year hired.) on another day, under the following conditions:

1. The employee must notify their supervisor of the election at least one week in advance of the date of the actual birthday, and obtain advance approval of the election.
2. The election may not result in increased overtime costs.
3. The birthday floating holiday will be paid at straight time.
4. The birthday floating holiday must be taken within the SJRPP fiscal year of the birthday, and cannot be carried forward to any future SJRPP fiscal year.
5. If Management has approved a timely election, but later revokes the approval due to operational needs, the employee will be paid for the holiday at straight time.
6. Any employee who has not elected to observe his birthday on a day other than the actual birthday, and who is required to work on his birthday, shall be compensated as provided in Section 20.2.

ARTICLE TWENTY-ONE: ANNUAL LEAVE

Section 21.1

This annual leave plan shall apply to all employees hired before October 17, 1989. Employees hired on or after October 17, 1989 will be subject to the personal leave plan set forth in Article 22.

Section 21.2

- a. The objective of this plan is to provide eligible employees with periods of paid vacation and sick time.
- b. Annual leave is defined as the accrual and use of leave authorized and approved by Management.

Section 21.3

Annual leave shall accrue according to the following schedule on a bi-weekly basis:

Year of Service	Maximum Hours Accrued Per Year	Accrued Bi-Weekly *
1st to 4th	160	6.153
5th to 9th	184	7.076

10th to 14th	208	8.00
15th to 19th	232	8.923
20th to 24th	256	9.846
25th or more	280	10.769

* Based on twenty six pay periods

Section 21.4

- a. Employees must be in a paid status to accrue annual leave.
- b. Approved annual leave shall be paid at the employee's straight time hourly rate.
- c. All regular and probationary employees shall earn annual leave. Temporary employees shall not earn annual leave.
- d. For the purpose of annual leave accrual, full-time employees of JEA and SJRPP Contract Employees who become regular SJRPP employees shall have their continuous and creditable time in service with JEA or as a SJRPP Contract Employee included in the determination of years of service.
- e. For the purpose of Section 21.4 d, SJRPP employees who were previously full-time employees of JEA and SJRPP Contract Employees shall be defined as: a full-time employee of JEA, or a SJRPP Contract Employee, who resigned his position for the purpose of accepting employment with SJRPP where the acceptance of such employment took place no later than sixty (60) calendar days from the date of resignation from JEA or as a SJRPP Contract Employee.

Section 21.5

An employee whose annual leave balance is in excess of 640 hours as of September 30 of each year shall, as soon thereafter as practicable, be paid for such leave excess at his salary rate (hour-for-hour) as of September 30 of that year.

Section 21.6

If an employee wishes to sell back annual leave, he/she must decide prior to the last Friday in the last pay period in September the number of leave hours he/she will accrue in the following fiscal year they wish to sellback. The employee must complete the sellback form and deliver it to the payroll department prior to the last Friday in the last pay period in September.

The election of sellback is irrevocable. An employee must have a minimum leave balance of 80 hours in order to sell back leave and that payment will be available only for hours in excess of the minimum balance. Payment will be on an hour for hour basis at the pay rate as of September 30th of that year. Payment will occur in the second full pay period in November.

Section 21.7

Annual leave may be used for any purpose, provided that leave is authorized by the employee's supervisor. The minimum amount of annual leave taken shall be a 1/2 hour increment.

Section 21.8

If an employee is asked to cancel scheduled and authorized leave in whole or in part, the employee will be reimbursed for any costs forfeited due to cancellation of reservations, excess travel, etc., provided action is taken by the employee to minimize the forfeited cost, and provided further that satisfactory documentation of the employee's payment of forfeited costs is furnished to the Employer.

Section 21.9

Upon termination, employees shall be entitled to be paid for all unused leave accrued as of the date of termination, at the employee's salary rate (hour-for-hour) on such date.

Section 21.10

Should a holiday fall within the leave period, leave shall not be charged for that day.

Section 21.11

If an employee obtains leave approval and desires to cancel such leave, the employee's supervisor must approve the request for cancellation.

Section 21.12

Employees shall submit their request for Leave form for each use of leave. Any employee requesting more than three (3) consecutive days of leave shall notify his supervisor at least fourteen (14) calendar days prior to taking such leave. The employee shall be notified of either approval or disapproval within fourteen (14) calendar days after submitting a completed and signed leave form.

Section 21.13

- a. Employees may begin submitting requests for annual leave for vacation of forty (40) or more hours on December 1 of each year for the following year (April 1 - March 31). Such leave requests which are not submitted by January 31 shall not be considered by Management in establishing a vacation schedule. A vacation schedule shall be established by Management in each department not later than March 1 of each year for the following year (April 1 - March 31). If an employee splits his vacation he will be allowed only one choice of dates, taking his remaining vacation after other employees (in order of seniority by classification in the department) have exercised their choice of dates. Vacation periods may be changed by mutual consent of the employee and Management.
- b. In scheduling vacations, employees with seniority by classification within a department shall be given preference. This seniority preference will only apply to the first vacation period selected each year. Management shall determine the number of employees in any given classification who may be on leave at the same time.
- c. Employees who have not indicated their desired vacation period by January 31st must give at least fourteen (14) calendar days advance notice of any requested annual leave for vacation of forty (40) or more hours. These requests for annual leave will be scheduled at the discretion of Management and will be second in preference to those vacation requests made prior to January 31st, regardless of seniority. The Employer may waive the fourteen (14) calendar day notice requirement. The decision to waive the notice requirement is at the Employer's discretion, and is not subject to arbitration.
- d. All other requests for annual leave shall be approved at the discretion of Management.

Section 21.14

If an employee on a built in overtime schedule is approved to take a day off they will only be required to take the amount of leave needed to come up to a total of forty (40) hours of work and/or leave for the work week, regardless of the number of hours he or she would normally have been scheduled to work on the day.

ARTICLE TWENTY-TWO: PERSONAL LEAVE

Section 22.1

This personal leave plan shall apply to all employees hired on or after October 17, 1989. Employees hired before October 17, 1989 will be subject to the annual leave plan set forth in Article 21.

Section 22.2

- a. Employees shall accrue personal leave according to the following schedule on a bi-weekly basis:

Year of Service	Maximum Hours Accrued Per year	Accrued Bi-Weekly*
1st to 4th	160	6.153
5th to 9th	184	7.076
10th to 14th	208	8.00
15th to 19th	232	8.923
20th to 24th	256	9.846
25th or more	280	10.769

* Based on twenty-six pay periods

- b. The rate of accrual shall change to the higher rate on the employment anniversary date.

Section 22.3

- a. Personal leave shall accrue to a maximum of five hundred and fifty (550) hours.
- b. An employee whose Personal Leave balance is in excess of 550 hours as of September 30th of each year shall, as soon thereafter as practicable, be paid for such leave excess at his/her salary rate (hour-for-hour) as of September 30th of that year.
- c. If an employee does not use all their Personal Leave accrued in the fiscal year, they may elect to be paid the difference, up to eighty (80) hours, between the amount accrued and used for that fiscal year on an hour for hour basis, at the rate of pay effective September 30 of the respective year in which the leave was accrued.

Such option must be elected in writing before September 30 of the prior fiscal year that the election is to take effect. A form will be provided for the employee to elect the number of hours he/she wants to sell back. The employee must complete the sell back form and deliver it to the payroll department prior to the last Friday in the last pay period in September.

The election of sellback is irrevocable. This option is not available to an employee who would have less than 80 hours of personal leave remaining after such payment. Such payments shall be made no later than the second payday in November.

Section 22.4

- a. Employees must be in a paid status to accrue personal leave.
- b. Approved personal leave shall be paid at the employee's straight time hourly rate.
- c. Employees shall accrue but shall not be entitled to use personal leave, other than for bona fide illness or injury, during the first six (6) months of employment.
- d. Earned personal leave may be used for any purpose, provided that the leave is authorized by the employee's supervisor.

Section 22.5

- a. Employees may begin submitting requests for personal leave for vacation of forty (40) or more hours on December 1 of each year for the following year (April 1 - March 31). Such leave requests which are not submitted by January 31 shall not be considered by Management in establishing a vacation schedule. A vacation schedule shall be established by Management in each department not later than March 1 of each year for the following year (April 1-March 31). If an employee splits his vacation he will be allowed only one choice of dates, taking his remaining vacation leave after other employees (in order of seniority by classification in the department) have exercised their choice of dates. Vacation periods may be changed by mutual consent of the employee and Management.
- b. In scheduling vacations, employees with seniority by classification within a department shall be given preference. This seniority preference will only apply to the first vacation period selected each year. Management shall determine the number of employees in any given classification who may be on leave at the same time.
- c. Employees who have not indicated their desired vacation period by January 31, must give at least fourteen (14) calendar days advance notice of any requested personal leave for vacation of forty (40) or more hours. These requests for personal leave will be scheduled at the discretion of Management and will be second in preference to those vacation requests made prior to January 31,

regardless of seniority. The Employer may waive the fourteen (14) calendar day notice requirement. The decision to waive the notice requirement is at the Employer's discretion, and is not subject to arbitration.

- d. All other requests for personal leave shall be approved at the discretion of Management.
- e. The minimum amount of personal leave taken shall be a 1/2 hour increment.
- f. An employee who uses more than twenty-four (24) hours of personal leave for medical reasons in a six (6) month period may be required to furnish written verification of illness, signed by a physician, for any use of personal leave for medical reasons during the next twelve (12) months. An employee who fails to furnish written verification of illness in accordance with this paragraph, after receiving written notification that he will be required to provide such verification, shall be subject to disciplinary action.
- g. Upon retirement of an employee, the employee shall be paid for all unused personal leave accrued, on an hour for hour basis.
- h.
 - 1. Upon termination of an employee for other than retirement, which includes resignation or discharge not for cause, the employee shall be paid for 100% (one-hundred percent) of unused personal leave accrued, on an hour for hour basis, in a lump sum.
 - 2. Employees who are discharged for cause shall forfeit their unused personal leave accrued during the contract year.
- i. Should a holiday fall within the leave period, leave shall not be charged for that day.
- j. If an employee obtains leave approval and desires to cancel such leave, the employee's supervisor must approve the request for cancellation.
- k. Employees shall complete and sign an Application for Leave form for each use of leave. Any employee requesting more than three (3) consecutive days of leave shall notify his supervisor at least fourteen (14) calendar days prior to taking such leave, unless the Employer waives the notification requirement. The decision to waive the notice requirement is at the Employer's discretion, and is not subject to arbitration.
- l. Personal leave shall be approved or disapproved within fourteen (14) calendar days from the date of application for the leave.

Section 22.6

If an employee is asked to cancel scheduled and authorized leave in whole or in part, the employee will be reimbursed for any costs forfeited due to cancellation of reservations, excess travel, etc., provided action is taken by the employee to minimize the forfeited cost, and provided further that satisfactory documentation of the employee's payment of forfeited costs is furnished to the Employer.

Section 22.7

If an employee on a built in overtime schedule is approved to take a day off they will only be required to take the amount of leave needed to come up to a total of forty (40) hours of work and/or leave for the work week, regardless of the number of hours he or she would normally have been scheduled to work on the day.

ARTICLE TWENTY-THREE: DISABILITY BENEFITS

Section 23.1

- a. The Employer agrees to provide disability leave benefits in accordance with the Workers' Compensation Law, Chapter 440, Florida Statutes.
- b. In addition, employees will be paid their regular rate of pay for lost time to obtain follow-up medical treatment as a result of injury or illness sustained on the job, under the following conditions:
 1. At the discretion of Management,
 2. Management's decisions are not subject to arbitration as they relate to this sub-section.
 3. Payment for such treatment will be at the employee's straight time rate of pay.
- c. The Employer will pay a wage supplement for thirty (30) calendar days to any regular full-time employee who is temporarily totally disabled because of an injury received in the course of employment, if all of the following conditions are met:
 1. The employee is entitled to receive and is receiving Workers' Compensation.
 2. The injury is not the result of the employee's failure to effectively follow safety rules and/or procedures.

- d. The wage supplement provided for in Section 23.1(c) shall be equal to seventy-five percent (75%) of the employee's regular straight-time wages, less any amount provided by Workers' Compensation.
- e. Compensation after thirty (30) calendar days will be contingent upon a qualified physician's bi-weekly diagnosis, and shall be at the Employer's sole discretion, not subject to arbitration.
- f. When an employee is off the payroll (not receiving SJRPP compensation) due to an on-the-job injury, the Employer will continue to pay life insurance and medical insurance premiums normally paid by the Employer, which includes the Employer's portion of the dependent medical insurance premiums. The employee is responsible for the optional life insurance premium(s) and the employee's portion of the dependent medical insurance premium.
- g. If an employee who is temporarily totally disabled due to an on-the-job injury receives partial wage payments from the Employer, the Employer will continue to pay the premium noted in Section 23.1(f) above. The optional life insurance premium and the employee's portion of the dependent medical insurance premium and pension contribution will be deducted from the employee's wage payments.

Section 23.2

The Employer agrees to provide long term disability insurance coverage to the employee at no cost to the employee.

Section 23.3

The Employer agrees to make a short-term disability insurance plan available to employees, at no cost to the Employer. Employees who opt to obtain short term disability insurance are responsible for paying the full cost of the insurance coverage.

ARTICLE TWENTY-FOUR: INSURANCE

Section 24.1

The Employer agrees to provide, at no expense to the employee, term life insurance coverage in an amount equal to the employee's base annual salary (rounded to the nearest thousand), as of the beginning of each policy year with a double indemnity clause for accidental death and dismemberment for employees covered by this agreement. The employee, at his option and expense, may purchase additional life insurance coverage under the Employer's group policy in an amount equal to the employee's base annual salary (rounded to the nearest thousand), as of the beginning

of each policy year with a double indemnity clause for accidental death and dismemberment for employees covered by this agreement.

Section 24.2

The Employer agrees to provide accidental death and disability insurance coverage, at no cost to the employee, in an amount equal to the employee's base annual salary (rounded to the nearest thousand), as of the beginning of each policy year.

Section 24.3

The Employer will pay one hundred percent (100%) of the cost of employee group health insurance (individual coverage) for coverage and fifty percent (50%) of the cost of dependent health insurance coverage.

Section 24.4

The Employer agrees to make a dental insurance plan available to employees, at no cost to the Employer. Employees who opt to obtain dental insurance are responsible for paying the full cost of the insurance coverage.

Section 24.5

The Employer reserves the right to modify the insurance plan provided to bargaining unit employees if modification is necessary to comply with the Internal Revenue Code.

Section 24.6

SJRPP agrees to provide a payroll deduction process that is to be available to employees in the bargaining unit for various employee insurance and benefit plans. These group plans shall be administered by an Agent of Record so designated by the Union. It is understood and agreed that JEA/SJRPP may assess a charge not to exceed six (6) cents per deduction per payroll. Further, it is agreed that JEA/SJRPP assumes no responsibility or liability to or for the Union's Agent of Record. Solicitation for these plans shall only be made during non-working hours. However, participation shall be at least 10% of the bargaining unit for a payroll deduction to be provided.

ARTICLE TWENTY-FIVE: RETIREMENT PLAN

Section 25.1

The pension plan as it applies to bargaining unit personnel will be as follows:

- a. For those employees that are (a) at least sixty (60) years of age and have five (5) years of credited service on March 1, 2012, (b) at least fifty-five (55) years

of age with at least twenty (20) years of credited service on March 1, 2012, or (3) have thirty (30) or more years of credited service on March 1, 2012, will continue to participate under the current Defined Benefit Plan.

- b. For those employees that have twenty (20) years of credited service and are less than fifty-five (55) years of age, as of March 1, 2012, will continue to participate in the current Defined Benefit Plan, with the exception that the back drop option will not be available.
- c. For all other employees, benefits accrued under the current Defined Benefit Plan shall be frozen as of March 1, 2012 and the back drop option will not be available. Benefits accrued after March 1, 2012 will be pursuant to the Cash Balance benefit and 457 Plan as set forth below.
- d. Final Average Earnings – For participants remaining in the current Defined Benefit Plan, the final average earnings will be the annual average compensation for the thirty-six (36) consecutive months that produce the highest average over the last one hundred twenty (120) months prior to termination of employment.
- e. Normal Retirement Age – The normal retirement age will be the earlier of (a) and (b), where (a) is the later of age 65 and the completion of five years of credited service, and (b) is the later of age 55 and twenty (20) years of credited service, provided that (under (b) only) employment terminates on or after age 55 or (c) thirty (30) years of credited service with no age requirement. For those participants who complete twenty (20) years of credited service but less than thirty (30) who terminate employment prior to age 55, normal retirement age is 65.
- f. Early Retirement Age – Early requirement age shall be the later of age 55 and the completion of ten (10) years of vesting service.
- g. Early Payment Reduction – For participants remaining in the current Defined Benefit Plan, the reduction for early payment shall be 1/144 for each of the first thirty-six (36) months, and 1/288 for each of the next eighty-four (84) months by which the benefit commencement date precedes age 65. This early payment reduction shall be applicable to the entire benefit for participants whose normal retirement age is age 65 and is applicable only to part (b) of the benefit formula for participants whose normal retirement age is earlier.
- h. Accrued Benefit – The accrued benefit shall be frozen effective March 1, 2012 for all participants not remaining in the current Defined Benefit Plan. For participants who remain in the current Defined Benefit Plan, the accrued benefit shall be an annual annuity payable biweekly which is equal to (a) plus

(b), where (a) is 2.00% of the final average earnings times the years of credited service for 1 year through 15 and 2.40% of the final average earnings times the years of credited service for 16 through 30 not to exceed thirty (30), and (b) is 0.65% of the excess, if any, of final average earnings over Social Security average wages times the years of credited service not to exceed thirty-five (35).

- i. Normal Form of Benefit – The normal form of benefit will be a seventy-five percent (75%) joint-and-survivor annuity, pre and post retirement, with no adjustments for spouses' ages that are within 5 years of the participants' age. If spouses' age differences are more than 5 years, actuarial equivalent adjustments will be made.

Section 25.2

- a. Participants remaining in the current Defined Benefit will continue to fund a portion of the cost of the pension plan. This will be accomplished by way of an "Employer Pick-up" (as provided for in Section 414(h) of the Internal Revenue Code). The amount to be funded by the employee through the Employer Pick-up will be four percent (4%). The Employer will fund the remainder of the costs of the Defined Benefit Plan on a sound actuarial basis.
- c. SJRPP's Cash Balance benefits became effective March 1, 2012. The below changes to 1(b) to the plan will be effective Oct. 1, 2015. Compensation credits for the Cash Balance Benefit and 457 Plan shall be as shown below:

1) Cash Balance:

- a) Four percent (4%) of covered compensation as defined in the Plan – Employee Contribution. The employee contribution shall be tax deferred as a "pick-up" contribution in accordance with Section 414(h)(2) of the Internal Revenue Code.
- b) Four and a half percent (4.5%) of covered compensation – Employer (SJRPP) compensation credit.

2) 457 Plan Employer Matching Contribution:

- a) Employees less than age fifty (50) will be provided with an employer match of the employee contribution up to a maximum of two percent (2%).
- b) Employees age fifty (50) or greater will be provided with an employer match of the employee contribution up to a maximum of four percent (4%). This increased match based on attainment of the specified ages will become effective no later than two (2) pay periods after the employee's fiftieth (50th) birthday.

The members' cash balance accounts shall be credited with a fixed rate of interest of four percent (4%) per annum.

The Cash Balance benefits shall be administered by the Board of the Trustees of the Defined Benefit Plan.

Distribution of cash balance accounts shall be made upon separation of employment and reaching early or normal retirement eligibility, as defined in 25.1(e) and (f).

Section 25.3

The Employer will make appropriate amendments to the pension plan documents to effectuate the changes outlined in Section 25.1 and 25.2 of this article.

Section 25.4

For employees participating in the current Defined Benefit Plan, should the St. Johns River Power Park be sold, shutdown or closed, Participants Normal Retirement age is 55, entitling the Participant to an accrued pension benefit commencement age of 55.

Section 25.5

Employees who retired on or after October 1, 2003 and those who continue to participate in the current Defined Benefit Plan and subsequently retire, will receive an annual one percent (1.0%) Cost of Living Increase based on each prior annual benefit amount actually received (exclusive of one time bonuses or adjustments) commencing five (5) years from the employee's retirement from SJRPP and annual thereafter.

Section 25.6

Employees who are vested and eligible for retirement benefits may purchase up to two years of active duty military service time as credited service as set forth below.

a. All military service purchased under this section must have occurred prior to any employment with JEA or SJRPP.

i. Service may be active duty wartime or non-wartime service, provided that the non-wartime service shall not exceed one year.

ii. Wartime service shall be for any period as determined by the Florida Legislature or by Presidential Executive Order, or by Congressional Resolution. Military service shall mean service in the United States Army, Navy, Air Force, Marines, Coast Guard, National Guard, NOAA or other branches of government service as provided in Title 38 of the United States Code.

- b. Credited service under this section may be purchased through the deposit of funds determined necessary by actuarial formula.

The employer will make appropriate amendments to the pension plan documents to effectuate the changes outlined in this Article Twenty-Five.

ARTICLE TWENTY-SIX: MILITARY DUTY

Section 26.1

Leaves of absence and re-employment rights of employees inducted into the military service shall be as contained in the Uniformed Services Employment and Reemployment Act of 1994 (USERRA) Title 38, U.S.C. §4311, as the same may be amended from time to time.

Section 26.2

Employees who are commissioned reserve officers or enlisted reserve personnel in the United States military or naval service, or who are members of the National Guard, are entitled to leaves of absence from their respective duties without loss of vacation leave, pay, time, or efficiency rating, on all days during which they are engaged in training ordered under the provisions of the United States military or naval training regulations for such personnel when assigned to active or inactive duty.

Section 26.3

Leaves of absence granted as a matter of right under the provisions of Section 26.2 shall not exceed 240 hours in any one annual period. Administrative leaves of absence for additional or longer periods of time for assignment to duty functions of a military character shall be without pay

Section 26.4

Employees who request time off for military leave are responsible for advising their supervisor at the earliest possible time of the dates when they are scheduled for any training which conflicts with their normal work schedule. The employee shall provide a copy of his orders to his supervisor prior to leave being granted.

ARTICLE TWENTY-SEVEN: BEREAVEMENT LEAVE

Section 27.1

- a. Upon the death of a member of the employee's immediate family, and appropriate prior notification of the employee's supervisor, an employee shall

be granted up to four (4) days off with pay, within fourteen (14) calendar days after the death, to attend the funeral and/or attend to other business associated with the death of the family member.

- b. Immediate family, for the purposes of Section 27.1(a) above, is defined as husband, wife, child, stepchild, parent, brother, sister, father-in-law, or mother-in-law.
- c. Upon the death of a member of the employee's family, specified below in this paragraph, and appropriate prior notification of the employee's supervisor, an employee may be granted up to three (3) work days off without loss of pay, within fourteen (14) calendar days after the death, to attend the funeral and/or attend to other business associated with the death of the employee's grandparents, grandchildren, son-in-law, daughter-in-law, step-parent, step-brother, or step-sister.
- d. Upon the death of a member of the employee's family, specified below in this paragraph, and appropriate prior notification of the employee's supervisor, an employee may be granted two (2) work days, within the next fourteen (14) calendar days after the death, to attend the funeral of the employee's brother-in-law, sister-in-law or spouse's grandparents.

Section 27.2

The employer may require proof of death and proof of the employee's relationship to the deceased before making payment for bereavement leave.

Section 27.3

When a member of an employee's immediate family, as defined in Section 27.1, dies while the employee is on vacation, the time taken to attend the funeral and to attend to other business associated with the family member's death shall be charged to bereavement leave, not the employee's annual leave, unless otherwise requested by the employee.

ARTICLE TWENTY-EIGHT: FUNERAL LEAVE

Employees who are scheduled to work may be granted up to four (4) hours leave without loss of pay to attend the funeral of a co-worker or retired co-worker. The Employer reserves the right to deny such leave.

ARTICLE TWENTY-NINE: VOTING

Section 29.1

During elections, employees may be granted sufficient time away from work to vote, if the following conditions are met:

- a. the employee's working hours do not permit a consecutive two (2) hour period to vote,
- b. the employee's supervisor authorizes time off to vote;
- c. the employee does not take more than two (2) hours off for this purpose.

Section 29.2

The Employer may require the employee to provide proof that he is registered and eligible to vote before awarding any benefits under this article.

ARTICLE THIRTY: JURY DUTY

Section 30.1

Any employee in the bargaining unit who is required to perform jury duty in any court during his regular working hours shall be paid his regular rate of pay for those regular working hours that he was not able to work because of the time spent in jury duty. If a rotating shift employee receives notice of jury duty and notifies his/her supervisor, the employee may request to be rescheduled to the day shift during the period of jury duty. If granted, and upon completion of his/her jury duty obligation, the employee shall automatically return to their regular shift and no advance notice by the employer is required.

Section 30.2

An employee who is called for jury duty shall notify his supervisor of the need to take leave for jury duty within five (5) calendar days after the employee receives a summons for jury service.

Section 30.3

The Employer will not pay any employee for jury duty when the jury duty is required on the employee's scheduled day off. The Employer will not pay any expenses that are associated with jury duty.

Section 30.4

Employees who are required to perform jury duty shall work as many regularly scheduled hours as possible before and after jury duty.

ARTICLE THIRTY-ONE: WITNESS SERVICE

Section 31.1

Any employee in the bargaining unit who is absent from work in order to serve as a witness shall be paid his regular rate of pay for the regular working hours he was not able to work as a result of the witness service, if all of the following conditions are met:

- a. The employee's witness service is in response to a legally valid subpoena;
- b. The employee is called as a witness in a case where he or she is not a party, either directly or as a member of a class; and,
- c. The employee's service is as a witness in a case involving SJRPP, JEA, or FPL, or in the interest of SJRPP, JEA, or FPL as determined by management.

Section 31.2

An employee who is subpoenaed as a witness shall notify his supervisor of the need to take leave for witness services as soon as the employee receives a subpoena for witness service.

Section 31.3

The Employer will not pay any employee for witness service (other than 31.5) when the witness service is required on the employee's scheduled day off. The Employer will not pay any expenses that are associated with the employee's witness service.

Section 31.4

Employees who are required to serve as a witness shall work as many regularly scheduled hours as possible before and after the witness service.

Section 31.5

Employees required to testify on behalf of the employer will be paid for all hours necessary to provide witness services for the employer. Hours will be paid at the appropriate rate of pay, and shall not be less than two hours.

ARTICLE THIRTY-TWO: OTHER LEAVES OF ABSENCE

Section 32.1

The Superintendent, upon the request of an employee, may grant a leave of absence without pay for personal reasons for a period not to exceed ten (10) work days in any calendar year. The Employer's decision to approve or deny such a request for unpaid leave of absence shall be final, and shall not be subject to the grievance procedure contained in this Agreement, or to any other appeal process.

Section 32.2

The Superintendent, upon the request of an employee, may grant a leave of absence without pay to any bargaining unit employee to attend to union business. The Superintendent's decision to approve or deny such a request for unpaid leave of absence shall be final, and shall not be subject to the grievance procedure contained in this Agreement, or to any other appeal process.

Section 32.3

All leave requested under this Article which meets the criteria for leave under the Family and Medical Leave Act (FMLA) shall be documented as FMLA leave and shall be provided in accordance with the terms and condition established in SJRPP rules and/or personnel procedures for the use of Family and Medical Leave. Use of FMLA leave does not preclude additional leave which may be granted pursuant to this Article.

Section 32.4

- a. The Plant Manager may grant an employee's request for an unpaid leave of absence of up to six (6) months. Such leave of absence will be subject to any terms and conditions contained in the written approval of the request. An employee's acceptance of a leave of absence under this section indicates the employee's acceptance of all terms and conditions contained in the written approval of the leave of absence. An employee who is granted a leave of absence under this section shall not accrue any pay or benefits during such leave, unless specifically set forth in the written approval of the leave of absence. However, SJRPP will continue to pay the life insurance and medical insurance normally paid by the Employer which includes SJRPP's portion of the dependent medical insurance premium. The employee is responsible for payment of all optional insurance premiums and employee's portion of the dependent's medical insurance premium. An employee who fails to return from a leave of absence within the period specified shall be deemed to have resigned.

- b. In cases of medical disability, the Plant Manager may at its sole discretion grant an additional unpaid leave of absence beyond the six (6) months provided for in Section 32.4 a above. The request for unpaid leave will be handled on a case-by-case basis, and will not be subject to the grievance procedure contained in this Agreement, or to any other appeal process.

ARTICLE THIRTY-THREE: EDUCATIONAL ASSISTANCE

Section 33.1

The Employer agrees to continue the educational assistance program in accordance with SJRPP-PP 269 as amended from time to time. Current benefit level shall remain the same as policy dated 09/20/2011 unless otherwise agreed to by the parties.

Section 33.2

The Employer agrees that it will make every reasonable effort to allow employees enrolled in continuing education courses the opportunity to attend classes, subject to the operational and manpower requirements of the Employer.

ARTICLE THIRTY-FOUR: TERMINAL LEAVE BENEFITS

Section 34.1

- a. Upon the death of an employee, all accrued and unpaid overtime, annual or personal leave, and other terminal leave benefits (other than life insurance proceeds for which a beneficiary has been designated), shall be paid within forty-five (45) calendar days to the employee's designated beneficiary of the terminal leave benefits. The Employer will provide a form that employees may use to designate the beneficiary of the employee's terminal leave benefits.
- b. When an employee fails to designate a beneficiary of his terminal leave benefits, the Employer shall pay the benefits as follows:
 - 1. The benefits will be paid to the employee's surviving spouse;
 - 2. In the event the employee leaves no surviving spouse the benefits will be paid to the employee's children in equal shares, payable as follows:
 - (a) To each of the employee's children over the age of 18 who are known to the Employer;

- (b) To the legal guardian or representative of each of the employee's children under the age of 18 known to the Employer;
- 3. If the employee has no surviving spouse or children known to the Employer then the benefits will be paid to the surviving parent(s) of the employee, in equal shares;
- 4. If the employee has no surviving spouse, children, or parents known to the Employer then the benefits will be paid to the employee's estate.

Section 34.2

In the event of an employee's death on the job, SJRPP will make an immediate payment of two (2) month's salary in addition to all other benefits outlined in this article. For purposes of this section, payment shall be calculated by $1/12$ times 2080 times 2 times the employee's hourly rate of pay at the time of death ($1/12 \times 2080 \times 2 \times$ hourly rate).

ARTICLE THIRTY-FIVE: SEVERABILITY

If any provision of this Agreement is found to be invalid by any court having jurisdiction in respect thereof, such finding shall not affect the remainder of the Agreement, and all other terms and provisions shall continue in full force and effect. Upon such judicial determination, the Employer and the Union shall, upon the request of either party, meet to negotiate and endeavor to reach agreement upon a substitute for the provision(s) found to be invalid.

ARTICLE THIRTY-SIX: TERM

Section 36.1

This Agreement, upon approval and ratification by both parties, shall become effective on October 1, 2015, and shall remain in effect through September 30, 2018.

Section 36.2

This Agreement shall be subject to amendments, at any time, by mutual consent of the parties hereto. Such amendments shall be reduced in writing, state the effective date of the amendment, and be executed and approved in the same manner as this Agreement.

APPENDIX 1

ST. JOHN'S RIVER POWER PARK GRIEVANCE FORM

INSTRUCTIONS TO GRIEVANT:

Fill out this form as completely as possible. Either type the form or print clearly in ink. Sign the form on page 2, and indicate whether or not you want the Union to assist you in the processing of your grievance. If you want the Union to assist you in the processing of your grievance, obtain the signature of the Union steward on page 2 of the form.

When you have completed the form, present it to your supervisor, along with any documents that you rely on to support your grievance.

Name of Grievant: _____

Employee ID #: _____ Department: _____

Date of Event Giving Rise to the Grievance: _____

Date this Grievance Submitted to Supervisor: _____

A. Give Article(s) and Section(s) of Contract which the Grievant claims were violated:

B. Concisely state the facts that are relied upon by the Grievant:

C. **Relief Requested** -- Briefly explain what you would like SJRPP to do to resolve this grievance:

- D. **Union Participation** -- Check one of the following to indicate whether you want the Union to assist you in the processing of this grievance:

_____ I request Union assistance in the processing of this grievance. I have obtained the signature of the Union Steward on this form.

_____ I will process this grievance without the intervention of the Union. I understand that I have the right to be represented by legal counsel (at my own expense) in the processing of this grievance. I understand that the Employer may adjust this grievance without the intervention of the Union provided that the adjustment is not inconsistent with the terms of the collective bargaining agreement and provided that the Union is given a reasonable opportunity to be present at any meeting called for the resolution of this grievance.

- E. **Additional Grievants** (see page 4 if yes is checked)

_____ Yes _____ No

Signature of Grievant

Signature of Steward

STEP ONE: IMMEDIATE SUPERVISOR

Supervisor's Acknowledgment of Receipt

Received by: _____

Department: _____ Job Title: _____

Date of Receipt: _____ Time of Receipt: _____ a.m./p.m.

Step One Meeting:

_____ Meeting requested by: grievant/employer/union

_____ No meeting requested

Step One Response:

Grievance is: _____ Sustained, for the reasons attached

_____ Denied, for the reasons attached

Extension

_____ Date _____ Initials _____ Initials

STEP TWO: SUPERINTENDENT

Superintendent's Acknowledgment of Receipt

Received by: _____

Department: _____ Job Title: _____

Date of Receipt: _____ Time of Receipt: _____ a.m./p.m.

Step Two Meeting:

_____ Meeting requested by: grievant/employer/union

_____ No meeting requested

Step Two Response:

Grievance is: _____ Sustained, for the reasons attached

_____ Denied, for the reasons attached

Extension

_____ Date _____ Initials _____ Initials

STEP THREE: PLANT MANAGER

Plant Manager's Acknowledgment of Receipt

Received by: _____

Department: _____ Job Title: _____

Date of Receipt: _____ Time of Receipt: _____ a.m./p.m.

Step Three Meeting:

_____ Meeting requested by: grievant/employer/union

_____ No meeting requested

Step Three Response:

Grievance is: _____ Sustained, for the reasons attached

_____ Denied, for the reasons attached

Extension

Date

Initials

Initials

STEP FOUR: REQUEST FOR ARBITRATION

Received by: _____

Department: _____ Job Title: _____

Date of Receipt: _____ Time of Receipt: _____ a.m./p.m.

Extension

Date

Initials

Initials

Additional Grievants

APPENDIX 2

APPENDIX 2

Code	SJRPP Job Title	Pay Grade	FY	Step 1	Step 2	Step 3	Step 4
5303	Power Plant Trainee	505	15/16	\$ 18.54	\$ 19.48	\$ 20.45	\$ 21.49
			16/17	\$ 18.91	\$ 19.87	\$ 20.85	\$ 21.92
			17/18	\$ 19.48	\$ 20.46	\$ 21.48	\$ 22.57
1305	Storekeeper Assistant	507	15/16	\$ 20.12	\$ 21.13	\$ 22.19	\$ 23.30
			16/17	\$ 20.52	\$ 21.55	\$ 22.63	\$ 23.76
			17/18	\$ 21.13	\$ 22.19	\$ 23.31	\$ 24.48
5345	Assistant Mechanical Technician **	511	15/16	\$ 22.07	\$ 23.18	\$ 24.34	\$ 25.55
			16/17	\$ 22.51	\$ 23.64	\$ 24.83	\$ 26.07
			17/18	\$ 23.19	\$ 24.35	\$ 25.57	\$ 26.85
5321	Maintenance Attendant (RL)	509	15/16	\$ 20.83	\$ 21.88		
			16/17	\$ 21.24	\$ 22.31		
			17/18	\$ 21.88	\$ 22.98		
5340	Assistant Power Plant Operator (BM)	514	15/16	\$ 24.05	\$ 25.26	\$ 26.52	\$ 27.84
5400	Station Operator Assistant		16/17	\$ 24.53	\$ 25.76	\$ 27.05	\$ 28.40
2305	Laboratory Technician Assistant		17/18	\$ 25.27	\$ 26.53	\$ 27.86	\$ 29.25
5317	Assistant Electrical Technician	516	15/16	\$ 25.86	\$ 27.16	\$ 28.52	\$ 29.95
5401	Assistant I & C Technician		16/17	\$ 26.38	\$ 27.70	\$ 29.09	\$ 30.55
1307	Storekeeper		17/18	\$ 27.17	\$ 28.54	\$ 29.96	\$ 31.47
1309	Senior Storekeeper	520	15/16	\$ 30.65	\$ 32.18		
5108	Power Plant Operator (PB) (RL)		16/17	\$ 31.27	\$ 32.82		
5148	Power Plant Operator (AQCS) (RL)		17/18	\$ 32.20	\$ 33.81		
5518	Power Plant Operator (BM)						
5347	Mechanical Technician						
2307	Laboratory Technician						
5318	Electrical Technician	521	15/16	\$ 31.02	\$ 32.58	\$ 34.21	
5402	Station Operator		16/17	\$ 31.64	\$ 33.23	\$ 34.89	
			17/18	\$ 32.59	\$ 34.23	\$ 35.94	
5353	Mechanical Technician, Certified ASME/LPP Welder	522	15/16		\$ 32.76		
			16/17		\$ 33.42		
			17/18		\$ 34.41		
5307	I & C Technician	523	15/16	\$ 33.50	\$ 35.16		
2807	Predictive Maintenance Technician		16/17	\$ 34.17	\$ 35.87		
			17/18	\$ 35.19	\$ 36.94		
5367	Mechanical Tech Certified ASME Welder	524	15/16		\$ 34.21		
5357	Mechanical Tech Certified Machinist		16/17		\$ 34.89		
5363	Mechanical Tech Certified HVAC		17/18		\$ 35.94		
5507	Operator Repairer, Senior	525	15/16	\$ 34.93	\$ 36.67		
5149	Unit Operator (AQCS)		16/17	\$ 35.63	\$ 37.40		
			17/18	\$ 36.69	\$ 38.52		
5109	Unit Operator (PB)	526	15/16	\$ 35.51	\$ 37.32		
			16/17	\$ 36.22	\$ 38.06		
			17/18	\$ 37.31	\$ 39.21		

** Employees in the referenced classification who are certified as a Welder (High Pressure) or Machinist shall receive a supplemental base pay adjustment of FY 15/16 \$1.80, FY 16/17 \$1.80 and FY 17/18 \$1.80.

Any Assistant Mechanical Technician who becomes certified as an ASME/LPP welder shall receive a supplemental base pay adjustment for FY 15/16, FY 16/17 and FY 17/18 of 52¢ per hour for all hours worked.

APPENDIX 3

POOL TIME- DONATION AUTHORIZATION

International Brotherhood of Electrical Workers Local #1618

Date_____

Labor Relations

21 West Church Street, 6th Floor

Jacksonville, Florida 32202

I hereby authorize the St. Johns River Power Park to deduct _____ hours from my:

☐ Accrued Annual Leave

☐ Accrued Personal Leave

and credit same to the Local 1618 IBEW Time Pool

_____ one time only

_____ every pay period

Employee's Name:_____

Employee's Signature:_____

Employee Number:_____

Department:_____

SJRPP Approval:_____

Payroll Deduction Date:_____

APPENDIX 4

REQUEST FOR POOL TIME WITHDRAWAL

International Brotherhood of Electrical Workers

To: _____
Superintendent

It is requested that _____ be allowed time off on
_____ for _____ days / hours.

Such time will be used for official UNION business and will be deducted from the UNION
POOL Time.

Approved: _____
President, IBEW, LOCAL 1618 Date

Approved: _____
Superintendent Date

Comments:

Send Signed Original to: Labor Relations, 21 West Church Street, 6th Floor

APPENDIX 5

FEDERAL HIGHWAY ADMINISTRATION & RANDOM TESTING FOR SAFETY SENSITIVE POSITIONS

CONTROLLED SUBSTANCE AND ALCOHOL USE TESTING PROGRAM PROCEDURE

I. Purpose

- A. To establish a procedure to randomly select employees for alcohol and substance testing as required by the Federal Highway Administration Controlled Substance and Alcohol Use and testing Program, 49 CFR 382, and for random testing of safety sensitive positions.
- B. To establish a procedure that is well documented and can be sufficiently audited and verified.
- C. To ensure that employees selected for testing are notified in a timely manner.
- D. To ensure that employees are selected in a fair and impartial manner.

II. Process

- A. Determination of eligible employees
 - 1. The Director, Emerging Workforce Strategies or his designee, (the "Director") will determine the employees eligible for random testing. Eligibility pursuant to the Federal Highway Administration Controlled Substance and Alcohol Use and Testing Program will be based on the criteria as determined by the Federal Highway Administration and the responsibilities and duties of the Employer personnel. Eligibility pursuant to random testing of safety sensitive positions will be based on the criteria set forth in the collective bargaining agreement, and upon applicable law. These will be known as the Master Lists. There will be a separate Master List for CDL testing and a separate Master List for safety sensitive testing.
 - 2. The Master Lists will be reviewed monthly to insure that the Master Lists properly reflect any employees who are no longer eligible (e.g., through resignation, promotion, no longer safety sensitive, etc.) and employees who should be added (e.g., new hires, promotions, safety sensitive, etc.). If an employee believes that he is no longer safety sensitive, the employee shall notify the Director, Emerging Workforce Strategies in writing or by email, with a copy to the employee's manager. If an employee's manager believes that the employee is no longer safety sensitive, the manager shall notify the Director, Emerging Workforce Strategies in writing or by email, with a copy to the employee. Where applicable, the notification (by the employee or the manager) shall specify the anticipated length of time during which the employee will not be "safety sensitive".

3. The Master Lists shall include:
 - a. Employee name
 - b. Job Title
 - c. Cost Center
 - d. Oracle Employee Number
 - e. A number assigned sequentially from the beginning of the list to the end.
4. The Director or his designee shall match the random numbers with the corresponding employee name on the Master Lists.
5. The Director or his designee shall contact the employee's manager and inform the manager that the employee must report to the designated drug and alcohol testing center within two (2) hours of the manager notifying the employee.
6. The employee's manager shall take reasonable steps to ensure that the employee can timely arrive at the appropriate testing location. If a management error prevents timely arrival of the employee, the employee will not be required to be tested at a later date or time as a result of that particular selection.
7. The results of the contact attempt shall be logged by the manager. The log entry shall indicate the employee's name, date and time of notification by the manager, and contact result (e.g., whether successfully contacted or not).
8. An employee selected for testing shall be excused from testing if he is off from work on a prior approved absence, or due to the employee's work schedule (e.g., an employee on a twelve hour shift). There are no other exceptions.
9. Prior to the actual selection, a Union representative may request to review the Master Lists. A copy of the Master Lists shall be provided to the Union representative on request.

B. Random Number Generation

1. On the day of testing, a computer program will be used to randomly generate the numbers. The user of the program will enter the beginning and ending sequential numbers assigned to the eligible employees and the number of selections that are to be made. Additional numbers may be selected to allow for employees who are not available on the day of testing. All numbers generated may be used. Excess or deficiencies will be determined prior to the end of each calendar year in order to comply with the required percentages (not to exceed +15 employees).
2. The program will output the selections to a predetermined printer. The primary numbers will appear first on the report listing the generated numbers, followed by an equal number of alternate selections. When the selections have been printed, a single digit number (+ or -), that has been previously provided by a Union representative, will be applied to the "circular" list of selections, thereby designating the employees who are to be actually selected. The Union

representative may request to view the process of number generation or to review the paperwork. No such request shall be denied, provided it can be accomplished in such a manner that prevents the Union representative or the fact of his being permitted to view the process from providing advance notice to any employee subject to testing that a test will be conducted on any particular day, and provided the Union representative reports to Emerging Workforce Strategies within forty-five (45) minutes of notification.

3. The following procedures shall be implemented to assist the Union representative in attending the random number generation:
 - a. The Employer shall call the Union president for the purpose of notifying the Union president so that he can review the process of number generation.
 - b. On days when the Union president will be unavailable to attend the number generation process, he may designate another Union representative.
 - c. Upon being informed by the Director or his designee that the number generation process is about to begin, the Union president/representative shall, in a manner consistent with safety and operational needs, promptly leave work and proceed to the designated location. While en route the Union president/representative shall contact his Superintendent and inform the Superintendent that the Union president/representative is going to observe the number generation process.
 - d. The Union president/representative is not required to inform his immediate supervisor prior to leaving unless safety or operational concerns require him to do so. The parties realize that safety is of the utmost concern in regards to this provision. The Union president/representative shall exercise good judgment when deciding whether to leave without notifying his supervisor. In cases where his absence may cause safety or operational concerns for the Employer or its employees, the Union president/representative shall take whatever steps are necessary to resolve such safety or operational concerns prior to leaving to observe the numbers generation process.
4. The random number generation shall be conducted twice, each time testing occurs for CDL or Safety Sensitive employees; one each for alcohol and drug testing. Random testing shall occur not more than twice monthly for CDL and not more than twice monthly for safety sensitive employees.

C. Notification of Employees

JEA shall determine the date when the employees are notified for drug and alcohol testing. JEA will take into consideration any known emergencies or unusual circumstances that may exist.

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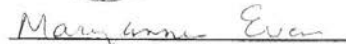
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IN WITNESS WHEREOF, we the Negotiating Teams for the Parties, have set our hand this 19th day of February, 2015.

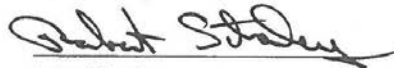
FOR THE SJRPP


Maria Salgueiro


Maryanne Evans

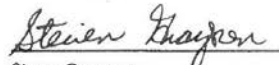

Grant Gilchrist



Paul Yarger


Robert Stanley

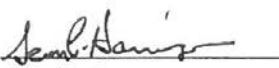
FOR THE IBEW LOCAL 1618



Frank Morris


Steve Grayson


Mark Cameron


Evan Cantrell


Sean Harrigan


Floyd Sewell

Approved by the International Brotherhood of Electrical Workers' (Local 1618) on the 2 day of April, 2015.


President

Approved by the JEA Board of the St. Johns River Power Park on the 21st day of April, 2015.


Managing Director, CEO


Chairman of the Board

AGREEMENT BETWEEN



and



INTERNATIONAL BROTHERHOOD

OF ELECTRICAL WORKERS

LOCAL # 2358

October 1, 2016 – September 30, 2019

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PREAMBLE

This Agreement is entered into on this First Day of October, 2016, by and between JEA and Local #2358, International Brotherhood of Electrical Workers, hereinafter referred to as the "Union". It is the intent and purpose of the parties hereto to promote and improve the efficient administration of JEA and the wellbeing of employees within the meaning of collective bargaining laws and regulations; to establish a basic understanding relative to matters affecting working conditions; to provide means for amicable discussion and adjustment of matters of mutual interest; and to implement mutually agreed upon rates of pay, wages, hours of employment and other terms and conditions of employment; to provide a procedure for the adjustment of grievances so as to promote orderly and peaceful relations between the JEA, its employees, and the Union. The parties agree that this Agreement shall be applied impartially to all employees in the Unit. Days- referenced in this Agreement shall be calendar days unless specifically stated otherwise. Gender- In applying the meaning of this Agreement, the masculine includes the feminine and neutral, and vice versa.

Now, therefore, the parties hereto agree as follows:

ARTICLE 1
RECOGNITION AND UNIT DETERMINATION

- 1.1** Pursuant to and in accordance with all applicable provisions of Chapter 447, Florida Statutes, JEA recognizes that the Union is the exclusive representative of all employees in the Unit as defined in Section 2 of this article as per Public Employee Relations Commission. The Union recognizes the responsibility of representing the interest of all employees in the Unit without discrimination and without regard to Union membership with respect to matters affecting their general working conditions, subject to the expressed limitations set forth in this Agreement.
- 1.2** The recognized Unit includes all classified employees who are employed by JEA, in the specific classifications included in Exhibit "A" found in the back of this Agreement. Specifically excluded are all managerial, supervisory, and confidential employees within the meaning of Section 447.203 (4) and (5), Florida Statutes, and employees included in the Units having exclusive recognition in accordance with Chapter 447, Florida Statutes.
- 1.3** Management will place an electronic copy of this Agreement on the JEA intranet site, which will include any associated amendments, Memorandums of Agreements or Memorandums of Understandings. Such posting of this Agreement will also serve the purpose of calling employees' attention to the fact that the Union has been recognized as the exclusive bargaining representative for all employees in the bargaining unit.
- 1.4** A copy of this Agreement shall be provided to all members of the bargaining unit in the following manner. When the Agreement has been ratified by all parties, the Agreement will be reproduced by JEA in a quantity sufficient for all work locations and bargaining unit members. The Union will reimburse JEA for one-half of the cost of reproduction. The Union shall be responsible for distributing the Agreement to all members of the bargaining unit.

ARTICLE 2
RIGHTS OF EMPLOYER

- 2.1** When making rules and regulations relating to personnel policies, procedures, practices and matters of working conditions wherein JEA has discretion, JEA shall not violate the obligations imposed by this Agreement, and Chapter 447, Florida Statutes.
- 2.2**
- a. Except as otherwise provided in this Agreement, JEA retains all the rights and functions of Management that it has by law. Without limiting the generality of the above statement, these rights include:
 - 1. Direction and arrangement of working forces, including the right to suspend, discharge for cause, transfer, relieve employees from duty because of lack of work or other legitimate reasons.
 - 2. The determination of services to be rendered.
 - 3. The locations of the business activities including the establishment of new ones and the relocation and/or closing of old ones.
 - 4. The determination of financial policies including accounting procedures, as well as cost of services and customer relations.
 - 5. The determination of the Management organization of all activities.
 - 6. The right to take disciplinary action shall be the exclusive prerogative of Management.
 - 7. The maintenance of discipline and control and use of JEA property.
 - 8. The right to establish quality standards and judgment of workmanship required.
 - 9. The scheduling of operations and the number of shifts.
 - 10. The right to enforce rules and regulations in effect and which it may issue from time to time.
 - b. It is further agreed that the above detailed enumerations of Management rights shall in no way be deemed to exclude any other Management prerogatives that may not have been specifically enumerated.
 - c. The Union recognizes and agrees that JEA retains sole and exclusive rights to manage its affairs in all respects and as to all matters in connection with the exercise of such rights; and, specifically, that nothing

in this Agreement shall be construed as delegating to another, the authority conferred by law on any member or official of JEA, or in any way abridge or reduce such authority.

ARTICLE 3
RIGHTS OF EMPLOYEES

- 3.1** Each employee of the Unit has the right, freely and without fear of penalty, to join, and assist the Union or to refrain from such activity, and each employee shall be protected in the exercise of this right. It is the intent of this section to inform employees of their rights and to assure them that no interference, restraint, coercion, or discrimination will be permitted to encourage or discourage membership.
- 3.2** Employees when in a supervisory or managerial/confidential position shall not officially represent the Union, when his/her official assigned duties might result in a conflict of interest during working hours. Union officers and officially designated stewards may decline temporary upgrade or provisional appointments in order to avoid conflict of interest with official duties, without the fear of reprisal.
- 3.3**
- a. Any and all employees who are eligible for inclusion in the bargaining unit shall have the right to join or not to join the Union as they individually prefer. It is agreed that there shall be no discrimination for or against any employee because of membership in said organization and likewise, no employee shall be discriminated against for non-membership in the Union and neither the Union nor any employee shall attempt to intimidate or coerce any JEA employee into joining said organization. Management agrees not to discriminate or intimidate for or against the Union, its officers, or its members, for membership therein, or for any service that they may perform because of such membership or office provided such performance is not detrimental to the mutual interests of JEA and its employees.
 - b. JEA will deduct regular Union dues from an employee's biweekly pay upon receipt of written authorization from that employee. JEA will remit such deduction to the Union within thirty (30) calendar days from the date of deduction. JEA may assess a charge not to exceed six (6) cents per deduction per payroll. The Union will notify JEA in writing thirty (30) calendar days prior to any change in its regular dues structure. An employee may revoke his/her authorization for dues deduction at any time by submitting written notice of such revocation to JEA Employee Services, with a copy to the Union. Such revocation will be processed by JEA upon receipt to become effective as soon as possible.
- 3.4** Nothing in this Agreement shall be construed to prevent any JEA employee from presenting at any time his/her own grievances in person or by legal counsel to JEA, and having such grievances adjusted without the intervention of the bargaining agent, if the adjustment is not inconsistent with the terms of the collective bargaining agreement, when in effect, and if the bargaining agent has

been given reasonable opportunity to be present at any meeting called for the resolution of such grievances.

- 3.5** An employee has the right to request union representation, if the employee has a subjective belief that questioning by JEA could lead to disciplinary action against the employee.

When an employee, who is entitled to union representation, requests union representation, JEA will postpone the questioning of the employee for a reasonable time to allow the appropriate union steward or other union representative to attend the meeting.

- 3.6** No official or representative of either JEA or of the Union shall interfere with, restrain, coerce, intimidate, or take reprisals against any employee for appearing, testifying, or furnishing evidence during any investigation or hearing procedure. Provided, however, that nothing herein shall prohibit JEA from taking disciplinary action against any employee for proper cause.

ARTICLE 4
RIGHTS OF THE UNION

- 4.1** The Union shall have the right and responsibility to present its views to JEA at the appropriate level as provided by this Agreement. If either party so requests, JEA and the Union agree to meet promptly in an effort to resolve the matter which created the concern, in accordance with Article 6 of this Agreement.
- 4.2** It is understood and agreed that the official spokesperson for said Union in any matters pertaining to this labor agreement shall be in the following sequence: the President, Vice President or designated alternate. Such designation shall be accomplished in writing or electronic mail to Labor Relations in advance of the absence except when an unforeseen emergency has rendered the President incapable of making any type of notification.
- 4.3** The official spokesperson for the Union shall have the right to visit any employees who are covered in the Unit at any work location, providing such visits are not detrimental to the efficient operations of the work being performed by the employees at any given time or place. Upon entering an area of a supervisor, he/she shall notify the supervisor of his/her presence and purpose.
- 4.4** There shall be no discrimination or intimidation against any employee because of the employee's membership or lack of membership in the Union except that the certified bargaining agent shall not be required to process grievances for employees who are not members of the organization. This shall not be construed as prohibiting the Union from pursuing a grievance requested by any member of the bargaining unit if the Union deems it appropriate to the interests of the members of said Unit.
- 4.5** Any items stipulated in Article 2.1, pertaining to matters covered by this Agreement, formulated after the effective date of this Agreement, shall not be implemented, except in emergencies, prior to notification to the Union, by copy of such items. If the Union wishes to discuss such items, a special meeting may be requested as outlined in Article 6.1.
- 4.6** JEA will send the Union, upon request, a list of bargaining unit employees hired, retired, and terminated during the previous month.
- 4.7** At new hire orientation JEA will provide to each new hire an orientation packet produced by the IBEW and approved in advance by JEA.

ARTICLE 5
THE AGREEMENT AND ITS RELATIONS TO LAW AND REGULATIONS

- 5.1** It is agreed and understood that the administration of all matters covered by this Agreement, JEA, the Union and the employees of the bargaining unit are governed by existing or future laws and regulations of the State and the City of Jacksonville, including provisions as set forth in Chapter 447, Part II, Florida Statutes.
- 5.2**
- a. JEA retains all rights, powers, functions, and authority it had prior to the signing of this Agreement, except as such rights, powers, functions, and authority are specifically relinquished or abridged in this Agreement in accordance with Section 447.309(3)(1), Florida Statutes.
 - b. All matters pertaining to terms and conditions of employment guaranteed by law to employees within the bargaining unit shall apply except as such matters are specifically abridged or modified by the terms of this Agreement in accordance with Section 447.309 (3)(1), Florida Statutes.
 - c. If the exercise of a management right or an alteration by JEA of the status quo has a collective impact upon established wages, hours, or other terms and conditions of employment of bargaining unit employees, JEA will engage in collective bargaining negotiations upon demand by the Union.
- 5.3** The Union and its officers, agree that during the life of this Agreement; that, they shall have no right to engage in any work stoppage, slowdown or strike, the consideration of such provision being the right to a resolution of disputed questions. JEA shall have the right to discharge or otherwise discipline any or all employees who violate the provisions of this paragraph.
- 5.4**
- a. Any recommended classification and/or organizational changes [including reallocation of position(s)] initiated by JEA which affect the bargaining unit will be presented in writing to the Union when the recommended changes have been drafted in a final form by JEA Employee Services.
 - b. JEA will notify the Union President in writing of any recommended classification and/or organizational changes, including the names of affected employees.
 - c. Employees shall communicate any comments on recommended classification and/or organizational changes to the Union and not directly to JEA.
 - d. The Union will be given fifteen (15) calendar days from the date the recommended changes are transmitted to the Union within which to respond and/or to notify JEA and Development that the Union intends to submit a written statement of its position on the recommended changes.

- e. The Union will thereafter submit to the JEA a written statement of its position on the recommended changes, and will also provide a written statement that the Union has waived its time allowed under the Civil Service and Personnel Rules for responding to the recommended changes.
 - f. Unless extended by mutual agreement, the Union's written statement must be submitted to JEA not later than thirty (30) calendar days from the date the recommended changes are transmitted to the Union.
- 5.5** JEA and the Union agree that the reason for this Agreement is to provide a fair day's work in return for a fair day's pay and to provide conditions of employment suitable to maintain a competent, productive and efficient work force. JEA and the Union agree that all provisions of this Agreement shall be applied to all employees covered by it.
- 5.6** JEA will provide access to its Policies and Procedures Manual, upon publication or revision.
- 5.7** Promotional Examinations. JEA shall post notices of scheduled promotional examinations at least ten (10) working days prior to the closing date for that examination (the close date for accepting application.) There shall be at least five (5) working days between the closing date (for accepting applications) and the date of the examination. Therefore, there shall be at least fifteen (15) working days between the announcement of the job and the date of the examinations. Permanent employees in the promotional eligible class (es) within the department shall have the opportunity to review a copy of their completed /graded examination questions and answers.

(1) If any provision of a collective bargaining agreement is in conflict with any law, ordinance, rule, or regulation over which the chief executive officer has no amendatory power, the chief executive officer shall submit to the appropriate governmental body having amendatory power a proposed amendment to such law, ordinance, rule, or regulation. Unless and until such amendment is enacted or adopted and becomes effective, the conflicting provision of the collective bargaining agreement shall not become effective.

ARTICLE 6
SPECIAL MEETINGS

- 6.1** JEA and the Union will meet and discuss matters of mutual interest applicable to this Agreement upon the written or electronic mail request of either party. The written or electronic mail request shall state the subject matter to be discussed, and the reason for requesting the meeting. Failure to provide either the subject matter or the reason for requesting the meeting shall automatically negate the request. Discussion shall be limited to the subject matter set forth in the request, and it is understood that the meeting shall not be used to renegotiate this Agreement. The meeting shall be held within ten (10) calendar days of the written or electronic mail request and at a time and place mutually agreeable to both parties. JEA and the Union shall have the right to recommend corrections to any problem pertaining to the subject matter under discussion. JEA or the Union will respond in writing to the other party concerning the matter(s) discussed within ten (10) calendar days of the meeting. Time limits to meet and /or respond may be extended by mutual agreement between JEA and the Union.
- 6.2** JEA agrees, in the interest of enhancing communications with the Union, to provide the President of the Union with a copy of the JEA Board Meeting Agenda prior to each regular meeting.
- 6.3** When requested by JEA, specified representatives of the Union will be allowed time off without loss of pay from regularly scheduled work to attend meetings designated by JEA. However, in the event such meetings extend beyond the usual working hours, or are scheduled outside of regular working hours, no compensation shall be paid by JEA for time outside of regular working hours and working days. This provision is applicable to negotiating meetings as well as other designated meetings by JEA.

ARTICLE 7
UNION REPRESENTATION

- 7.1** a. The Union shall furnish Labor Relations, over the Seal of the Union, the names of all elected officers of the Union and any changes thereto.
- b. The President of the Union shall furnish JEA, in writing and shall maintain on a current basis, the names and assignments of all stewards/alternates. A copy will be furnished to each affected Vice President, Director, Manager, and Labor Relations. Stewards will not be allowed to function as such until the above written notification is received.
- 7.2** Commensurate with the provisions of this Agreement recognized Union Representatives shall be permitted to exercise their responsibility to advance the best interests of and to represent Unit employees. It is further agreed that no Union Representative shall be denied any right or privilege otherwise entitled to because of his/her serving as a Union Representative.
- 7.3** JEA shall recognize one (1) President and one (1) Vice-President so designated by the Union. The President, or in his/her absence, the designated alternate will serve as the official point of contact for all Union business pertaining to this Agreement between JEA and the Union.
- 7.4** JEA recognizes nineteen (19) Union stewards designated by the Union.
- Each steward will be selected from Unit employees of their respective assigned segments/ centers; however, exceptions may be considered on an individual basis when mutually agreed in writing; and only represent those Unit employees assigned to that specified segment/center to serve as alternate steward in the event of the absence of the chief assigned steward. It is understood that any reorganization in specified segments/ centers may require a change in number of stewards. The Union will be given advance notice in these cases in order to accomplish the change concurrently.
- 7.5** Union stewards shall be granted time off during working hours without loss of pay to investigate and settle grievances on the job site which is within their jurisdiction. Stewards must notify and secure approval of their immediate supervisor prior to performing such duty. The steward receiving time off under this provision shall have his/her time recorded before he/she leaves the job. Upon entering the area of a supervisor other than his/her own, he/she shall notify that supervisor of his/her presence and purpose. Stewards will only be granted time off under this provision when they are requested by an employee in the bargaining unit to assist him/her in his/her grievance. Stewards may receive and discuss grievances of employees on the premises or in the field during working hours, but only to such extent as does not neglect, retard, or interfere with the work or duties of other employees. In such circumstances, Management will provide a time for the employee(s) to submit his/her grievance within the provisions of this

Agreement. It is acknowledged that only one (1) steward will need to work on specific grievances from an employee in the bargaining unit. A Union officer may substitute for a Union steward for all purposes set forth in this paragraph.

- 7.6** JEA will recognize the stewards duly authorized by the Union. All work centers of the Unit will be divided into sections by mutual agreement between JEA and the Union. In case of multiple shift operations within a section, any steward assigned to that section even though on another shift, may represent the employees of either shift and shall do so without wage cost to JEA because of his/her activities as a steward on a shift other than his/her own.
- 7.7** No compensation shall be made for steward's activities in representation of employees when such activities require the steward to work during shifts other than his/her normal shift.
- 7.8**
- a. Each employee may, by written authorization, contribute one (1) hour or more of his/her accrued vacation/annual/personal leave time toward a pool of time to be used for official Union business.
 - b. JEA agrees to provide one thousand nine hundred eighty-four (1,984) non-cumulative hours to a pool on the first of each contract year for use only by the President; however, when the President is on leave, another Union official designated by the President may use the hours in the one thousand nine hundred eighty-four (1,984) hour pool, provided that the total use of the pool does not exceed one thousand nine hundred eighty-four (1,984) hours.
 - c. The Union shall request the use of this time, by submitting a written request to the appropriate manager, at least two (2) working days in advance, unless the advance notice is waived by the manager, and provided the employee's absence will not interfere with system operations. The approved original of the "Request for Pool Time Withdrawal" form shall be forwarded to Labor Relations for accounting purposes. The number of employees who may be off at any one time shall be limited to three (3) unless waived by Labor Relations for Union training or seminars sponsored by the International or Union itself.
 - d. Use of such pool time by the Union shall only be authorized by the official Union spokesperson.

ARTICLE 8
HOURS OF WORK AND OVERTIME

- 8.1** For accounting purposes, the standard workweek for all employees shall be from 0000 Monday through 2400 Sunday.
- 8.2** Employees who report late for work without providing advance notice to their immediate supervisor or without adequate explanation for their failure to give notice in advance or without proper cause may be sent home without pay. For purposes of this paragraph “late for work” means not at the designated work area / job station fully ready to perform one’s duties.
- 8.3** Annual leave, vacation leave, sick leave, personal leave, annual military training leave, union pool time, leave while on the active payroll due to an on-the-job injury, authorized paid leave, holiday pay, and rest periods shall be construed as time worked.
- 8.4** This article shall define and describe the hours of work of bargaining unit employees.

a. **Shift Employees:**

1. **Eight Hour Shift**

The standard work week shall be eight (8) hours for any twenty-four (24) hour period and that normally result in forty (40) hours per work week or at least eighty (80) hour equivalent pay bi-weekly. Days and shifts of work shall be scheduled consecutively without alteration during the shift or work week. The Employer may alter a shift for the purpose of staffing, if a shift is demonstrated by the Employer to be understaffed to the point that additional personnel are required to work the shift to avoid suspension of production.

2. **Twelve Hour Shift**

The work schedule shall consist of twelve (12) hours for any twenty-four (24) hour period and that normally result in forty (40) hours per work week or at least eighty (80) hour equivalent pay bi-weekly. Days and shifts of work shall be scheduled consecutively without alteration during the shift or work week. The Employer may alter a shift for the purpose of staffing, if the shift is demonstrated by the Employer to be understaffed to the point where additional personnel are required to work the shift to avoid suspension of production.

b. **Non-shift Employees:**

1. **Eight Hour Work Schedule**

The regular work schedule shall consist of five (5) eight (8) hour work days, Monday through Friday.

2. **Ten Hour Day Work Schedule**

The ten hour work day shall consist of four (4) ten (10) hour work days, Monday through Friday. If the schedule does not include four (4) consecutive work days, then the schedule will be rotated through the crews/employees on a regular basis. Volunteers and special employee situations will be considered.

3. **Extended Work Week Schedule**

In those activities requiring work schedules other than the regular eight (8) hour work schedule, the eight (8) hour shift schedule, the ten-hour-day work schedule or the twelve-hour shift schedule, the work schedule shall consist of forty (40) hours week or at least eighty (80) hour equivalent pay bi-weekly and may begin on any day of the week.

No employee assigned to this extended work week shall be required to work any hours in excess of twelve (12) hours in any twenty-four hour period as part of the regular schedule work day. The twenty-four (24) hour period constitutes twenty-four (24) hours from the beginning of the employee's usual scheduled starting time

No employee assigned to this extended work week shall be scheduled for more than twelve (12) Saturdays and twelve (12) Sundays per fiscal year unless the employee volunteers.

Note: When employees in the Electric Transmission and Distribution areas are assigned to an extended work week schedule, it shall be during their "Standby" week, and shall include two (2) consecutive days off.

Note: Employees in the Meter Services Area assigned to an extended work week schedule shall not be scheduled on Sundays, but may be scheduled up to twenty-four (24) Saturdays.

Note: When employees are assigned to an extended work week schedule it shall include two (2) consecutive days off, unless otherwise mutually agreed upon.

JEA shall provide a sixty (60) calendar day advance notice of Saturday/Sunday workweeks to the affected employees and the Union in the form of a “draft” schedule, recognizing that on occasion, for things such as, but not limited to, new hires and other personnel movements could result in any given employee not receiving the advance notice.

c. **Assignment to Extended Work Week Schedules:**

Each Director or Manager shall, within each of his/her departments, sections, areas, or teams, and consistent with normal organizational alignment, formulate a set of rules governing the assignment of employees to Extended Work Week Schedules. These rules, so far as may be practicable and consistent with the efficient performance of work to be done, shall be reasonable and shall distribute assignments to Extended Work Week Schedules equally among the employees in their respective classifications normally performing the same types of work in each assigned plant, crew, or work area. The rules shall provide for rotation of Extended Work Week Schedules among all employees, and for the preference of volunteers over required scheduling. Any violation of the rules required by this provision shall be remedied in accordance with the provisions of the applicable rules. Any substantive amendments to the rules shall be furnished to the Union forty-five (45) calendar days prior to the intended date of implementation.

d. **Relief Employees**

1. A relief employee is defined as an employee who may work a shift or a non-shift schedule on relief. Relief employees are treated as shift employees for the purpose of other provisions in this Agreement provided, however, that any shift employee who has been assigned to a non-shift schedule for a period of at least one (1) week will observe holidays in the manner provided for non-shift employees (as set forth in Article 16.2a) for any holiday that occurs during the period of such assignment.
2. The normal/regular workweek for relief employees is scheduled in five (5) consecutive eight (8) hour days, Monday through Friday, or in four (4) consecutive ten (10) hour days, Monday through Thursday, or Tuesday through Friday. These hours, however, may be changed as needed to any combination of eight (8), ten (10), or twelve (12) consecutive hour days, Monday through Sunday, totaling at least eighty (80) hours biweekly pay for that biweekly pay period. (The Troubleshooter working relief pursuant to this section may also be included within the Extended Work Week Schedule referenced above

3. A minimum of sixteen (16) hours' notice will normally be given for relief assignment outside an employee's normal/regular hours of work.
4. Changes in work schedule shall be rotated equally among relief employees as far as practicable and be consistent with the efficient performance of work to be done. If the relief employee has already worked forty (40) hours during the week and the need arises for additional employees to work, the overtime list and procedure will be followed. Approved leaves will be honored to the extent reasonably practicable when changing work schedules of relief employees.

e. **General Provisions:**

1. Should JEA determine to set work schedule assignments other than as provided above, the Union shall be given the opportunity to bargain the impact of the change. Except as provided by law, any proposed changes will not be implemented until negotiations are completed in accordance with Chapter 447, Part II, Florida Statutes.
2. Except as otherwise provided in this Agreement, twenty (20) hours' notice will be required before changing an employee's normal/regular work schedule. If notice of a schedule change is not given as provided herein, the first eight (8) hours worked under the new schedule will be paid at one and one-half (1 ½) times the employee's regular rate of pay. If the eight (8) hour work period extends into a time period where premium pay is normally paid, such as a holiday or after forty (40) hours in a workweek, premium pay will not be duplicated. Further with regard to any holiday, the ordering of an employee to work, work overtime, or take time off on that holiday, shall not be considered a change in work schedule.
3. All employees are required to work overtime when and as required. This may include requiring employees to remain on duty past their normal/regular workday and requiring employees to report early on overtime. Management shall give as much advance notice as possible, and no such request shall be unreasonably made.
4. Twenty (20) hours advance notice shall normally be given in the case of scheduled overtime which involves the performance of routine work on non-scheduled work days.
5. (a) In order to avoid overtime, Management may give up to four (4) or eight (8) hours' time off respectively to any shift employee scheduled to work either an eighty-four (84) or eighty-eight (88) hour biweekly schedule, whenever that employee is, in Management's discretion, not needed to maintain adequate operation. This, however, shall not result

in a reduction below eighty (80) hours biweekly pay for that biweekly period. Whenever practicable, Management will honor the employee's preference of the hours to be taken off.

- (b) If a shift employee is notified before he/she reports to work that he/she will receive up to four (4) or eight (8) hours' time off pursuant to 5 (a) above, but is later notified that he/she will be required to work his/her normal schedule, that employee will earn a meal allowance.

- 6. Employees who are reassigned mid-schedule, either from a Tuesday through Saturday schedule to a Monday through Friday schedule, or vice versa, and are thereby required to work on their normal day off will earn overtime on that day.
- 7. Non-shift employees assigned to the Extended Work Week Schedule who want their assigned Extended Work Week off may find a volunteer who will switch schedules for that entire work week; provided that any such switch in schedules must be approved in advance by the manager, and that the employee who substitutes must be appropriately qualified, as determined by Management to perform the required work.
- 8. Every reasonable effort will be made to observe the employee's normal meal time. Normal meal times shall be considered as two (2) hours before the scheduled starting time, four (4) hours after the scheduled starting time, and two (2) hours after the scheduled quitting time.

- 8.5. a. 1. Union and JEA recognize that in the interest of preventing outage and/or restoring service to customers, there is a requirement for the employees covered by this Agreement to respond to emergency call-outs. All employees are also required to work overtime when and as required. JEA and the Union agree that Management shall determine the necessity for overtime work and the employees are obliged to work overtime for emergencies as determined by JEA.

2. If an employee is required to work overtime on a scheduled day off in whole or in part, the employee will be reimbursed for direct cost forfeited due to cancellation of reservations, excess travel etc., provided action is taken by the employee to minimize the forfeited costs, the employee notifies the Manager of the conflict when overtime is scheduled, and further, that satisfactory documentation of the employee's payment of forfeited costs is furnished to Employer.

- b. It is the inherent nature of employment in the utility industry that employees will need to be contacted from time to time in order to determine their availability to work overtime during a system emergency. Any employee who cannot be regularly and frequently contacted may be subject to disciplinary action. Specific standards/requirements will be included in process/department/segment overtime procedures.

- c. Employees and/or crews shall be assigned in accordance with process/department/segment distribution of overtime lists on a daily or weekly basis.
- d. JEA recognizes that it may be inconvenient for individuals to work overtime and it will give due consideration to each request for relief from overtime work

8.6 PREMIUM PAY

- a. Overtime hours worked shall be paid at the following rates:
 - 1. One and one-half (1 ½) times an employee rate of pay for all hours worked in excess of eight (8) hours per day, or forty (40) hours per week. For those employees assigned to the ten (10) hour day, overtime shall commence after ten (10) hours daily or forty (40) hours per week. Non Shift employees scheduled to work twelve (12) or more hours a day shall receive normal paid meal time. For those assigned to the twelve (12) hour day, overtime shall commence after twelve (12) hours daily or forty (40) hours per week. There will be no daily threshold for overtime in any week the employee has leave without pay.
 - 2. Two (2) times an employee's regular rate of pay for hours worked in excess of sixteen (16) hours in any twenty-four (24) hour period. An employee on double-time shall remain on double-time until released. Compensation for overtime shall be in cash.
 - 3. Compensation for overtime shall be in cash. However, an employee may elect to receive compensatory time, which shall be accrued at the applicable compensatory time rate of pay for each hour of overtime worked. Employees will be allowed to accrue up to two-hundred and forty (240) hours of compensatory time. However, JEA may pay off any amount of accrued compensatory time at any time, provided that any prior approved request for compensatory time off will continue to be honored. Accrued compensatory time will also be paid off at the employee's request.
- b. Minimum pay for call out:
 - 1. An employee who is called in to work outside of and not contiguous with his/her normally/regularly scheduled working hours shall be compensated for four (4) hours at the applicable overtime rate provided he/she reports to work at the designated time and place within sixty (60) minutes of being called. If the employee does not report to the designated location within sixty (60) minutes of being called, the employee shall be compensated for three (3) hours. If an employee is dispatched to more than one (1) job before the end of the basic three (3) or four (4) hour work period, no extra time will be allowed. Minimum time provided herein does not apply if an early call-in extends into the start of the employee's regular work period.

2. An employee who is authorized by management to do work from his/her house outside of and not contiguous with his/her normally/regularly scheduled work hours in lieu of reporting to work at the designated time and place shall be compensated for all such authorized time worked. The minimum amount to be paid under this provision for an employee performing authorized work while at his/her home is one (1) hour.
3. If an employee who is scheduled to report for overtime not contiguous with his/her normally/regularly scheduled working hours, and receives notice of cancellation less than seven (7) hours from his/her scheduled starting time, he/she shall be paid two (2) hours pay at the applicable overtime rate.

Scheduled

1. Minimum of 2 hours for scheduled overtime
 2. If an employee who is scheduled to report for his/her normally/regularly scheduled working hours, and receives notice of cancellation less than seven (7) hours from his/her scheduled starting time, he/she shall be paid (2) two hours normal rate of pay.
- c. Pay for call back before the end of the rest period. If an employee who has started a rest period, as provided for in section 8.10, is called back to work without completing his/her eight (8) hour rest period, he/she shall be compensated at the rate of two (2) times his/her regular rate of pay for all hours worked commencing from the time he/she reports back to work and ending when he/she is released for another eight (8) hour rest period.
 - d. Premium payments shall not be duplicated for the same hours worked under any of the terms of this Agreement provided; however, the employee shall be paid at the highest rate of premium pay earned.
- 8.7**
- a. Each Director or Manager shall, within each of his/her process/department/segment, section, area special projects or schedules, formulate a set of rules governing the distribution of overtime consistent with the normal organizational alignment. These rules, so far as may be practicable and consistent with the efficient performance of work to be done, shall be reasonable and shall distribute the opportunity for overtime work equally among the employees in their respective classifications normally performing the same types of work in each assigned plant, crew, or work area. It is understood that the sharing of overtime shall not delay nor increase the JEA's cost of operation. Violation of the rules required by this Section 8.7 shall require two (2) hours compensation at one and one-half (1/2) times an employee's rate of pay.
 - b. Management agrees to notify the Union in writing at least thirty (30) calendar days before implementing changes in the rules.
 - c. When operational considerations preclude Management from providing the Union with the thirty (30) calendar days prior notice specified in b. above, the Union will be immediately notified of the intended implementation of the changes.

- 8.8** Each assigned work area shall keep its overtime record in hours, and each record shall be kept current on a biweekly basis. A copy of this overtime record shall be furnished to the Union stewards in each respective area on a quarterly basis. A copy shall be posted on bulletin boards biweekly.
- 8.9** Upon prior approval by the manager or designee, employees of the same classification working normally/regularly scheduled hours may exchange hours of work within the work week with one another provided no overtime or inconvenience is caused to JEA.
- 8.10**
- a. An employee who has worked sixteen (16) hours or more in a twenty four (24) hour period, without an eight (8) hour break, or eight (8) hours or more overtime in the sixteen (16) hour period immediately preceding his/her basic workday shall, upon release, be entitled to an eight (8) hour rest period before he/she returns to work.
 - b. If an employee is called back to work without completing his/her eight (8) hour rest period, he/she shall be compensated at the rate of two (2) times his/her regular rate of pay for all hours worked commencing from the time he/she reports back to work and ending when he/she is released for another eight (8) hour rest period.
 - c. If the rest period under the provisions of this Article extends into the basic workday, the employee shall lose no time thereby. If the employee's normal lunch break or part thereof occurs during the rest period, the normal lunch period or part thereof shall not be included as part of the eight (8) hour rest period. * Overtime pay for these extended hours will be paid in accordance with the applicable overtime rate.

* Example:

If the rest period starts at 6 am and the normal lunch break is from 12 Noon to 1 pm, the employee will report to work at 3 pm

If the rest period starts at 5 am and the normal lunch break is from 1 pm to 2 pm, the employee will report to work at 2 pm

If the rest period starts at 4:30 a.m. and the normal lunch break is from 12 Noon to 1 pm, the employee will report to work at 1:30 pm

- d. Paid rest time shall be considered the same as worked time for the purpose of determining when overtime starts in a workday.
- e. If the end of the employee's rest period occurs within two (2) hours of the end of the employee's basic workday, the employee's manager has sole discretion, not subject to grievance or arbitration, to release the employee without loss of pay for the remainder of the workday.

ARTICLE 9
GENERAL WORKING CONDITIONS

- 9.1** Employees shall not be required to work outdoors during severe weather unless such work is necessary to protect life or property, or to maintain pre-existing service to the public. The manager or his/her designee shall be responsible for observing this clause, monitoring weather conditions and ensuring that conditions do not present an imminent danger to the employee. Appropriate rain gear and other special equipment shall be provided for those employees who are usually required to work in wet weather. A sufficient supply shall be attempted to be kept on hand. Employees shall be compensated for any lost time during regular working hours on account of severe weather. It is acknowledged that JEA has the right to assign employees to duties not necessarily in their job classification during severe weather
- 9.2** JEA will continue to furnish initially, tools, equipment and secure storage as necessary for the job. The employee will exercise due caution in the care of the tools and equipment assigned to him/her, and exert every reasonable effort to prevent his/her tools and equipment from being lost or stolen. When, due to wear or breakage, a tool or piece of equipment is no longer safe in the judgment of his/her first level management personnel, the employee shall turn in the defective item to his/her first level management personnel for replacement. If an employee's hand tools are lost, stolen or damaged through negligence of the employee, it will be his/her responsibility to replace those tools.
- 9.3**
- a. All employees covered by this Agreement shall keep their manager informed in writing at all times of their home or living quarters address and a telephone number by which their emergency contact person, spouse and/or their next of kin may be reached in the event of a medical emergency. JEA shall be entitled to rely on the last address and telephone number furnished to it by an employee and JEA shall have no responsibility to the employee or his/her next of kin for the failure to receive any kind of notice. This information shall be regarded as personal and confidential and shall be used only for official JEA business within the provision of State Statutes.
 - b. All employees shall furnish a telephone number by which he/she may be reached immediately in the event of a system emergency. Failure to do so shall be grounds to prohibit subject employees from working planned overtime.
- 9.4** JEA, for proper cause, has the right to require any employee to undergo a medical and/or psychiatric examination by a JEA assigned physician at any time to ascertain whether or not an employee is physically and/or mentally capable of performing the duties required of his/her classification. This examination will be conducted on JEA time and at JEA expense. If the employee does not agree with the results of the medical and/or psychiatric examination, the employee has the

- right to request a second opinion. If any employee requests a second opinion, the JEA shall provide the employee with a list of three physicians who may be consulted for a second opinion, and the employee shall select a physician from that list. The cost of obtaining the second opinion will be paid by the employee.
- 9.5** It is acknowledged that an employee's primary responsibility in respect to gainful employment should be JEA. No employee shall knowingly engage in any business or transaction or have a financial interest, direct or indirect, which is incompatible with the proper discharge of his/her official duties or would tend to impair his/her independence of judgment or action in the performance of his/her duties.
- 9.6** All formulated policies and procedures dealing with the lateral transfer of employees will be posted. Changes to policy and procedures will not be implemented prior to a discussion with the Union.
- 9.7**
- a. All personal protective equipment must be approved by JEA.
 - b. JEA shall provide one (1) pair of prescription safety eyeglasses and one (1) pair of prescription safety sunglasses to employees whose job duties require their use. JEA shall pay the fees for fitting such prescription safety eyeglasses and prescription safety sunglasses.
 - c. JEA shall replace or pay the cost of repairing an employee's prescription safety eyeglasses and prescription safety sunglasses, to include all fitting fees, issued by JEA, broken or damaged during the performance of his/her assigned duties, provided that such breakage or damage did not result from normal wear and tear, negligence or misuse on the part of the employee, or his/her failure to use proper eye protective equipment where provided by JEA.
 - d. JEA shall pay the cost of adding UV protection to JEA provided prescription safety eyeglasses and prescription safety sunglasses for employees who work outdoors.
 - e. JEA shall replace dentures or contact lenses, broken or damaged during the performance of his/her assigned duties provided such breakage did not result from normal wear and tear, negligence, misuse, or failure to use proper protective equipment where furnished by JEA.
 - f. JEA may, at its sole discretion, replace or repair personal items destroyed or damaged as a result of work related activities through no fault of the employee. In no event will the cost of such replacement or repair exceed \$300. This provision shall not be subject to grievance or arbitration.
- 9.8** When requested or required to use his/her privately owned vehicle on official business, an employee will be reimbursed at the rate stipulated in the Internal Revenue Service Regulations for all miles actually driven (but for no more than

the usual travel route) between assigned destinations. No reimbursement, however, will be paid for mileage to a work location when the employee is notified before the end of the workday or earlier to report to a different work location at the beginning of the employee's next workday.

The Union recognizes that employees may be assigned take home vehicles. As with all forms of JEA equipment, based on JEA's operational needs, JEA retains sole discretion to assign, rescind and otherwise manage vehicles. The Union recognizes that represented employees may be assigned take home vehicles based upon operational needs, and is subject to change from time to time as determined by JEA. Should a take home vehicle assignment be ended, the employee will be given 30 calendar day notice.

9.9 With their Director's prior approval, employees authorized to have a company-provided cell phone to perform JEA business may instead elect to use his/her personal cell / smart phone for such purposes. Employees who are approved for use of personal cell / smart phones will receive a \$50.00/month stipend. As it is a personal item, the Employee will remain solely responsible for data plan, repair/replacement and all other expenses related to their personal cell/ smart phone. With a 30 day notice the manager and/or the employee will have the opportunity to opt out.

9.10 During the term of this Agreement, JEA agrees to supply to the Union, at their written request, but not more than four (4) times a year, the following information pertaining to the members of the bargaining unit: employee name, employee number, date of birth, date of employment, current classification, date appointed to current classification, date of last salary increase excluding service raise, current monthly salary, mailing addresses on file and service raises. Information furnished will be subject to clerical corrections.

9.11 SAFETY SHOES

- a. JEA will provide one (1) pair of safety shoes per fiscal year (October 1 to September 30) to each employee whose duties require their use.
- b. Employees who are newly hired or who transfer for the first time into a job whose duties require safety shoes will be provided two pairs of safety shoes.
- c. Management may issue additional pairs of safety shoes to employees whose job duties require their use if the employee's safety shoes are worn out as a result of regular use (not as a result of the employee's negligence). For purposes of this subsection, management has the sole discretion to determine whether to issue an additional pair of safety shoes, whether a pair of safety shoes is worn out, and whether the wear is the result of regular use.
- d. Those employees who are provided safety shoes by the Employer are required to wear the safety shoes while on duty.

9.12 System or Limited Emergencies

This language is used to determine pay for employees who are sent home during a declared emergency and for employees that work when other employees are sent home with pay during a declared emergency.

1. Definitions

- a. **Emergency**- An unexpected situation or sudden occurrence of a serious and urgent nature that demands immediate action.
- b. **System Emergency** – All or the vast majority of employee's in the company are affected by the emergency.
- c. **Limited Emergency** – The emergency only affects a portion of the **company** – one or more departments, but not all.
- d. **Non-Essential Employees**: Employees who are not required to be at work and are released after the declaration of an emergency.
- e. **Essential Employees** – Employees who are assigned to work during a declared emergency.

Note 1: An individual employee may be designated either essential or Non-Essential at different times during the full duration of a declared emergency. Example: during a major storm event, many employees will likely be deemed Non-Essential initially; but once the storm passes and JEA mobilizes its restoration efforts, those same employees may be deemed Essential.

Note 2: The designation of Essential or Non-Essential may be applied by management to bargaining unit, geographical area or department. Example: A Limited Emergency declared at Northside Generating Station requiring some employees to be designated Non-Essential and placed on Administrative Leave does not mean that employees downtown are thereby designated Essential.

2. Declaration of System or Limited Emergency

The Managing Director of JEA, or designee, has the authority to declare either a system or limited emergency. In the event that the Managing Director or designee declares either type of an emergency, the provisions of this section take effect.

3. Non-Essential Employees

These employees are subject to the following:

- (1) Non-essential employees shall be released from duty and shall be granted administrative leave with pay for the balance of their normal schedule, and any additional days when they are not required by the Employer to report to work due to the emergency.
- (2) Non-essential employees who are already on previously approved leave with pay at the time of the emergency, or who are scheduled to take authorized leave with

pay during the time of the emergency shall not be charged for the leave for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.

- (3) Non-essential employees who are already on previously approved leave without pay at the time of the emergency, or who are scheduled to take authorized leave without pay during the time of the emergency shall not be paid for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.
- (4) If a scheduled holiday falls within the time that non-essential employees are on administrative leave with pay due to an emergency, the employees will be paid for the holiday, but will not receive any additional holiday leave or pay for that day.
- (5) Non-essential employees may be required to work during a declared emergency. In those situations, the provisions applicable to the Essential Employees shall apply.

4. Essential Employees

These employees will be subject to the following:

- (1) Essential employees will be required by JEA to work during the emergency. Management may consider volunteers when possible.
- (2) To the maximum extent possible, when the general population is being required to evacuate an area in anticipation of a hurricane, tropical storm, or similar circumstances where there is advance notice of a situation that is expected to create an emergency, JEA shall allow essential employees reasonable time, as determined by JEA, to return to their residence, secure the residence, and make plans for the safety of their family. After allowing a reasonable time for such activities, as determined by JEA, essential employees shall be required to report back to work during the emergency.
- (3) Essential employees who are required to work during the emergency shall be compensated for the time worked, as provided for in the hours of work and overtime provision of this agreement. In addition to any compensation payable under that article, these employees will be paid straight time hourly pay for the time that they would have been on administrative leave with pay if they had been designated a non-essential employee. The maximum amount payable under this provision is forty (40) hours per work week.
- (4) During an emergency, essential employees who are required to report for work will be provided with meals or meal vouchers.

5. Alteration of Annual, Vacation, or Personal Leave Schedules

JEA has the unilateral right to alter the Annual, Vacation, or Personal Leave schedule of any employee in emergencies. This right includes the right to require employees who are on leave at the time of the emergency to return to work. In such cases, JEA will reimburse the employee for any non-refundable expenses incurred as a result of

the cancellation or alteration of the employee's Annual, Vacation, or Personal Leave plans.

6. JEA Communications with Employees during the Emergency

Any employee who is released from work during an emergency is expected to resume his/her regular work schedule when directed to do so by JEA. In order to assist employees in determining when they are expected to return to work, JEA will take reasonable steps to keep employees advised about the status of JEA operations, including the dates and times that employees are expected to resume their regular work schedule. For example, JEA will release information to employees via the JEA voice mail or e-mail system, through use of employee pagers, through releases of information to news media, and any other appropriate means of communicating with employees. To the extent that an employee relies on information released via local news media to determine when he or she is expected to return to work, JEA employees are to follow instructions related to JEA, not those issued regarding City of Jacksonville employees.

9.13 MUTUAL AID WORK

JEA employees may be sent to other utilities or organization to help assist restoring their essential services (e.g., electric, water, sewer). When employees are performing such mutual aid work for other utilities or organizations, they shall receive 2 (times) their normal rate of pay for all hours actually worked including travel time to and from the assisted organization

ARTICLE 10
LEAVE USAGE

10.1 LEAVE USAGE (GENERIC)

- a. Employees, when eligible and authorized, may use their annual, vacation, sick or personal leave upon written/-electronic application to their manager or designee. Approval shall be based upon the nature of the request in each instance. Extensions may be granted by the immediate manager or designee with the approval of the, Director or designee.
- b. Annual, vacation or personal leave will be charged against an employee's regular workday, and shall not be charged for absences on a prearranged overtime workday, unscheduled call-in overtime days or holidays.
- c. Annual, sick, or personal leave may be taken for the illness of the employee, spouse, children/step-children, parents/step-parents, parents-in-law, grandparents, or other relatives who permanently reside with the employee.
- d. An employee will be allowed to charge seventy-two (72) hours of undocumented unscheduled annual or personal leave for illness, injury, or emergency concurrent or intermittent in the previous twelve (12) months. For purposes of commencing this seventy-two (72) hour count, employees will start with a "zero balance" upon ratification of this 2013-2016 collective bargaining agreement. Thereafter documentation verifying the need for the unscheduled absence will be required for each unscheduled absence. The documentation can be a physician's certified statement, an invoice showing the date of service and nature of the problem, accident report, etc. In addition, JEA may require a statement whenever an employee's unscheduled absences demonstrate an abuse of this provision. An abuse of this provision may be demonstrated by a pattern of unscheduled absences or by specific instances of abuse. JEA will notify the employee prior to requiring a statement, whenever it feels that a pattern of unscheduled absence demonstrates a possible abuse of this provision.

Note: Undocumented unscheduled leave is any such unscheduled time off that is not accompanied by a statement documenting the need for the unscheduled absence.

Note: Under this provision, if an employee is absent more than one (1) day consecutively, then only the first day of absence shall be counted as unscheduled leave.

- e. Undocumented leave in excess of seventy-two (72) hours in the previous twelve (12) months shall be grounds for disciplinary action.

- f. Unauthorized and/or unscheduled leave without pay in excess of three (3) days in the previous twelve (12) months shall be grounds for dismissal.

Note: Unauthorized leave without pay is any time taken off without Management's approval.

Unscheduled leave is leave without prior request (acknowledged by the manager) of at least 24 hours or by the end of the employee's previous normal/regular workday, whichever is less. At management's sole discretion, the time requirement of at least 24 hours or by the end of the employee's previous normal/regular workday may be waived and request be considered scheduled leave.

- g.
 - 1. All non-shift employees are required to notify the appropriate designated individual as early as possible and no later than the start of his/her normal workday when he/she is unable to report for work because of illness, injury, or emergency. Shift employees shall notify the appropriate designated individual no later than one (1) hour prior to shift starting time when he/she is unable to report for work because of illness or injury. Employees failing to comply with this provision may not be allowed to charge their absence to annual, sick, or personal leave and shall be recorded as absent without Management approval, unless notification could not be made due to an emergency.
 - 2. Notification may be accomplished by leaving a message on voice mail, provided that the message is followed by a personal telephone conversation with the appropriate designated individual within thirty (30) minutes after leaving the message on voice mail. Notification may be accomplished by a member of the employee's immediate family; provided, however, that the manager or designee may insist on speaking directly to the employee before approving the absence.
- h. Shift employees shall notify the appropriate manager or designee at least four (4) hours in advance of their intent to return to work following an illness or an injury; provided, however, employees on day shift will notify the appropriate manager or designee at least one (1) hour in advance. If an employee who fails to provide such advance notice reports to work and arrangements have already been made for a substitute, the returning employee may be sent home without pay for the work day, and that employee will not be allowed to charge the day's absence to annual, sick, or personal leave.

- i. Annual, sick, or personal leave for illness will not be granted for any sickness, injury, or disability arising from a felony level illegal act on the part of the employee.
- j. Absences for illness or emergency may be subject to investigation.
- k. Accrued annual or personal leave may be taken at any time when authorized. Leave of five (5) days or more must be requested at least five (5) working days in advance of the leave unless waived by the Vice President, Director, Manager or designee. Scheduling will be accomplished on a seniority basis in classification for the first request of five (5) or more consecutive working days, provided that the request is submitted prior to March 31st of each calendar year. Denial of requested leave must be substantiated on the basis that granting of such leave would be detrimental to the efficient operations of the system. Requests for accrued annual or personal leave usage of less than five (5) consecutive workdays must be submitted at least twenty-four (24) hours in advance unless the annual or personal leave is for illness or emergency.
 - 1. 1. The minimum amount of annual, vacation, sick, or personal leave to be taken and charged shall be in one half (1/2) hour increments.
 - 2. Employees on eight (8), ten (10), and/or twelve (12) hour day schedules shall be charged eight (8), ten (10), and/or twelve (12) hours leave respectively for a day off from work.
- m. If a legal holiday falls within a scheduled annual, vacation, or personal leave period, annual, vacation or personal leave shall not be charged for that day. When a scheduled overtime day, for rotating shift workers falls within a scheduled annual, vacation, or personal leave period, annual, vacation, or personal leave shall not be charged nor overtime paid for that day.
- n. An eligible employee who is out of work because of an on-the-job injury may use annual leave, vacation/sick leave, or personal leave to remain on the payroll, under the conditions established in this section.
 - 1. In order to be eligible to use accrued leave for this purpose, the employee must meet all of the following eligibility requirements:
 - (a) The employee is away from work due to an on-the-job injury;
 - (b) The employee is either receiving worker's compensation payments or has exhausted all allowable periods of workers' compensation;

- (c) The employee provides the Employer with a written request to use his/her accrued leave to remain on the payroll.
- 2. When employees are eligible to use accrued leave for this purpose, the amount of annual leave, vacation/sick leave, personal leave, or so charged shall be the minimum amount in one-half hour increments to equal the difference between the employee's regular pay and the amount that the employee is receiving from workers' compensation and workers' compensation supplement.
- 3. If the employee receives only partial salary or wage payment, the normal required employee pension contribution shall be deducted from the employee's partial salary or wage payment and the employee shall continue to receive full retirement credit for the period during which workers' compensation payments are received.
- o. Notwithstanding any other provisions of this Agreement, the Employer shall have the unilateral and ultimate right to alter annual, vacation, or personal leave schedules for proper cause and/or emergencies that may occur. In such cases, the Employer will reimburse the employee for any non-refundable expenses incurred as a result of the cancellation or alteration of the employee's annual, vacation, or personal leave plans.
- p. Applying for and Scheduling Leave
 - 1. The Employer, in determining compensatory time, annual, vacation, and personal leave schedules, will take into account the seniority and wishes of the employees as to time of vacation so far as the needs of the Employer will permit.
 - 2. All employees will submit an electronic/written tentative annual, vacation, and personal leave schedule requests to the Employer by March 31. Following receipt of written/electronic annual, vacation, and personal leave schedule requests, the Employer will schedule employees for the leave requests on the basis of seniority in classification or seniority in segment subject to operational considerations. The Employer will make the annual, vacation, and personal leave schedule available to employees for review.
 - 3. All requests for annual, vacation, and personal leave, including changes to the annual, vacation, and personal leave schedule established pursuant to subsection 2., that are submitted after March 31 will be processed on a first come, first served basis, and are subject to operational considerations.
 - 4. Nothing in this article shall require the Employer to grant an employee's request for annual, vacation, and personal leave when

the granting of such a request would adversely impact the Employer's operations.

10.2 ANNUAL, PERSONAL AND RETIREMENT LEAVE USAGE

- a. In order to ensure the health and welfare of the employee, JEA and the Union encourage employees to take a minimum of ten (10) work days annual or personal leave per contract year. Employees are encouraged to retain eighty (80) hours in their annual or personal leave account in case of serious personal illness. Retaining less than eighty (80) hours shall not be grounds for denial of a leave request that does not exceed the employee's accrued annual or personal leave balance.
- b. If an employee has exhausted all of the accrued, unused annual leave, and then said employee suffers an illness which requires time off, then said employee shall be allowed to use the credited retirement leave for the purpose of illness only.
- c. If an employee, due to an extended, continuous illness, requires eighty (80) hours or more for such illness, then such leave may at the employee's option be deducted from the retirement leave account of such employee.
- d. JEA shall permit an employee to defer up to the full value of the employee's annual leave, personal leave, and retirement leave accrued as of the time of the employee's retirement, but only to the extent permitted under Section 457 of the Internal Revenue Code (as amended from time to time), any regulations promulgated pursuant thereto, and the provisions of the deferred compensation plan under which an employee is a participant.

10.3 VACATION LEAVE USAGE

- a. Any portion of vacation leave which has accrued to the credit of the employee may be taken.
- b. Vacation leave shall be so arranged as to be mutually convenient to both the employee and JEA. Vacation leave must be scheduled consistent with the operational requirements of the system. Scheduling will be accomplished on a seniority basis in classification, for the first request of five (5) or more consecutive working days, provided that the request is submitted prior to March 31st of each calendar year. As an exception to the foregoing statement, employees within the bargaining unit who avail themselves of military leave for training purposes shall not be given preference on the initial selection of vacation periods.
- c. JEA employees may split their vacation leave in any manner desired and approved by their Vice President, Director, or Manager, or his/her designee. An employee may take single days of vacation at the discretion

of his/her manager. The splitting of vacation leave must be consistent with the operational requirements of the system.

10.4 SICK LEAVE USAGE

- a. Employees shall be entitled to charge accumulated sick leave for absences from duty because of personal illness or legal quarantine. Sick leave may also be used for the employee's and children's medical and dental appointments provided the employee advises his/her immediate manager or designee at the earliest possible time of such appointments. Sick leave may also be charged for illness of an employee's immediate family. Immediate family is defined as spouse, son, daughter, step-son, step-daughter, and mother, father, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, step-father, step-mother, grandparents, spouse's grandparents, and grandchildren. It also includes other relatives who reside permanently with the employee.
- b. Sick leave will be charged against an employee's regular/normal workday and shall not be charged for absences on a prearranged overtime workday.
- c. It shall be the mutual obligation of JEA and the Union to cooperate with each other in the proper application of sick leave benefits.
- d. An employee will be allowed to charge seventy-two (72) hours of undocumented sick leave, concurrent or intermittent, in the previous twelve (12) months. Thereafter, a physician's certified statement of illness will be required for each absence for illness. In addition, JEA may require a physician's certified statement of illness whenever an employee's absences for illness demonstrate an abuse of this provision. An abuse of this provision may be demonstrated by a pattern of absences for illness or by specified instances of abuse. JEA will notify the employee, prior to requiring a physician's certified statement, whenever it feels that a pattern of absence for illness demonstrates a possible abuse of this provision.

Note: Undocumented sick leave is any such time off that is not accompanied by a physician's certified statement of illness.

- e. Undocumented sick leave in excess of seventy-two (72) hours in the previous twelve months shall be grounds for disciplinary action.
- f. Unauthorized leave without pay in excess of three (3) days in the previous twelve (12) months shall be grounds for dismissal.

Note: Unauthorized leave without pay is any time taken off without Management's approval.

- g. If an employee or member of his/her immediate family is under doctor's care for a continuing illness or injury and the employee has used all of

his/her accrued sick leave, then said employee, upon request, may be allowed to be placed on vacation leave status and allowed to use any accrued leave in accordance with this Agreement.

10.5 PERSONAL LEAVE USAGE

Personal leave shall not be charged an employee for an absence due to an on-the-job injury until and unless the employee has exhausted the allowable period of Workers' Compensation leave and desires to use his/her personal leave for the benefit of remaining on the regular payroll. The amount of personal leave to be charged, for the purpose of maintaining the employee on regular pay status, shall be the minimum amount in hourly increments to equal the difference between Workers' Compensation payments and the employee's regular pay.

ARTICLE 11
ANNUAL LEAVE

11.1 This article shall apply to all permanent, probationary, and provisional employees of the following categories:

- a. Employees hired on or after October 1, 1968, and before October 1, 1989;
- b. Employees hired prior to October 1, 1968, but chose not to remain subject to former sick leave and terminal leave policies in April, 1969;
- c. Employees hired prior to October 1, 1968, who chose on or before September 30, 1978, to become subject to this provision.

11.2 a. Employees shall accrue annual leave with pay according to the following schedule on a biweekly basis:

<u>YEARS OF SERVICE</u>	<u>HOURS PER YEAR</u>
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Upon completion of 0 months through 4 years.....	160
Upon completion of 4 years through 9 years	184
Upon completion of 9 years through 14 years	208
Upon completion of 14 years through 19 years	232
Upon completion of 19 years through 24 years	256
Upon completion of 24 years or more	280

- b. Annual leave will accrue biweekly to the credit of the employee at the rate stated above and shall be credited on the last day of the pay period. In order to receive full credit, the employee must work a full schedule or be on approved leave with pay. The accrual will be reduced pro rata for hours on leave without pay.
- c. The rate of accrual shall change to the higher rate on the anniversary day of employment.
- d. Annual leave shall be earned during the first year of employment.

11.3 Annual leave shall accrue to a maximum of 840 hours. Any accrual over that amount shall be paid for on an hourly basis. These payments shall be made as soon as practicable but no later than the second pay day in November each year. Eligible employees, in lieu of payments, may credit excess annual leave over 840 hours to his/her retirement leave account up to a maximum of 840 hours in that

account. To be eligible, an employee must have been hired prior to October 1, 1978 and remained continually employed since that date.

- 11.4** It is understood and agreed that employees represented by IBEW 2358 who qualify for and desire to sell back unused accrued leave will be required to complete the JEA form designating the hours of such unused accrued leave they desire to sell back to JEA. It is understood and agreed that this form shall be completed and returned by such employees to JEA's Payroll Department (T-6) no later than the end of the previous fiscal year. Such option is not available to an employee who would have less than eighty (80) hours annual leave remaining after such payments. Such payments will be made no later than the second payday in November and comply with such other requirements of the Internal Revenue Service as may then be in effect.
- 11.5** For the purpose of this Article, retirement is defined pursuant to Ordinance provisions of the pension program of the City. Vesting is considered as retirement.
- a. Retirement leave may be taken either immediately prior to the desired eligible retirement date, which leave may be used for the fulfillment of time service requirements, or retirement leave may be taken following fulfillment of time service requirements.
 - b. Employee on retirement leave shall be maintained on the regular payroll, thereby continuing to avail the employee of payroll deductions, pension contributions and insurance deductions.
 - c. Upon placement on retirement leave, such status shall be considered irrevocable.
 - d. While on retirement leave, an employee shall not accrue annual leave, but shall be eligible for legal holidays; and any general salary increases, but not performance/step increases.
 - e. At the employee's option, retirement leave may either be taken, or paid for in one lump sum on an hour-for-hour basis.
 - f. If an employee terminates prior to retirement as defined in the Annual Leave Ordinance, said employee shall be paid for any retirement leave credited, on the basis of one (1) hour's pay for every two (2) hours of said retirement leave credited.
- 11.6** Upon termination, which includes resignation and discharge not for cause, the employee shall be paid for all unused annual leave credits on an hour-for-hour basis. Employees, however, who are discharged for stealing, sabotage, or illegal possession or use of drugs, shall forfeit pay for their unused accrued annual leave earned during the contract year.

- 11.7** When an employee is placed on retirement leave, the lump sum payment for the annual leave shall be paid at the beginning of the retirement leave.
- 11.8**
- a. When an employee who has been on a leave of absence or light duty due to a disabling on-the-job injury is released by his/her treating physician(s) to return to work, the employee shall be returned to the same job if:
 - 1. The employee is capable of satisfactorily performing the job.
 - 2. The employee would have retained the job had he/she not been injured.
 - 3. The job still exists.
 - b. When an employee who has been on a leave of absence or light duty due to a disabling on-the-job injury is released by his/her treating physician(s) to return to work, but the employee is not physically or mentally capable of performing his/her former job, JEA shall place the employee in a comparable job for which the employee is qualified provided there is an opening. If there is no opening, the employee shall be offered the best available job for which he/she is qualified, if necessary, reclassifying the employee to a lower classification. The employee shall be considered for any job openings for which the employee is qualified that occur within one (1) year after the employee has been reclassified to the lower classification. Refusal on the part of the employee to accept a job for which he/she is qualified and able to perform may be considered a resignation.

ARTICLE 12
[OPEN ARTICLE]

ARTICLE 13
PERSONAL LEAVE (PLAN H)

13.1 This article shall apply to all permanent, probationary, and provisional employees hired on or after October 1, 1989.

13.2 a. Employees shall accrue personal leave with pay for all straight time hours worked according to the following schedule on a biweekly basis:

<u>YEARS OF SERVICE</u>	<u>HOURS PER YEAR</u>
Upon completion of 0 months through 4 years	160
Upon completion of 4 years through 9 years	184
Upon completion of 9 years through 14 years	208
Upon completion of 14 years through 19 years	232
Upon completion of 19 years through 24 years	256
Upon completion of 24 years or more	280

b. Personal leave will accrue to the credit of the employee, at the rate stated above and shall be credited on the last day of the pay period. In order to receive full credit, the employee must work a full schedule or be on approved leave with pay. The accrual will be reduced pro rata for hours on leave without pay.

c. The rate of accrual shall change to the higher rate on the anniversary day of employment.

d. Personal leave shall be earned during the first year of employment.

13.3 a. Personal leave shall accrue up to a maximum of six hundred (600) hours. The employer will compensate the employee on an hour-for-hour basis for any accrued amount over (600) six hundred hours as of September 30th of each year. These payments will be made no later than the second pay day in November at the pay rate of September 30th.

b. It is understood and agreed that employees represented by IBEW 2358 who qualify for and desire to sell back unused accrued leave will be required to complete the JEA form designating the hours of such unused accrued leave they desire to sell back to JEA. It is understood and agreed that this form shall be completed and returned by such employees to JEA's Payroll Department (T-6) no later than the end of the previous fiscal year. Such option is not available to an employee who would have less than

eighty (80) hours annual leave remaining after such payments, and comply with such other requirements of the Internal Revenue Service as may then be in effect.

13.4 [OPEN]

13.5 a. Upon retirement (including vesting under the pension law) of an employee, said employee shall be paid for one-hundred percent (100%) of unused Personal Leave accrued on an hour for hour basis.

13.6 a. Upon termination of an employee for other than retirement, which includes resignation or discharge not for cause, the employee shall be paid for one-hundred percent (100%) of unused personal leave accrued on an hour for hour basis, in a lump sum.

b. Employees who are discharged for cause shall forfeit their unused Personal Leave accrued during the contract year.

13.7 a. When an employee who has been on a leave of absence or light duty due to a disabling on-the-job injury is released by his/her treating physician(s) to return to work, the employee shall be returned to the same job if:

1. The employee is capable of satisfactorily performing the job.
2. The employee would have retained the job had he/she not been injured.
3. The job still exists.

b. When an employee who has been on a leave of absence or light duty due to a disabling on-the-job injury is released by his/her treating physician(s) to return to work, but the employee is not physically or mentally capable of performing his/her former job, JEA shall place the employee in a comparable job for which the employee is qualified provided there is an opening. If there is no opening, the employee shall be offered the best available job for which he/she is qualified, if necessary reclassifying the employee to a lower classification. In that event, the employee shall be considered for any job openings for which the employee is qualified that occur within one (1) year after the employee has been reclassified to the lower classification. Refusal on the part of the employee to accept a job for which he/she is qualified and able to perform may be considered a resignation.

ARTICLE 14
MILITARY LEAVE

- 14.1** Related to employees' military service (present and past), there are Federal and State laws and regulations, as well as City of Jacksonville municipal ordinances, covering employer responsibilities to eligible employees; JEA will comply with all applicable laws, regulations and ordinances covering employees' military service.

ARTICLE 15
OTHER LEAVES OF ABSENCE

15.1 LEAVE OF ABSENCE WITH PAY

An employee may request a leave of absence not specified in other sections of this contract, of a specified duration, with pay, which shall be recommended by the Director and approved by the Vice President. An approved leave of absence with pay must be for a purpose which shall serve the best interests of the system and not just for the employee. A position must be available for the employee upon return from such leave of absence with pay.

15.2 LEAVE OF ABSENCE WITHOUT PAY

- a. A Director or Manager, upon the request of an employee may grant the employee a leave of absence without pay for personal reasons for a period not to exceed ten (10) workdays in any calendar year.
- b. Leave of absence without pay up to six (6) months deemed beneficial to the service of JEA may be granted subject to the approval of the Director, Employee Services.
- c. Leaves of absence over six (6) months may be granted subject to approval of a Vice President.
- d. If an employee is granted a leave of absence without pay, a position may or may not be available, at the discretion of the Vice President, Director, or Manager, upon the employee's return to service. Specific details concerning return to or reemployment conditions shall be included in the written request for approval and in the written approval to the employee.
 1. If a position is not made available, the employee's sole right is to be placed on the reemployment list in accordance with the Civil Service and Personnel Rules and Regulations.
 2. If a position is made available, the employee shall be returned to the same position or a different position in the same class and same work location upon termination of the approved leave of absence, unless the appointing authority and the employee agree in writing to other conditions and terms, consistent with the Civil Service and Personnel Rules and Regulations, under which such leave is to be granted.
- e. An employee who fails to return from a leave of absence will be deemed to have resigned.
- f. If an employee is granted a leave of absence without pay and the position is held for the employee upon his/her return to service, JEA will continue

to pay the life insurance and medical insurance premium normally paid by JEA which includes JEA's portion of the dependent medical insurance premium. The employee is responsible for the optional life insurance premium and the employee's portion of the dependent medical insurance premium.

- g. If an employee is granted a leave of absence without pay and the position is not held, the employee shall be required to pay the total cost of any insurance coverage the employee desires to continue in effect during such leave.
- h. All leave requested under this section which meets the criteria for leave under the Family and Medical Leave Act (FMLA) shall be documented as FMLA leave and shall be provided in accordance with the terms and conditions of the FMLA. Use of FMLA leave does not preclude additional leave which may be granted pursuant to this Article.
- i. Medical Leave of Absence. An employee may be granted a medical leave of absence without pay of up to six (6) months subject to approval of the Director, Employee Services. Medical leaves of absence over six (6) months may be granted subject to approval of a JEA Vice President. Employees seeking to take leave under this provision must submit documentation from a licensed physician indicating that the employee needs to be on a medical leave of absence, and the documentation should specify the amount of time of that the employee will be on the leave of absence (not to exceed six months). The documentation need not include any additional details about the medical reason for the leave of absence. All leave requested under Section 15.2.i shall be subject to the provisions of Section 15.2.d – h.

15.3 BEREAVEMENT LEAVE

Upon notification of the death of a member of his/her immediate family, an employee shall be granted the day off, or (if at work) the remainder of the day off, without loss of pay, and shall be granted up to an additional three (3) work days within the next fourteen (14) calendar days off without loss of pay, as bereavement leave. Should the employee be on vacation at the time of death, the three (3) working days that would normally be granted as bereavement leave shall be charged as bereavement leave instead of annual/vacation/personal leave.

- b. For the purpose of this section, immediate family is defined as spouse, children, step-children, parents, step-parents, brothers, sisters, grandparents, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunts, uncles, nieces, nephews, legally appointed guardian, spouse's grandparents, and other relatives who permanently reside with the employee.

- c. An employee who is found to have deliberately misrepresented their relationship with a deceased individual shall be immediately terminated.

15.4 FUNERAL LEAVE

Employees may be granted up to four (4) hours without loss of pay as funeral leave to attend the funeral of an active or retired co-worker, unless such employee is required to maintain system integrity. This provision may be used for up to five funerals per year per employee.

15.5 JURY DUTY

An employee while serving on jury duty will be paid his/her salary for any scheduled work hours lost up to eight (8), ten (10) or twelve (12) hours dependent upon workday scheduled, and will not be required to forfeit any compensation received for jury services. If a shift employee receives notice of jury duty and notifies his/her Manager or designee on his/her next workday following the receipt of notice, he/she may at his/her request be rescheduled to the day shift during his/her period of jury duty. If an employee is released for jury services with four (4) or more hours remaining on his/her normal workday, he/she will be required to report to his/her work site on that workday. A statement from the appropriate Court Clerk's office in writing shall be required from the employee. The statement shall contain information as to dates and times; an employee's presence was required for jury duty.

15.6 WITNESS DUTY

If an employee is absent from work, in order to serve as a witness in a case in a court of law to which he/she is not a party, either directly or as a member of a class, and where such absence is in response to a legally valid subpoena and where such presence is in the interest of JEA, he/she shall be granted leave with pay for those hours for which he/she is absent from work during his/her regularly scheduled working hours, provided he/she submits evidence of such service as a witness.

Intent: The intent is that an employee who is subpoenaed in a case in the interest of or involving JEA, in his/her official capacity during normal working hours, shall not be required to charge annual leave.

15.7 VOTING

During elections, employees whose working hours do not permit a two (2) hour period to vote, may be granted sufficient time, without loss of pay, not to exceed two (2) hours, at the discretion of his/her Manager or designee, for the purpose of voting, providing the employee is registered and eligible to vote.

15.8 LEAVE DONATIONS AND FORFEITURE

- a. Employees may forfeit annual leave, vacation leave, personal leave, and retirement leave (but not sick leave or compensatory leave) to regular and temporary, full-time JEA employees who are critically ill, critically injured, or require an extended leave of absence for medical reasons including the need to attend to a family member who resides in the home of the employee. Employees may donate annual, vacation, personal, and retirement leaves but not sick leave or compensatory leave, to the United Way.
- b. Forfeitures to critically ill or critically injured employees or employees who require an extended leave of absence for medical reasons shall be subject to the following requirements:
 - 1. The critically ill or critically injured employee and employees who require an extended medical leave of absence must submit a statement of need to the JEA Director, Employee Services or his/her designee. The employee who requires an extended medical leave of absence must include a physician's statement documenting the need for an extended medical leave of absence. The Director, Employee Services or his/her designee shall determine the employee's eligibility to receive leave donations in accordance with the provisions of this Section 15.8.
 - 2. Forfeitures may not be made in respect of an ordinary illness, but rather may be made only in respect of a serious or major illness, hospitalization of five (5) calendar days or more, or a medical leave of absence of ten (10) calendar days or more.
 - 3. The employee forfeiting the leave must complete the appropriate form and submit it to the Employee Services.
 - 4. The employee receiving the forfeited leave must have exhausted all other available leave, and may receive only enough donated leave to cover the period of the absence. Upon returning to work, the employee receiving the forfeited leave may have a positive leave balance of up to three (3) working days as a result of any donation (s).
- c. Donations or forfeitures of leave under this Section 15.8 shall be accounted for according to the dollar value of the leave, to be determined by multiplying the number of hours donated or forfeited by the hourly rate of the employee donating or forfeiting the leave.

ARTICLE 16
HOLIDAYS

16.1 Each employee covered by this Agreement shall be entitled to twelve (12) holidays with pay each year as follows:

New Year's Day	January 1
Martin Luther King, Jr. 's Birthday	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1st Monday in September
Veteran's Day	November 11
Thanksgiving Day	4th Thursday in November
Friday after Thanksgiving	4th Friday in November
Christmas Eve	December 24
Christmas Day	December 25
Personal Day	As mutually agreed upon

16.2

- a. For non-shift workers, when a holiday falls on Saturday, the Friday prior thereto shall be considered the holiday, and when a holiday falls on Sunday, the Monday following shall be considered a holiday. If either Christmas Eve or Christmas Day falls on a Saturday or Sunday, the provisions in the City of Jacksonville Ordinance Code shall apply. For those workers on a four (4), ten (10) hour day work week, when a holiday falls on a normal day off, the workday closest to the holiday but within the same calendar week as the holiday shall be considered the holiday. When the holiday falls on a normal day off that is midway between workdays, the next scheduled workday will be the holiday. When a holiday falls on a Saturday or Sunday for a non-shift employee, which is considered their regular scheduled work day, the holiday will be observed on that day.
- b.
 1. Shift workers will observe all holidays on the dates they occur provided, however, that any shift employee who has been temporarily assigned to a non-shift schedule for a period of at least

one (1) week will observe holidays in the manner provided for non-shift employees (as set forth in Article 16.2 a.) for any holiday that occurs during the period of such assignment.

2. An employee may not observe his or her Personal Day on the day upon which he or she observes another holiday.
 3. Employees scheduled to work the Extended Work Week Schedules shall observe the holiday on the day it occurs.
- c. Employees shall be compensated for holidays at their respective rates of pay for the number of hours they would have ordinarily worked on the holiday.
- d. 1. When an employee is required to work on a day observed as his/her holiday, he/she shall be compensated eight (8), ten (10), or twelve (12) hours straight time pay, dependent on work day assignment, as holiday pay. In addition, the employee shall receive one and one-half (1 1/2) times his/her straight time hourly rate for all hours worked up to eight (8), ten (10), or twelve (12) hours and two and one-half (2 1/2) times his/her straight time hourly rate for all hours worked on the holiday over eight (8), ten (10), or twelve (12) hours until released,
2. Whenever Christmas Day falls on Saturday or Sunday, and a non-shift worker is required to work that Saturday or Sunday but is not required to work the following Monday (the day observed as the holiday for a non-shift worker), the employee shall continue to earn holiday pay of eight (8), ten (10), or twelve (12) hours on that Monday, but shall earn two and one-half (2 1/2) times his/her straight time hourly rate for all hours worked on Saturday or Sunday until released. If the employee is required to work both Christmas Day and the following Monday, the employee will be paid according to the following schedule:
- (a) One and one half times his/her straight time hourly rate on Christmas Day.
 - (b) Holiday pay plus one and one-half times his/her straight time hourly rate for eight (8), ten (10) or twelve (12) hours and two and one-half times his/her straight time hourly rate for all hours worked over eight (8), ten (10) or twelve (12) hours on Monday.

ARTICLE 17
INSURANCE AND BENEFITS

17.1 LIFE INSURANCE

JEA agrees to provide, at no expense to the employee, term life insurance coverage equal to the gross annual salary of the employee (rounded up to the nearest thousand increment). The employee, at his/her option and expense, may provide for term life insurance coverage, under the same policy, of up to three (3) times his/her annual salary, (rounded up to the nearest thousand increment), at the group rate.

17.2 MEDICAL INSURANCE

- a. JEA agrees to continue to provide employees with a basic medical insurance program under the JEA Group Plan at no cost to the employee. Coverage for the employee's dependents shall be an integral part of the Group Plan. JEA agrees to pay fifty per cent (50%) of the cost of the employee's dependent coverage.
- b. JEA shall provide the Union with notice of any change in the Group Plan or in the premiums for dependent coverage there under as soon in advance of the effective date as is reasonably possible.

17.3 ACCIDENTAL DEATH BENEFITS

- a. JEA shall provide accidental death benefits, at no expense to the employee, for all employees in hazardous duty, in the amount of \$250,000, payable to the beneficiary named by the employee or as otherwise provided, in the event an employee dies as a result of an accident occurring in the course of his/her employment with JEA. This payment shall be made within fourteen (14) calendar days after occurrence.
- b. In addition to the death benefit above, dependents of employees who are killed in the line of duty will be entitled to the benefits as stipulated in the Workers' Compensation Law.
- c. Nothing contained in this Article shall be construed to impose any liability on JEA over and above the responsibility placed upon said JEA by the laws of the State of Florida pertaining to Workers' Compensation, it being the specific understanding of the parties to this Agreement that said Workers' Compensation Laws govern the rights and benefits of the employees covered by this Agreement for on-the-job injuries.

17.4 Retirement Benefits

- a. [Note: For purposes of aiding understanding of the provisions that follow, pursuant to 2016-2019 contract negotiations the parties negotiated retirement benefit changes in the context of proposed reforms to the City of Jacksonville GEPP (General Employees' Pension Plan).] IBEW 2358 agrees to the proposed closure (to new employees) of the GEPP, with new hires after the effective date being enrolled in a "DC plan" (defined contribution plan).

- b. Participants in that DC plan will make an eight percent (8%) contribution; JEA will make a twelve percent (12%) contribution.
- c. In the event any other bargaining unit participating in the DC Plan (e.g., AFSCME Council 79, LIUNA 630, CWA, the Jacksonville Supervisors Association, JEA Supervisors Association, LIUNA 630, AFSCME 429) receives any greater benefits than JEA provides to the IBEW 2358 (i.e., through contract negotiations, settlement, impasse proceedings, or litigation), then IBEW 2358 shall receive the difference between its DC Plan benefit and that received by the other participating bargaining unit(s).
- d. No benefits under the “DC Plan” shall decrease for all active, full time, enrolled unit employees
- e. JEA agrees to contribute to the employee’s pension program to the extent required by applicable laws pertaining to the employee’s contributory pension program.
- f. No benefits under the General Employee Pension Plan (“GEPP”), the City’s Defined Benefit retirement plan, shall decrease for all active, full time, enrolled unit employees, including but not limited to the DROP program, disability benefits, COLA increases, survivor benefits, and any other benefits as they exist as of the date of IBEW 2358’s ratification of this CBA.
- g. In the event any other bargaining unit participating in the General Employee Pension Plan (e.g., AFSCME Council 79, LIUNA 630, CWA, the Jacksonville Supervisors Association, JEA Supervisors Association, LIUNA 630, AFSCME 429) receives any greater pension benefits than JEA presently provides to the IBEW 2358 (i.e., through contract negotiations, settlement, impasse proceedings, or litigation), then IBEW 2358 shall receive the difference between its pension benefit and that received by the other participating bargaining unit(s).

17.5 TERMINAL BENEFITS

- a. Upon the death of an employee, payment for all accrued overtime, annual/vacation/retirement/personal leave, sick leave, and other terminal leave benefits to which such employee would have been entitled to receive shall be made as follows:
 - 1. The benefits will be paid as set forth in the employee’s will.
 - 2. If the employee has not provided for distribution of the benefits in his/her will, then the benefits will be paid to the employee’s surviving spouse
 - 3. In the event the employee leaves no surviving spouse, the benefits will be paid to the employee’s children in equal shares, payable as follows:
 - (a) To each of the employee’s children over the age of 18 who are known to JEA.
 - (b) To the legal guardian or representative of each of the employee’s children under the age of 18 known to JEA.

4. If the employee has no children known to JEA, then the benefits will be paid to the surviving parent(s) of the employee in equal shares.
 5. If the employee has no surviving parents known to JEA, then the benefits will be paid to the employee's estate.
- b. Upon the death of an employee on-the-job, JEA will make an immediate payment of two (2) month's salary in addition to all the other terminal leave benefits in the sequence indicated in Section 17.5a above. For purposes of this section, two (2) month's salary shall be calculated by $1/12$ times 2080 times 2 times the employee's hourly rate of pay at the time of death ($1/12 \times 2080 \times 2 \times$ hourly rate).
- 17.6** JEA agrees to provide a payroll deduction process that is to be available to employees in the bargaining unit for various employee insurance and benefit plans. These group plans shall be administered by an Agent of Record so designated by the Union. It is understood and agreed that JEA may assess a charge not to exceed six (6) cents per deduction per payroll. Further, it is agreed that JEA assumes no responsibility or liability to or for the Union's Agent of Record. Solicitation for these plans shall only be made during non-working hours.
- 17.7** As permitted by law, JEA will provide employees the option to use accrued Annual, Vacation, Personal, and Retirement Leave time credits to fund their Deferred Compensation Program. Employees will not be permitted to use Sick Leave account time credits to exercise this option.
- a.
 1. The employee will be allowed, at his/her option, to sell accrued Annual, Vacation, Personal and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account.
 2. Upon attaining time service that is within three (3) years of normal time service retirement, the employee will be allowed, at his/her option, to sell accrued Annual, Vacation, Personal, and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account provided, however, in the year of retirement, employees will be limited to selling, at his/her option, accrued Annual, Vacation, Personal, and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account.
 - b. This provision is subject to acceptance by the Plan providers of the City/JEA.
 - c. Employees who participate in this Annual, Vacation, Personal, and Retirement Leave time credit sellback option shall not have less than eighty (80) hours in their Annual, Vacation, and Personal Leave account

after sellback. There is no minimum limit for the Retirement Leave account after exercising this option.

ARTICLE 18
ON THE JOB INJURY

- 18.1** a. Any permanent employee of JEA who is temporarily, totally disabled as a result of an injury received in the course of employment with JEA shall be entitled to compensation as provided in Workers' Compensation Laws of the State of Florida.
- b. The JEA Investigation Team, which shall include a Union Executive Board or designated member, shall investigate all recordable injuries to ascertain whether the employee complied with the provisions of rules, regulations, and policies; whether the injury was the result of negligence or carelessness; and whether the injury could have been avoided.
- c. JEA will pay a wage supplement for thirty (30) working days to any permanent employee who is temporarily totally disabled as a result of an injury received in the course of employment with JEA, if all of the following conditions are met:
1. The employee is entitled to receive and is receiving Workers' Compensation.
 2. The employee was not at fault regarding his injury. The JEA Investigation Team shall investigate all lost time injuries as provided in Article 18.1 b. Based upon its investigation, the Investigation Team shall make a recommendation to Management regarding whether the employee was at fault. JEA's exercise of its discretion under this section shall not be subject to arbitration.
- d. The wage supplement provided for in Section 18.1c shall be equal to seventy-five percent (75%) of the employee's regular straight time; wages, less any amount provided by Workers' Compensation.
- e. Compensation after thirty (30) working days will be contingent upon a qualified physician's biweekly diagnosis, and shall be at Management's sole discretion, not subject to arbitration.
- f. When an employee is off the payroll (not receiving JEA compensation) due to an on-the-job injury, JEA will continue to pay life insurance and medical insurance premiums normally paid by JEA, which includes JEA's portion of the dependent medical insurance premiums. The employee is responsible for the optional life insurance premium and his/her portion of the dependent medical insurance premium. The employee may elect to contribute to the pension fund amounts equal to the employee's pension contribution prior to the on-the-job injury.
- g. If an employee who is temporarily totally disabled due to an on-the-job injury receives partial wage payments from JEA, JEA will continue to pay

the premium noted in paragraph f above. The optional life insurance premium and the employee's portion of the dependent medical insurance premium and pension contribution will be deducted from his/her partial wage payments.

- 18.2** Any provisional or probationary employee who is temporarily, totally disabled from the results of an injury received in the course of employment with JEA shall receive the benefits to which he/she is entitled under the Workers' Compensation Law of the State of Florida and such benefits above legal requirements as JEA may deem reasonable.
- 18.3** If an employee, due to an on-the-job injury, is temporarily partially disabled from performing the duties of his/her classification, the provisions of Article 11.7 or Article 13.7, as applicable, shall apply.
- 18.4** An employee, due to an on the job injury, is temporarily, totally disabled, will upon recommendation by the employee's Manager and approval by the employee's Director be placed on paid administrative leave for up to forty (40) hours during the first seven (7) calendar days the employee is unable to return to duty as a results of a qualified physician's determination. A Workers' compensation offset will be taken as a result of any paid administrative leave so as to prevent any overpayment of wages for which the employee received.

ARTICLE 19
SUPPLEMENTAL PAY

19.1 All full time employees of JEA, now or hereafter employed in the classifications listed in Exhibit "A" attached hereto, shall receive for each five (5) years of continuous service with JEA, computed from their respective dates of initial employment, an increase in salary of \$300 per year for every five (5) year period of continuous service. This increase shall be in addition to any general or special raises which may be granted from time to time. Three hundred dollars (\$300) shall be the maximum amount of service raise or increase payable for any five (5) year period.

19.2 STANDBY COMPENSATION

- a. Any employee who is required by JEA to be on standby duty will receive standby compensation as provided in this Article.
- b. For purpose of this Article, an employee is on standby if the employee has been directed to carry a JEA furnished electronic paging device or leave a telephone number so the employee can be reached, and the employee must be available to return to work within a reasonable time if called. Employees who merely carry electronic paging devices, but who are not required to be available to return to work within a reasonable time if called, are not on standby.
- c. Upon ratification the standby rate of pay shall be thirty-one (\$31) dollars per day. Effective October 1, 2017 the standby rate of pay shall be thirty-two (\$32) dollars per day. Effective October 1, 2018 the standby rate of pay shall be thirty-three (\$33) dollars per day. Standby pay shall be paid no later than the end of the first pay period after the pay period in which the standby pay is earned.
- d. Any employee who fails to comply with the provisions of Section 19.2 shall not be entitled to Standby Compensation for that day, and shall be subject to discipline.
- e. Employees may, with the approval of Management, arrange substitution of standby duty among themselves; provided the substitute is, in Management's judgment, at least as well qualified as the employee scheduled by Management.

19.3 Schedule Premium

- a. A two dollar (\$2.00) schedule premium shall be paid for all regular hours actually worked on any schedule after 18:00 and prior to 06:00 for work days other than Saturday or Sunday (not including call-out, overtime or schedule premium of any type).

- b. A two dollar and fifty cents (\$2.50) schedule premium shall be paid for all regular hours actually worked on any schedule after 00:00 on Saturday and prior 24:00 on Saturday and/or after 00:00 on Sunday and prior to 24:00 on Sunday (not including call-out, overtime or schedule premium of any type).

19.4 UPGRADE PAY

- a. When an employee is qualified for and temporarily assigned by a supervisor or above to perform and accept the full duties and responsibility for work in a higher class of position, he/she shall normally receive an approximate five (5) per cent pay differential for assuming those responsibilities. If this latter differential does not place the employee on a higher pay rate than the employee for whom the upgraded employee is responsible, then he/she shall receive a pay differential which shall place him/her at least an approximate five (5) per cent over the subordinate employees.
- b. This assignment of additional responsibility must be for a period of at least two (2) hours, for employees to receive the upgrade pay for the duration of the time spent working in the higher classification.
- c. The senior, most qualified, and available employee on the same schedule, crew, or section shall be given first consideration for the upgrade assignment. Actual assignment will be based on the following criteria: is a senior employee in the classification; is the most qualified for the duties to be performed; and is available for such assignment.
- d. The provisions of this paragraph shall not apply to an employee who is performing the duties of a higher classification for the purpose of training and experience while under the direct supervision of a qualified employee.
- e. Apprentice classifications shall not be eligible for upgrade work.

19.5 MEAL ALLOWANCE [OPEN ARTICLE]

19.6 CERTIFICATION

- a. JEA Management has the right to establish and eliminate certification programs for specific skills. The criteria for certification, and the classifications to which it will apply, are at the sole discretion of JEA. JEA, however, will consider all classifications in the JEA Apprenticeship Program for potential participation in the certification program.
- b. Certification pursuant to this article is a creation of the collective bargaining process and is solely governed by the terms of this collective bargaining agreement; therefore, the act of establishing or eliminating any certification program, any reduction in pay pursuant to this article, and any

adjustment in pay grade or pay step pursuant to this article, shall not give rise to any rights under the Civil Service or the Civil Service and Personnel Rules and Regulations.

- c. All Electric Production journeymen in classifications selected for certification with six (6) months in grade will be eligible to be considered for certification. Vacancies will be posted for volunteers as they occur and selection will be made by a test. Journeymen who are selected will be moved to the next higher step up to and including step three (3) of the pay plan. Whenever any certified journeyman fails to maintain compliance with the standards required for certification, he/she will be returned to the next lower step of the pay plan.
- d. The Union shall from time to time provide recommendations to JEA on matters pertaining to the development of the certification program. JEA shall receive and consider the Union's recommendations.
- e. Certified employees will only be assigned work for which they have received adequate training and are qualified to perform.

19.7 INSTRUCTOR COMPENSATION SUPPLEMENT

- a. JEA Management has the right to establish an Instructor Compensation Supplement provision for employees who meet the minimum requirements as noted in Sections 19.7b1&2 below. The minimum requirements as noted in Sections 19.7b1&2 below, and the classifications to which it will apply, are at the sole discretion of JEA.
- b. To qualify for the Instructor Compensation Supplement, the employee shall meet the following minimum requirements:
 - 1. Assigned training duties are responsibilities for at least eight (8) consecutive hours.
 - 2. Assigned training duties and responsibilities that include classroom instruction.
- c. The Instructor Compensation Supplement shall be five per cent (5%) of the employee's base salary and shall be added to his/her base salary.
- d. The employee will receive the Instructor Compensation Supplement for the period of time he/she is assigned training duties and responsibilities, provided he/she meets the minimum requirements as noted in Sections 19.7b1&2 above.
- e. The Instructor Compensation Supplement shall be paid to the employee on the pay day at the end of the first full pay period after he/she meets the minimum requirements as noted in Sections 19.7b 1&2 above and shall be

retroactive to the beginning of the time period during which the employee satisfied the minimum requirements.

- 19.8** JEA will reimburse the initial cost of the Commercial Driver's License to any employee who is required to possess the license in order to fulfill his/her job duties with JEA. In addition, JEA will reimburse one renewal every five years, or as otherwise required by law. An employee seeking reimbursement for the renewal of his/her Commercial Driver's License can verify that he or she has renewed the license by providing the employer with a copy of either the renewed license or a receipt for the cost of the renewal.

ARTICLE 20
ADMINISTRATION OF THE PAY PLAN

20.1 The rates of pay for the classifications in the Unit are shown in Exhibit “A” to this Agreement.

20.2 General Increase

Fiscal years run from October 1st through September 30th.

FY 16/17: 4.5% increase to base pay effective October 1, 2016

[NOTE: FY 16/17 increase to be paid retroactively]

FY 17/18: 4.5% increase to base pay effective October 1, 2017

FY 18/19: 4.5% increase to base pay effective October 1, 2018

2% increase to base concurrent with employee contribution to GEPP increasing to 10% (or otherwise matching the change in employee contribution, whether higher or lower)

20.3 ENTRANCE SALARY RATES

Original appointments into the Civil Service system from an open eligible list into entrance level positions within this Agreement shall be made at the entrance rate as Step 1, and advancement from the entrance rate to the maximum rate within a salary range shall be by successive steps.

20.4 Should an employee return to duty in the classification after a separation from JEA of not more than six (6) months, which separation was not due to discreditable circumstances, such employee, upon recommendation of the Manager and approval of the Vice President, shall be placed at the same step within the pay range of the classification which he/she occupied prior to leaving the JEA.

20.5 In the event of the return to duty of an employee who left the classified service as a result of being inducted into the Armed Forces, the normal procedure shall be to place him/her in the step of the salary range of the previously held position, which he/she occupied prior to the military leave of absence in accordance with the provisions of Title 38, USC ss2021, effective December 3, 1974, and as may be amended from time to time and the provisions of the Civil Service Rules.

20.6 a. Whenever an employee is demoted to a position for which he/she is qualified, he/she shall receive the rate in the lower salary range which provides the smallest decrease in pay if the action is not for cause or any appropriate lower step in the range if the action is for cause. The employee shall not be eligible for a step raise for one (1) year after the demotion.

- b. Demotions to classifications not previously held will result in a reduction in pay of at least 5% or the maximum of the range, whichever causes the greater reduction. The employee shall not be eligible for a step raise for one (1) year after the demotion.
- 20.7** In any case where an employee is promoted to a class within the unit with a higher base maximum rate, the rate of pay upon promotion shall be the lowest step in the higher range that will provide an approximate increase of five (5) percent over the rate received immediately prior to the promotion, provided that the increase shall not exceed the maximum salary rate for the higher classification. Advancement to the maximum rate subsequent to promotion will be on the same basis as described below.
- 20.8** In the event of a reallocation of a position to a class which is at a higher salary level, the employee shall be paid at the same rate in his/her salary range or if no rate of the new range is the same, at the lowest rate of the new range which is above his/her former rate. In the event of a reclassification of a position which is at a lower salary range, the employee concerned shall be paid at the rate of pay for his/her classification.
- 20.9** Upon satisfactory completion of the probationary period after initial appointment or promotion, the entrance salary of the employee shall be advanced one (1) step in the salary range unless the entrance salary range is the maximum, in which case, there shall be no increase. For Journeyman classifications which have two steps, there shall be no end of probation increase.
- 20.10** After an employee receives his/her step increase upon completion of the probationary period, or promotion to the Journeyman class, he/she shall be granted step increases, except for unsatisfactory/below standard performance, no sooner than twelve (12) months from his/her date of last increase, until he/she reaches the maximum rate of pay for his/her classification. On-the-job injuries which are not a result of his/her unsafe or negligent act shall not be grounds for denial. For the purpose of this Agreement, the date of last increase shall be the most recent date upon which any of the following actions occurred to an employee: date on which employee received his/her end of probation increase; date on which employee was promoted to a Journeyman classification; or date on which an employee received a step increase. For the purpose of this Agreement, general increases shall not be considered as the date of last increase.
- 20.11** The appropriate manager concerned shall state in writing the reason for denial or delay of an employee's step increase. In the case of a step increase for completion of the probationary period, the recommendation shall include the certification that the probationary period has been successfully completed. The employee shall be apprised of any deficiencies in his/her performance observed during the period involved and shall be advised in writing of the reasons for any delay in his/her step increase because of unsatisfactory performance/below standard. Documentation of prior counseling with employee on deficiencies in performance

will be required to substantiate unsatisfactory/below standard performance for denial of step increase.

20.12 Requirements for step increase and other purposes as specified in these rules shall be based on continuous service, which is employment in the Consolidated Government without a break or interruption in either classified or unclassified position. Leave of absence with or without pay shall not break or interrupt continuous service.

20.13 When computing the length of service for promotions, vacation leave, sick leave, service raises, retirement etc., leave without pay (one day or more) will be deducted. The employee's anniversary date will be adjusted accordingly. The rights of employees granted military leave for extended service with the Armed Forces of the United States shall be given full credit for said period of military service in accordance with Civil Service and Personnel Rules.

20.14 An employee may be temporarily assigned to perform duties of a lower classification without any change in pay.

20.15 An employee may be assigned to another classification for which he/she is qualified, if due to injury, or illness, or mental attitude, he/she is unable to perform all the essential functions of his/her normal position. An employee so assigned shall receive the rate of pay within that assigned class which provides for the least reduction in his/her normal rate of pay.

20.16 Posting Notice of Assignment

When assigning a job task within a classification for more than thirty (30) days for a preferred job or special assignment, the Vice President, Director, or Manager in that work area will post the task requirements on the bulletin board in the work area for at least five (5) working days before a selection is made. Any employee interested in being assigned the task should notify the appropriate Vice President, Director, or Manager of his/her interest and qualifications as soon as possible after the notice has been posted. The Employer will decide which employee will be assigned to perform the task within three (3) days after the fifth day that the item is posted. All assignments and decisions of management made under this provision are excluded from grievance or arbitration.

20.17 JEA, at its sole discretion, may from time to time implement incentive and/or recognition programs for individuals or groups consisting of awards, special recognition such as shirts, hats, or similar items indicating participation in a specialized group or team, and/or cash in recognition of performance improvements, innovative ideas resulting in savings and/or benefits, participation in a program beneficial to JEA, or other similar improvements that are work related and can be documented and/or measured. The Union may withdraw from participation in this program at any time during the life of the Agreement, upon written notice to JEA.

20.18 APPRENTICESHIP PROGRAM PAY PLAN

- a. The JEA Apprentice Program may include any classification in the Bargaining Unit, as determined by management. The pay plan for the JEA Apprenticeship Training Program, adopted pursuant to Section 24.7, will be as set forth in Exhibit A.
- b. Original appointments into the apprenticeship program shall normally be made at Step 1.
- c. Advancement from the entrance rate (step 1) to the maximum rate shall be by successive steps. Apprentices will advance one step every six months, provided that they successfully complete requirements of the applicable phase of the apprenticeship program. JEA may apply this provision to "Trainee" classifications as well.
- d. Apprentices hired after Program implementation will be required to sign an indenture agreement. If an Apprentice hired after the Program is implemented does not successfully complete the requirements of the Program, his/her employment will be terminated. Similarly, trainees will be required to sign a Trainee agreement and if the trainee does not successfully complete the requirements of the Program, his/her employment will be terminated.

20.19 The parties understand that during the life of this Agreement the JEA may, at its option, offer a voluntary severance plan to IBEW employees. Such a plan would be on terms proposed by JEA, and any decision to accept such a plan would be made on an individual basis by each affected employee. In the event that the execution of such a plan required a reorganization or redeployment by JEA, the IBEW would have the right to request impact bargaining to the extent provided by law.

- 20.20**
- a. A performance evaluation will be conducted on each employee twelve (12) months from his/her date of last performance review, reversion, end of probation, demotion, or promotion date.
 - b. Except as otherwise provided, employees who receive a meets standard/satisfactory or exceeds standard overall performance evaluation rating will be eligible for a step increase, twelve (12) months from the date of their last step increase, demotion, reversion or promotion date.
 - c. Employees who receive an overall below standard/unsatisfactory performance evaluation rating will not be eligible for a step increase. Within seven (7) working days after the performance evaluation is completed, the employee will be provided with written documentation substantiating the below standard/unsatisfactory job performance and

denial of the step increase. This documentation will be included in the employee's personnel file.

- e. Employees who receive an overall below standard/unsatisfactory evaluation rating shall have follow-up performance evaluations conducted no sooner than three (3) months, but no later than six (6) months after the denial of the step increase. An employee who received an overall below satisfactory standard/unsatisfactory evaluation will be eligible for a step increase when they have improved their job performance to a meets standard/satisfactory level for twelve (12) consecutive months as documented by these interim performance evaluations.

ARTICLE 21
GRIEVANCE PROCEDURE

- 21.1** It is intended that this grievance procedure will provide a means of resolving complaints and grievances at the lowest level possible, and JEA and Union agree to work toward this end. There shall be no reprisals against any employee for exercising his/her rights under this article.
- 21.2** The purpose of this grievance procedure is to provide a method of processing grievances involving the interpretation or application of this Agreement. It will be the exclusive procedure available to the parties to this Agreement and Unit employees for such matters. Grievances or appeals resulting from the following types of action are excluded from consideration under this Article:
- a. A violation of reemployment or reinstatement priority rights;
 - b. A position classification or specification decision or examination dispute appealable under Civil Service and Personnel Rules and Regulations;
 - c. An allegation or complaint of discrimination under Equal Employment Opportunity;
 - d. A fitness for duty examination results;
 - e. Health Benefits decisions;
 - f. Injury Compensation provided by insurance carriers;
 - g. Other provisions where authority is vested in the Civil Service Board or higher authority.
- 21.3** The Union or any employee or groups of employees in the Unit may process a grievance over the interpretation or application of this Agreement through this procedure without the intervention of the Union provided:
- a. They sign a statement on the grievance form that they do not want to be represented by the Union during processing of that particular grievance;
 - b. The employee/employees must represent himself/herself or may be represented by legal counsel at his/her own expense;
 - b. Any adjustment must not be inconsistent with the terms of the Agreement.
- 21.4** During the processing of a grievance under this Article, if a question cannot be resolved by the parties concerning the interpretation of state policy, provisions of law or regulations of appropriate authority outside JEA, the grievance will be delayed until the questioned policy, law or regulation has been interpreted by the proper authority.

- 21.5** A grievance must be taken up with JEA within twenty-one (21) calendar days after the occurrence of the matter out of which the grievance arose. Failure of JEA to observe the time limits prescribed in each step may entitle the employee or the Union to advance the grievance to the next step of the procedure. Failure of the Employee or the Union to meet the time limits prescribed at any step of the grievance procedure will constitute a basis for termination of the grievance by JEA. Time limits at any level may be extended by mutual agreement between JEA and the Union or employee.
- 21.6** Informal Complaint Resolution. Any employee covered by this Agreement shall have the right to pursue appropriate informal efforts to resolve problems or complaints that arise in the workplace. Each employee is required to seek informal resolution of problems or complaints with their appointed Manager prior to using the formal grievance procedure.

STEP 1 - FORMAL:

The grievance procedure is initiated by the Union, employee or the employee and the union representative submitting the grievance in writing (on a mutually agreed upon form) along with any supporting documentation to the employee's Director. The written grievance shall contain, in brief, enough of the details of the grievance including Article(s) and Section(s) of the Agreement involved so that the grievance may be properly identified and the corrective action desired. The Director shall, within seven (7) calendar days of receipt of the grievance, meet, with the employee and union representative or the employee to discuss the grievance. The Director shall provide his/her written decision and the reason(s) for the decision within ten (10) calendar days after the meeting. If such decision is not acceptable, the grievance will be forwarded to the next step.

STEP 2 – FORMAL:

- a. If a satisfactory settlement is not reached at Step 1, the employee or representative will forward the grievance, in writing within ten (10) calendar days after receipt of the Step 1 decision, stating any objection to the step 1 decision, to Labor Relations who shall receive the grievance on behalf of the Managing Director. The Managing Director's designated representative shall within fifteen (15) calendar days after receipt of the grievance, either satisfy the grievance or meet with the aggrieved employee, and representative or President if Union is representing employee, and if an employee initiated grievance; or Vice President and President if a Union initiated grievance. The Managing Director or his representative shall render a written decision, which shall include the reason(s) for the decision, within fifteen (15) calendar days after the meeting. The same person will not conduct the Step 1 and Step 2 hearing.
- b. The Managing Director's representative shall be a Vice President or Officer. A Vice President or Officer will not be designated as a

representative to hear a grievance in his/her own area. Said representative shall have full authority to render a written decision.

- c. If the Step 2 decision in regard to a. above is not satisfactory, it may be referred to arbitration as provided in this Agreement within fifteen (15) calendar days after receipt of the written decision.
- 21.7** Where a number of basically identical grievances are submitted, the Union may select one grievance for processing at Step 1. The decision on the grievance selected will be binding on the combined grievances. Names of all aggrieved employees will be made a part of the record of the grievance processed and each grievant will be notified of the decision.

ARTICLE 22

ARBITRATION

- 22.1** The purpose of this Article is to provide for binding arbitration of unresolved grievances concerning the interpretation or application of this Agreement. Arbitration may only be invoked by the Union President or the official spokesperson of the Union as defined by Article 4.2 of this Agreement.
- 22.2** In order for a grievance to be considered for arbitration, the party desiring to arbitrate must notify the other party within fifteen (15) days after receipt of the written Step 2 decision by serving written notice of intent to appeal. If the appeal notice is not submitted within the required time limits, the Step 2 decision will be final and binding.
- 22.3** Upon appeal to arbitration, the Federal Mediation and Conciliation Service (FMCS) shall be requested by JEA to provide a panel of seven (7) arbitrators. At the same time, the issue shall be defined to the FMCS to provide for the assignment of arbitrators with experience in the matter to be acted upon. Within five (5) work days after the panel has been received from FMCS, no more than two (2) persons from each party shall meet for the purpose of selecting the arbitrator. Each party will alternately strike names (the appealing party having the first choice) until one (1) arbitrator remains. If the two (2) parties cannot mutually agree upon an arbitrator, then the FMCS procedure will be followed. After selection of the arbitrator, JEA will notify FMCS and contact the arbitrator. The parties will attempt to set the arbitration date within thirty (30) calendar days from the date of arbitrator's notification of selection. If the thirty (30) day time period cannot be met, the parties agree to extend this thirty (30) day period to a time frame that will accommodate the schedules of the selected arbitrator and the schedules of the advocates for the Employer and the Union. A letter shall be sent immediately to the arbitrator setting forth the issue, and any other pertinent information as agreed to by both parties. The Union shall be furnished a copy of this correspondence.
- 22.4** JEA and Union, shall each be responsible for one-half (1/2) of the expenses and fees of the arbitrator. If either party desires to have a transcript of the hearing, such party shall bear the full cost of such transcript.
- 22.5** Union employees who shall be excused from duty to participate in the arbitration proceedings without charge to leave will be the steward, President, the aggrieved employee, if employee initiated grievance; or, steward if Union initiated grievance, and Unit employee witnesses who have direct knowledge of the circumstances and factors bearing in the case.
- 22.6** At the conclusion of the hearing or receipt of the post-hearing briefs, the arbitrator may render his/her award within thirty (30) calendar days or as soon as his/her schedule or case load allows.

22.7 The decision, findings, and recommendations of the arbitrator shall be final and binding on the parties to this Agreement with respect to the interpretation, enforcement, or application of the provisions of the Agreement. The arbitrator shall have no power to add to, or subtract from, modify, or ignore any of the terms of the Agreement.

ARTICLE 23
BULLETIN BOARDS AND COMMUNICATIONS

- 23.1** a. The Union shall be provided with partial use of suitable bulletin boards, including at least one (1) at each working location for the posting of information pertaining to Union activity. JEA agrees, if the Union requests, to provide a separate bulletin board specifically for the use of the Union of a standard size not to exceed 4' x 4'.
- b. The Union shall also be provided the use of an electronic bulletin board accessible by all members of the bargaining unit through the JEA intranet site.
- 23.2** The Union agrees that it shall use space on bulletin boards provided for the following purposes:
- a. Notices of Union meetings.
 - b. Reports of Union elections.
 - c. Reports of Union committees.
 - d. Rulings and policies of the Union.
 - e. Notices of recreational and social affairs of the Union.
 - f. Notices of meeting of public bodies.
 - g. Official grievance documents and related attachments
 - h. Other notices as mutually agreed upon by JEA and the Union President.
- 23.3** No material shall be posted which is of a political nature, derogatory, inflammatory, or disruptive to JEA's operations.
- 23.4** Information for posting on the electronic bulletin board shall be submitted to Labor Relations by the IBEW 2358 President.
- 23.5** Union officers and stewards will be allowed restricted use of the JEA email system for communicating items and issues of mutual benefit to JEA and the Union, e.g. job specification review and comments, grievance related matters, other JEA initiated communications for which the Union is requested to respond. All such communications utilizing JEA's email system shall include Labor Relations on the distribution.

ARTICLE 24
SAFETY AND TRAINING

- 24.1** a. JEA agrees to continue an aggressive employee development program to better prepare each employee for his/her present position and provide maximum preparation for promotional opportunities. To this end, the Union Training Committee shall help develop and recommend to the appropriate Vice President, Director, or Manager an effective training program for all employees covered by this Agreement.
- b. It is acknowledged that due to the hazardous nature of the electric utility industry, JEA, its employees and the Union have mutual interests in the safe working conditions of its employees. To this end, the Union agrees to establish a Safety Committee. The Safety Committee shall help develop and recommend to the appropriate Vice President, Director, or Manager, an effective safety program for all employees covered by this Agreement, including changes or additions to present safety rules, and recommending safety tools, devices and equipment.
- 24.2** Each employee is responsible to observe the safe work practices on any and all jobs performed within JEA. If any employee is charged by JEA as being at fault in connection with any accident, and such charge is deemed unfair by the employee, said employee may resort to the Grievance Procedure in Article 21 of this Agreement.
- 24.3** Nothing contained in this Article shall be construed or impose any liability on JEA over and above the responsibility placed upon said JEA by the laws of the State of Florida pertaining to Workers' Compensation, it being the specific understanding of the parties to this Agreement that said Workers' Compensation Laws govern the rights and benefits of the employees covered by this Agreement for on-the-job injuries.
- 24.4** It is agreed that from time to time employees within the bargaining unit, approved by JEA, may be temporarily assigned to or work with the Safety or Training Activities for the purpose of assisting with and enhancing the employee safety and training program.
- 24.5** a. Because of the especially hazardous nature of electric utility work, every effort will be extended toward the safety of employees. JEA will ensure as far as practicable, a sufficient number of skilled workers are assigned to the job and that the employees are equipped with the necessary safety devices and special tools to do the work properly and safely. Whenever practicable, circuits shall be opened and grounded.
- b. JEA agrees to furnish at no expense to the employee, all tools and safety devices required for their classification.

- c. The parties mutually agree that an employee covered by this Agreement shall proceed without delay to carry out an order or instruction given him/her by a supervisor, unless his/her so doing would jeopardize the health and safety of himself/herself or others. An employee has the right to call for more assistance and / or security /police in such situations.

24.6 JEA will continue its safety or training programs by the development and initiation of a broad range of communication and motivation programs and methods. The list below shall be used at Management's discretion.

- a. Work site posters and bulletins
- b. Individual employee communications.
- c. Employee group meetings during working hours.
- d. Employee group meetings off hours (meal furnished in lieu of overtime pay).
- e. Incentive programs for individuals or groups consisting of awards or cash in recognition of documented improvement in safety records.
- f. Special employee or group recognition.
- g. Special management and supervisory training for unit employees.

24.7 APPRENTICESHIP PROGRAM

- a. The JEA Apprenticeship Program may include any classifications in the bargaining unit (Exhibit A) as determined by Management.
- b. The Program will provide for completion of training over a period of two (2) or more years.
- c. JEA will comply with the requirements of Title 38 United States Code Section 2021, effective December 3, 1974, as it may be amended from time to time, regarding the placement of apprentices who return to the Program after a break in services as a result of being inducted into the Armed Forces.
- d. The Union shall from time to time provide recommendations to JEA on matters pertaining to the Apprenticeship Program, including the matter of how the program should be structured. JEA shall receive and consider such recommendations.
- e. Any journeyman employee who is otherwise qualified and has passed the required promotional test, but who has not had the opportunity to enroll in the JEA State Certified Apprenticeship Program, shall be eligible for

promotion on the same basis as those candidates who have completed the Apprenticeship Program provided, however, that this subparagraph shall not apply to any employee who failed to successfully complete the Apprenticeship Program, or who failed to enroll in the Program when eligible.

- f. The monthly work process evaluations of an apprentice, which are provided for under the JEA Apprenticeship Program, shall be considered as compliance with, and in substitution for, the Performance Evaluation Program and related procedures prescribed by the City of Jacksonville Civil Services and Personnel Rules and Regulations.

ARTICLE 25

CONTROLLED SUBSTANCE ABUSE AND TESTING

PRELUDE

JEA and the Union both agree that education and communication about the Employee Assistance Program (EAP) is a very important tool toward having a drug free work force. JEA will see that information about the EAP is available for employees and their families. It should be every employee's goal to help those co-workers, whom they know have some type of problems with substance abuse, to seek help through the EAP.

25.1 DEFINITIONS

- a “Drug abuse” means:
- 1, The use of any controlled substance as defined in Section 893.03 Florida Statutes, as amended not pursuant to a lawful prescription. A “lawful prescription” is defined as a prescription issued in the name of the employee by a licensed health care practitioner in full compliance with the practitioner’s practice act.
 2. The commission of any act prohibited by Chapter 893, Florida Statutes.
 3. Abusing a lawful prescription.
 4. Substituting or adulterating any specimen during a drug test.
 5. Refusing to submit to a drug test.
 6. Drug test with positive results
 7. The intentional misuse of any product by deliberately concentrating and inhaling the contents, e.g. Dusting, Huffing.
- b. Definition for Diluted Specimen, Substituted Specimen and Adulterated Specimen are set forth below or as established by HHS and/or SAMHSA.
1. Diluted Specimen means a specimen that has a creatinine reading less than 20 mg/dl but greater than 5 mg/dl, and a specific gravity less than 1.003 but greater than 1.001.
 2. Substituted Specimen means a specimen that has a creatinine of less than or equal to 5 mg/dl and a specific gravity of less than or equal to 1.001 or greater than or equal to 1.020. (Such specimens do not exhibit the clinical signs or characteristics associated with normal urine).
 3. Adulterated Specimen means a specimen is:
 - Adulterated if the nitrite concentration is equal to or greater than 500.
 - Adulterated if the pH is less than or equal to 3, or greater than or equal to 11.

- Adulterated if a foreign substance is present, or if an endogenous substance (one that is normally found in urine) is present in a concentration greater than normal physiological concentration.
- c. “Drug abuse” means the use of any controlled substance as defined in Section 893.03, Florida Statutes, (dated 1987) not pursuant to a lawful prescription. The term drug abuse also includes the commission of any act prohibited by Chapter 893, Florida Statutes.
 - d. “Illegal drug” means any controlled substance as defined in Section 893.03, Florida Statutes, not possessed or taken in accordance with a lawful prescription.
 - e. “Department of Health and Human Services (HHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs” (the HHS Guidelines) means those guidelines as printed in the June 9, 1994, Federal Register (59 FR 29908), and as amended from time to time.

“Reasonable belief” means an opinion which a prudent person would form based on observation and testimony from credible sources. Observation includes, but is not limited to, sensory facts (what a person saw, heard, smelled, tasted or touched). Objective factors that should be taken into consideration in determining reasonable belief are:

1. The nature of the information;
2. The reliability of the person or source providing the information;
3. The extent of any confirmation; and,
4. Any other factors contributing to the belief or the lack thereof.

Not all of these factors must exist to find reasonable belief, but all must be examined.

- f. “Alcohol” means ethyl alcohol (ethanol). References to use of alcohol include use of a beverage, mixture or preparation containing ethyl alcohol.
- g. “Alcohol abuse” means the ingestion of alcohol or alcoholic beverages, which impairs or adversely affects the employee’s ability to perform his or her job duties. The use or being under the influence of alcohol or alcoholic beverages on the job by JEA employees is strictly prohibited. Alcohol abuse shall also mean:
 1. Using or being under the influence of alcohol or alcoholic beverages on the job.
 2. Substituting or adulterating any specimen during an alcohol test.
 3. Refusing to submit to an alcohol test.
 4. Alcohol test with positive results as defined as breath or blood alcohol level above .04.

25.2 CIRCUMSTANCES WHEN TESTING MAY BE REQUIRED.

JEA may require an employee to submit to drug and or alcohol testing under any of the following circumstances:

- a. Whenever two (2) managerial/supervisory employees concur that there is a reasonable belief that an employee is using, under the influence of, or in possession of illegal drugs and/or alcohol while on duty, or that the employee is abusing illegal drugs and/or alcohol and the abuse either adversely affects his/her job performance or represents a threat to the safety of the employee, his/her co-workers, or the public, and the reasons for such concurrence have been stated to a Union representative.
- b.
 1. Whenever an employee is involved in an accident involving personal injury or property damage which could result in liability to JEA, loss or damage to JEA property, or involving a personal injury that requires or may require treatment beyond first aid as determined by the medical practitioner (i.e. OSHA Recordable), urine specimens will be collected from all employees directly involved in the accident and stored for future testing. The employee will also be subject to an alcohol breathalyzer test. For purposes of this provision, an employee is considered directly involved in the accident if the employee was in a position or situation where his/her action or inaction could cause, contribute to, contribute after (sequelae) or impact on the accident (regardless of whether the employee was at the location of the accident). If the accident/damage investigation team reveals that employee negligence was a cause, the negligent employee's(s') specimen will be tested. All samples not tested will be destroyed within ten (10) calendar days of the accident/damage investigation team report or within twenty (20) calendar days of the accident if no investigation is held. The accident/damage investigation team shall include a Union executive board member or designee.
 2. Whenever an employee in a safety sensitive classification or classification requiring a CDL is involved in a vehicular accident that results in a fatality, or the employee receives a moving violation citation and the accident involved bodily injury requiring medical treatment away from the scene, or one or more vehicles are damaged and disabled requiring towing away from the scene, the employee will be tested as soon as practicable after the accident for drugs and alcohol.
- c. Any time within one (1) year after an employee has voluntarily admitted a substance abuse problem provided for in 25.5.a., or tested positive for the presence of illegal drugs taken from a lawful prescription issued to the employee's spouse or family member permanently residing with the employee, and/or tests positive for alcohol, or one (1) year after completing initial rehabilitation, whichever is later (The rehabilitation counselor shall direct a letter to both JEA and to the employee establishing the date on which rehabilitation was completed).

- d. As required by the Federal Highway Administration (FHWA) Controlled Substances & Alcohol Use & Testing Program, 49 CFR 382, et seq. (This federal regulation, also known as “CDL Testing,” requires testing for alcohol as well as for controlled substances).
- e. As part of a random drug and alcohol testing program applicable to employees in safety sensitive positions, management has designated certain classifications as safety sensitive. The designation is in accordance with the Safety Sensitive – Definitions and Keys (Appendix C). For purpose of this article, a safety sensitive position is one where drug or alcohol affected performance could clearly endanger the health and safety of others. Specifically, safety sensitive positions are those that meet the following criteria:
 - 1. The employee’s duties are such that errors in judgments, inattentiveness, or diminished coordination, dexterity or composure while performing his/her duties could result in mistakes, omissions, oversight or other errors that would constitute an immediate and direct threat to the health and safety of others: and
 - 2. Employees in these positions work with such independence or perform such tasks that it cannot be safely assumed that mistakes such as those described in subparagraph 1. would be prevented by a supervisor or another employee or safety procedures (i.e. Tagging procedure).
- f. Nothing in this Agreement shall be deemed a waiver of the rights of any employee who is disciplined pursuant to these provisions of the Agreement to challenge in a court of law whether such testing was permissible under applicable law.
- g. All employees in safety sensitive classifications are subject to random drug and alcohol testing programs. Any employee who disputes the safety sensitive designation of his/her position shall be required to submit a sample in accordance with testing procedures. If the employee tests positive and is subsequently disciplined, the employee shall have the right to grieve such discipline under the terms of this Agreement. In such grievance, JEA shall have the burden of proof that, at the time of the test, the employee met the criteria set forth in 25.2 f. and that JEA had proper cause to test and discipline the employee.
- h. Upon completion of the JEA State Certified Apprenticeship Program, prior to promotion to a State Certified journeyman classification.
- i. In determining a position to be “safety sensitive”, consideration will be given to “safety sensitive”, as defined in Chapter 112.0455(5)(m) and 440.102(1)(o) Florida Statutes.

25.3 TESTING PROCEDURES

a. Drugs

1. Whenever an employee is required to provide a urine specimen for these testing procedures, the specimen will be divided into two samples at the time of collection in order to facilitate the testing procedures described in this section. The collection facility and the Substance Abuse and Mental Health Services Administration (SAMHSA) certified tester shall follow specimen collection and testing procedures consistent with the HHS Guidelines except as specifically amended herein.
2. The threshold level or cut-off limit and substances shall be as set forth below or as established by HHS and/or SAMHSA. The following levels have been established as of the effective date of this Agreement. However, the levels established by HHS and/or SAMHSA which are in effect as of the date of any given test shall govern.

TEST THRESHOLDS

<u>URINE</u>			
<u>INITIAL TEST ANALYTE</u>	<u>INITIAL TEST CUTOFF CONCENTRATION (NG/ML)</u>	<u>CONFIRMATORY TEST ANALYTE</u>	<u>CONFIRMATORY TEST CUTOFF CONCENTRATION (NG/ML)</u>
<u>MARIJUANA METABOLITES</u>	<u>50</u>	<u>THCA</u>	<u>15</u>
<u>COCAINE METABOLITES</u>	<u>150</u>	<u>BENZOYLECGONINE</u>	<u>100</u>
<u>OPIATE METABOLITES CODEINE/MORPHINE</u>	<u>2000</u>	<u>CODEINE MORPHINE</u>	<u>2000 2000</u>
<u>6-ACETYLMORPHINE</u>	<u>10</u>	<u>6-ACETYLMORPHINE</u>	<u>10</u>
<u>PHENCYCLIDINE</u>	<u>25</u>	<u>PHENCYCLIDINE</u>	<u>25</u>
<u>AMPHETAMINES</u>	<u>500</u>	<u>AMPHETAMINE METHAMPHETAMINE</u>	<u>250 250</u>
<u>MDMA</u>	<u>500</u>	<u>MDMA MDA MDEA</u>	<u>250 250 250</u>

<u>BLOOD</u>		
<u>INITIAL TEST ANALYTE</u>	<u>INITIAL TEST CUTOFF CONCENTRATION (NG/ML)</u>	<u>CONFIRMATORY TEST CUTOFF CONCENTRATION (NG/ML)</u>
<u>MARIJUANA METABOLITES</u>	<u>5</u>	<u>2</u>
<u>COCAINE METABOLITES</u>	<u>25</u>	<u>30</u>
<u>OPIATE METABOLITES CODEINE/MORPHINE</u>	<u>10</u>	<u>10</u>
<u>6-ACETYLMORPHINE</u>	<u>10</u>	<u>10</u>
<u>PHENCYCLIDINE</u>	<u>8</u>	<u>8</u>
<u>AMPHETAMINES</u>	<u>50</u>	<u>10</u>

3. The SAMHSA certified tester shall utilize the following procedures to the extent that they are not inconsistent with the HHS Guidelines:
 - (a) The SAMHSA certified tester shall submit the first of the samples to an immunochemical assay or radioimmunoassay test. If the results of this test are negative, no further testing will be required and all collected specimens will be disposed of.
 - (b) If the results of the initial test provided for in Section 25.3 c. 1. are positive, the SAMHSA certified tester will submit the same sample for further testing using the gas chromatography/mass spectrometry (GC/MS) method to verify the initial test results. JEA will not be notified about the initial positive result until it has been confirmed as provided for in this section.
 - (c) If the specimen provided is unsuitable for testing, or if the chain of custody is violated, the employee will be advised in writing of those circumstances and will be requested to provide another specimen for testing.

Should the employee provide specimen which is unsuitable for testing a third consecutive time, the employee will be escorted for collection thereafter until a suitable specimen is provided.

- (d) Specimens that are adulterated or substituted will be reported as a “refusal to test”, and the employee will not be offered the opportunity for a test of the second sample provided for in 4.0 below.
- 4. If the results of the second test for illegal drugs that is provided for in Section 25.3 a.3.b is positive, as confirmed by a qualified (HHS Guidelines) medical review officer (MRO), the HHS guidelines shall be followed for confirmation and notification of the employee and JEA. The employee may request that JEA provide that employee with appropriate information regarding the test results to explain why the employee is deemed to have tested positive. Such information shall include, at the employee’s request, the opportunity to discuss the test results with the MRO. At that time (but not longer than 7 calendar days), the employee may elect to have the second sample subjected to further testing by a SAMHSA certified tester at the employee's expense. If the second sample tests negative, JEA will reimburse the employee for the cost of the test. If the tests on the second sample are positive, or if the employee does not request testing of the second sample, JEA may take corrective and rehabilitative action as provided for in this article, and/or disciplinary action where appropriate.
- 5. Testing Procedures
 - Applicable to Safety Sensitive Random Testing:
 - (a) Management will administer random drug tests to no more than 25% of all employees who are designated as safety sensitive each year. (The 25% can be rounded up to include the nearest “whole” person.). Management may at its sole discretion, not subject to grievance or arbitration, move the percent tested back to 50% should an upward trend in positive results occur.
 - (b) Management will administer random alcohol tests to no more than 10% of all employees who are designated as safety sensitive each year (the “10%” can be rounded up to include the nearest “whole” person).
 - (c) The drug and alcohol threshold levels and procedures applicable to CDL random testing shall apply to safety sensitive random testing.
 - (d) Employees who are subject to CDL random testing shall not be subject to safety sensitive random testing.

b. Alcohol

- 1. Whenever an employee is required to be tested for alcohol, the JEA shall utilize a generally accepted blood test procedure or breathalyzer that provides quantitative results showing the amount of alcohol present in the blood.

2. The threshold level or cut-off limit shall be set forth below or as established by HHS and/or SAMHSA and/or Florida Statute. The following levels have been established as of the effective date of this Agreement; however, the levels established by HHS and/or SAMHSA and/or by Florida Statute which are in effect as of the date of any given test shall govern.

BREATH OR BLOOD ALCOHOL LEVELS

HHS and/or SAMHSA

0.020 to 0.039

0.040 to 0.079

0.08 and Above

Florida Statute

0.05 to 0.079

0.08 and Above

25.4 DISCIPLINARY ACTION

- a. Drug Abuse shall subject the employee to the following discipline:
 1. Any employee who used a controlled substance pursuant to a prescription lawfully issued to a member of the employee's household residing with the employee shall be given a single last chance agreement – provided the prescription was taken for the employee's bona fide medical condition. Subsequent violations of the policy shall result in immediate termination.
 2. Drug abuse, other than described in (1) above shall result in immediate termination.
- b. Alcohol abuse shall subject the employee to the following discipline:
 1. If an employee with a CDL tests positive for a breath or blood alcohol level between .04 and .05, the employee must complete rehabilitation before he/she is released to drive a JEA vehicle.
 2. If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08, and there is no other competent evidence of impairment, the employee will be given a Last Chance Notice. Any subsequent positive test producing a breath or blood alcohol level in excess of 0.05 will result in the employee being terminated from employment.
 3. If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08 and there is other competent evidence of impairment, the employee will be terminated from employment.

4. If an employee tests positive for a breath or blood alcohol level at 0.08 or higher, the employee will be terminated from employment.
- c. Any employee who refuses to submit to substance abuse or alcohol testing (including adulterating or substituting a sample) as required by this article shall be subject to termination from employment.
- d. Violations of this article shall be governed by LR606, as it may be amended from time to time.

25.5 REHABILITATIVE/CORRECTIVE ACTION

- a. Any employee is eligible one time only to notify the employer that he/she has a drug and/or alcohol problem and, upon such notification, the employee shall be permitted to enter rehabilitation, subject to a single last chance agreement. In order to be eligible for this one-time opportunity for rehabilitation, the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day before the employee is notified that he/she is scheduled for testing pursuant to Section 25.2.a. (reasonable belief testing), Section 25.2.f, g and i (safety sensitive testing) or Section 25.2.e. (CDL testing). In the case testing under Sections 25.2.b.1 and 25.2.b.2 (testing following an accident), the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day in advance of any accident that gives rise to the need for testing in order to be eligible for this one-time opportunity for rehabilitation.
- b. JEA may require an employee to submit to counseling or other rehabilitative treatment as a condition of continued employment pursuant to the following situations:
 1. An employee who voluntarily acknowledges a drug and/or alcohol problem in accordance with 25.5.a.
 2. An employee who tests positive for the presence of illegal drugs pursuant to a lawful prescription issued to a member of the employee's household residing with the employee.
 3. An employee who tests positive for alcohol pursuant to Section 25.4.b.1.

This section shall not be construed to limit JEA's right to take appropriate disciplinary action when an employee tests positive for the presence of illegal drugs or alcohol.

- c. Any employee who is required to submit to counseling or other rehabilitative treatment as a condition of continued employment shall sign a release authorizing the release of information to JEA sufficient to determine whether the employee can safely perform his/her job duties. The decision as to whether the employee can safely perform his/her job duties shall be made by the Vice President, Director, or Manager in conjunction with a physician or Substance Abuse Professional associated

with the rehabilitation/treatment facility. The information provided to JEA shall be limited to the following:

1. Whether the employee has regularly attended counseling and/or treatment sessions, as directed.
 2. Whether the employee has satisfactorily participated in counseling and/or treatment sessions.
 3. Whether the employee has complied with all requests for substance abuse tests, and whether the employee has passed all of those tests.
 4. Whether the employee has admitted to using alcohol or illegal drugs subsequent to the test which resulted in the referral to counseling and/or rehabilitative treatment.
 5. Whether there is any reason to believe that the employee's return to work could result in a risk to persons or property.
 6. Whether JEA should impose any work-related limitations or requirements upon the employee in the event that JEA determines to permit the employee to return to work.
- d. Driving restrictions for employees with a CDL shall be as stipulated in the Federal Highway Administration Controlled Substance & Alcohol Use & Testing Program, 49 CFR 382, et seq.

25.6 EXAMINATION AND TEST

- a. Except as provided in paragraph 25.3 a.4., JEA will pay the cost of any test required by Section 25.2. Provided, however, that in the case of alcohol testing conducted pursuant to Section 25.2 e., any employee who is subject to dismissal will be given the opportunity for an independent blood alcohol test conducted at the same time at his/her own expense.
- b. Urine specimens or alcohol tests required by this Article will be obtained while the employee is on duty. JEA may extend the employee's duty period for the purpose of drug or alcohol testing. Unless factor(s) arise during testing which cause a reasonable belief that the testing process is being compromised, there will be no visual observation of the act of urination.
- c. In the case of alcohol testing conducted pursuant to Section 25.2 e., any employee who tests .039 breath alcohol content or less (but in excess of .02 breath alcohol content) in any test conducted before 10:00 am will be permitted to test again within one hour from the first test. This waiting period will be on the employee's own time. The first test will be used to determine appropriate discipline, in conjunction with any further test results.
- d. Tests will be performed by a SAMHSA certified facility selected by JEA.
- e. Employees who are required by this Article to take a test shall be required to sign an authorization form releasing the records of such tests to the JEA

Labor Relations. The JEA Labor Relations shall release relevant information contained in those records only to the employee's Vice President, Director, or Manager, and to those JEA management officials and representatives directly involved in employment related decisions involving that employee. This shall not limit JEA from providing work-related information regarding the employee to the employee's Manager and foremen, including work-related limitations or requirements and the reasons therefore. Each individual receiving such information will be instructed regarding the confidential nature of that information.

- f. JEA will, unless prohibited by law, and as otherwise provided in this Agreement, keep the results of any testing provided for in this article confidential. Any results of positive testing which JEA later determines have been refuted will be destroyed. Test results shall be considered confidential medical records unless they become part of a disciplinary action.

25.7 TRAINING

JEA and bargaining unit members shall receive training to ensure that they understand their roles and responsibilities in implementing this Article.

25.8 EMPLOYEE SUPPORT

The Union representatives and officers will serve as an Employee Support Team. Any member of this support team may be a liaison between the employee and referral to EAP to make employees aware of available help.

25.9 EMPLOYER INITIATION

This testing program was initiated at the request of JEA. The Union has participated only to the extent of protecting the rights of workers arising from the administration of the testing program. It is intended that JEA shall be solely liable for any legal obligations and costs arising out of the provisions and/or application of this article.

ARTICLE 26
DISCIPLINE AND DISCHARGE

- 26.1** No permanent employee shall be removed, discharged, reduced in rank or pay, suspended or otherwise disciplined except for just cause. JEA will give a written notice of fact finding to the employee within fifteen (15) calendar days from the date JEA became aware of the occurrence. This notice may be followed with a written statement of charges within forty-five (45) calendar days from the date of the notice. This provision cannot be exercised after 180 calendar days from the date of the occurrence. Provided however that all time limits established in this section may, at management's discretion, be extended during the pendency of a felony criminal investigation into an employee's conduct. In such cases, the time limits established by this section will not begin to run until all investigations and/or prosecutions involving the employee are concluded.
- 26.2**
- a. An employee will be allowed to review his/her master personnel file, and any other public record which contains information about the employee and which is not otherwise confidential, within a reasonable length of time after written request.
 - b. During the term of this Agreement, if any information which is considered by Management to be unfavorable or derogatory to an employee is entered in his/her master personnel file, (excluding copies of personnel action forms, time reports, and employee evaluation reports), which deal with conditions originating after employment with JEA, the employee will be required to acknowledge in writing receipt of such information and will be furnished a copy in order that he/she may have the opportunity to submit a written statement responding to the information. The employee's acknowledgment in writing of receipt merely indicates that the employee has seen and received a copy of such unfavorable or derogatory information. The acknowledgment of receipt does not indicate that the employee agrees with such information, nor does such action indicate that the employee admits guilt for any alleged infractions. The employee's responding statement will also be entered in his/her master personnel file.
 - c. If an employee feels that any correspondence written on him/her was unjustified, he/she has the right to resort to the grievance procedure.
- 26.3** JEA will follow the principles of progressive discipline that discipline generally proceeds from a reprimand, to a suspension, final written reprimand or reduction in pay, to demotion and/or discharge. Additionally, at management's discretion, a Last Chance Agreement may be used in lieu of dismissal. The parties recognize that the seriousness and circumstances surrounding an offense may warrant more or less severe discipline, depending upon all of the facts. Employees should be informed that failure to correct misconduct may lead to more severe discipline. When the situation warrants, JEA may provide counseling before implementing progressive discipline. The purpose of counseling is to advise an employee of

required or prohibited conduct of which the employee was not aware, to document that such advice was given, and to remind the employee that future violations will be subject to discipline.

- 26.4** The possession or use of illegal drugs, alcohol and/or other intoxicating substances, while at work, or reporting to work under the influence of illegal drugs, alcohol and/or other intoxicating substances is a violation of JEA policies and procedures. Any employee taking prescription medication that has the potential to impact the employee's ability to do his/her work shall notify his/her supervisor of such usage.
- 26.5** An employee during the original probationary period shall be subject to discharge at the sole discretion of JEA, and its action shall not be the subject of an appeal grievance.
- 26.6** Unless waived by the employee, when an employee is off the payroll due to a suspension, JEA will continue to pay the life insurance and medical insurance premiums normally paid by JEA which includes JEA's portion of the dependent medical insurance premium. The employee is responsible for the optional life insurance premium and his/her portion of the dependent medical premium.

ARTICLE 27
EQUAL EMPLOYMENT OPPORTUNITY

- 27.1** JEA and the Union mutually agree that each has a positive and distinct role in carrying out the concepts of Equal Employment Opportunity (EEO) irrespective of race, color, creed, national origin, religion, sex, age, and, disability. JEA and the Union agree to encourage all Unit employees to take advantage of self-improvement opportunities to enhance their potential for promotion and job security.
- 27.2** It is agreed that the Union will participate in such activities which are required by EEO laws and regulations and the implementation of JEA Equal Access/ Equal Opportunity policies and procedures. The Union will advise appropriate Management of employees' dissatisfactions that do not constitute formal discrimination complaints but appear to be a potential source for discrimination complaints.
- 27.3** It is agreed that no official of JEA or the Union shall interfere with, restrain, coerce, intimidate, or make reprisals against any employee for appearing, testifying or furnishing evidence during any investigation or hearing procedures.

ARTICLE 28
SEVERABILITY

If any provision of this Agreement shall be found to be invalid by any courts having jurisdiction in respect thereof, such findings shall not affect the remainder of this Agreement, and all other terms and provisions shall continue in full force and effect. Upon any such judicial determination, and upon request of either party, JEA and the Union will promptly negotiate and endeavor to reach an agreement upon a substitute for the provision or provisions found to be invalid.

ARTICLE 29
TERM, APPROVAL, AND AMENDMENTS

- 29.1** This Agreement, upon approval and ratification, shall become effective on October 1, 2016, and shall remain in effect through September 30, 2019.
- 29.2** It is acknowledged that this Agreement must be approved by the membership of the Union prior to submission for approval to and by JEA.
- 29.3** This Agreement shall be subject to amendments at any time by mutual consent of the parties hereto. Such amendments shall be reduced in writing, state the effective date of the amendment, and be executed and approved in the same manner as this Agreement.

APPENDIX A

IBEW 2358 Job Classification Index			
OCC Code	Entry Level	Classification Title	Pay Grade
1039	Y	Appr Electrical Technician	209
1050	Y	Appr I & C Technician	209
1048	Y	Appr Line Maintainer	206B
1046	Y	Appr Mechanical Technician	206
1083	Y	Appr Meter Technician	209
1059	Y	Appr Network & Cable Splicing Tech	206B
1015	Y	Appr Power Plant Operator	210B
1010	Y	Appr Process Chemistry Technician	209
1068	Y	Appr Substation Technician	209
1031	Y	Associate Technician	205
1008	Y	Asst Process Chemistry Technician	209A
1060	N	Electric Troubleshooter	220A
1040	N	Electrical Technician	218A
1065	N	Facilities O & M Electrical Technician	217A
1070	N	Facilities O & M Mechanic	215
1063	N	Facilities O & M Technician	217A
1073	Y	Facilities O&M Assistant Mechanic	210
1042	N	Facilities Operations Controller	215
1071	N/A	Field Service Technician II (RL)	215
2162	Y	Fuel Technician	216
1051	N	Instrument & Control Technician	218A
1012	N	Inventory Control Technician	206
1053	N	Line Maintainer	219
2313	N	Maintenance Planner	218A
3323	N	Material Handling E & I Tech	217A
3320	Y	Material Handling Operator Maintainer I	216B
3321	N	Material Handling Operator Maintainer II	222
1047	N	Mechanical Technician	217*
2315	N	Meter Specialist	214B
2316	N	Meter Specialist Senior	215B
2314	Y	Meter Specialist Trainee	202
1080	N	Meter Technician	218A
1082	Y	Meter Technician Trainee	209A
1055	N	Network & Cablesplicing Technician	219
1016	N	Power Plant Operator	217*
1017	N	Power Plant Ops & Maintenance Analyst	220
1056	N	Power System Field Operator	218A
2310	N	Predictive Maintenance Tech	218A
1009	N	Process Chemistry Technician	218
5530	Y	Protection & Control System Technician I	214C
5531	Y	Protection & Control System Technician II	230
1032	N	Staff Technician	213
1035	N	Storekeeper (RL)	215
1069	N	Substation Technician	219
1033	N	Systems Technician - Electric	224
1034	N	Systems Technician - W/WW	224
2325	N	Technical Trainer I	217B
2326	N	Technical Trainer II	221
3101	N	Transformer Shop Technician	214B
1118	N	Vehicle Asset Coordinator	216A

OCC Code	Entry Level	Classification Title	Pay Grade	FY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
2314	Y	Meter Specialist Trainee	203	16/17	\$17.80	\$18.69	\$19.62	\$20.60				
				17/18	\$18.60	\$19.53	\$20.51	\$21.53				
				18/19	\$19.44	\$20.41	\$21.43	\$22.50				
1031	Y	Associate Technician	205	16/17	\$20.62	\$21.65	\$22.73	\$23.87				
				17/18	\$21.54	\$22.62	\$23.75	\$24.94				
				18/19	\$22.51	\$23.64	\$24.82	\$26.06				
1046	Y	Appr Mechanical Technician	206	16/17	\$17.22	\$18.08	\$18.98	\$19.93	\$20.93	\$21.98	\$23.08	\$24.23
1012	N	Inventory Control Technician		17/18	\$17.99	\$18.89	\$19.84	\$20.83	\$21.87	\$22.97	\$24.11	\$25.32
				18/19	\$18.81	\$19.75	\$20.73	\$21.77	\$22.86	\$24.00	\$25.20	\$26.46
1048	Y	Appr Line Maintainer	206B	16/17	\$19.71	\$20.70	\$21.74	\$22.82	\$23.96	\$25.16	\$26.42	\$27.74
1059	Y	Appr Network & Cable Splicing Tech		17/18	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$26.30	\$27.61	\$28.99
				18/19	\$21.53	\$22.60	\$23.73	\$24.92	\$26.17	\$27.47	\$28.85	\$30.29
1015	Y	Appr Power Plant Operator	210B	16/17	\$19.41	\$20.38	\$21.40	\$22.47	\$23.59	\$24.77	\$26.01	\$27.31
				17/18	\$20.28	\$21.30	\$22.36	\$23.48	\$24.65	\$25.89	\$27.18	\$28.54
				18/19	\$21.19	\$22.25	\$23.37	\$24.53	\$25.76	\$27.05	\$28.40	\$29.82
1039	Y	Appr Electrical Technician	209	16/17	\$19.93	\$20.93	\$21.98	\$23.08	\$24.23	\$25.44	\$26.71	\$28.05
1050	Y	Appr I & C Technician		17/18	\$20.83	\$21.87	\$22.97	\$24.11	\$25.32	\$26.59	\$27.91	\$29.31
1083	Y	Appr Meter Technician										
1010	Y	Appr Process Chemistry Technician										
1068	Y	Appr Substation Technician		18/19	\$21.77	\$22.86	\$24.00	\$25.20	\$26.46	\$27.78	\$29.17	\$30.63
1008	Y	Asst Process Chemistry Technician	209A	16/17	\$21.98	\$23.08	\$24.23	\$25.44	\$26.71	\$28.05		
1082	Y	Meter Technician Trainee		17/18	\$22.97	\$24.11	\$25.32	\$26.59	\$27.91	\$29.31		
				18/19	\$24.00	\$25.20	\$26.46	\$27.78	\$29.17	\$30.63		
1073	Y	Facilities O&M Assistant Mechanic	210	16/17	\$21.54	\$22.61	\$23.74	\$24.93				
				17/18	\$22.50	\$23.63	\$24.81	\$26.05				
				18/19	\$23.51	\$24.69	\$25.92	\$27.22				
1032	N	Staff Technician	213	16/17	\$26.77	\$28.11	\$29.51	\$30.99				
				17/18	\$27.97	\$29.37	\$30.84	\$32.38				
				18/19	\$29.23	\$30.69	\$32.23	\$33.84				
2315	N	Meter Specialist	214B	16/17	\$23.80	\$24.99	\$26.24	\$27.55	\$28.92	\$30.37		
3101	N	Transformer Shop Technician		17/18	\$24.87	\$26.11	\$27.42	\$28.79	\$30.23	\$31.74		
				18/19	\$25.99	\$27.29	\$28.65	\$30.09	\$31.59	\$33.17		
5530	Y	Protection & Control System Technician I	214C	16/17	\$25.55	\$26.83	\$28.17	\$29.58				
				17/18	\$26.70	\$28.04	\$29.44	\$30.91				
				18/19	\$27.90	\$29.30	\$30.76	\$32.30				

OCC Code	Entry Level	Classification Title	Pay Grade	FY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
2316	N	Meter Specialist Senior	215B	16/17	\$28.86	\$30.30	\$31.82	\$33.41				
				17/18	\$30.16	\$31.67	\$33.25	\$34.91				
				18/19	\$31.51	\$33.09	\$34.74	\$36.48				
1070	N	Facilities O & M Mechanic	215	16/17	\$28.92	\$30.37						
1042	N	Facilities Operations Controller		17/18	\$30.23	\$31.74						
1071	N/A	Field Service Technician II (RL)		18/19	\$31.59	\$33.17						
1035	N	Storekeeper (RL)										
2162	Y	Fuel Technician	216	16/17	\$30.87	\$32.41						
				17/18	\$32.26	\$33.87						
				18/19	\$33.71	\$35.39						
1118	N	Vehicle Asset Coordinator	216A	16/17	\$29.20	\$30.66	\$32.19	\$33.80				
				17/18	\$30.51	\$32.04	\$33.64	\$35.32				
				18/19	\$31.88	\$33.48	\$35.15	\$36.91				
3320	Y	Material Handling Operator Maintainer I	216B	16/17	\$31.32	\$32.89						
				17/18	\$32.73	\$34.37						
				18/19	\$34.21	\$35.92						
1047 1016	N	Mechanical Technician	217*	16/17	\$31.37	\$32.93	\$34.58	\$36.31				
	N	Power Plant Operator		17/18	\$32.77	\$34.41	\$36.13	\$37.94				
	N	*Step 4 for Certified Mechanical Tech & Certified Power Plant Oper. Only		18/19	\$34.25	\$35.96	\$37.76	\$39.65				
1065	N	Facilities O & M Electrical Technician	217A	16/17	\$33.57	\$35.25						
1063	N	Facilities O & M Technician		17/18	\$35.09	\$36.84						
3323	N	Material Handling E & I Tech		18/19	\$36.67	\$38.50						
2325	N	Technical Trainer I	217B	16/17	\$33.59	\$35.27	\$37.03	\$38.88				
				17/18	\$35.10	\$36.85	\$38.70	\$40.63				
				18/19	\$36.68	\$38.51	\$40.44	\$42.46				
1009	N	Process Chemistry Technician	218	16/17	\$34.07	\$35.77						
				17/18	\$35.60	\$37.38						
				18/19	\$37.20	\$39.06						

OCC Code	Entry Level	Classification Title	Pay Grade	FY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1040	N	Electrical Technician	218A	16/17	\$34.58	\$36.31						
1051	N	Instrument & Control Technician										
2313	N	Maintenance Planner		17/18	\$36.13	\$37.94						
1080	N	Meter Technician										
1056	N	Power System Field Operator		18/19	\$37.76	\$39.65						
2310	N	Predictive Maintenance Tech										
1053	N	Line Maintainer	219	16/17	\$35.74	\$37.53						
1055	N	Network & Cablesplicing Technician		17/18	\$37.35	\$39.22						
1069	N	Substation Technician		18/19	\$39.03	\$40.98						
1017	N	Power Plant Ops & Maintenance Analyst	220	16/17	\$36.98	\$38.83						
				17/18	\$38.65	\$40.58						
				18/19	\$40.39	\$42.41						
1060	N	Electric Troubleshooter	220A	16/17	\$39.43	\$41.40						
				17/18	\$41.20	\$43.26						
				18/19	\$43.06	\$45.21						
2326	N	Technical Trainer II	221	16/17	\$38.94	\$40.89	\$42.93	\$45.08				
				17/18	\$40.70	\$42.73	\$44.87	\$47.11				
				18/19	\$42.53	\$44.65	\$46.89	\$49.23				
3321	N	Material Handling Operator Maintainer II	222	16/17	\$36.17	\$37.98						
				17/18	\$37.80	\$39.69						
				18/19	\$39.51	\$41.48						
1033	N	Systems Technician - Electric	224	16/17	\$32.59	\$34.22	\$35.94	\$37.73	\$39.62	\$41.60		
1034	N	Systems Technician - W/WW		17/18	\$34.06	\$35.76	\$37.55	\$39.43	\$41.40	\$43.47		
				18/19	\$35.60	\$37.38	\$39.25	\$41.21	\$43.27	\$45.43		
5531	Y	Protection & Control System Technician II	230	16/17	\$34.07	\$35.77	\$37.56	\$39.44	\$41.41			
				17/18	\$35.60	\$37.38	\$39.25	\$41.21	\$43.27			
				18/19	\$37.20	\$39.06	\$41.02	\$43.07	\$45.22			

APPENDIX B
FEDERAL HIGHWAY ADMINISTRATION & RANDOM TESTING FOR SAFETY SENSITIVE
POSITIONS CONTROLLED SUBSTANCE AND ALCOHOL USE TESTING PROGRAM PROCEDURE

I. Purpose

- A. To establish a procedure to randomly select employees for alcohol and substance testing as required by the Federal Highway Administration Controlled Substance and Alcohol Use and Testing Program, 49 CFR 382, and for random testing of safety sensitive positions.
- B. To establish a procedure that is well documented and can be sufficiently audited and verified.
- C. To ensure that employees selected for testing are notified in a timely manner.
- D. To ensure that employees are selected in a fair and impartial manner.

II. Process

A. Determination of eligible employees

- 1. The Director Employee Services or designee, (the “Director”) will generate the master list of employees eligible for random testing. Eligibility pursuant to the Federal Highway Administration Controlled Substance and Alcohol Use and Testing Program will be based on the criteria as determined by the Federal Highway Administration and the responsibilities and duties of JEA personnel. There will be a separate Master List for CDL testing and a separate Master List for safety sensitive testing.
- 3. The Master Lists will be reviewed monthly to insure that the Master Lists properly reflect any employees who are no longer eligible (e.g., through resignation, promotion, no longer safety sensitive, etc.) and employees who should be added (e.g., new hires, promotions, safety sensitive, etc.). If an employee believes that he/she is no longer safety sensitive, the employee shall notify the Union in writing or by e-mail. The Union shall notify Director Employee Services in writing or by e-mail, with a copy to the employee’s Manager. If an employee’s Manager believes that the employee is no longer safety sensitive, the Manager shall notify the Director Employee Services and the Union in writing or by e-mail, with a copy to the employee. Where applicable, the notification (by the employee or the manager) shall specify the anticipated length of time during which the employee will not be “safety sensitive”.

3. The Master Lists shall include:
 - a. Employee name
 - b. Job Title
 - c. Cost Center
 - d. Identification Number, e.g. Badge Number
 - e. A number assigned sequentially from the beginning of the list to the end.
4. The Director Employee Services shall match the random numbers with the corresponding employee name on the Master Lists.
5. The Director Employee Services shall contact the employee's Manager and inform the Manager that the employee must report to the designated drug and alcohol testing center within two (2) hours of the Manager notifying the employee.
6. The employee's Manager shall take reasonable steps to ensure that the employee can timely arrive at the appropriate testing location. If a management error prevents timely arrival of the employee, the employee will not be required to be tested at a later date or time as a result of that particular selection.
7. The results of the contact attempt shall be logged by the Manager. The log entry shall indicate the employee's name, date and time of notification by the Manager, and contact result (e.g., whether successfully contacted or not).
8. An employee selected for testing shall be excused from testing if he/she is off from work on a prior approved absence, or due to the employee's work schedule (e.g., an employee on night shift). There are no other exceptions. The parties agree that the reference to excusing employees on night shift refers only to employees intermittently or periodically working on night shift. Employees for whom night shift is their only schedule are not excused from testing provided they are scheduled and report to work the same date of the random selection. It is incumbent on Management to notify the employee and arrange the logistics for the collection of the sample.
9. Prior to the actual selection, a Union representative may request to review the Master Lists. A copy of the Master Lists shall be provided to the Union representative on request.

B. Random Number Generation

1. On the day of testing, a computer program will be used to randomly generate the numbers. The user of the program will enter the beginning

and ending sequential numbers assigned to the eligible employees and the number of selections that are to be made. Additional numbers may be selected to allow for employees who are not available on the day of testing. All numbers generated may be used. Excess or deficiencies will be determined prior to the end of each calendar year in order to comply with the required percentages.

2. The program will output the selections to a predetermined printer. The primary numbers will appear first on the report listing the generated numbers, followed by an equal number of alternate selections. When the selections have been printed, a single digit number (+ or -), that has been previously provided by a Union representative, will be applied to the "circular" list of selections, thereby designating the employees who are to be actually selected. The Union representative may request to view the process of number generation or to review the paperwork. No such request shall be denied, provided it can be accomplished in such a manner that prevents the Union representative or the fact of his being permitted to view the process from providing advance notice to any employee subject to testing that a test will be conducted on any particular day, and provided the Union representative reports to the designated Employee Services area within forty-five (45) minutes of notification.
3. The random number generation shall be conducted twice each time testing occurs for CDL employees; one each for alcohol and for drug testing. The random number generation shall be conducted twice each time testing occurs for safety sensitive employees; one each for alcohol and for drug testing.
4. Random testing shall occur not more than twice monthly for CDL employees and not more than twice monthly for safety-sensitive employees.

C. Notification of Employees

JEA shall determine the date when the employees are notified for drug and alcohol testing. JEA will take into consideration any known emergencies or unusual circumstances that may exist.

APPENDIX C

SAFETY SENSITIVE POSITIONS DEFINITIONS AND KEY

<u>ABBREVIATION</u>	<u>DEFINITION</u>
DISPATCH VEHICLE	RESPONSIBLE FOR DISPATCH OF EMERGENCY VEHICLES (EITHER EMERGENCY RESPONSE/PUBLIC SAFETY VEHICLES OR OTHER VEHICLE IN EMERGENCY SITUATIONS).
MAINT OF VEHICLE	MAINTENANCE OF THE TYPE AND KIND THAT IF PERFORMED IMPROPERLY COULD RESULT IN DANGER TO THE OCCUPANTS/USERS OR OTHER EMPLOYEES OR MEMBERS OF THE PUBLIC NEAR THE VEHICLE/EQUIPMENT.
CHAUFFEURS OTHER EMPLOYEES	CHAUFFEURS OTHER EMPLOYEES AS PART OF ASSIGNED DUTIES.
HANDLE HAZARDOUS MATERIALS OR EQUIP. (INCLUDES GUNS & OTHER SAFETY EQUIPMENT)	TRANSPORT, MIXES, HANDLES, USES, HAZARDOUS MATERIALS OR IS RESPONSIBLE FOR EQUIPMENT CARRYING CURRENT, FLUIDS OR GAS THAT COULD ENDANGER THE PUBLIC OR EMPLOYEES.
CDL LICENSE	OPERATES CDL CLASSIFIED VEHICLES.
SUPERVISES CHILDREN	SUPERVISES CHILDREN OR IS RESPONSIBLE FOR THE SECURITY OF CHILDREN.
OPERATES/DIRECTS LARGE EQUIPMENT	OPERATES/DIRECTS LARGE TRUCKS AND/OR CONSTRUCTION EQUIPMENT.
HAZARDOUS EQUIPMENT/CONDITIONS	PERFORMS HAZARDOUS/PERILOUS WORK, AND/OR WORKS WHERE THE INDIVIDUAL MAY CAUSE HARM TO HIMSELF OR OTHERS.
GUARDS SAFETY OF WORKERS AND/OR PUBLIC	GUARDS THE SAFETY OF CO-WORKERS AND/OR PUBLIC.
IMMEDIATE MANAGEMENT RISK	DUTIES REQUIRE DRUG PREVENTION-FOREKNOWLEDGE OF IDENTITIES OF INDIVIDUALS TO BE TESTED.
SPECIAL LICENSE	ANY POSITION THAT REQUIRES SPECIALIZED LICENSING BY CITY, STATE, OR FEDERAL LAW OR REGULATION WHICH INVOLVES ADDITIONAL MEDICAL AND/OR BACKGROUND INVESTIGATIONS. THE EXISTENCE OF A SPECIAL LICENSE REQUIREMENT MAY BE USED FOR THE PURPOSE OF SUPPORTING A SAFETY-SENSITIVE DESIGNATION BUT SHALL NOT BE SUFFICIENT IN AND OF ITSELF TO REQUIRE A SAFETY-SENSITIVE DESIGNATION.
ENFORCE DRUG POLICY	ENFORCES DRUG POLICY (INTERDICTION AND DISCIPLINE).
STORE ILLEGAL SUBSTANCES	HANDLES, FILES AND/OR STORES ILLEGAL SUBSTANCES.
SYSTEMS OPERATOR	DESIGN CONSTRUCTION, MAINTENANCE, INSPECTION & OPERATION OF SYSTEMS CARRYING CURRENT, FLUIDS OR GAS THAT COULD ENDANGER THE PUBLIC OR EMPLOYEES OR REGULATES, MAINTAINS, REPAIRS TRAFFIC SIGNAL DEVICES.
SUPV/SAFETY SENSITIVE POSITION	DIRECTLY SUPERVISES A SAFETY SENSITIVE POSITION.
ACCESS/CRIMINAL INVESTIGATION INFO	WORKS WITH OR HAS ACCESS TO INFORMATION OR DOCUMENTS PERTAINING TO CRIMINAL INVESTIGATIONS.
EMERGENCY RESPONSE REQUIRED	RESPONDS UNDER EMERGENCY CONDITIONS.

APPENDIX D - GRIEVANCE FORM

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL
NO. 2358
GRIEVANCE FORM**

NEGOTIATED GRIEVANCE PROCEDURE

_____ Employee(s) _____ Union _____ Management
_____ Initiated _____ Initiated _____ Initiated Date of event that caused grievance _____

_____ I desire Union Representation _____ I desire to represent myself
_____ I do not desire Union Representation _____ I desire legal counsel representation

Grievant/Steward _____ Date _____
(print name & signature of employee filing grievance)

Article(s) Allegedly Violated _____

STEP 1

GRIEVANT: Describe in brief detail the facts that lead to the grievance. If necessary, attach comments on a separate document.

RELIEF REQUESTED: briefly state corrective action desired:

Received by _____ Date: _____
(print name & sign)

Step 1 meeting date: _____

Step 1 decision: _____ (attach written statement)

Date:

(Sustained or Denied)

Manager/Director Signature: _____

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO. 2358
GRIEVANCE FORM**

STEP 2

Grievant/Union President/Designee: _____
(print & sign)

To: _____ Received by: _____ Date: _____

(Manager of Labor Relations) (print & sign)

State Objections to Step 1 decision:

Step 2 meeting date: _____ Step 2 decision: _____ (attach written statement)
(Sustained or Denied)

Vice President: _____
(print & sign)

REQUEST FOR ARBITRATION

Request by: _____ Date: _____
(Union President/Designee print & sign)

To: Labor Relations

Received by: _____ Date: _____
(print & sign)

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IN WITNESS WHEREOF, WE, the Negotiating Teams for the parties hereto have set our hand
this 20th day of MARCH 2017.

For the JEA:


Andy Bemis


Tom Wigand

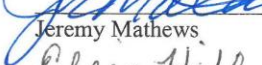

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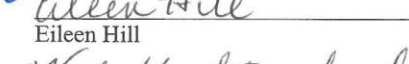

James Stancin


Christalyn Pruitt


Mariza Rivera-Clapp

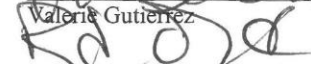

Jeremy Mathews

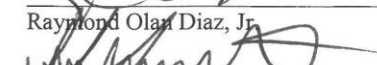

Eileen Hill

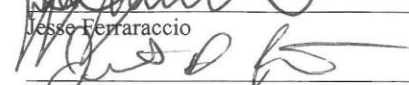

Walette Stanford

For the IBEW (Local #2358):

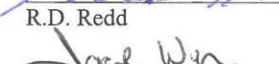

Valeri Gutierrez


Raymond Olari Diaz, Jr.

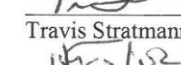

Jesse Ferraraccio


Justin Pippin

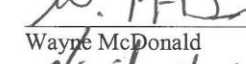

R.D. Redd

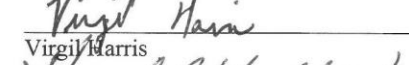

Jacob Wyss


Travis Stratmann


Herb Taylor


Wayne McDonald


Virgil Harris


Rhody Mullis


Rick Goodin

Approved by the International Brotherhood of Electrical Workers' on this 23rd day of
MARCH 2017.


President

Approved by the Jacksonville City Council on this _____ day of _____
2017.

1 Introduced by the Council President at the request of JEA and
2 amended by the Committee of the Whole:
3
4

5 **ORDINANCE 2017-250-E**

6 AN ORDINANCE APPROVING THE COLLECTIVE
7 BARGAINING AGREEMENT BETWEEN JEA AND
8 INTERNATIONAL BROTHERHOOD OF ELECTRICAL
9 WORKERS, LOCAL 2358 (IBEW), SUCH AGREEMENT
10 COMMENCING OCTOBER 1, 2016 AND ENDING
11 SEPTEMBER 30, 2019; PROVIDING AN EFFECTIVE
12 DATE.
13

14 **WHEREAS**, on March 21, 2017, the JEA Board met and reviewed
15 the agenda item regarding the Collective Bargaining Agreement
16 between JEA and the International Brotherhood of Electrical
17 Workers, Local 2358 (IBEW), a copy of the agenda item is attached
18 hereto as **Exhibit 1**; and

19 **WHEREAS**, the JEA Board has authorized the JEA Chief Executive
20 Officer to approve the Collective Bargaining Agreement between JEA
21 and the International Brotherhood of Electrical Workers, Local 2358
22 (IBEW), provided the IBEW membership ratifies the agreement as
23 presented to the JEA Board on March 21, 2017; and

24 **WHEREAS**, the on March 23, 2017, the International Brotherhood
25 of Electrical Workers, Local 2358 (IBEW) ratified the Collective
26 Bargaining Agreement between JEA and the International Brotherhood
27 of Electrical Workers, Local 2358 (IBEW); and

28 **WHEREAS**, JEA has requested that the City Council approve the
29 Collective Bargaining Agreement; now therefore

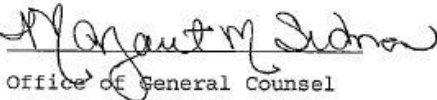
30 **BE IT ORDAINED** by the Council of the City of Jacksonville:

31 **Section 1. JEA and International Brotherhood of**

1 Electrical Workers, Local 2358 (IBEW) Agreement Approved. That
2 certain Collective Bargaining Agreement between JEA and the
3 International Brotherhood of Electrical Workers, Local 2358 (IBEW),
4 a copy of which is Revised On File with the Legislative Services
5 Division, and by this reference is made a part hereof, is hereby
6 approved. Said Collective Bargaining agreement is for a term
7 commencing October 1, 2016 and ending September 30, 2019.

8 Section 2. Effective Date. This ordinance shall become
9 effective upon signature by the Mayor or upon becoming effective
10 without the Mayor's signature.

11
12 Form Approved:

13
14 
15 Office of General Counsel

16 Legislation Prepared By: Margaret M. Sidman

17 GC-#1120505-v1-2017-250-E.doc
18

JEA
Building Community
AGENDA ITEM SUMMARY

APPROVED BY THE JEA
BOARD OF DIRECTORS
AT ITS MEETING ON 3/21/2017
AGENDA ITEM # 11. D.

March 20, 2017

SUBJECT: INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW) COLLECTIVE BARGAINING AGREEMENT

Purpose: ☐ Information Only ☒ Action Required ☐ Advice/Direction

Issue: Negotiations have been ongoing with IBEW since July 28, 2016. A tentative agreement was reached and a ratification vote was held on March 14, 2017 at which time the IBEW membership declined the proposed agreement. Negotiations resumed on March 20, 2017 and a new vote will occur this week. An agreement reached this week will be eligible for City Council review by the legislative filing deadline of March 27, 2017.

Significance: IBEW is one of two bargaining units for which agreement remains outstanding. The agreements are needed to address the current reform to the City of Jacksonville General Employees' Pension Plan (GEPP).

Effect: Approximately 531 JEA civil service employees are covered by the IBEW, which primarily consists of specialized craft jobs including apprentice electrical technicians, linemaintainers and power plant operators.

Cost or Benefit: The total additional cost over the three year term is approximately \$7.7 million.

Recommended Board action: Staff recommends that the Board authorize the Managing Director/CEO to approve a ratified agreement with IBEW and authorize its presentation to City Council.

For additional information, contact: Angela Hiers, Chief Human Resources Officer, 665-4747

Submitted by: PEM/ARH

OM



Commitments to Action

- 1 Earn Customer Loyalty
- 2 Deliver Business Excellence
- 3 Develop an Unbeatable Team

Ver.2.00 6/21/2013 jer

Exhibit 1
Page 1 of 2



INTER-OFFICE MEMORANDUM
March 20, 2017

SUBJECT: INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)
COLLECTIVE BARGAINING AGREEMENT

FROM: Paul E. McElroy, Managing Director/CEO

TO: JEA Board of Directors

BACKGROUND:

The current agreement between JEA and the International Brotherhood of Electrical Workers (IBEW) expired on September 30, 2016. The parties have met extensively to negotiate a new agreement. A tentative agreement was reached previously and was taken to a ratification vote on March 14, 2017, where it was rejected by the bargaining unit employees. Negotiations continued and a new tentative agreement reached, which will be sent back to the members to ratify.

DISCUSSION:

While it is believed that JEA will have an agreement with IBEW prior to the deadline to send to City Council for ratification, an agreement will not be reached in time to present to the Board. Therefore, staff is requesting that the Managing Director/CEO be granted the authorization to approve the agreement on behalf of JEA and to approve its presentation to City Council.

RECOMMENDATION:

Staff recommends that the Board authorize the Managing Director/CEO to approve a ratified agreement with IBEW and authorize its presentation to City Council.


Paul E. McElroy, Managing Director/CEO

PEM/MDE/ARH

Ver 2.2 02/01/2014

Exhibit 1
Page 2 of 2

ORDINANCE 2017-250-E

CERTIFICATE OF AUTHENTICATION

ENACTED BY THE COUNCIL

April 24, 2017



LORI BOYER
COUNCIL PRESIDENT

ATTEST:


DR. CHERYL L. BROWN
COUNCIL SECRETARY

APPROVED: APR 25 2017


LENNY CURRY, MAYOR



JEA Cost, Time & Reimbursement Functional Response Procedure (FRP)

JEA Financial Services is responsible for documenting all expenditures in relation to the disaster. Thorough documentation is essential for reimbursement from JEA's property insurance carrier and FEMA, and for general accounting purposes. **For this FRP, the term "JEA" shall include its St. Johns River Power Park facility.**

This procedure addresses:

- Each activity and hours of work that have to be recorded for disasters
- Proper procedures to be followed by all Cost Centers
- Forms to be completed by JEA employees for FEMA and JEA's property insurance carrier

IMPORTANT: JEA Risk Management Services will use the completed forms in this FRP in meetings with FEMA and JEA's Property Insurance Carrier. These forms are available to be completed electronically or manually if computer systems are temporarily unavailable. The forms in this FRP should be completed daily. These forms will be collected by various JEA employees identified on a Cost, Time, & Reimbursement Unit organizational chart included in this FRP. JEA's Cost Center Managers will continue to be utilized for verification of documentation or additional information needed after restoration of property damage when those identified on the above referenced organizational chart assume their normal duties. **These completed forms are not to be returned to JEA's Documentation Unit.**

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Overview

Purpose:

JEA Financial Services is responsible for ensuring that the disaster incident is properly documented to provide for information in relation to:

- Overall cost of the incident to JEA
- FEMA reimbursement of eligible expenditures (declared disasters)
- Property Insurance reimbursement
- Tracking and payment to contractors, vendors and mutual aid crews
- Support for emergency cash due to additional purchasing needs

To accomplish this task, JEA Financial Services has established forms and systems for collection of data. JEA Financial Services will work closely with JEA's Cost Center Managers for verification of information. In addition, JEA will assign personnel to help at Staging Areas and other operational centers, as needed, to ensure the collection of necessary information on a "daily" basis.

Leads:

Risk Management Services

Roles and Responsibilities:

The following department is responsible for the identified actions. This department will activate according to the needs of the disaster.

Risk Management Services

- Work with JEA Damage Assessment Teams and JEA's Vice Presidents/General Managers reporting to Managing Director/CEO to identify what damage has occurred to JEA's assets, including estimated cost to repair or replace damage.
- Notify FEMA and JEA's property insurance carrier of JEA's estimated damage **within 48 hours after disaster occurrence.**
- Review and assemble JEA's documentation to substantiate actual property damage expenditures.
- Complete forms required by FEMA and JEA's property insurance carrier.
- Receive reimbursement from FEMA and JEA's property insurance carrier.
- Allocate funds received to various JEA business units.

Activation: FEMA and Insurance Recovery

Notification

When an incident occurs and it is determined that JEA Financial Services is needed, this group will be notified by the Director Risk Management Services.

Tracking Expenditures

JEA Accounting Services will assign work orders and project numbers for each disaster when appropriate. JEA Risk Management Services will send project numbers and this FRP electronically to all JEA employees. In the case of disasters that can be anticipated, this will be done at time of preparation for the disaster, so JEA employees can begin tracking their expenditures. JEA's expenditures for work, materials, supplies and other storm related expenses, should be coded and documented in accordance with **Appendix 1** of this FRP using assigned project and task numbers.

Assignments

Upon Activation to prepare for a major storm or other disaster, employees identified on JEA's Cost, Time, & Reimbursement Unit organizational chart (included as Appendix 16 to this FRP) will meet with JEA Risk Management Services to receive assignments and work locations.

Documentation

Cost Reimbursement Deputies and supporting staff are responsible for collecting information "daily" basis and ensuring that proper documentation is completed for:

- Scope of Work
- Scope of Damage
- Scope of Expenditures

Scope of Work

All personnel hours, equipment and activities must be documented throughout the disaster preparedness, including restoration time period.

This includes:

- JEA's employees
- JEA's contractors
- Mutual Aid Crews from other Utilities

JEA/SJRPP Employee Time Records, Appendix 2, will continue to be used to document Regular Hours, Overtime Hours, Standby Pay, and Leave Earnings including Scope of Work for

the disaster. FEMA will cross reference this Appendix 2 with Appendices 3 and 4 of this FRP to identify routine work from disaster related work.

The **Daily Report (FEMA's Eligible Equipment Used – Not JEA's Vehicles), Appendix 3**, will be used to document Scope of Work and hours worked for each activity (regular and overtime), identifying use of equipment such as portable pumps, generators, chainsaws, etc.

The **Daily Report (JEA's Vehicles), Appendix 4**, will be used to document each driver of JEA's vehicles involved in debris removal from JEA's facilities and restoration of property damage.

The **Daily Report (Personal Vehicles of JEA's Employees Used), Appendix 5**, will be used to document each JEA employee driving their own personal vehicle for storm business.

The **Daily Report – Cut & Toss of Trees in Streets to Curbs before Damage Assessment, Appendix 6**, will be used to document each JEA employee using chain saws or other necessary equipment, who are accompanied by Police & Fire to cut and toss trees in streets prior to JEA's Damage Assessment crews driving through the area.

The **Daily Report – Debris Removal (from JEA's Electric Lines, Plants and Other Facilities), Appendix 7**, will be used by each JEA employee, JEA's Contractor, or JEA's Mutual Aid Crews who remove debris from any JEA Plant or Facility.

Scope of Damage: JEA's Property Damage Disaster Estimates, Appendix 8

JEA's VPs/General Managers in the Operations Section of JEA's Incident Command Structure, including Director of Facilities & DES, will give damage estimates to JEA's Director Risk Management Services within **48 hours after occurrence** of a disaster using form in **Appendix 8 (JEA's Property Damage Disaster Estimates)** of this FRP. JEA's Director Risk Management Services will separate insured and non-insured estimated damage for each county in JEA's service area and will give this information to Emergency Operation Centers (EOCs) for Clay, Duval, Nassau and St. Johns counties, including FEMA and JEA's property insurance carrier.

The complete procedure for Damage Assessment and collection of information is indicated in JEA's **Damage Assessment FRP. Appendix 9** of this FRP (**Property Damage Report – JEA's Insured Assets**), should be used for reporting to JEA Risk Management Services the damage to all JEA's assets except pipes & wires since this damage is insured by JEA's property insurance carrier subject to deductibles. Use forms in JEA's Damage Assessment FRP to report damage to JEA's pipes and wires.

JEA's Director Risk Management Services must report damage estimates to EOCs, FEMA and JEA's property insurance carrier within 48 hours after occurrence of a disaster.

Additional JEA documentation required by FEMA:

Appendix 10: Daily Report for JEA's Purchasing Card is used for tracking JEA's storm related purchases. **This form must be completed daily for purchases made by JEA's P-Card holders.**

Appendix 11: JEA's Hotel/Motel Expenses for JEA's Disaster Related Property Damage is used by JEA's employees when they make reservations for JEA's Employees, Contractors, Vendors, and Mutual Aid Crews.

Appendix 12: Daily Report for Mutual Aid to JEA is used for tracking labor, vehicles and equipment of Mutual Aid Crews.

Appendix 13: Daily Report for Employees of Randstad USA and Randstad North America, L.P. Emergency Staffing Services: Before, During, and After Major Storm is used for tracking labor, etc. of Randstad employees.

Appendix 14: FEMA's Schedule of Equipment Rates is used to identify hourly reimbursable rates for eligible equipment (chainsaws, portable pumps, generators and vehicles), for removal of debris and restoration of property damage, as reported on Appendices 3, 4, and 11.

Appendix 15: Daily Report for Contractors of JEA (Contractor Employee Timesheets, Vehicles & Equipment) is used for tracking labor, etc. of Contractor employees.

Appendix 16: FEMA's Fact Sheet for Electric Utility Repair (Public and Private Non-Profit) is used to identify FEMA's criteria to determine eligibility for repair or replacement of disaster damaged electric distribution and transmission systems.

Appendix 17: FEMA's Final Inspection Checklist is used to identify JEA's documentation and record retention necessary for FEMA's audits of disaster grants received by JEA.

De-Activation

It is equally important that JEA Financial Services has a smooth de-activation. As systems return to normal operations, portions of JEA and various Cost Centers will return to normal activities while others continue to perform disaster related operations. JEA Financial Services will need to work very closely with JEA's Cost Center Managers to determine who is still conducting disaster related activities. It will be essential for each Cost Center Manager to ensure they complete the information in a timely manner and submit it properly to JEA Risk Management Services. Some disaster restoration can take months or years to complete depending upon the damage incurred.

FEMA has established time limits for the completion of eligible work. These are set by regulation and are measured from the declaration date of a major disaster or emergency. The initial deadlines are established according to the type of work as shown in **Table 1** (below). The

State of Florida may grant extensions of the below deadlines in situations of extenuating circumstances. For debris clearance and emergency protective measures, an additional six months may be granted. For permanent restoration work an additional 30 months may be granted. This information was obtained from FEMA. **JEA Director Risk Management Services has a responsibility to obtain extensions of deadlines from FEMA as needed.**

Table 1: FEMA Time Limits

Completion Deadlines	
Type of Work	Months
Debris Clearance	6
Emergency Work	6
Permanent Work	18

After Action Report

It is essential to capture the lessons learned from a disaster as soon as possible after the fact. JEA Financial Services will develop an after action report based on:

- What worked?
- What didn't work?
- What needs to be improved?

Based on this information, JEA Financial Services will modify their procedure appropriately. JEA's Director of Emergency Preparedness is responsible for ensuring all Cost Centers that were activated participate in an after action debriefing and that the action items are carried out.

Preparedness Activities

General issues

JEA Financial Services FRP Development and Maintenance

Director Risk Management Services is responsible for the development and maintenance of this FRP for Financial Services personnel, ensuring that necessary revisions are prepared,

coordinated, published and distributed. This FRP will be reviewed and updated as needed on an annual basis.

Exercises

The Director of Emergency Preparedness is responsible for annual exercises to provide an opportunity for internal and external departments to learn their roles and responsibilities in relation to this FRP. These exercises will also serve as refresher training. It is the responsibility of every Cost Center to ensure all of their employees are trained.

Training

Financial Services personnel will comply with the training requirements for Incident Command Structure (ICS) and National Integrated Management Systems (NIMS) as directed by Director of Emergency Preparedness. This information is outlined in the JEA Comprehensive Emergency Management Plan (CEMP).



Appendix 1: Procedures for Coding JEA's Disaster Expenditures

All JEA disaster related expenditures must be properly identified (coded) in order to determine eligibility for reimbursement by JEA's property insurance carrier and Federal Emergency Management Agency (FEMA). **For this Procedure, the term "JEA" shall include its St. Johns River Power Park facility.**

Accounting Services will assign project numbers for each occurrence and they will be communicated electronically to JEA's employees by JEA Risk Management Services at time of preparation for disaster. **Use the following project numbers that have been assigned exclusively for Storm #2 FY17 – Hurricane Irma:**

Project Number:	Description:
8004206	Electric Distribution
8004211	Electric Transmission
8004210	Electric Substations
8004207	Electric Steam Plant (Northside Generating Station)
8004204	Electric Combustion Turbine Plant (Brandy Branch, Kennedy, and Greenland Energy Center)
8004212	Water
8004209	Wastewater
8004205	District Energy (DES) – Chilled Water Plants
8004208	Shared Services - Electric
8004213	Shared Services – Water (including Wastewater)
8004459	Electric Technology
8004461	Water Technology
SJRPP	To be assigned and communicated by SJRPP

The JEA project numbers to be assigned should not be used for JEA's mutual aid to assist other utilities with restoration of their property damage.

It is important that these project numbers only be used for disaster related expenditures (before, during, and after a disaster).

The following task numbers must be used with JEA and SJRPP project numbers for disaster related expenditures.

Task #	Task Name	Description
1	Labor	Regular & Overtime Labor (JEA Employees)
1.1	Protective Work	Labor before, during, and after disaster to warn public, reduce damage, protect lives, and ensure safety of others. (Examples: installation of window coverings, sand bagging, pumping of flood waters, bracing equipment, and removal of property to prevent damage, support police, fire, and EOC as requested.)
1.2	Call Center Ops	JEA's employees taking customers' calls and creating trouble tickets of JEA system outages.
1.3	Standby	Employees on standby for callout
1.4	Cut & Toss Trees (Out of Streets <u>before</u> Damage Assessment)	JEA Employees with chain saws accompanied by Police & Fire to clear trees out of streets in order for JEA's Damage Assessment crews to drive through the area.



Task #	Task Name	Description
1	Labor	Regular & Overtime Labor (JEA Employees)
1.5	Damage Assessment	Evaluate scope of damage and prioritize repair response
1.6	Debris Removal	Clearing tree limbs from electric lines, debris removal from JEA's plants and other facilities, including environmental cleanup (JEA Employees & Contractors)
1.7	Permanent Repair	To restore electric, water, and sewer services to customers, including repair of damaged JEA's facilities (plants, warehouses, offices, substations, and service centers).
1.8	Rest Period	JEA's paid rest period time in accordance with JEA's applicable bargaining unit and non-bargaining unit agreements.
1.9	IT Support Services	Support of IT Systems
1.51	Documentation (JEA Cost Reimbursement Documentation Required by FEMA)	Data gathering and reporting by JEA's Cost Reimbursement Coordinators, Deputies and Recorders, including JEA Accounting, Risk Management Services, and Information Technologies (including computer server time to run reports).
2	Material & Supplies	
2.1	Material & Supplies	JEA's storeroom inventory issues
2.2	JEA Purchasing Card	Any item purchased before, during, or after disaster (Reference Appendix 8 of this FRP for the required form that must be completed for the usage of JEA's P-Card purchases for JEA's storm related expenses)
2.3	JEA Procurement	Direct purchase of new machinery, equipment, materials & supplies through JEA Procurement
2.4	Emergency Cash and Petty Cash	Any item purchased before, during, or after disaster
3	Other Charges	
3.1	Contractors	Labor, equipment, materials, supplies, meals, and hotels
3.2	Mutual Aid	Assistance provided to JEA by other utilities
3.3	Meals & Lodging	Provided to JEA's Employees (By JEA's Vendors)
3.4	Equipment Rental	Rented by JEA's Employees
3.99	Travel	JEA's Employees disaster related business travel
4	Services to JEA Employees	
4.1	Quick Repairs to Homes	Temporary/emergency home repairs by JEA's Quick-Fix Repair Team (after the storm) – Example: Hole in roof.
4.2	Child Care	Needed for JEA's employees who report to work (after storm) for restoration of JEA property damage due to schools or other child care facilities being closed.

A task number must be used for every JEA disaster related business transaction.

Any actual amounts of petty cash or emergency cash used by JEA employees for disaster related expenditures must be properly accounted for by using assigned project and task numbers referenced in this **Appendix 1**. These actual amounts of petty cash or emergency cash, including appropriate project numbers and task numbers (with original receipts for purchases) must be reported to JEA's Manager of Procurement Accounts Payable within 10 working days after occurrence of the expense.

The above referenced task numbers for JEA labor should be entered on each JEA/SJRPP **Employee Time Record (Appendix 2)**. The dates worked (before, during and after the disaster) should be indicated, including the number of regular and overtime hours for each work activity (task number). Employee Time Records may be completed manually by each employee and forwarded to the Payroll Coordinator of each Cost Center for entering data into JEA's payroll system or electronically by each employee who has access to JEA's Oracle System. These JEA Employee Time Records should also include non-storm (routine) work, annual leave, holiday, standby for callout, etc. FEMA will review these JEA Employee Time Records and compare against other completed forms in this FRP.

In the event these disaster related expenditures are not reimbursable by FEMA or insurance carriers, they are subject to be charged to JEA's individual Cost Centers, unless they are capital expenditures related to replacement of capital assets.



Appendix 2: JEA/SJRPP Employee Time Records



Time Entry | Timecard Search | Templates | Create Timecard

JEA/SJRPP's Employee Name: _____ JEA/SJRPP's Employee ID#: _____

Period

Comments

Project #	Task #	Type	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Total
Total:										



Appendix 2: JEA/SJRPP Employee Time Records (Continued)

Used for coding (Type) on Oracle Timesheet

JEA and SJRPP			
Regular Earnings	Overtime Earnings	Premium Earnings	Leave Earnings
Regular Pay	Comp Time Earned 1_0	Cash Handling Premium	Annual Leave
Rest Period	Comp Time Earned 1_5	Meal Allowance	Annual Leave Illness
In House Training	Comp Time Earned 2_0	Schedule Premium Nights	Annual Leave Workers Comp
Storm Pay	Comp Time Earned 2_5	Schedule Premium Weekends	Bereavement Leave
Storm No Pay	Contract Policy 1_0	Standby Pay	Comp Time Leave
	Contract Policy 1_5	Upgrade Pay	Community Service Leave
	Contract Policy 2_0	Upgrade Pay 1_5	Critical Emergency Leave
	Emergency 1_0		Emergency Relief
	Emergency 1_5		Fam Med Leave
	Emergency 2_0		Fam Med Leave No Pay
	Emergency 2_5		Frozen Leave
	Holiday Worked 1_0		Frozen Leave Illness
	Holiday Worked 1_5		Holiday Pay
	Holiday Worked 2_0		Jury Duty Leave
	Holiday Worked 2_5		Leave Without Pay
	Scheduled 1_0		Military Active Duty Leave
	Scheduled 1_5		Military Training Leave
	Scheduled 2_0		Personal or Birthday
			Safety Leave
			Union Business Leave
			Workers Comp Leave



Appendix 3: Daily Report (FEMA's Eligible Equipment Used – Not JEA's Vehicles)

Type of Utility Work:

Select One ☐ Electric ☐ Water ☐ Sewer

Location of JEA Damage:

Select County in JEA Service Area ☐ Duval ☐ Clay ☐ St. Johns ☐ Nassau

Instructions: To be completed daily by each JEA Employee that performs damage assessment, removal of debris and restoration of property damage with FEMA's eligible equipment (i.e. chainsaws, portable pumps, generators, etc). Return originals of this completed form to JEA Risk Management Services.

Location of Work (JEA Property Damage):

Circuit Number(s): _____

Street Name(s): _____

Date Work Performed: _____ Staging Area ID #: _____

Geographic Information System (GIS) Location Number(s) of Damage: _____

Description of Work Performed: _____

Instructions: Reference Appendix 14 of this FRP for FEMA's eligible equipment used and indicate FEMA's number that corresponds to that equipment in the appropriate box below.

Damage Assessment		Debris Removal		Restoration of Property Damage	
Hours of Use	FEMA's Equipment Code #	Hours of Use	FEMA's Equipment Code #	Hours Worked	FEMA's Equipment Code #

Equipment Used By: _____
Printed Name

Signature

Job Title and ID #

Date Report Completed

JEA Cost Center #: _____

Crew #: _____

Project # _____



Appendix 4: Daily Report (JEA's Vehicles)

Type of Utility Work:

Select One

☐ Electric ☐ Water ☐ Sewer

Location of JEA Damage:

Select County

in JEA Service Area

☐ Duval ☐ Clay ☐ St. Johns ☐ Nassau

Instructions: To be completed daily by each driver of a JEA vehicle that performs damage assessment, debris removal or restoration of property damage. Return originals of this completed form to JEA Risk Management Services.

Location of Work (JEA Property Damage):

Circuit Number(s): _____

Street Name(s): _____

Date Work Performed: _____ Staging Area ID #: _____

Geographic Information System (GIS) Location Number(s) of Damage: _____

Description of Work Performed: _____

JEA Vehicle Number: _____ JEA License Plate Number: _____

Instructions: Reference Appendix 14 of this FRP for the type of JEA's vehicles listed that are eligible for FEMA reimbursement and indicate FEMA's number that corresponds with JEA's vehicle in the appropriate box below. Use FEMA's codes 8800 (Pickup Truck) and 8070 (Automobile) when "transporting people only without equipment". FEMA requires daily mileage of these pickup trucks and automobiles.

Beginning Mileage: _____ Ending Mileage: _____

Damage Assessment		Debris Removal		Restoration of Property Damage	
Hours of Use	FEMA's Equipment Code #	Hours of Use	FEMA's Equipment Code #	Hours of Use	FEMA's Equipment Code #

Note: "Hours of Use" of JEA's vehicles include: vehicles driven, materials taken from vehicles while not driven, and buckets operated on bucket trucks while not driven.

JEA's Employee Driver: _____
Printed Name Signature

_____ Date Report Completed
Job Title and ID #

JEA Cost Center #: _____ Crew #: _____ Project #: _____



Appendix 5: Daily Report (Personal Vehicles of JEA's Employees Used)

Storm Name: _____

Type of Utility Work:

Select One ☐ Electric ☐ Water ☐ Sewer

Location of JEA Damage:

Select County ☐ Duval ☐ Clay ☐ St. Johns ☐ Nassau
in JEA Service Area

Instructions: To be completed daily by each driver of their personal vehicle who performs damage assessment, debris removal or restoration of property damage. Return originals of this completed form to JEA Risk Management Services.

Location of Work (JEA Property Damage):

Circuit Number(s): _____

Street Name(s): _____

Geographic Information System (GIS) Location Number(s) of Damage: _____

Description of Work Performed: _____

Date Work Performed: _____

IRS Mileage Rate Allowable by JEA Procurement (Travel Section): \$0.54 per mile

Beginning Mileage: _____ *Ending Mileage:* _____

<u>Damage Assessment</u>	<u>Debris Removal</u>	<u>Restoration of Property Damage</u>
Hours of Use	Hours of Use	Hours of Use

Note: "Hours of Use" of JEA employee's personal vehicles include: vehicles driven and materials taken from these vehicles while not driven.

JEA's Employee Driver: _____
Printed Name

Signature

Job Title and ID #

Date Report Completed

JEA Cost Center #: _____

Crew #: _____

Project # _____



**Appendix 6: Daily Report – Cut & Toss of Trees in Streets to Curbs before Damage Assessment
JEA Employees with Chainsaws or Other Equipment (Accompanied by Police & Fire)**

Business Unit of JEA Employee Doing Work:

Select One

☐

Electric

☐

Water

☐

Sewer

Location of Work:

Select County

☐

Duval

☐

Clay

☐

St. Johns

☐

Nassau

in JEA Service Area

Street Name(s): _____

Instructions: To be completed daily by each JEA Employee using chain saws or other necessary equipment, who are accompanied by Police & Fire to cut and toss trees in streets prior to JEA's Damage Assessment crews driving through the area. Return originals of this completed form to JEA Risk Management Services.

Date Work Performed: _____ **Staging Area ID #:** _____

Geographic Information System (GIS) Location Number(s) of Work: _____

Instructions: Reference Appendix 14 of this FRP for FEMA's eligible equipment used for cut and toss, indicate FEMA's number that corresponds to that equipment in the appropriate box below.

Description of Equipment	Cut and Toss of Trees in Streets	
	Hours of Use	FEMA's Equipment Code #
Chain Saw-Bar Length 16"		8190
Chain Saw-Bar Length 25"		8191
Chain Saw-Pole-Bar size 18"		8192

Equipment Used By: _____

Printed Name

Signature

Job Title and ID #

Date Report Completed

JEA Cost Center #: _____ **Crew #:** _____ **Project #** _____



Appendix 7: Daily Report - Debris Removal (from JEA's Electric Lines, Plants and Other Facilities)

Applicable to JEA's Employees or Contractors Performing Work

Type of Utility Work:

Select One

☐ Electric ☐ Water ☐ Sewer

Location of JEA Damage:

*Select County
in JEA Service Area*

☐ Duval ☐ Clay ☐ St. Johns ☐ Nassau

Instructions: To be completed daily by each JEA Employee or by JEA's Project Representative Managing Contractor's or Mutual Aid Crews who remove debris from any JEA Plant or Facility. Debris includes but is not limited to: trees, limbs, sand, mud, broken concrete, etc. that is to be hauled off to a dump/recycling location. This form is not to be used for cut and toss of trees in streets to curbs. Return originals of this completed form to JEA Risk Management Services.

Location of Work (JEA Property Damage):

JEA's Electric Lines (Circuit #) or Plant/Facility Name: _____

Address: _____

Date Work Performed: _____ Staging Area ID #: _____

Geographic Information System (GIS) Location Number(s) of Removed Debris: _____

Description of Debris Removed: _____

Instructions: Reference Appendix 14 of this FRP for FEMA's eligible equipment used and indicate FEMA's number that corresponds to that equipment in the appropriate box below.

Information Applicable to JEA's Employee, Contractor, or Mutual Aid Crew	Debris Removal	
	Hours of Use	FEMA's Equipment Code #

Location Debris Hauled To: _____
(Name of Facility & Address) _____

***Load Ticket Must Be Attached (See Example, page 19)**

Load Ticket Number: _____ Weight of Load: _____

Equipment Used By: _____

Printed Name

Signature

Name, Job Title and ID #

Date Report Completed

JEA Cost Center #: _____ Crew #: _____ Project #: _____



-EXAMPLE-

**TO BE ATTACHED TO APPENDIX 7: DAILY REPORT-DEBRIS
REMOVAL**

Load Ticket		Ticket No. 0012345	
Municipality (Applicant)		Prime Contractor	
		Sub-Contractor	
Truck Information			
Truck No		Capacity	
Truck Driver (print legibly)			
Loading Information			
Loading	Time	Date	Inspector/Monitor
Location (Address or Cross Streets)			
When Using GPS Coordinates use Decimal Degrees (N xx.xxxxx)			
N		W	
Unloading Information			
Debris Classification		Estimated %, CYs, or Actual Weight	
<input type="checkbox"/> Vegetation			
<input type="checkbox"/> C&D			
<input type="checkbox"/> White Goods			
<input type="checkbox"/> HHW			
<input type="checkbox"/> Other* See Below			
Unloading	Time	Date	Inspector/Monitor
DMS Name and Location			
*Other Debris Explanation		Original: Applicant	
		Copy 1: _____	
		Copy 2: _____	
		Copy 3: _____	



Appendix 8: JEA's Property Damage Disaster Estimates



JEA PROPERTY DAMAGE DISASTER ESTIMATES

Name of Disaster: _____

Occurrence Date: _____

INSTRUCTIONS: JEA's VPs/General Managers in the Operations Section of JEA's Incident Command Structure, including Director of Facilities & DES, will give damage estimates to JEA's Director Risk Management Services within 48 hours after occurrence of a disaster using this form. JEA's Director Risk Management Services will separate insured and non-insured estimated damage for each county in JEA's service area and will give this information to Emergency Operations Centers for Clay, Duval, Nassau, and St. Johns counties, including FEMA and JEA's property insurance carrier.

(1) Generating Stations:	Estimated Amount of Damage:
Northside	\$ _____
Brandy Branch	\$ _____
Kennedy	\$ _____
St. Johns River Power Park (SJRPP)	\$ _____
Greenland Energy Center	\$ _____
Date Form Completed by JEA VP/GM, Electric Systems: _____	

(2) Electric Substations:	Estimated Amount of Damage:
	\$ _____
Date Form Completed by JEA VP/GM, Electric Systems: _____	

(3) Electric Transmission and Distribution Lines (Overhead and Underground):	Estimated Amount of Damage:
	\$ _____
Date Form Completed by JEA VP/GM, Electric Systems: _____	

(4) Water and Wastewater:	Estimated Amount of Damage:
Treatment Plants and Pump Stations (including pipes)	\$ _____
Reservoirs and Wells	\$ _____
Date Form Completed by JEA VP/GM Water/Wastewater Systems: _____	

(5) Chilled Water Facilities, Office Buildings, Warehouses, Service Centers, and Parking Garages:	Estimated Amount of Damage:
	\$ _____
Date Form Completed by JEA Director Facilities & DES: _____	

(6) Technology Services	Estimated Amount of Damage:
	\$ _____
Date Form Completed by JEA Chief Information Officer: _____	

Revised 5/18/16

Use the one page form in Appendix #9 of the JEA Cost, Time & Reimbursement Functional Response Procedure for manually reporting damage to JEA's insured assets (excluding pipes, wires, and poles).

Use the forms in other JEA Functional Response Procedures (Damage Assessment and Restoration) for reporting damage to JEA's pipes, wires, and poles that are self-insured.



APPENDIX 9: PROPERTY DAMAGE REPORT (JEA'S INSURED ASSETS)

Instructions: To report damage to JEA's "insured" assets, including property of others in the care, custody, and control of JEA. This form will **NOT BE USED** to report damage to JEA's pipes and wires, or resulting damage from street cave-ins or surface restoration from disaster related storms. Use forms in JEA's Damage Assessment Functional Response Procedure to report damage to JEA's pipes and wires.

REQUIRED DATA

<u>Date of Damage:</u>	<u>Time of Damage:</u> <input type="checkbox"/> AM <input type="checkbox"/> PM	<u>Authority Contacted</u> (Police, Fire Dept, etc.) Police CCR#
<u>Location of Damage:</u> Name of JEA Facility: _____ Address: _____ City: _____ State: _____ JEA's Utility: Electric <input type="checkbox"/> Water <input type="checkbox"/> Sewer <input type="checkbox"/> DES <input type="checkbox"/> County: Duval <input type="checkbox"/> Clay <input type="checkbox"/> St. Johns <input type="checkbox"/> Nassau <input type="checkbox"/> GPS Coordinates: (Latitude: _____ Longitude: _____)		<u>Owner of Property Damaged:</u> <input type="checkbox"/> JEA <input type="checkbox"/> Property of Others at JEA <input type="checkbox"/> SJRPP <input type="checkbox"/> Property of Others at SJRPP <u>Peril Causing Damage</u> (Fire, Lightning, Wind, Explosion, Flood, etc.)

IDENTIFICATION OF PROPERTY DAMAGED

Examples: (Buildings, contents, machinery and equipments, inventory, JEA's vehicles, and rented or leased property of others)

Description of Damage

Estimated Amount to Repair or Replace Damage: \$


REPORT COMPLETED BY

(Printed) Name: Title: JEA Cost Center #:	<u>Business Phone:</u>	<u>Cell Phone:</u>	<u>Date Report Completed:</u>
--	-------------------------------	---------------------------	--------------------------------------

Note: This Report should be forwarded to JEA Risk Management Services after completion with photos of damage attached.

The next five (5) pages include instructions how to complete the electronic form for JEA/SJRPP's Insured Assets excluding pipes, wires, and poles in SharePoint.

FEMA Damage Assessment Forms in SharePoint (SP) Manual

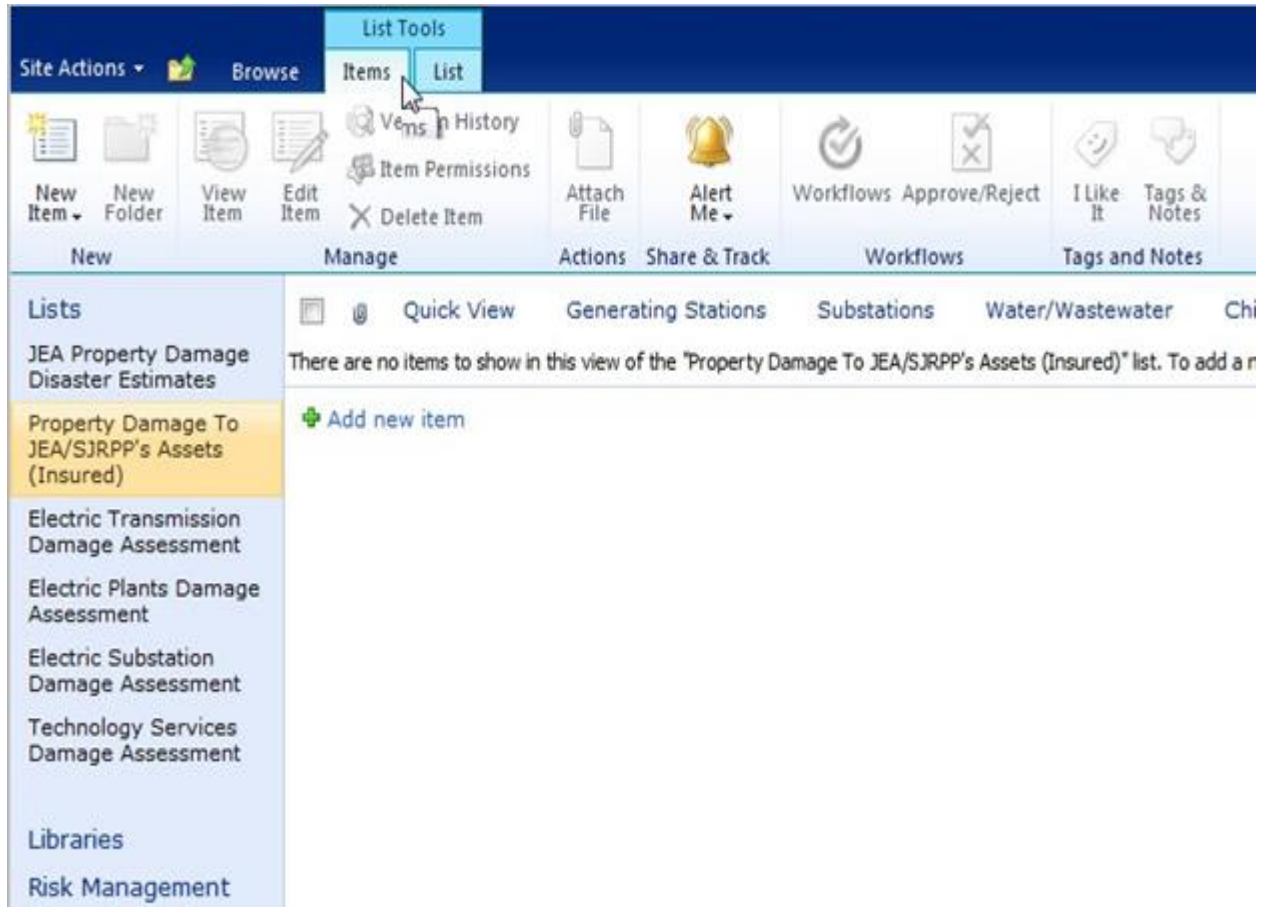
1. From The GRID(SharePoint) Homepage , hover over **Compliance** and select **Risk Management**.



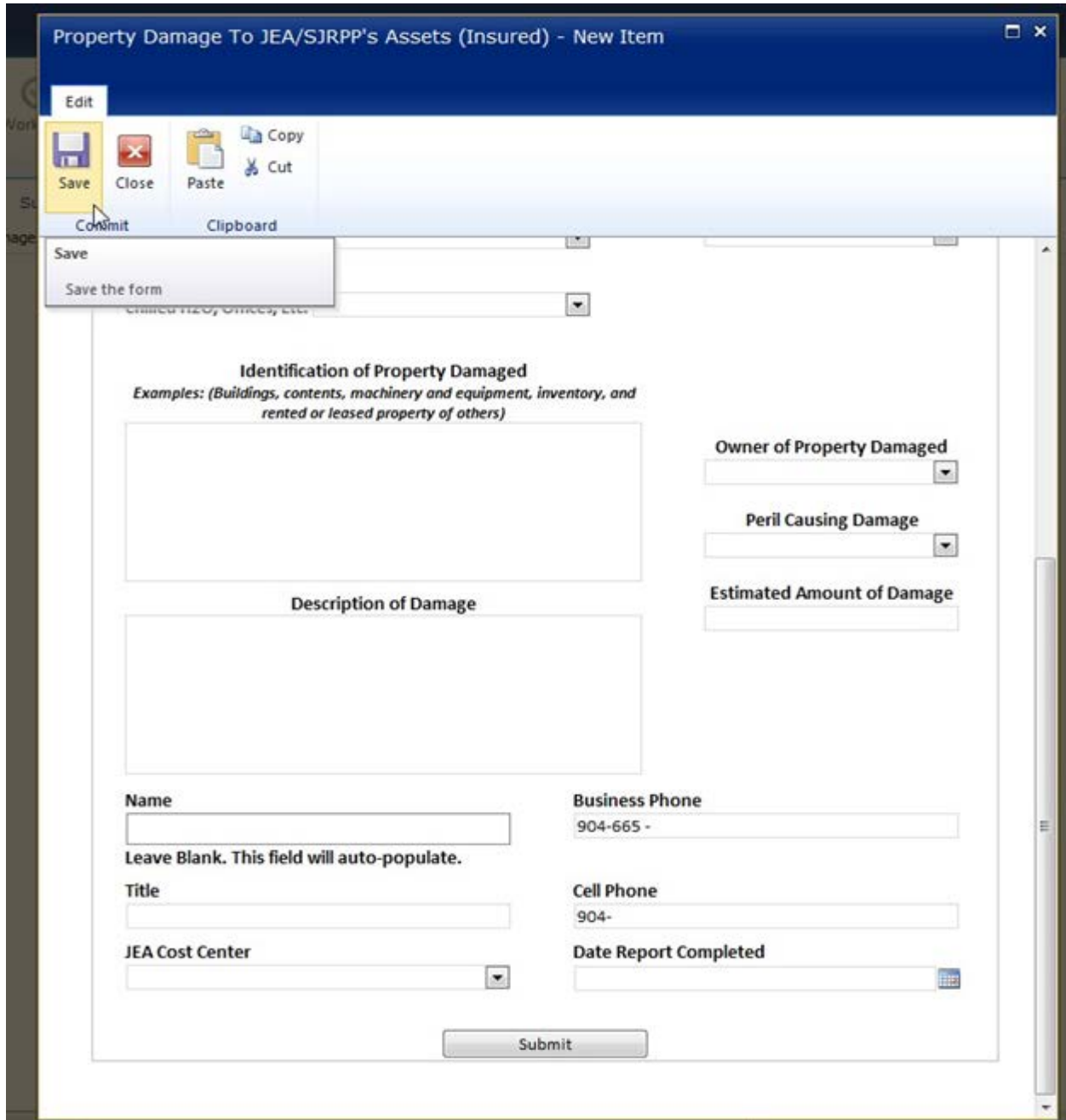
2. Once on the Risk Management SP page, to the left in the Quick Launch Bar or Left Navigation, there is link to the **Property Damage To JEA/SJRPP Assets (Insured) List**. Click on the desired list name.



- At the top of the page is the **List Tools** Tool Bar. Click on the **Items Tab** (Orange Arrow), then click on the **New Item Button** (Teal Arrow).



4. You will then be able to fill out any desired fields. Please note that the **Name** Field at the bottom of the form will autopopulate with the name of the person that is filling out the form, not necessarily the actual Assessor of the damage. You save your progress at any time by clicking **Save** or **Submit**. Both buttons function the **SAME**.



Property Damage To JEA/SJRPP's Assets (Insured) - New Item

Edit

Save Close Paste Cut

Commit Clipboard

Save

Save the form

Identification of Property Damaged
Examples: (Buildings, contents, machinery and equipment, inventory, and rented or leased property of others)

Description of Damage

Owner of Property Damaged

Peril Causing Damage

Estimated Amount of Damage

Name

Business Phone

Leave Blank. This field will auto-populate.

Title

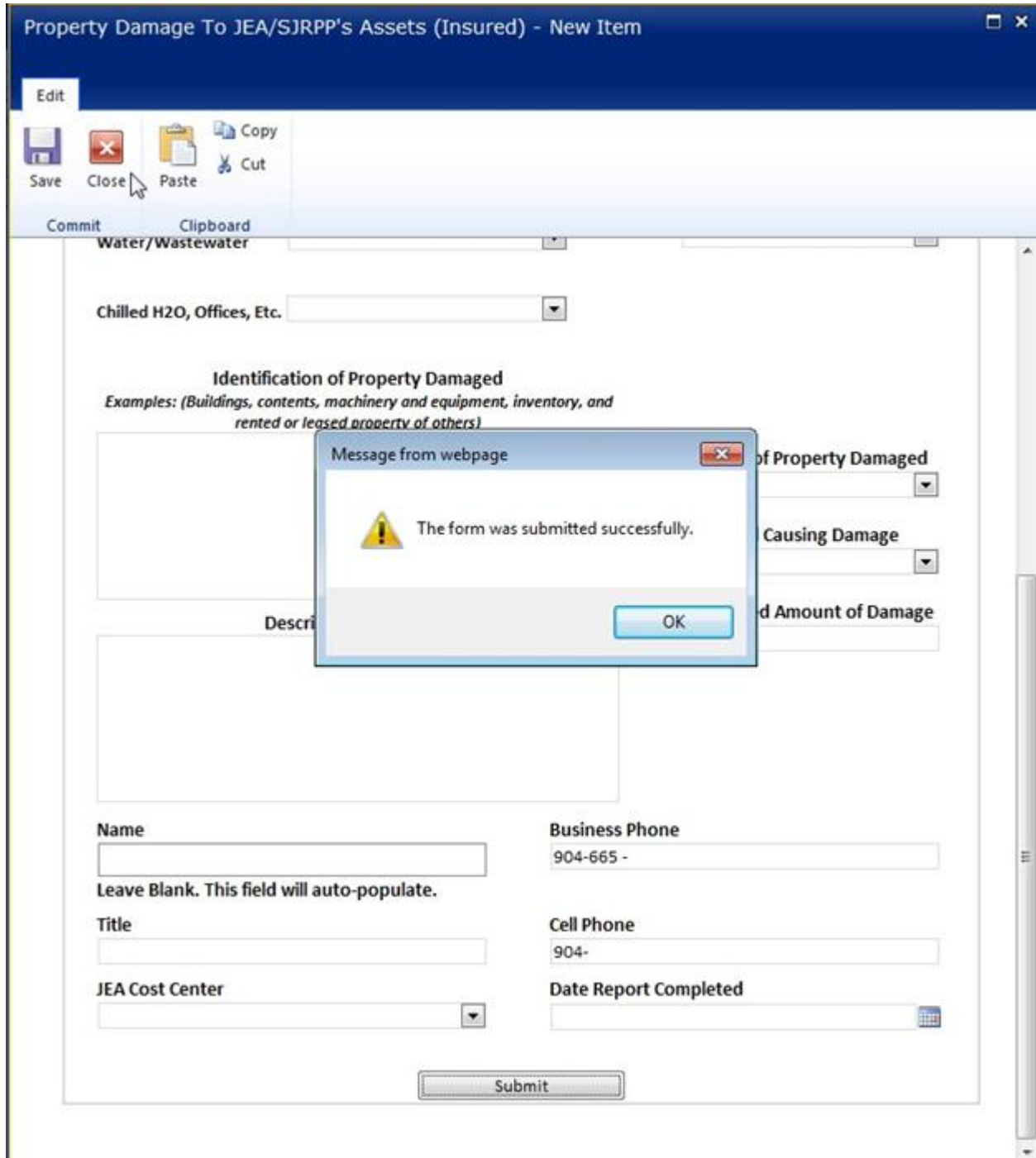
Cell Phone

JEA Cost Center

Date Report Completed

Submit

- If you saved or submitted the form you will receive a succesful submission message.



Property Damage To JEA/SJRPP's Assets (Insured) - New Item

Edit

Save Close Paste Copy Cut

Commit Clipboard

Water/Wastewater

Chilled H2O, Offices, Etc.

Identification of Property Damaged
Examples: (Buildings, contents, machinery and equipment, inventory, and rented or leased property of others)

Message from webpage

The form was submitted successfully.

OK

Name

Business Phone

904-665 -

Leave Blank. This field will auto-populate.

Title

Cell Phone

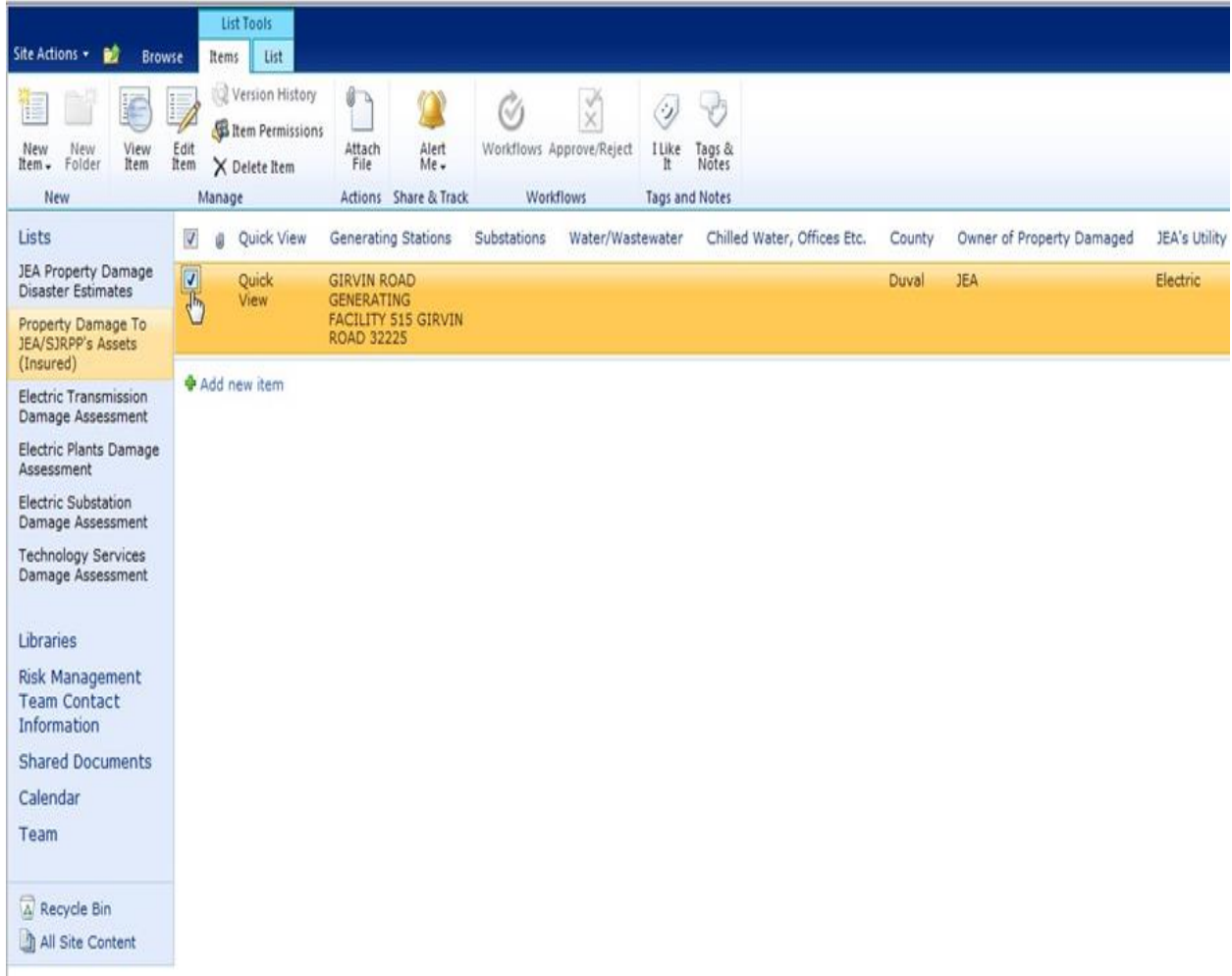
904-

JEA Cost Center

Date Report Completed

Submit

6. If you would like to view or edit an existing submission. Click the check box to the left of the desired item, then click **View** or **Edit** Item. Whichever is the desired action.



The screenshot displays the JEA web application interface. At the top, there is a navigation bar with 'Site Actions' and 'Browse' tabs. Below this is a 'List Tools' section with 'Items' and 'List' tabs. The main toolbar contains various icons for actions like 'New Item', 'New Folder', 'View Item', 'Edit Item', 'Delete Item', 'Version History', 'Item Permissions', 'Attach File', 'Alert Me', 'Workflows', 'Approve/Reject', 'I Like It', and 'Tags & Notes'. The main content area shows a table of items with columns for 'Quick View', 'Generating Stations', 'Substations', 'Water/Wastewater', 'Chilled Water, Offices Etc.', 'County', 'Owner of Property Damaged', and 'JEA's Utility'. The first item in the table is 'GIRVIN ROAD GENERATING FACILITY 515 GIRVIN ROAD 32225', which is highlighted in yellow. A mouse cursor is pointing at the 'Quick View' checkbox for this item. The left sidebar contains a list of navigation options: 'Lists', 'JEA Property Damage Disaster Estimates', 'Property Damage To JEA/SJRPP's Assets (Insured)', 'Electric Transmission Damage Assessment', 'Electric Plants Damage Assessment', 'Electric Substation Damage Assessment', 'Technology Services Damage Assessment', 'Libraries', 'Risk Management', 'Team Contact Information', 'Shared Documents', 'Calendar', 'Team', 'Recycle Bin', and 'All Site Content'.

Quick View	Generating Stations	Substations	Water/Wastewater	Chilled Water, Offices Etc.	County	Owner of Property Damaged	JEA's Utility
<input checked="" type="checkbox"/>	GIRVIN ROAD GENERATING FACILITY 515 GIRVIN ROAD 32225				Duval	JEA	Electric



Appendix 10: Daily Report for JEA's Purchasing Card
(Purchases for JEA's Storm Related Expenses by JEA's Employees: P-Card Holders)

Instructions: Must be completed "daily" for purchases of JEA's storm related items by the person indicated on JEA's Purchasing Card (NOT by the JEA Cost Center Coordinator). These JEA storm related expenses DO NOT include temporary repairs to JEA's Employees' homes.

Purchaser's Name: _____ **JEA Cost Center #:** _____

Purchase Date: _____

Items Purchased: *Check the appropriate boxes below.*

- | | | |
|--|------------------------------------|--|
| <input type="checkbox"/> Hotel / Motel | <input type="checkbox"/> Groceries | <input type="checkbox"/> Prepared Food (Restaurants/Fast Food) |
| <input type="checkbox"/> Chain Saws | <input type="checkbox"/> Batteries | <input type="checkbox"/> Flashlights |
| <input type="checkbox"/> Rain Coats | <input type="checkbox"/> Gloves | <input type="checkbox"/> Safety Glasses |
| <input type="checkbox"/> Other Items Purchased: _____ | | |

Purchase Made: ☐ Before Storm ☐ During Storm ☐ After Storm

Type of JEA Utility Storm Work: ☐ Electric ☐ Water ☐ Sewer

Location of JEA's Utility Work (County):

☐ Duval ☐ Clay ☐ St. Johns ☐ Nassau

Usage of Items Purchased:

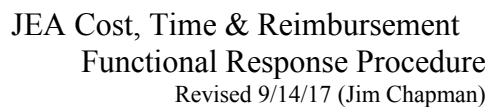
☐ Storm Protective Work ☐ Standby Labor ☐ Debris Removal ☐ Restoration of JEA Property Damage

Total Purchase Cost: _____

Purchaser's Signature: _____ **Date:** _____

Job Title: _____

IMPORTANT: FEMA requires all receipts for purchases from Vendors be attached to this form.



This form is to be completed by JEA's Employees when making Hotel/Motel Reservations for JEA's Employees, Contractors, Vendors and Mutual Aid Crews.

JEA
Employee's
Name:

JEA
Employee's
Title:

JEA
Employee's
Signature
and Date:

30



Appendix 12: Daily Report for Mutual Aid to JEA
(Utility Employee Timesheets, Vehicles & Equipment)

Type of Utility Work:

Select One

☐ Electric ☐ Water ☐ Sewer

Location of JEA Damage:

Select County

in JEA Service Territory

if applicable

☐ Duval ☐ Clay ☐ St. Johns ☐ Nassau

Instructions: To be completed daily by each Crew Leader of Mutual Aid Crews.

Return originals of this completed form to:

JEA Risk Management Services

Location of Work (including Street Name, City, and State): _____

Staging Area ID #: _____ **Geographic Information System (GIS) Location #:** _____

Description of Work Performed: _____

Date Work Performed: _____

Instructions: Reference Appendix 14 of this FRP for the FEMA eligible vehicles and equipment used and use FEMA's Cost Codes that corresponds to vehicles and equipment in the schedule below.

	<u>Debris Removal</u>			<u>Restoration of JEA's Property</u>		
			<u>FEMA</u>			<u>Damage</u>
	Hours Worked		Equipment Code #	Hours Worked		FEMA Equipment Code #
Utility Employee's Name	Regular	O.T.	Reference Appendix 14	Regular	O.T.	Reference Appendix 14

Report Completed By: _____

**(Crew Leader of
Mutual Aid Crews)**

Printed Name

Job Title and ID #

Signature

Date Report Completed

Utility Name: _____ **Crew #:** _____



(If Applicable)

Appendix 13: Daily Report for Employees of Randstad USA and Randstad North America, L.P.

Emergency Staffing Services: Before, During, and After Major Storm

Major Storm Name: _____

FEMA Incident Period: _____

Type of JEA Utility Work: ☐ **Electric** ☐ **Water** ☐ **Sewer** ☐ **Chilled Water**
Select One

Location of Emergency Work by Randstad's Employee:

- ☐ JEA's Customer Care Center (Duval County)
☐ JEA's Headquarters (Duval County)
☐ JEA's Emergency Operations Center (Duval County)
☐ JEA's Staging Area (Morocco Shrine Center) (Duval County)
☐ Other: _____

Type of Emergency Work Performed by Randstad's Employee:

- ☐ Answering phones in JEA's Call Center from Customers
☐ Hanging door notices on customers' homes warning of electric outages and danger from fallen electric lines.
☐ Debris Removal: _____

(Explain type of debris and JEA's location)
☐ Damage Assessment: _____

(Explain JEA's Damage and Location)
☐ Other Emergency Work: _____

Date Worked (Storm Only): _____

Hours Worked (Storm Only):

_____ **Regular Hours** _____ **OT Hours**

Randstad Employee's Name: _____

Printed

Signature

Job Title

Date Report Completed

JEA Cost Center Name and #: _____ **JEA Cost Center Manager:** _____

Appendix 14: FEMA's Schedule of Equipment Rates

FEMA's SCHEDULE OF EQUIPMENT RATES

**DEPARTMENT OF HOMELAND SECURITY
FEDERAL EMERGENCY MANAGEMENT AGENCY
RECOVERY DIRECTORATE
PUBLIC ASSISTANCE DIVISION
WASHINGTON, DC 20472**

The rates on this Schedule of Equipment Rates are for applicant-owned equipment in good mechanical condition, complete with all required attachments. Each rate covers all costs eligible under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, 42 U.S.C. § 5121, et seq., for ownership and operation of equipment, including depreciation, overhead, all maintenance, field repairs, fuel, lubricants, tires, OSHA equipment and other costs incidental to operation. Standby equipment costs are not eligible.

Equipment must be in actual operation performing eligible work in order for reimbursement to be eligible. LABOR COSTS OF OPERATOR ARE NOT INCLUDED in the rates and should be approved separately from equipment costs.

Information regarding the use of the Schedule is contained in 44 CFR § 206.228 Allowable Costs. Rates for equipment not listed will be furnished by FEMA upon request. Any appeals shall be in accordance with 44 CFR § 206.206 Appeals.

THESE RATES ARE APPLICABLE TO MAJOR DISASTERS AND EMERGENCIES
DECLARED BY THE PRESIDENT ON OR AFTER JULY 1, 2015.

Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8010	Air Compressor	Air Delivery	41 CFM	to 10	Hoses included.	hour	\$1.25
8011	Air Compressor	Air Delivery	103 CFM	to 30	Hoses included.	hour	\$9.00
8012	Air Compressor	Air Delivery	130 CFM	to 50	Hoses included.	hour	\$11.25
8013	Air Compressor	Air Delivery	175 CFM	to 90	Hoses included.	hour	\$24.00
8014	Air Compressor	Air Delivery	400 CFM	to 145	Hoses included.	hour	\$34.00
8015	Air Compressor	Air Delivery	575 CFM	to 230	Hoses included.	hour	\$57.00
8016	Air Compressor	Air Delivery	1,100 CFM	to 355	Hoses included.	hour	\$58.50
8017	Air Compressor	Air Delivery	1,600 CFM	to 500	Hoses included.	hour	\$98.00
8040	Ambulance			to 150		hour	\$32.75
8041	Ambulance			to 210		hour	\$41.50
8050	Board, Arrow			to 8	Trailer Mounted.	hour	\$3.50
8051	Board, Message			to 5	Trailer Mounted.	hour	\$8.75
8060	Auger, Portable	Hole Diameter	16 In	to 6		hour	\$1.50
8061	Auger, Portable	Hole Diameter	18 In	to 13		hour	\$3.75
8062	Auger, Tractor Mntd	Max. Auger Diameter	36 In	to 13	Includes digger, boom and mounting hardware. Add this rate to tractor rate for total auger and tractor rate.	hour	\$1.45



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8063	Auger, Truck Mntd	Max. Auger Size	24 In	to 100	Includes digger, boom and mounting hardware. Add this rate to tractor rate for total auger and tractor rate.	hour	\$34.25
8064	Hydraulic Post Driver					hour	\$29.90
8065	Auger	Horizontal Directional Boring Machine	250 X 100			hour	\$136.50
8066	Auger	Horizontal Directional Boring Machine	50 X 100			hour	\$108.75
8067	Auger, Directional Boring Machine					hour	\$31.00
8070	Automobile			to 130	Transporting people.	mile	\$0.56
8071	Automobile			to 130	Transporting cargo.	hour	\$14.00
8072	Automobile, Police			to 250	Patrolling.	mile	\$0.65
8073	Automobile, Police			to 250	Stationary with engine running.	hour	\$19.75
8075	Motorcycle, Police					mile	\$0.60
8077	Automobile - Ford Expedition	Fire Command Center				hour	\$25.50
8076	Automobile - Chevy Trailblazer	6 or 8 cl		285 to 300		hour	\$21.50
8080	All Terrain Vehicle (ATV)	Engine 110cc, 4-Wheel; 20" tyre		6.5-7.5		hour	\$8.50
8081	All Terrain Vehicle (ATV)	Engine 125cc, 4-Wheel; 21" tyre		7.6-8.6		hour	\$8.80
8082	All Terrain Vehicle (ATV)	Engine 150cc, 4-Wheel; 22" tyre		9.0-10		hour	\$9.45
8083	All Terrain Vehicle (ATV)	Engine 200cc, 4-Wheel; 24" tyre		12-14.0		hour	\$10.20
8084	All Terrain Vehicle (ATV)	Engine 250cc, 4-Wheel; 24" tyre		15-17		hour	\$10.75
8085	All Terrain Vehicle (ATV)	Engine 300cc, 4-Wheel; 24" tyre		18-20		hour	\$11.40
8086	All Terrain Vehicle (ATV)	Engine 400cc, 4-Wheel; 25" tyre		26-28		hour	\$12.50



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8087	All Terrain Vehicle (ATV)	Engine 450cc, 4-Wheel; 25" tyre		26-28		hour	\$12.75
8088	All Terrain Vehicle (ATV)	Engine 650cc, 4-Wheel; 25" tyre		38-40		hour	\$14.30
8089	All Terrain Vehicle (ATV)	Engine 750cc, 4-Wheel; 25" tyre		44-46		hour	\$14.75
8110	Barge, Deck	Size	50'x35'x7.25'			hour	\$31.00
8111	Barge, Deck	Size	50'x35'x9'			hour	\$39.50
8112	Barge, Deck	Size	120'x45'x10'			hour	\$67.00
8113	Barge, Deck	Size	160'x45'x11"			hour	\$85.75
8120	Boat, Tow	Size	55'x20'x5'	to 870	Steel.	hour	\$315.00
8121	Boat, Tow	Size	60'x21'x5'	to 1050	Steel.	hour	\$365.00
8122	Boat, Tow	Size	70'x30'x7.5'	to 1350	Steel.	hour	\$543.50
8123	Boat, Tow	Size	120'x34'x8'	to 2000	Steel.	hour	\$1,014.00
8124	Airboat	815AGIS Airboat w/spray unit	15'x8'	400		hour	\$65.00
8125	Airboat	815AGIS Airboat w/spray unit	15'x8'	425		hour	\$70.00
8126	Swamp Buggy	2007 FASTENAL Swamp Buggy		360		hour	\$95.00
8129	Compactor -2-Ton Pavement Roller	2 ton				hour	\$17.50
8130	Boat, Row				Heavy duty.	hour	\$1.00
8131	Boat, Runabout	Size	13'x5'	to 50	Outboard.	hour	\$16.00
8132	Boat, Tender	Size	14'x7'	to 100	Inboard with 360 degree drive.	hour	\$26.50
8133	Boat, Push	Size	45'x21'x6'	to 435	Flat hull.	hour	\$134.25
8134	Boat, Push	Size	54'x21'x6'	to 525	Flat hull.	hour	\$202.00
8135	Boat, Push	Size	58'x24'x7.5'	to 705	Flat hull.	hour	\$305.00
8136	Boat, Push	Size	64'x25'x8'	to 870	Flat hull.	hour	\$348.75
8140	Boat, Tug	Length	16 Ft	to 100		hour	\$33.25
8141	Boat, Tug	Length	18 Ft	to 175		hour	\$56.50
8142	Boat, Tug	Length	26 Ft	to 250		hour	\$77.50
8143	Boat, Tug	Length	40 Ft	to 380		hour	\$187.35
8144	Boat, Tug	Length	51 Ft	to 700		hour	\$237.25
8147	Boat, Inflatable Rescue Raft	Zodiac				hour	\$1.75



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8148	Boat, Runabout	1544 lbs	11 passenger capacity	190-250		hour	\$68.45
8149	Boat, removable engine	2000 Johnson Outboard Motor w 15" shaft		15		hour	\$3.17
8150	Broom, Pavement	Broom Length	72 In	to 35		hour	\$14.50
8151	Broom, Pavement	Broom Length	96 In	to 100		hour	\$22.00
8153	Broom, Pavement, Mntd	Broom Length	72 In	to 18	Add Prime Mover cost for total rate	hour	\$6.50
8154	Broom, Pavement, Pull	Broom Length	84 In	to 20	Add Prime Mover cost for total rate	hour	\$11.00
8157	Sweeper, Pavement			to 110		hour	\$54.00
8158	Sweeper, Pavement			to 230		hour	\$83.00
8180	Bus			to 150		hour	\$21.75
8181	Bus			to 210		hour	\$27.50
8182	Bus			to 300		hour	\$32.25
8183	Blower	gasoline powered Toro Pro Force		27		hour	\$12.15
8184	Back-Pack Blower			to 4.4		hour	\$1.75
8185	Walk-Behind Blower			13		hour	\$9.50
8187	Chainsaw	Bar Length 20"	20 In	3.0 cu in		hour	\$1.65
8188	Chainsaw	Bar Length 20"	20 In	5.0 cu in		hour	\$2.65
8189	Chainsaw	Bar Length 20"	20 In	6.0 cu in		hour	\$3.00
8190	Chain Saw	Bar Length	16 In			hour	\$2.00
8191	Chain Saw	Bar Length	25 In			hour	\$3.25
8192	Chain Saw, Pole	Bar Size	18 In			hour	\$1.75
8193	Skidder	model 748 E		to 173		hour	\$58.50
8194	Skidder	model 648 G11		to 177		hour	\$63.00
8195	Cutter, Brush	Cutter Size	8 ft	to 150		hour	\$106.00
8196	Cutter, Brush	Cutter Size	8 ft	to 190		hour	\$117.00
8197	Cutter, Brush	Cutter Size	10 ft	to 245		hour	\$126.50
8198	Brusher Cutter	Cutter, Brush - 247 hp, 1997 Model 511 Feller		to 247		hour	\$154.65
8199	Log Trailer	40 ft					\$12.50



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8200	Chipper, Brush	Chipping Capacity	6 In	to 35	Trailer Mounted.	hour	\$8.50
8201	Chipper, Brush	Chipping Capacity	9 In	to 65	Trailer Mounted.	hour	\$18.25
8202	Chipper, Brush	Chipping Capacity	12 In	to 100	Trailer Mounted.	hour	\$25.00
8203	Chipper, Brush	Chipping Capacity	15 In	to 125	Trailer Mounted.	hour	\$35.00
8204	Chipper, Brush	Chipping Capacity	18 In	to 200	Trailer Mounted.	hour	\$52.75
8208	Loader - Tractor - Knuckleboom	model Barko 595 ML		to 173		hour	\$53.00
8209	Loader - Wheel	model 210 w/ Buck Saw 50 inch Bar		to 240		hour	\$97.00
8210	Clamshell & Dragline, Crawler		149,999 lbs	to 235	Bucket not included in rate.	hour	\$97.00
8211	Clamshell & Dragline, Crawler		250,000 lbs	to 520	Bucket not included in rate.	hour	\$143.00
8212	Clamshell & Dragline, Truck			to 240	Bucket not included in rate.	hour	\$105.50
8220	Compactor			to 10		hour	\$11.60
8221	Compactor, towed, Vibratory Drum			to 45		hour	\$15.75
8222	Compactor, Vibratory, Drum			to 75		hour	\$28.75
8223	Compactor, pneumatic, wheel			to 100		hour	\$33.75
8225	Compactor, Sanitation			to 300		hour	\$109.25
8226	Compactor, Sanitation			to 400		hour	\$186.45
8227	Compactor, Sanitation			535		hour	\$258.95
8228	Compactor, towed, Pneumatic, Wheel		10,000 lbs		Include prime mover rate	hour	\$8.25
8229	Compactor, towed, Drum Static		20,000 lbs		Include prime mover rate	hour	\$13.25
8240	Feeder, Grizzly			to 35		hour	\$18.25
8241	Feeder, Grizzly			to 55		hour	\$34.00
8242	Feeder, Grizzly			to 75		hour	\$49.00
8250	Dozer, Crawler			to 75		hour	\$41.00
8251	Dozer, Crawler			to 105		hour	\$45.50
8252	Dozer, Crawler			to 160		hour	\$72.50
8253	Dozer, Crawler			to 250		hour	\$77.25
8254	Dozer, Crawler			to 360		hour	\$164.85
8255	Dozer, Crawler			to 565		hour	\$285.85
8256	Dozer, Crawler			to 850		hour	\$370.25



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8260	Dozer, Wheel			to 300		hour	\$75.50
8261	Dozer, Wheel			to 400		hour	\$123.50
8262	Dozer, Wheel			to 500		hour	\$174.00
8269	Box Scraper	3 hitch attach for tractor; 2007 Befco				hour	\$3.35
8270	Bucket, Clamshell	Capacity	1.0 CY		Includes teeth. Does not include Clamshell & Dragline	hour	\$3.75
8271	Bucket, Clamshell	Capacity	2.5 CY		Includes teeth. Does not include Clamshell & Dragline	hour	\$7.25
8272	Bucket, Clamshell	Capacity	5.0 CY		Includes teeth. Does not include Clamshell & Dragline	hour	\$8.50
8273	Bucket, Clamshell	Capacity	7.5 CY		Includes teeth. Does not include Clamshell & Dragline	hour	\$15.50
8275	Bucket, Dragline	Capacity	2.0 CY		Does not include Clamshell & Dragline	hour	\$3.00
8276	Bucket, Dragline	Capacity	5.0 CY		Does not include Clamshell & Dragline	hour	\$7.00
8277	Bucket, Dragline	Capacity	10 CY		Does not include Clamshell & Dragline	hour	\$11.00
8278	Bucket, Dragline	Capacity	14 CY		Does not include Clamshell & Dragline	hour	\$14.00
8280	Excavator, Hydraulic	Bucket Capacity	0.5 CY	to 45	Crawler, Truck & Wheel. Includes bucket.	hour	\$20.00
8281	Excavator, Hydraulic	Bucket Capacity	1.0 CY	to 90	Crawler, Truck & Wheel. Includes bucket.	hour	\$43.00
8282	Excavator, Hydraulic	Bucket Capacity	1.5 CY	to 160	Crawler, Truck & Wheel. Includes bucket.	hour	\$72.00
8283	Excavator, Hydraulic	Bucket Capacity	2.5 CY	to 265	Crawler, Truck & Wheel. Includes bucket.	hour	\$128.50
8284	Excavator, Hydraulic	Bucket Capacity	4.5 CY	to 420	Crawler, Truck & Wheel. Includes bucket.	hour	\$228.00
8285	Excavator, Hydraulic	Bucket Capacity	7.5 CY	to 650	Crawler, Truck & Wheel. Includes bucket.	hour	\$263.25



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8286	Excavator, Hydraulic	Bucket Capacity	12 CY	to 1000	Crawler, Truck & Wheel. Includes bucket.	hour	\$452.50
8287	Excavator	2007 model Gradall XL3100 III		184		hour	\$66.00
8288	Excavator	2003 model Gradall XL4100 III		238		hour	\$75.00
8289	Excavator	2006 model Gradall XL5100		230		hour	\$86.00
8290	Trowel, Concrete	Diameter	48 In	to 12		hour	\$5.00
8300	Fork Lift	Capacity	6,000 Lbs	to 60		hour	\$13.50
8301	Fork Lift	Capacity	12,000 Lbs	to 90		hour	\$21.50
8302	Fork Lift	Capacity	18,000 Lbs	to 140		hour	\$27.00
8303	Fork Lift	Capacity	50,000 Lbs	to 215		hour	\$57.50
8306	Fork Lift Material handler	Diesel, CAT TH360B	6,600-11,500 gvwr lbs	99.9		hour	\$33.75
8307	Fork Lift Material handler	Diesel, CAT TH460B		99.9		hour	\$35.25
8308	Fork Lift Material handler	Diesel, CAT TH560B		99.9		hour	\$43.60
8309	Fork Lift Accessory	2003 ACS Paddle Fork				hour	\$2.50
8310	Generator	Prime Output	5.5 KW	to 10		hour	\$4.00
8311	Generator	Prime Output	16 KW	to 25		hour	\$11.25
8312	Generator	Prime Output	43 KW	to 65		hour	\$20.00
8313	Generator	Prime Output	100 KW	to 125		hour	\$38.00
8314	Generator	Prime Output	150 KW	to 240		hour	\$63.00
8315	Generator	Prime Output	210 KW	to 300		hour	\$82.75
8316	Generator	Prime Output	280 KW	to 400		hour	\$108.25
8317	Generator	Prime Output	350 KW	to 500		hour	\$119.00
8318	Generator	Prime Output	530 KW	to 750		hour	\$205.60
8319	Generator	Prime Output	710 KW	to 1000		hour	\$254.75
8320	Generator	Prime Output	1,100 KW	to 2500	Open	hour	\$411.50
8321	Generator	Prime Output	2,500 KW	to 3000		hour	\$612.25
8322	Generator	Prime Output	1,000 KW	to 1645	Enclosed	hour	\$413.00
8323	Generator	Prime Output	1,500 KW	to 2500	Enclosed	hour	\$578.70
8324	Generator	Prime Output	1,100 KW	to 2500	Enclosed	hour	\$446.50
8325	Generator	Prime Output	40 KW	60		hour	\$20.00
8326	Generator	Prime Output	20 KW	40		hour	\$10.50



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8330	Graders	Moldboard Size	10 Ft	to 110	Includes Rigid and Articulate equipment.	hour	\$40.50
8331	Graders	Moldboard Size	12 Ft	to 150	Includes Rigid and Articulate equipment.	hour	\$54.50
8332	Graders	Moldboard Size	14 Ft	to 225	Includes Rigid and Articulate equipment.	hour	\$84.00
8350	Hose, Discharge	Diameter	3 In		Per 25 foot length. Includes couplings.	hour	\$0.20
8351	Hose, Discharge	Diameter	4 In		Per 25 foot length. Includes couplings.	hour	\$0.35
8352	Hose, Discharge	Diameter	6 In		Per 25 foot length. Includes couplings.	hour	\$0.75
8353	Hose, Discharge	Diameter	8 In		Per 25 foot length. Includes couplings.	hour	\$1.00
8354	Hose, Discharge	Diameter	12 In		Per 25 foot length. Includes couplings.	hour	\$1.35
8355	Hose, Discharge	Diameter	16 In		Per 25 foot length. Includes couplings.	hour	\$2.20
8356	Hose, Suction	Diameter	3 In		Per 25 foot length. Includes couplings.	hour	\$0.25
8357	Hose, Suction	Diameter	4 In		Per 25 foot length. Includes couplings.	hour	\$0.46
8358	Hose, Suction	Diameter	6 In		Per 25 foot length. Includes couplings.	hour	\$0.95
8359	Hose, Suction	Diameter	8 In		Per 25 foot length. Includes couplings.	hour	\$1.30
8360	Hose, Suction	Diameter	12 In		Per 25 foot length. Includes couplings.	hour	\$2.35
8361	Hose, Suction	Diameter	16 In		Per 25 foot length. Includes couplings.	hour	\$3.35
8380	Loader, Crawler	Bucket Capacity	0.5 CY	to 32	Includes bucket.	hour	\$13.00
8381	Loader, Crawler	Bucket Capacity	1 CY	to 60	Includes bucket.	hour	\$23.50
8382	Loader, Crawler	Bucket Capacity	2 CY	to 118	Includes bucket.	hour	\$49.00
8383	Loader, Crawler	Bucket Capacity	3 CY	to 178	Includes bucket.	hour	\$87.25
8384	Loader, Crawler	Bucket Capacity	4 CY	to 238	Includes bucket.	hour	\$128.75



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8390	Loader, Wheel	Bucket Capacity	0.5 CY	to 38		hour	\$18.00
8391	Loader, Wheel	Bucket Capacity	1 CY	to 60		hour	\$24.25
8392	Loader, Wheel	Bucket Capacity	2 CY	to 105		hour	\$34.50
8393	Loader, Wheel	Bucket Capacity	3 CY	to 152		hour	\$44.00
8394	Loader, Wheel	Bucket Capacity	4 CY	to 200		hour	\$60.25
8395	Loader, Wheel	Bucket Capacity	5 CY	to 250		hour	\$74.50
8396	Loader, Wheel	Bucket Capacity	6 CY	to 305		hour	\$98.25
8397	Loader, Wheel	Bucket Capacity	7 CY	to 360		hour	\$108.00
8398	Loader, Wheel	Bucket Capacity	8 CY	to 530		hour	\$167.75
8401	Loader, Tractor, Wheel			to 81		hour	\$26.25
8410	Mixer, Concrete Portable	Batching Capacity	10 Cft			hour	\$3.60
8411	Mixer, Concrete Portable	Batching Capacity	12 Cft			hour	\$5.00
8412	Mixer, Concrete, Trailer Mntd	Batching Capacity	11 Cft	to 10		hour	\$9.50
8413	Mixer, Concrete, Trailer Mntd	Batching Capacity	16 Cft	to 25		hour	\$17.00
8419	Breaker, Pavement Hand-Held	Weight	25~90 Lbs			hour	\$0.70
8420	Breaker, Pavement			to 70		hour	\$35.75
8423	Spreader, Chip	Spread Hopper Width	12.5 Ft	to 152		hour	\$58.00
8424	Spreader, Chip	Spread Hopper Width	16.5 Ft	to 215		hour	\$92.50
8425	Spreader, Chip, Mntd	Hopper Size	8 Ft	to 8	Trailer & truck mounted.	hour	\$3.37
8430	Paver, Asphalt, Towed				Does not include Prime Mover.	hour	\$8.00
8431	Paver, Asphalt			to 50	Includes wheel and crawler equipment.	hour	\$50.00
8432	Paver, Asphalt			to 125	Includes wheel and crawler equipment.	hour	\$135.00
8433	Paver, Asphalt			to 175	Includes wheel and crawler equipment.	hour	\$114.00
8434	Paver, Asphalt			to 250	Includes wheel and crawler equipment.	hour	\$147.75



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8436	Pick-up, Asphalt			to 110		hour	\$55.25
8437	Pick-up, Asphalt			to 150		hour	\$89.00
8438	Pick-up, Asphalt			to 200		hour	\$120.00
8439	Pick-up, Asphalt			to 275		hour	\$145.75
8440	Striper	Paint Capacity	40 Gal	to 22		hour	\$9.25
8441	Striper	Paint Capacity	90 Gal	to 60		hour	\$20.50
8442	Striper	Paint Capacity	120 Gal	to 122		hour	\$39.75
8445	Striper, Truck Mntd	Paint Capacity	120 Gal	to 460		hour	\$79.50
8446	Striper, Walk-behind	Paint Capacity	12 Gal			hour	\$3.65
8447	Paver accessory - Belt Extension	2002 Leeboy			crawler	hour	\$26.60
8450	Plow, Snow, Grader Mntd	Width	to 10 Ft		Include Grader for total cost	hour	\$16.75
8451	Plow, Snow, Grader Mntd	Width	to 14 Ft		Include Grader for total cost	hour	\$24.00
8452	Plow, Truck Mntd	Width	to 15 Ft		Include truck for total cost	hour	\$11.75
8453	Plow, Truck Mntd	Width	to 15 Ft		With leveling wing. Include truck for total cost	hour	\$19.75
8455	Spreader, Sand	Mounting	Tailgate, Chassis			hour	\$3.75
8456	Spreader, Sand	Mounting	Dump Body			hour	\$5.90
8457	Spreader, Sand	Mounting	Truck (10yd)			hour	\$7.90
8458	Spreader, Chemical	Capacity	5 CY	to 4	Trailer & truck mounted.	hour	\$4.25
8469	Pump - Trash Pump	10 MTC	2" Pump	to 7	10,000 gph	hour	\$4.80
8470	Pump			to 4	Hoses not included.	hour	\$2.65
8471	Pump			to 6	Hoses not included.	hour	\$3.20
8472	Pump			to 10	Hoses not included.	hour	\$4.40
8473	Pump			to 15	Hoses not included.	hour	\$8.00
8474	Pump			to 25	Hoses not included.	hour	\$9.70
8475	Pump			to 40	Hoses not included.	hour	\$18.50
8476	Pump			to 60	Hoses not included.	hour	\$22.00
8477	Pump			to 95	Hoses not included.	hour	\$34.00
8478	Pump			to 140	Hoses not included.	hour	\$35.75
8479	Pump			to 200	Hoses not included.	hour	\$42.00
8480	Pump			to 275	Does not include Hoses.	hour	\$77.00



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8481	Pump			to 350	Does not include Hoses. Diesel	hour	\$98.00
8482	Pump			to 425	Does not include Hoses.	hour	\$120.00
8483	Pump			to 500	Does not include Hoses.	hour	\$140.00
8484	Pump			to 575	Does not include Hoses.	hour	\$162.00
8485	Pump			to 650	Does not include Hoses.	hour	\$183.00
8486	Aerial Lift, Truck Mntd	Max. Platform Height	40 Ft		Articulated and Telescoping. Add this rate to truck rate for total lift and truck rate	hour	\$7.00
8487	Aerial Lift, Truck Mntd	Max. Platform Height	61 Ft		Articulated and Telescoping. Add this rate to truck rate for total lift and truck rate	hour	\$12.00
8488	Aerial Lift, Truck Mntd	Max. Platform Height	80 Ft		Articulated and Telescoping. Add this rate to truck rate for total lift and truck rate	hour	\$23.50
8489	Aerial Lift, Truck Mntd	Max. Platform Height	100 Ft		Articulated and Telescoping. Add this rate to truck rate for total lift and truck rate	hour	\$34.50
8490	Aerial Lift, Self-Propelled	Max. Platform Height	37 Ft	to 15	Articulated, Telescoping, Scissor.	hour	\$9.00
8491	Aerial Lift, Self-Propelled	Max. Platform Height	60 Ft	to 30	Articulated, Telescoping, Scissor.	hour	\$12.80
8492	Aerial Lift, Self-Propelled	Max. Platform Height	70 Ft	to 50	Articulated, Telescoping, Scissor.	hour	\$18.75
8493	Aerial Lift, Self-Propelled	Max. Platform Height	125 Ft	to 85	Articulated and Telescoping.	hour	\$59.50
8494	Aerial Lift, Self-Propelled	Max. Platform Height	150 Ft	to 130	Articulated and Telescoping.	hour	\$78.00
8495	I.C. Aerial Lift, Self-Propelled	Max. Platform Height - 40 Ft	75"x155"	to 80	2000 Lbs Capacity	hour	\$24.50
8496	Crane, Truck Mntd	Max. Lift Capacity	24,000 Lbs		Include truck rate for total cost	hour	\$10.75
8497	Crane, Truck Mntd	Max. Lift Capacity	36,000 Lbs		Include truck rate for total cost	hour	\$17.00
8498	Crane, Truck Mntd	Max. Lift Capacity	60,000 Lbs		Include truck rate for total cost	hour	\$31.50



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8500	Crane	Max. Lift Capacity	8 MT	to 80		hour	\$31.25
8501	Crane	Max. Lift Capacity	15 MT	to 150		hour	\$63.50
8502	Crane	Max. Lift Capacity	50 MT	to 200		hour	\$98.00
8503	Crane	Max. Lift Capacity	70 MT	to 300		hour	\$169.00
8504	Crane	Max. Lift Capacity	110 MT	to 350		hour	\$222.25
8510	Saw, Concrete	Blade Diameter	14 In	to 14		hour	\$8.50
8511	Saw, Concrete	Blade Diameter	26 In	to 35		hour	\$16.00
8512	Saw, Concrete	Blade Diameter	48 In	to 65		hour	\$26.75
8513	Saw, Rock			to 100		hour	\$25.25
8514	Saw, Rock			to 200		hour	\$69.75
8517	Jackhammer (Dry)	Weight Class	25-45 Lbs			hour	\$1.25
8518	Jackhammer (Wet)	Weight Class	30-55 Lbs			hour	\$1.45
8521	Scraper	Scraper Capacity	16 CY	to 250		hour	\$106.50
8522	Scraper	Scraper Capacity	23 CY	to 365		hour	\$163.50
8523	Scraper	Scraper Capacity	34 CY	to 475		hour	\$246.00
8524	Scraper	Scraper Capacity	44 CY	to 600		hour	\$257.00
8540	Loader, Skid-Steer	Operating Capacity	1000 Lbs	to 35		hour	\$12.50
8541	Loader, Skid-Steer	Operating Capacity	2000 Lbs	to 65		hour	\$22.50
8542	Loader, Skid-Steer	Operating Capacity	3000 Lbs	to 85		hour	\$26.50
8550	Snow Blower, Truck Mntd	Capacity	600 Tph	to 75	Does not include truck	hour	\$38.50
8551	Snow Blower, Truck Mntd	Capacity	1400 Tph	to 200	Does not include truck	hour	\$72.25
8552	Snow Blower, Truck Mntd	Capacity	2000 Tph	to 340	Does not include truck	hour	\$111.50
8553	Snow Blower, Truck Mntd	Capacity	2500 Tph	to 400	Does not include truck	hour	\$124.00
8558	Snow Thrower, Walk Behind	Cutting Width	25 in	to 5		hour	\$3.25
8559	Snow Thrower, Walk Behind	Cutting Width	60 in	to 15		hour	\$7.15
8560	Snow Blower	Capacity	2,000 Tph	to 400		hour	\$152.00
8561	Snow Blower	Capacity	2,500 Tph	to 500		hour	\$172.00
8562	Snow Blower	Capacity	3,500 Tph	to 600		hour	\$197.00



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8569	Dust Control De-Ice Unit	1300-2000 gal	173"Lx98"Wx51"H	5.5	Hydro Pump w/100' 1/2" hose	hour	\$4.84
8570	Loader-Backhoe, Wheel	Loader Bucket Capacity	0.5 CY	to 40	Loader and Backhoe Buckets included.	hour	\$16.00
8571	Loader-Backhoe, Wheel	Loader Bucket Capacity	1 CY	to 70	Loader and Backhoe Buckets included.	hour	\$27.25
8572	Loader-Backhoe, Wheel	Loader Bucket Capacity	1.5 CY	to 95	Loader and Backhoe Buckets included.	hour	\$37.00
8573	Loader-Backhoe, Wheel	Loader Bucket Capacity	1.75 CY	to 115	Loader and Backhoe Buckets included.	hour	\$43.75
8580	Distributor, Asphalt	Tank Capacity	500 Gal		Trailer Mounted. Includes burners, insulated tank, and circulating spray bar.	hour	\$13.25
8581	Distributor, Asphalt	Tank Capacity	1000 Gal		Truck Mounted. Includes burners, insulated tank, and circulating spray bar. Include truck rate.	hour	\$21.25
8582	Distributor, Asphalt	Tank Capacity	4000 Gal		Truck Mounted. Includes burners, insulated tank, and circulating spray bar. Include truck rate.	hour	\$26.25
8583	Distributor	ETNYRE Oil Distributor Model - PB348		300		hour	\$59.50
8584	Distributor	ETNYRE Quad Chip Spreader		280		hour	\$70.00
8590	Trailer, Dump	Capacity	20 CY		Does not include Prime Mover.	hour	\$9.00
8591	Trailer, Dump	Capacity	30 CY		Does not include Prime Mover.	hour	\$15.50
8600	Trailer, Equipment	Capacity	30 Tons			hour	\$11.25
8601	Trailer, Equipment	Capacity	40 Tons			hour	\$14.00
8602	Trailer, Equipment	Capacity	60 Tons			hour	\$17.00
8603	Trailer, Equipment	Capacity	120 Tons			hour	\$31.00
8610	Trailer, Water	Tank Capacity	4000 Gal		Includes a centrifugal pump with sump and a rear spraybar.	hour	\$12.25

Verified Current Listing by JEA's Risk Management Services as of 9/7/17.



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8611	Trailer, Water	Tank Capacity	6000 Gal		Includes a centrifugal pump with sump and a rear spraybar.	hour	\$15.00
8612	Trailer, Water	Tank Capacity	10000 Gal		Includes a centrifugal pump with sump and a rear spraybar.	hour	\$18.00
8613	Trailer, Water	Tank Capacity	14000 Gal		Includes a centrifugal pump with sump and a rear spraybar.	hour	\$22.75
8614	Truck- Water Tanker	1000 gal. tank		175		hour	\$35.90
8620	Tub Grinder			to 440		hour	\$103.00
8621	Tub Grinder			to 630		hour	\$158.75
8622	Tub Grinder			to 760		hour	\$203.75
8623	Tub Grinder			to 1000		hour	\$305.81
8627	Vermeer Horizontal Grinder	model HG6000		630	Chain Craw	hour	\$457.00
8628	Stump Grinder	1988 Vermeer SC-112		102		hour	\$41.50
8629	Stump Grinder	24" grinding wheel		110		hour	\$43.90
8630	Sprayer, Seed	Working Capacity	750 Gal	to 30	Trailer & truck mounted. Does not include Prime Mover.	hour	\$10.75
8631	Sprayer, Seed	Working Capacity	1250 Gal	to 50	Trailer & truck mounted. Does not include Prime Mover.	hour	\$16.50
8632	Sprayer, Seed	Working Capacity	3500 Gal	to 115	Trailer & truck mounted. Does not include Prime Mover.	hour	\$29.00
8633	Mulcher, Trailer Mntd	Working Capacity	7 TPH	to 35		hour	\$11.75
8634	Mulcher, Trailer Mntd	Working Capacity	10 TPH	to 55		hour	\$18.00
8635	Mulcher, Trailer Mntd	Working Capacity	20 TPH	to 120		hour	\$29.25
8636	Scraper	Soil Recycler WR 2400	w 317 gal fuel tank	563		hour	\$206.25
8637	Trailer	Double Belly Bottom-dump Trailer		350-400		hour	\$82.90
8638	Rake	Barber Beach Sand Rake 600HDr, towed				hour	\$14.00
8639	Chipper	Wildcat 626 Cougar Trommel		125	Screen chipper w belt	hour	\$44.20

Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8640	Trailer, Office	Trailer Size	8' x 24'			hour	\$1.95
8641	Trailer, Office	Trailer Size	8' x 32'			hour	\$2.25
8642	Trailer, Office	Trailer Size	10' x 32'			hour	\$2.85
8643	Trailer	Haz-Mat Equipment trailer				hour	\$37.50
8644	Trailer, Covered Utility Trailer	(7' X 16')	7' x 16'			hour	\$2.76
8645	Trailer, Dodge Ram	8' x 24' shower trailer-12 showers				hour	\$32.60
8646	Trailer, Dodge	32' flatbed water				hour	\$25.50
8650	Trencher			to 40	Walk-behind, Crawler & Wheel Mounted. Chain and Wheel.	hour	\$12.75
8651	Trencher			to 85	Walk-behind, Crawler & Wheel Mounted. Chain and Wheel.	hour	\$27.65
8654	Trencher accessories	2008 Griswold Trenchbox				hour	\$1.20
8660	Plow, Cable	Plow Depth	24 in	to 30		hour	\$11.85
8661	Plow, Cable	Plow Depth	36 in	to 65		hour	\$31.50
8662	Plow, Cable	Plow Depth	48 in	to 110		hour	\$36.50
8670	Derrick, Hydraulic Digger	Max. Boom Length	60 Ft		Includes hydraulic pole alignment attachment. Include truck rate	hour	\$22.65
8671	Derrick, Hydraulic Digger	Max. Boom Length	90 Ft		Includes hydraulic pole alignment attachment. Include truck rate	hour	\$41.00
8680	Truck, Concrete Mixer	Mixer Capacity	13 CY	to 300		hour	\$93.00
8684	Truck, Fire	100 Ft Ladder	100Ft			hour	\$140.81
8690	Truck, Fire	Pump Capacity	1000 GPM			hour	\$80.00
8691	Truck, Fire	Pump Capacity	1250 GPM			hour	\$85.00
8692	Truck, Fire	Pump Capacity	1500 GPM			hour	\$91.00
8693	Truck, Fire	Pump Capacity	2000 GPM			hour	\$93.50
8694	Truck, Fire Ladder	Ladder length	75 FT			hour	\$135.25
8695	Truck, Fire Ladder	Ladder length	150 FT			hour	\$160.00
8696	Truck, Fire	No Ladder		330	Rescue Equipment	hour	\$42.00
8700	Truck, Flatbed	Maximum Gvw	15000 Lbs	to 200		hour	\$24.25
8701	Truck, Flatbed	Maximum Gvw	25000 Lbs	to 275		hour	\$26.00



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8702	Truck, Flatbed	Maximum Gvw	30000 Lbs	to 300		hour	\$30.75
8703	Truck, Flatbed	Maximum Gvw	45000 Lbs	to 380		hour	\$51.75
8708	Trailer, semi	48ft to 53ft, Flat-bed or Enclosed, freight, two axle	50,000+ gvw			hour	\$15.00
8709	Trailer, semi	Real dump	21 CY			hour	\$11.76
8710	Trailer, semi	28ft, single axle, freight	25,000 gvw			hour	\$11.50
8711	Flat bed utility trailer	6 ton				hour	\$3.00
8712	Cleaner, Sewer/Catch Basin	Hopper Capacity	5 CY		Truck Mounted.	hour	\$17.00
8713	Cleaner, Sewer/Catch Basin	Hopper Capacity	14 CY		Truck Mounted.	hour	\$22.50
8714	Vactor (Mud Dog)	Industrial Hydro Excavator		450		hour	\$86.50
8715	Truck, Hydro Vac	Model LP555DT				hour	\$28.69
8716	Leaf Vac	Tow by Truck 22,000 cfm capacity		85		hour	\$23.75
8717	Truck, Vacuum	60,000 GVW		400		hour	\$74.20
8719	Litter Picker	model 2007 Barber including Tractor			towed by tractor	hour	\$12.25
8720	Truck, Dump	Struck Capacity	8 CY	to 220		hour	\$42.25
8721	Truck, Dump	Struck Capacity	10 CY	to 320		hour	\$56.50
8722	Truck, Dump	Struck Capacity	12 CY	to 400		hour	\$71.50
8725	Truck, Dump	Struck Capacity	14 CY	to 400		hour	\$75.00
8723	Truck, Dump	Struck Capacity	18 CY	to 400		hour	\$77.25
8724	Truck, Dump, Off Highway	Struck Capacity	28 CY	to 450		hour	\$128.00
8730	Truck, Garbage	Capacity	25 CY	to 255		hour	\$53.00
8731	Truck, Garbage	Capacity	32 CY	to 325		hour	\$61.00
8733	E-BAM Services	Enviroental Beta Attenuation Air Monitor			Powered by Solar System	hour	\$4.05
8734	Attenuator, safety	that can stop a vehicle at 60 mph				hour	\$5.25
8735	Truck, Attenuator	2004 Truck Mounted for 60 mph				hour	\$4.75



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8736	Truck, tow	1987 Chevy Kodiak 70		175		hour	\$27.70
8744	Van, Custom	Special Service Canteen Truck		350		hour	\$26.70
8745	Van, step	model MT10FD		300		hour	\$22.06
8746	Van-up to 15 passenger	light duty, class 1		225-300		hour	\$42.27
8747	Van-up to 15 passenger	light duty, class 2		225-300		hour	\$42.33
8748	Van-cargo	light duty, class 1		225 - 300		hour	\$42.27
8749	Van-cargo	light duty, class 2		225-300		hour	\$42.33
8750	Vehicle, Small			to 30		hour	\$7.25
8753	Vehicle, Recreational			to 10		hour	\$3.25
8755	Golf Cart	Capacity	2 person			hour	\$3.70
8761	Vibrator, Concrete			to 4		hour	\$1.20
8770	Welder, Portable			to 16	Includes ground cable and lead cable.	hour	\$5.85
8771	Welder, Portable			to 34	Includes ground cable and lead cable.	hour	\$13.75
8772	Welder, Portable			to 50	Includes ground cable and lead cable.	hour	\$17.85
8773	Welder, Portable			to 80	Includes ground cable and lead cable.	hour	\$18.10
8780	Truck, Water	Tank Capacity	2500 Gal	to 175	Include pump and rear spray system.	hour	\$36.75
8781	Truck, Water	Tank Capacity	4000 Gal	to 250	Include pump and rear spray system.	hour	\$51.25
8788	Dumpster & Roll off truck	30 yds Dumpster			Each removal & Dumping	EA	\$118.00
8789	Truck, Tractor	1997 Freightliner F120		430		hour	\$66.00
8790	Truck, Tractor	4 x 2	25000 lbs	to 210		hour	\$32.00
8791	Truck, Tractor	4 x 2	35000 lbs	to 330		hour	\$53.75
8792	Truck, Tractor	6 x 2	45000 lbs	to 360		hour	\$62.00
8794	Truck, freight	enclosed w/lift gate. Medium duty class 5	gvwr 16000-19500 Lbs			hour	\$33.70
8795	Truck, backhoe carrier	three axle, class 8, heavy duty	over 33000Lbs			hour	\$41.00



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8796	Truck, freight	enclosed w/lift gate. Heavy duty, class	7, 26,001 to 33,000 lbs gvwr			hour	\$36.75
8798	Truck	tilt and roll-back, two axle, class 7 heavy duty,	to 33,000 gvwr			hour	\$47.70
8799	Truck,	tilt and roll back, three axle. class 8 heavy duty	over 33,001+ gvwr			hour	\$57.70
8800	Truck, Pickup				When transporting people.	mile	\$0.56
8801	Truck, Pickup		½ ton	191		hour	\$19.45
8802	Truck, Pickup		1 ton	340		hour	\$26.00
8803	Truck, Pickup		1¼ ton	360		hour	\$26.77
8804	Truck, Pickup		1½ ton	300		hour	\$29.75
8805	Truck, Pickup		1¾ ton	362		hour	\$35.88
8806	Truck, Pickup	3/4-ton Pickup Truck				hour	\$16.00
8820	Skidder accessory	2005 JCB Grapple Claw				hour	\$2.75
8821	Forklift, accessory	2005 ACS Grapple Bucket				hour	\$2.50
8822	Truck, Loader	Debris/Log (Knuckleboom Loader/Truck)		230		hour	\$54.25
8823	Chipper- Wood Recycler	Cat 16 engine		700		hour	\$129.22
8824	Skidder	model Cat 525B		up to 160		hour	\$74.75
8825	Skidder	40K lbs- model Cat 525C		161 and up		hour	\$88.50
8840	Truck, service		up to 26,000 gvwr	215-225	Field Maintenance Services	hour	\$31.50
8841	Truck, fuel	2009 International 1,800 gal. storage tank		200		hour	\$39.00
8842	Mobile Command Trailer	(8' X 28') with 7.5 KW Generator	28' X 8'			hour	\$6.70
8843	Mobile Response Trailer	(8' X 31') with 4.5 KW Generator?				hour	\$6.00
8844	Mobile Command Center	(unified) (RV) Ulitimaster MP-35	43 Ft Long w/Generator	400		hour	\$42.00



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8845	Mobile Command Post Vehicle	(RV) (In-Motion)	22-Ft Long	340		hour	\$31.00
8846	Mobile Command Post Vehicle	(RV) (Stationary) w/9.6 KW Generator	22-Ft Long	340		hour	\$16.11
8847	Mobile Command Center (Trailer)	48'x8'				hour	\$3.86
8848	Mobile Command Center (Trailer)	48'x8' When being Moved w/Truck Tractor	48' x 8'	310		hour	\$48.86
8849	Mobile Command Center	43'x8.5' x 13.5'H with self 30kw Generator	43			hour	\$53.86
8850	Mobile Command Center	2007-Freightliner MT-55, (RV)		260		hour	\$45.00
8851	Mobile Command Van	1990- Ford Econoline-Communication Van		230		hour	\$39.75
8852	Mobile Command Center	47.5' X 8.75 Fully Equip' (In motion) (RV)		410		hour	\$83.38
8853	Mobile Command Center	47.5' X 8.75 Fully Equip' (Stationary)		410		hour	\$37.92
8854	Mobile Command Vehicle	Fully Equip RV in Motion	53' X 8.75'	480-550		hour	\$95.00
8870	Light Tower	Terex/Amida AL 4000. with (4) 500 watt lights	w/10kw power unit	13.5		hour	\$6.50
8871	Light Tower	2004 Allmand				hour	\$4.50
8872	SandBagger Machine	(Spider) automatic		4.5		hour	\$48.75
8900	Helicopter	OH58 KIOWA (Military) is the same as "Bell-206B3		420		hour	\$541.00
8901	Helicopter	OH58 KIOWA (Military) is the same as "Bell-206BR		420		hour	\$568.00
8902	Helicopter	model Bell 206L3 Jet Range Helicopter				hour	\$745.00
8903	Helicopter	model Bell 206L1 Long Range				hour	\$720.00

Verified Current Listing by JEA's Risk Management Services as of 9/7/17.



Cost Code	Equipment	Specifications	Capacity or Size	HP	Notes	Unit	2015 Rates
8904	Helicopter	model Bell 206LT Long Range Twinranger				hour	\$950.00
8905	Helicopter	model Bell 407 EMS-Ambulance				hour	\$755.00
8906	Fixed wing	model Navajo PA31		310		hour	\$568.00
8907	Fixed wing	Navajo Chieftn twin engine		350		hour	\$611.00
8908	Sikorsky Helicopter	model UH-60 (Blackhawk) medium lift		1890	Sams as S-70C Fire Fighting Helicopter	hour	\$3,063.00
8909	Sikorsky Helicopter	model UH-A (Blackhawk) medium lift		1890	Fire Fighting Helicopter	hour	\$5,420.00
8910	Helicopter	model CH-47 (Chinook) heavy lift		2850	Fire Fighting Helicopter	hour	\$10,750.00
8911	Helicopter- light utility	model Bell 407 - 7 seater		814		hour	\$722.00
8912	Helicopter- light utility	model Bell 206L- 7 seater		814		hour	\$678.35
8913	Helicopter	model Bell OH58 KIOWA Mil= Bell-206		420		hour	\$445.00
8914	Helicopter	Blackhawk King Air B200XP61				hour	\$1,639.00
8915	Cessna Helicopter	Blackhawk Caravan XP42 A		850		hour	\$857.00
8916	Beechcraft Helicopter	Blackhawk King Air C90 XP135 A				hour	\$1,272.00
8917	Aerostar Helicopter	Aerostar 601P		290		hour	\$557.00
8943	Wire Puller (Machine)	Overhead Wire Pulling Machine		30	Overhead/underground Wire Pulling Machine	hour	\$12.00
8944	Wire Tensioning Machine	3000 Lbs			Overhead Wire tensioning Machine	hour	\$18.00



Appendix 15: Daily Report for Contractors of JEA
(Contractor Employee Timesheets, Vehicles & Equipment)

Type of Utility Work:

Select One

☐ Electric ☐ Water ☐ Sewer

Location of JEA Damage:

Select County

in JEA Service Territory

if applicable

☐ Duval ☐ Clay ☐ St. Johns ☐ Nassau

Instructions: To be completed daily by each Crew Leader of JEA's Contractors.

Return originals of this completed form to:

JEA Risk Management Services

Location of Work (including Street Name, City, and State): _____

Staging Area ID #: _____ **Geographic Information System (GIS) Location #:** _____

Description of Work Performed: _____

Date Work Performed: _____

Instructions: Reference Appendix 14 of this FRP for the FEMA eligible vehicles and equipment used and use FEMA's Cost Codes that corresponds to vehicles and equipment in the schedule below.

	<u>Debris Removal</u>			<u>Restoration of JEA's Property</u>		
	Hours Worked		FEMA Equipment Code #	Hours Worked		FEMA Equipment Code #
Contractor Employee's Name	Regular	O.T.	Reference Appendix 14	Regular	O.T.	Reference Appendix 14

Report Completed By: _____

**(Crew Leader of
JEA's Contractor)**

Printed Name

Job Title and ID #

Signature

Date Report Completed

Contractor's Name: _____ **Crew #:** _____

Appendix 16: FEMA's Fact Sheet for Electric Utility Repair (Public and Private Non-Profit)

U.S. Department of Homeland Security
500 C Street, SW
Washington, DC 20472




FEMA

SEP 22 2009

MEMORANDUM FOR: FEMA Regional Administrators
Acting FEMA Regional Administrators
Regions I - X

ATTENTION: Disaster Assistance Division Directors

FROM: Elizabeth A. Zimmerman 
Assistant Administrator
Disaster Assistance Directorate

SUBJECT: Disaster Assistance Fact Sheet DAP9580.6
Electric Utility Repair (Public and Private Nonprofit)

The purpose of this memorandum is to announce the issuance of the attached final Disaster Assistance Fact Sheet DAP9580.6, *Electric Utility Repair (Public and Private Nonprofit)*. The purpose of the fact sheet is to establish criteria to determine eligibility for repair or replacement of disaster-damaged electric distribution and transmission systems under the authority of rural electric cooperatives (RECs), municipal electric utilities, public power districts, and other public entities following a major disaster or emergency declaration by the President.

If you have any questions about this fact sheet, please contact Lu Juana Richardson, Public Assistance Division, via email at LuJuana.Richardson@dhs.gov, facsimile (202) 646-3304, or phone (202) 646-4014.

Attachment

**FEMA DISASTER ASSISTANCE****FACT SHEET DAP9580.6****ELECTRIC UTILITY REPAIR
(PUBLIC AND PRIVATE NONPROFIT)****Overview**

The purpose of this fact sheet is to establish criteria to determine eligibility for repair or replacement of disaster-damaged electric distribution and transmission systems under the authority of rural electric cooperatives (RECs), municipal electric utilities, public power districts, and other public entities following a major disaster or emergency declaration by the President. This fact sheet addresses appropriate contracting procedures, categories of work (that is, Category B or F), criteria for replacing conductors, hazard mitigation, Rural Utility Service (RUS) Bulletins, and collateral damage. The Federal Emergency Management Agency (FEMA) must inspect and validate all projects for which the owners are requesting replacement of conductors. The utility owners are responsible for the safety and reliability of their distribution and transmission systems.

Contracting

To be eligible for Federal funding, applicants must comply with federal procurement standards as outlined in the Title 44 Code of Federal Regulations (CFR), Part 13.36, **Procurement**. Essential elements of the procurement process include: competition; a clear and definitive scope of work, if possible; qualified bidders (documented by licenses, financial records, proof of insurance, and bonding, as applicable); a price analysis to demonstrate price reasonableness; compliance with all relevant local, State, and Federal requirements, laws and policies; and, clear documentation of the process/rationale followed in making procurement decisions. There is no requirement to negotiate profit separately when applicants follow competitive procurement procedures. Profit is considered to be a component of the unit price.

Unacceptable Contracts: **Cost Plus Percentage of Cost**

Acceptable Contracts:

1. **Lump Sum**
2. **Unit Price**
3. **Cost Plus Fixed Fee**

DISASTER ASSISTANCE FACT SHEET DAP9580.6

ELECTRIC UTILITY REPAIR

4. **Sole Source for Materials** – in limited situations. RECs, municipal utilities, and public power districts may use noncompetitive procurements to procure materials, provided they meet the requirements of 44 CFR §13.36(d)(4), *Methods of procurement to be followed*, Procurement by noncompetitive proposals.
5. **Time and Material (T&M)** - applicants may use T&M contracts only when it has been determined that no other contract is suitable and the contract includes a ceiling price that the contractor exceeds at its own risk (44 CFR §13.36(b)(10), *Procurement standards*). Since RECs, municipal utilities, and public power districts generally provide the materials used in repairing their systems, these contracts are referred to as “time and equipment” (T&E) contracts. Due to the critical nature of restoring power to the electrical grid following a disaster and because exigent circumstances do not permit delays related to fully assessing the damages before repair work begins, RECs, municipal utilities, and public power districts commonly use T&E contracts for making disaster-related repairs.

The use of T&E contracts to repair disaster-related damages to electrical transmission and distribution systems may be eligible for Public Assistance (PA) funding provided the utility owner:

- (a) Documents the exigent circumstances that exist and explains why other types of contracts were not suitable;
- (b) Documents why a detailed scope of work could not be developed for the repairs;
- (c) Ensures that all T&E contracts contain a “ceiling price” that the contractor exceeds at its own risk, a “not to exceed” clause, or are otherwise limited by an applicant-issued task order;
- (d) Performs and documents a price analysis to demonstrate that the hourly rates are reasonable and justifiable under the disaster conditions;
- (e) Documents the terms of the contract (including mutual aid contracts); and
- (f) Monitors contractors and keeps good records of work performed.

Category of Work

FEMA characterizes work authorized under sections 403, **Essential Assistance**, and 407, **Debris Removal**, of the Robert T. Stafford Disaster Relief and Emergency Assistance Act (Stafford Act) as emergency work (Categories B and A, respectively) and under section 406, **Repair, Restoration, and Replacement of Damaged Facilities**, as permanent work (Categories C-G). Category F refers to the permanent repair of utility systems. RECs, municipal utilities, and public power districts work to restore power to customers as soon as possible following disasters. Most repairs are permanent in nature. FEMA categorizes electric utility restoration work as follows:

1. FEMA will characterize all temporary work that RECs, municipal utilities, and public power districts perform to restore power to all facilities capable of receiving it, as Category B,

DISASTER ASSISTANCE FACT SHEET DAP9580.6

ELECTRIC UTILITY REPAIR

emergency work. In these situations, the RECs, municipal utilities, and public power districts make permanent repairs later to bring the damaged components into compliance with appropriate codes and standards.

2. FEMA will characterize work that RECs, municipal utilities, and public power districts perform to restore the damaged facilities to pre-disaster condition in accordance with applicable codes and standards as Category F, permanent work. RECs, municipal utilities, and public power districts can complete permanent repairs immediately after the disaster occurs or after temporary repairs are completed (see item 1 above).

Replacing Conductors

44 CFR §206.226, **Restoration of damaged facilities**, authorizes reimbursement for "... work to restore eligible facilities on the basis of the design of such facilities as they existed immediately prior to the disaster ..." in accordance with adopted codes and standards. FEMA recognizes local, state, and national codes (for example, the National Electrical Safety Code and RUS standards and specifications for materials, equipment, and construction, which are applicable regardless of funding source) as appropriate when determining eligible cost to repair or replace damaged electrical facilities.

Establishing Pre-Disaster Condition

Applicants should provide the following information to establish pre-disaster condition of their facilities:

1. Certification of the pre-disaster condition and capacity of the conductor from a licensed professional engineer who has direct experience with the damaged electrical transmission or distribution system. Records providing satisfactory evidence of the condition and capacity of the conductor as it existed prior to the disaster. The certification may be supplemented by a professional engineering evaluation.
2. If available, copies of construction work plans demonstrating the utility's past practices and current/future projects.
3. If required by RUS, a copy of any corrective action plans submitted to RUS in compliance with 7 CFR §1730.25, **Corrective action** (RUS borrowers only).

DISASTER ASSISTANCE FACT SHEET DAP9580.6

ELECTRIC UTILITY REPAIR

Criteria for Conductor Replacement

Determining the disaster-related damages to some components (for example, poles, guys, and cross-arms) of an electrical transmission or distribution system can usually be accomplished by visual inspection. However, determining the full extent of disaster-related damages to conductors, and the appropriate method to repair the damages, is more challenging, particularly with older systems. FEMA considers a conductor eligible for replacement when it is stretched beyond the point where it can be effectively repaired and re-sagged through predictable modeling to meet appropriate clearances, sag and tension, and to meet pre-disaster reliability. A conductor is beyond the point where it can be effectively repaired when one or more of the following criteria exist within a line section:

1. 25% or more of the conductor spans are damaged. Damage is defined as broken conductors, broken strands, the existence of new (disaster-related) splices, and/or if the conductor is severely pitted, burned, kinked, or damaged in other ways.
2. 30% or more of the line spans are visibly out of sag or do not meet clearances (for example, the conductor does not meet clearance requirements for conductor-to-conductor or conductor-to-ground).
3. 40% or more of the poles were replaced or need to be replaced or plumbed (straightened) due to the disaster.
4. 40% or more of the supporting structures have a disaster-related damaged component (for example, x-arms, braces, pin, ties, insulators, guys/anchors, or poles).
5. The sum of the percentages of the above criteria is 65% or more.
6. Other additional compelling information provided by a licensed professional engineer.

Replacement Conductor

FEMA will fund eligible work in accordance with 44 CFR §206.226, **Restoration of damaged facilities**. The use of #2 Aluminum Conductor Steel Reinforced (ACSR), however, is considered the lower cost equivalent to replace conductor with equal or lesser amperage capacity, such as copper weld conductor (CWC), hard and soft drawn copper wire, smaller ACSR, and Amerductor. When such conductor is replaced with #2 ACSR, FEMA will fund adjustments of span lengths and pole heights to meet appropriate design requirements.

If FEMA determines that the conductor is eligible for replacement, FEMA will fund the use of #2 ACSR as the lower cost equivalent replacement of conductor with equal or lesser amp capacity (for example, copper weld conductor (CWC), hard and soft drawn copper wire, and smaller ACSR, and Amerductor). If the existing spacing of poles exceeds the spacing required for the new conductor, FEMA will fund the installation of additional poles and components as required to meet appropriate design requirements.

DISASTER ASSISTANCE FACT SHEET DAP9580.6

ELECTRIC UTILITY REPAIR

If disaster damaged conductor does not qualify for replacement, the damaged line section is eligible for repair only.

Hazard Mitigation

FEMA provides hazard mitigation funding under Section 404, **Hazard Mitigation**, and Section 406, **Repair, Restoration, and Replacement of Damaged Facilities**, of the Stafford Act. The State manages the Section 404 Hazard Mitigation Grant Program and establishes the funding priorities for the program. FEMA will evaluate and fund Section 406 hazard mitigation projects to protect disaster-damaged components of facilities. FEMA supports funding cost-effective hazard mitigation measures for electrical transmission and distribution facilities. In order to be eligible, hazard mitigation measures under Section 406 of the Stafford Act:

1. Must be appropriate to the disaster damage and must prevent future damage similar to that caused by the declared event.
2. Must be applied only to the damaged element(s) of a facility. This criterion is particularly important when conducting repairs to a portion of a system.
3. Cannot increase risks or cause adverse effects to the facility or to other property.
4. Must consist of work that is above and beyond the eligible work required to return the damaged facility to its pre-disaster design. Upgrades required to meet current codes and standards, however, are not considered hazard mitigation measures for purposes of the PA Program and have different eligibility criteria.

FEMA staff must review and approve hazard mitigation measures prior to implementation to ensure eligibility, technical feasibility, environmental and historic preservation compliance, and cost effectiveness. FEMA may fund the use of "wind-motion resistant conductor" as effective hazard mitigation, when conductor segments qualify for replacement.

Code or standard upgrades that FEMA determines do not meet the five criteria listed in 44 CFR §206.226(d), **Restoration of damaged facilities, Standards**, but which will enhance a facility's ability to resist similar damage in a future disaster, may be eligible for funding under Section 406 hazard mitigation (see FEMA Disaster Assistance Policy DAP9526.1, *Hazard Mitigation Funding under Section 406 of the Stafford Act*). For example, increasing the size or changing the type of conductor for hazard mitigation purposes may be eligible for FEMA reimbursement provided it is both viable and cost-effective.

Cost effectiveness is defined as:

1. Up to 15% of the total eligible cost of eligible repairs; or
2. Up to 100% of eligible repair costs for measures listed in Appendix A of DAP9526.1; or
3. A benefit-cost ratio of 1 or greater.

DISASTER ASSISTANCE FACT SHEET DAP9580.6

ELECTRIC UTILITY REPAIR

A non-exhaustive list of typical hazard mitigation measures for electrical systems includes the following:

Sample Mitigation Measure	Justification
Installing additional poles to support transformers	100%, listed in Appendix A of DAP9526.1
Installing guy-wires	100%, listed in Appendix A of DAP9526.1
Providing looped distribution service or other redundancies to critical facilities	100%, listed in Appendix A of DAP9526.1
Elevating pad-mounted transformers above BFE (or ABFE where applicable)	100%, listed in Appendix A of DAP9526.1
Replacing damaged poles with higher-rated poles of the same or different material	100%, listed in Appendix A of DAP9526.1
Cross bracing on H Frame Poles	100%, listed in Appendix A of DAP9526.1
Removing large diameter communication lines	100%, listed in Appendix A of DAP9526.1
Upgrade conductor to Wind-Motion Resistant Conductor (e.g., T2 ACSR)	15% of the total eligible cost of eligible repairs
Mid span poles (not specified by code)	15% of the total eligible cost of eligible repairs

Rural Utility Service (RUS) Bulletins

In order for the costs of Federal, State, and local repair or replacement standards which change the pre-disaster construction of a facility to be eligible, 44 CFR §206.226(d), **Restoration of damaged facilities, Standards**, requires that the standards must:

1. Apply to the type of repair or restoration required;
2. Be appropriate to the pre-disaster use of the facility;
3. Be found reasonable, in writing, and formally adopted and implemented by the State or local government on or before the disaster declaration date, or be a legal Federal requirement applicable to the type of restoration;
4. Apply uniformly to all similar types of facilities within the jurisdiction of the owner of the facility; and
5. For any standard in effect at the time of a disaster, it must have been enforced during the time it was in effect.

Under the authority of the Rural Electrification Act of 1936, the United States Department of Agriculture RUS, Electric Programs Division, makes direct loans and guarantees loans to electric utilities to serve customers in rural areas. Rural electric cooperatives use the loans and loan guarantees to finance construction of electric distribution, transmission, and generation facilities. Through these loans, the Federal government is the majority note-holder for approximately 700 electric systems in 46 states. In accordance

DISASTER ASSISTANCE FACT SHEET DAP9580.6

ELECTRIC UTILITY REPAIR

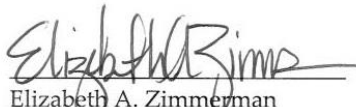
with 7 CFR 1724.1(b), **Electrical Engineering, Architectural Services and Design Policies and Procedures**, all borrowers, regardless of funding sources, are required to comply with RUS requirements for new construction design standards, and the use of RUS accepted material on electric systems.

On July 1, 2005, RUS published Bulletin 1742D-106, *Considerations for Replacing Storm-Damaged Conductors*. The bulletin provides guidelines to assist rural electric cooperatives in making expedient decisions on whether to repair or replace damaged conductors after disasters. FEMA has reviewed this bulletin and determined that it does not meet the definition of a code or standard as described in 44 CFR §206.226(d). Therefore, FEMA will not accept RUS Bulletin 1742D-106 as a basis for replacing damaged conductors.

To date, rural electric cooperatives have not cited other RUS Bulletins to support their requests for the replacement of conductors. FEMA will evaluate other RUS Bulletins on a case-by-case basis.

Repair of Collateral Damage

The repair of damage to eligible facilities caused during the performance of eligible work is reimbursable under the Public Assistance Program. If rural electric cooperatives, municipal utilities, or public power districts damage their own or other public property while performing emergency repairs to their facilities, the cost to repair the damage may be eligible (see DAP9525.8, *Damage to Applicant-Owned Equipment*). Rural electric cooperatives often obtain easements from private landowners to access and maintain their transmission and distribution facilities. If private property easements are damaged while making repairs to the disaster-damaged facilities (for example, ruts on the property), the repair of the damage to the private property is eligible for FEMA Public Assistance reimbursement. Applicants shall demonstrate legal responsibility for the repair in the form of a written or statutory easement with an express legal responsibility to repair the damage.


Elizabeth A. Zimmerman
Assistant Administrator
Disaster Assistance Directorate

9.22.09
Date

DISASTER ASSISTANCE FACT SHEET DAP9580.6

ELECTRIC UTILITY REPAIR - APPENDIX

**Conductor Replacement Criteria
Frequently Asked Questions****1. What is a span?**

A span is the distance between two poles.

2. What is a line section?

A line section is a group of contiguous spans selected for evaluation. The applicant has flexibility in defining a line section. A line section could be a single span, all the spans between two deadend structures, all the spans on a feeder, all the spans on a tap or any other group of contiguous spans that are evaluated together.

3. What is Criterion 1 and how is it applied?

This criterion relates to visible damage to the conductor in a line section. A conductor span with damage such as broken strands, splices or sleeves (installed as a result of the disaster), birdcaging, severe pitting, burns, kinks or other visible conductor damage is counted in this criterion. The number of conductor spans is calculated by multiplying the number of conductors per span by the number of spans. For example a three phase line section with three spans has 12 conductor spans (4 conductors x 3 spans = 12). If a single conductor span has damage in more than one location it still only counts as one damaged conductor span. If 25% or more of the of the total conductor spans in a line section have visible damage as a direct result of the disaster, then the conductors of that line section are considered eligible for replacement.

4. What is Criterion 2 and how is it applied?

This criterion relates to conductor elongation or stretch in a line section. Any conductors in a span that are out of sag or do not meet clearance requirements as a direct result of the disaster are counted in this criterion. If more than one conductor in a span is out of sag or does not meet clearance requirements it still counts as just one span. This evaluation does not require precise measurement of the conductor temperature or actual sag or clearances. This determination is to be made using the good judgment of a qualified electrical inspector. If 30% or more of the total spans in a line section are visibly out of sag or do not meet clearance requirements as a direct result of the disaster, then the conductors of that line section are considered eligible for replacement.

5. What is Criterion 3 and how is it applied?

This criterion is related to damage to the poles supporting the conductor in a line section. If a pole was replaced, is in need of replacement or is in need of plumbing (straightening) as a direct result of the disaster, then it counts in this criterion. A pole is considered to be in need of straightening if it is leaning such that it is unsafe to climb. If 40% or more of the total poles in a

DISASTER ASSISTANCE FACT SHEET DAP9580.6

ELECTRIC UTILITY REPAIR - APPENDIX

line section meet this criterion then the conductors in that line section are considered eligible for replacement.

6. What is Criterion 4 and how is it applied?

This criterion relates to damage to the supporting structure other than the poles. If the supporting structure has damage such as a broken crossarm, broken support brace, bent pin, broken tie, broken insulator, broken guy or pulled anchor as a direct result of the disaster then that support structure is counted in this criterion. If more than one element of the support structure is damaged it still only counts as one damaged support structure. If a pole is counted under criterion 3 then the supporting structure should not be counted under criterion 4. If 40% or more of the total number of support structures in a line section are damaged as a direct result of the storm then the conductors of that line section are considered eligible for replacement.

7. What is Criterion 5 and how is it applied?

This criterion relates to the total damage to a line section. If the sum of the percentages calculated for criteria 1 through 4 is 65% or more then the conductors of that line section are considered eligible for replacement. It is possible that the sum of the percentages for criteria 1 through 4 could be more than 100%.

8. What is Criterion 6 and how is it applied?

This criterion is included to account for other methods of demonstrating that the conductor in a line section is damaged beyond repair. If this criterion is applied then supporting evidence must be documented to clearly describe the basis for the conclusion that the conductor in this line section was damaged as a direct result of the disaster and is not suitable for continued service. FEMA will make the final determination on a case-by-case basis.

Appendix 17: FEMA's Final Inspection Checklist

To assist you in preparing for Final Inspection, FEMA has prepared this checklist. Following this checklist will define what documentation is necessary, as well as how to organize it for a quicker review. After completing the Request for Final Inspection, you will need to prepare all the supporting documentation for review, and also prepare for site inspections if applicable.

The SOD (Summary of Documentation) that has already been submitted will be part of the review process. Organize supporting documents in the order in which they appear on the SOD(s). Have post disaster photographs that show damaged facility(ies) available at time of Final Inspection. Please review this checklist and ensure that all appropriate documentation is available.

Any time you utilize your own workforce please have the following documentation available:

- ☐ Labor summaries (aka "Force Account Labor")
- ☐ Timesheets
- ☐ Benefits Breakdown
- ☐ Equipment Summaries (either own "Force Equipment" or rental/lease records)
- ☐ Applicable ordinances, policies, or past history that supports wages/services

General documentation needed when applicable:

- ☐ Contracts*
- ☐ Post disaster photographs showing damage to facility(ies)
- ☐ Environmental compliance
- ☐ Engineering fees supporting scope of work on PW
- ☐ Insurance proceeds have been reported and deducted
- ☐ Codes and standards excerpt
- ☐ Time extension paperwork
- ☐ If an Improved Project, the letter of approval from the state authorized representative
- ☐ If an Alternate Project, the letter of approval from the Federal Coordinating Officer
- ☐ Copies of building permits, letters from review queues (environmental, historic, etc...)
- ☐ Materials Records (Receipts)
- ☐ Rental equipment contracts
- ☐ Photos, receipts, invoices, and contracts
- ☐ Cancelled checks or check summary
- ☐ Salvage value for equipment purchased over \$5,000
- ☐ Insurance Schedule of Payment
- ☐ Insurance Statement of Loss
- ☐ Statement of No Insurance
- ☐ If "Statement of No Insurance" is provided, the Applicant did not have insurance for this disaster, Applicant must provide proof of insurance at the time of Final Inspection. Items and facilities that are typically insured are: buildings, contents, equipment, and vehicles.

Appendix 17: FEMA's Final Inspection Checklist (Continued)

Documentation required specifically for Category "A" projects:

- ☐ Lump Sum Contract
- ☐ Time & Materials Contract (Limit on Time – 70 hrs)
- ☐ Time & Materials Waiver (if applicable)
- ☐ Unit Price (per cubic yard or ton)
- ☐ Daily Summary of loads hauled (cu. yd or ton)
- ☐ Load tickets (No need to copy them, just organize and make ready)
- ☐ List of truck numbers and quantities of trucks (cubic yard) – Truck certifications
- ☐ Tipping Fee Charges – Breakdown of what comprises total
- ☐ Credit for: Salvage, recycling, or selling mulched/chipped debris for processing
- ☐ Lost landfill capacity cost has been addressed
- ☐ Demolition forms (Attach Demolition checklist & appropriate forms)
- ☐ Three years records if claiming leachate – Liner must have been destroyed
- ☐ Permits such as burn and environmental

*** Contract documentation:**

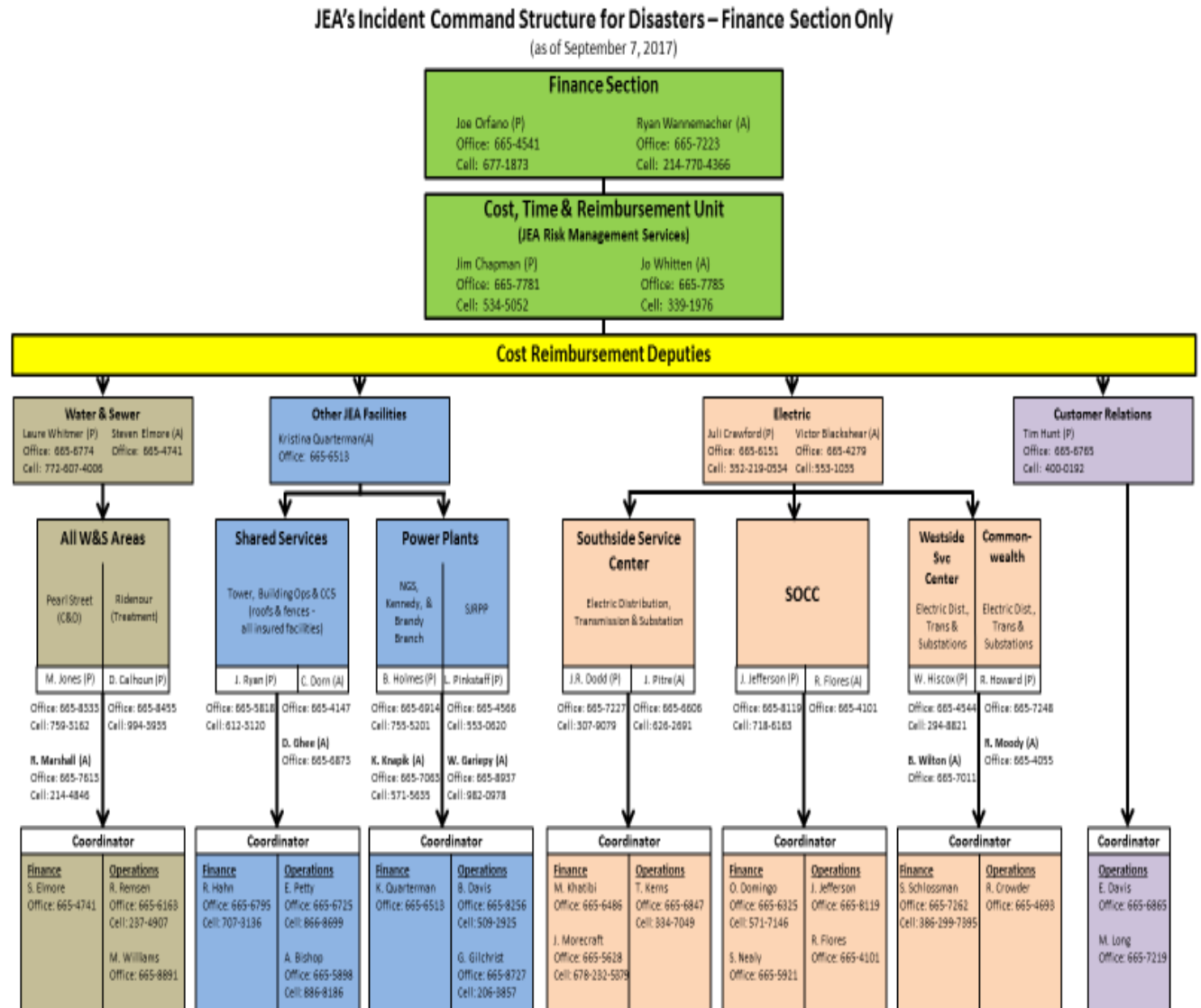
If a contract was used ensure the applicant procurement policy was adhered to

- ☐ Formal: Request for Proposal/Bid Form and Bid Tabulation
- ☐ Informal: Telephone solicitation record
- ☐ Copy of contract – Signed and dated
- ☐ Invoices
- ☐ Change orders
- ☐ Summary of monitoring process (debris, demolition, relocation, buildings, categorization of employees, etc.)
- ☐ Cancelled checks or check summary
- ☐ Salvage value for equipment purchased over \$5,000

FEMA will also review JEA's Mutual Aid Agreements with other utilities, including JEA's Union and Non-Union Contracts.

IMPORTANT! JEA Risk Management Services will retain all JEA's documentation previously provided to FEMA and State of Florida's Division of Emergency Management for a period of 25 Fiscal Years after FEMA's date of Declared Disaster Declaration.

Appendix 18: JEA's Cost, Time, & Reimbursement Unit Organizational Chart



*All JEA employees responsible for completing forms to be provided at all levels referenced on this organizational chart, first level being coordinators.

NOTE:

(P) is Primary Responsibility
(A) is Alternate Responsibility

FLORIDA DIVISION OF EMERGENCY MANAGEMENT
FORCE ACCOUNT & MUTUAL AID CLAIMANTFRINGE BENEFIT RATE DETERMINATION

Page: 1

Applicant/Subgrantee or Mutual Aid Claimant JEA	For FA: _____	FIPS# _____	Category _____	Declaration# _____
	For MA: _____	EIN# _____	State EOC Msn# _____	

Location/Site of Work _____	Description of Work: _____
-----------------------------	----------------------------

FRINGE BENEFIT (Employer's Cost)	REGULAR TIME PAY (By Percent)	OVERTIME PAY (By Percent)
Social Security (Med Tax Only)	1.6	1.6
Retirement	37.10	37.10
Workers Compensation Insurance	1.40	1.40
Unemployment Insurance	—	—
Health Insurance Benefits	13.50	N/A
Life Insurance Benefits	0.40	N/A
Annual (Vacation) Leave	11.15	N/A
Holiday Leave	4.62	N/A
Average Used Sick Leave	—	N/A
Other (Specify Below): Deferred Comp 401A	0.50	N/A
TOTAL (% of Annual Leave)	70.27	40.10

Work Unit: All JEA, except St. Johns River Power Park facility
 (Employer-wide, Department, Unit, Special Risk, etc.)

Instructions:

To effectively use this form to determine fringe benefit rates, group employees by Status or common benefits in the Labor Summaries (Salaried, Full-time, Permanent, Special Risk, Part-time, Contract Hires, and/or Temporary Help. For each employee grouping, determine the average fringe benefit rate for both Regular Time wages and Overtime Wages. The Overtime fringe benefits are usually limited to the types indicated as applicable above in the Overtime column. If the participating group of employees is substantially alike in benefits, with few exceptions, use the majority group determination for all the employees in the group. The Applicant may also use an Employer-Wide Average.


1. The Employer's Retirement Benefit Cost is usually a percentage of the paid RT and OT wages paid.
2. The Employer's Workers Comp costs is usually a given cost per \$100 pay or a percentage of the paid RT and OT wages paid.
3. The employer's Unemployment Insurance cost % can be determined by dividing the total annual premium by the total annual RT and OT wages paid.
4. To determine the average Health or Life Insurance Benefit %, divide total annual premium costs by the total annual regular time wages for the group of employees as per the last available annual audit, or by the current projected budget.
5. To determine the Annual Leave %, divide the total Annual RT hours (2080) pay by the total Annual Leave hours earned as determined from the last annual audit report or from the current budget.
6. The Holiday Leave % can be determined by dividing the number of Holiday hours granted each year by the number of annual RT work hours (2080).
7. The sick leave % should be based upon the last annual sick leave cost divided by the total regular time wages paid in the last audited year.


Note: Other established methods previously adopted by the Claimant to convert benefit costs to a percentage of total paid annual wages may be acceptable.

Comments (i.e., Explain Other Specified Benefits):

These Fringe Benefit Rates are applicable to JEA, excluding its St. Johns River Power Park facility

The above information was obtained from time records that are available for audit.

Certified 	Title Director Risk Management Services	Date 12/8/2017
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FLORIDA DIVISION OF EMERGENCY MANAGEMENT FORCE ACCOUNT & MUTUAL AID CLAIMANT/FRINGE BENEFIT RATE DETERMINATION					Page: <u>1</u>
Applicant/Subgrantee or Mutual Aid Claimant JEA		For FA: _____ For MA: _____	FIPS# _____ EIN# _____	Category _____ State EOC Msn# _____	Declaration# _____
Location/Site of Work		Description of Work:			
FRINGE BENEFIT (Employer's Cost)	REGULAR TIME PAY (By Percent)	OVERTIME PAY (By Percent)			
Social Security	8.15	8.15			
Retirement	45.74	45.74			
Workers Compensation Insurance	1.51	1.51			
Unemployment Insurance	—	—			
Health Insurance Benefits	18.74	N/A			
Life Insurance Benefits	0.31	N/A			
Annual (Vacation) Leave	10.00	N/A			
Holiday Leave	4.62	N/A			
Average Used Sick Leave	—	N/A			
Other (Specify Below): <u>Deferred Comp 457 plus LTD</u>	1.89	N/A			
TOTAL (% of Annual Leave)	90.96	55.40			
Work Unit: <u>JEA's St. Johns River Power Park facility</u> (Employer-wide, Department, Unit, Special Risk, etc.)					
Instructions: To effectively use this form to determine fringe benefit rates, group employees by Status or common benefits in the Labor Summaries (Salaried, Full-time, Permanent, Special Risk, Part-time, Contract Hires, and/or Temporary Help. For each employee grouping, determine the average fringe benefit rate for both Regular Time wages and Overtime Wages. The Overtime fringe benefits are usually limited to the types indicated as applicable above in the Overtime column. If the participating group of employees is substantially alike in benefits, with few exceptions, use the majority group determination for all the employees in the group. The Applicant may also use an Employer-Wide Average.					
1. The Employer's Retirement Benefit Cost is usually a percentage of the paid RT and OT wages paid. 2. The Employer's Workers Comp costs is usually a given cost per \$100 pay or a percentage of the paid RT and OT wages paid. 3. The employer's Unemployment Insurance cost % can be determined by dividing the total annual premium by the total annual RT and OT wages paid. 4. To determine the average Health or Life Insurance Benefit %, divide total annual premium costs by the total annual regular time wages for the group of employees as per the last available annual audit, or by the current projected budget. 5. To determine the Annual Leave %, divide the total Annual RT hours (2080) pay by the total Annual Leave hours earned as determined from the last annual audit report or from the current budget. 6. The Holiday Leave % can be determined by dividing the number of Holiday hours granted each year by the number of annual RT work hours (2080). 7. The sick leave % should be based upon the last annual sick leave cost divided by the total regular time wages paid in the last audited year.					
Note: Other established methods previously adopted by the Claimant to convert benefit costs to a percentage of total paid annual wages may be acceptable.					
Comments (i.e., Explain Other Specified Benefits): These Fringe Benefit Rates are applicable to St. Johns River Power Park facility, a jointly owned electric generating plant jointly owned by JEA (80%) and Florida Power & Light Company (20%). Rates on this form are at 100%.					
The above information was obtained from time records that are available for audit.					
Certified 		Title Director Risk Management Services		Date 12/8/2017	

JEA

and the

JEA SUPERVISORS ASSOCIATION
(JSA)

October 1, 2016 – September 30, 2019

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Preamble

This Agreement is entered into on this first day of October, 2016 by and between JEA and the JEA Supervisors Association, hereinafter referred to as the "Association". It is the intent and purpose of the parties hereto: to promote and improve the efficient administration of JEA and the wellbeing of employees within the meaning of collective bargaining laws and regulations; to establish a basic understanding relative to discussion and adjustment of matters of mutual interest; and to implement mutually agreed upon rates of pay, wages, hours of employment, and other terms and conditions of employment; to provide a procedure for the adjustment of grievances so as to promote orderly and peaceful relations between JEA, its employees, and the Association.

The parties agree that this Agreement shall be applied impartially to all employees in the Unit. It is acknowledged that the Association represents employees who are in supervisory/professional capacities; therefore, necessitating the closest of working relationships and cooperative efforts.

Now, therefore, the parties hereto agree as follows:

Article 1

Recognition and Unit Determination

- 1.1 Pursuant to and in accordance with all applicable provisions of Chapter 447, Part II, Florida Statutes, JEA recognizes that the Association is the exclusive representative of all employees in the Unit as defined in paragraph 1.2 of this Article, as certified by the Public Employees Relations Commission (PERC) in Certification Number 394, as amended. The Association recognizes the responsibility of representing the interests of all employees in the Unit without discrimination and without regard to Association membership with respect to matters affecting their general working conditions, subject to the express limitations set forth in this Agreement.
- 1.2 The recognized Unit includes classified employees who are employed by JEA, in the specific classifications included in the Association located in Exhibit "A". Specifically excluded are, all managerial, and confidential employees within the meaning of Section 447.203 (4.5) Florida Statutes, and employees included in the Units having exclusive recognition in accordance with Chapter 447, Florida Statutes.
- 1.3 One copy of this Agreement shall be furnished by JEA for each employee represented by the Association and twenty-five (25) copies furnished to the Association concurrently with distribution to appointed personnel. JSA shall be responsible for distributing copies of this Agreement to their membership.
- 1.4 One copy of this Agreement shall be furnished by JEA to each employee who initially enters into the Association.
- 1.5 Management will place an electronic copy of this Agreement on the JEA Intranet site along with any associated amendments, Memorandums of Agreements, or Memorandum of Understandings. Such posting of this Agreement will also serve the purpose of calling employees' attention to the fact that the Association has been recognized as the exclusive bargaining representative for all employees in the bargaining unit.

Article 2

Rights of Employer

- 2.1 When making rules and regulations relating to personnel policies, procedures, practices and matters of working conditions wherein JEA has discretion, JEA shall not violate the obligations imposed by this Agreement, and Chapter 447, Florida Statutes.
- 2.2 a. Except as otherwise provided in this Agreement, JEA retains all the rights and functions of Management that it has by law. Without limiting the generality of the above statement, these rights include:
1. Direction and arrangement of working forces, including the right to suspend, discharge for cause, transfer, relieve employees from duty because of lack of work or other legitimate reasons.
 2. The determination of services to be rendered.
 3. The locations of the business including the establishment of new units and the relocation and/or closing of old ones.
 4. The determination of financial policies including accounting procedures, as well as cost of services and customer relations.
 5. The determination of the Management organization of all units.
 6. The right to take disciplinary action for proper cause shall be the exclusive prerogative of Management.
 7. The maintenance of discipline and control and use of JEA property.
 8. The right to establish quality standards and judgment of workmanship required.
 9. The scheduling of operations, work hours, work week and the number of shifts.
 10. The right to enforce JEA rules and regulations in effect and which it may issue from time to time.
- b. It is further agreed that the above detailed enumerations of Management rights shall in no way be deemed to exclude any other Management prerogatives that may not have been specifically enumerated.
- c. The Association recognizes and agrees that JEA retains sole and exclusive rights to manage the affairs of JEA in all respects and as to all matters in connection with the exercise of such rights; and specifically, that nothing in this Agreement shall be construed as delegating to another, the authority conferred by law on any member or official of JEA, or in any way abridge or reduce such authority.
- 2.3 For the purposes of this Agreement, an emergency is defined as any combination of circumstances which require immediate action as determined by JEA Management.

Article 3

Rights of Employees

- 3.1 Each employee of the Association has the right, freely and without fear of penalty, to join, and assist the Association or to refrain from such activity, and each employee shall be protected in the exercise of this right. It is the intent of this section to inform employees of their rights and to assure them that no interference, restraint, coercion, or discrimination will be permitted to encourage or discourage membership.
- 3.2 This Article does not authorize participation in the Management of the Association, or acting as a representative of the Association by an employee when serving in a managerial/confidential capacity either in a temporary upgrade or provisional status. Employees shall not officially represent the Association when their officially assigned duties might result in a conflict of interest during working hours.
- 3.3 a. Any and all employees who are eligible for inclusion in the bargaining unit shall have the right to join or not to join the Association as they individually prefer. It is agreed that there shall be no discrimination for or against any employee because of membership in said organization and likewise, no employee shall be discriminated against for non-membership in the Association and neither the Association nor any employee shall attempt to intimidate or coerce any employee into joining or continuing in said organization, or interfere with him/her in any way because of failure or refusal on his/her part to join said organization. Management agrees not to discriminate for or against the Association, its officers, or its members, for membership therein, or for any service that they may perform because of such membership or office provided such performance is not detrimental to the mutual interest of JEA and its employees.
- b. Upon receipt of a stipulated, lawfully executed written authorization from an employee, JEA agrees to deduct the regular dues of the Association from such employee, from his/her bi-weekly pay and remit such deduction to the Association within thirty (30) calendar days from the date of deduction. A charge not to exceed the cost of \$1.44 per employee per contract year shall be assessed and deducted monthly. The Association will notify Management, in writing, thirty (30) calendar days prior to any change in the regular dues structure. It is understood that an employee may revoke, in writing, at any time, his/her authorization for dues deduction. Dues revocation may be processed through the Association, but in the event of direct revocation, the Association will be notified within ten (10) work days.
- 3.4 Nothing in this Agreement shall be construed to prevent any public employee from presenting at any time his/her own grievances in person or by legal counsel to JEA, and having such grievances adjusted without the intervention of the Association, if the adjustment is not inconsistent with the terms of the collective bargaining agreement, when in effect and if the Association has been given reasonable opportunity to be present at any meeting called for the resolution of such grievances.
- 3.5 Employees have Weingarten Rights only during an investigatory interview (e.g. fact finding) occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend their conduct. If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request association representation. Management is not required to inform the employee of his/her Weingarten Rights; it is the employees responsibility to know and request representation before or during the meeting and/or fact-finding interview. When employee makes a request for Association representation, the employer must grant the request,

and delay the questioning until the Association representative arrives; or deny the request and end the interview; or give the employee a choice of having the interview without representation.

- 3.6 Two-way Feedbacks Sessions shall not be used as a forum for fact-finding or questioning for disciplinary determination purposes.
- 3.7 No official or representative of either JEA of the JSA shall interfere with, restrain, coerce, intimidate, or take reprisals against any employee for appearing, testifying, or furnishing evidence during any investigation or hearing procedures. Provided, however, that nothing herein shall prohibit JEA from taking disciplinary action against any employee for proper cause.

Article 4
Rights of the JEA Supervisors Association

- 4.1 The Association shall have the right and the responsibility to present its views to JEA at the appropriate level as provided by this Agreement. If either party so requests, JEA and the Association agree to meet promptly in an effort to resolve the matter which created the concern, in accordance with Article 6 of this Agreement.
- 4.2 It is understood and agreed that the President or in his/her absence, his/her designated alternate will be the official spokesperson for the Association in any matters pertaining to this Agreement.
- 4.3 It is agreed that the Association may use designated facilities of JEA in which to hold regular and special meetings, insofar as such usage will not interfere with the operations of JEA. Requests for JEA to participate at the meeting shall be accomplished in accordance with Article 6 of the Agreement.
- 4.4 Any items stipulated in Article 2.1, pertaining to matters covered by this Agreement, formulated after the effective date of this Agreement, as defined in Section 4.2 and Article 7.3 shall not be implemented, except in emergencies, prior to notification to the Association, by copy of such item. If the Association wishes to discuss such items, a special meeting may be requested as outlined in Article 6.1.
- 4.5 JSA maintains the right to request and receive public records in accordance with the provisions contained in Florida Statutes, Section 119. Records requested which are available in electronic format or are maintained by JEA in electronic format will be turned over electronically and provided via e-mail copied disk at no charge to the JSA.

Article 5

The Agreement and Its Relation to Law and Regulations

- 5.1 It is agreed and understood that the administration of all matters covered by this Agreement, JEA, the Association and the Association's members are governed by existing or future laws and regulations of the State of Florida and the City of Jacksonville, including provisions as set forth in Chapter 447, Florida Statutes.
- 5.2 The Association and its officers agree that during the life of this Agreement they shall not engage in any work stoppage, slowdown or strike, the consideration of such provision being the right to a resolution of disputed questions. JEA shall have the right to discipline any or all employees who violate the provision of this paragraph.
- 5.3 JEA and the Association agree that the basic intent of this Agreement is to provide conditions of employment suitable to maintain a competent, productive and efficient work force. JEA and the Association agree that all provisions of this Agreement shall be applied to all employees covered by it.
- 5.4
- a. Any recommended classification and/or organizational changes {including reallocation of position(s)} which are initiated by JEA and which affect the bargaining unit or bargaining unit employees will be presented, in writing, to the Association when they have been drafted in final form by JEA and no less than 30 days prior to implementation. This communication will be via electronic mail and will include a list of JSA incumbents.
 - b. Unless extended by mutual agreement, the Association will be given fifteen (15) calendar days from the date recommended changes are submitted within which to respond to the recommended changes.
 - c. The Association will thereafter submit to JEA a written statement of the Association's position on the final version of the recommended changes. It is understood that should the Association fail to meet this deadline it has waived its time allowed under the Civil Service and Personnel Rules and Regulations for responding to the recommended changes.
 - d. Unless extended by mutual agreement, the Association's written statement must be submitted to JEA not later than thirty (30) calendar days from the date the recommended changes are transmitted to the Association.
 - e. Deadlines for the above may be extended upon mutual agreement between the JSA and the JEA.

Article 6

Special Meetings

- 6.1 JEA and the Association agree to meet and confer on matters applicable to this Agreement excluding Management's rights, upon the written request of either party. Upon mutual agreement, JEA and the Association may meet and confer on matters outside the four corners of this Agreement, or otherwise excluded by this provision. The written/ electronic request shall state the subject matter to be discussed and the reason for requesting the meeting. Failure to provide either the subject matter or the reason for requesting the meeting to be discussed shall automatically negate the request to meet unless otherwise mutually agreed upon by union spokesperson and the labor relations representative. Discussion shall be limited to the subject matters set forth in the request, and it is understood that the special meeting shall not be used to renegotiate this Agreement. Such special meetings shall be held within fifteen (15) calendar days of the written/electronic request and at a time and place mutually agreeable to both parties. JEA and the Association shall have the right at these special meetings to recommend corrections or solutions to any problems pertaining to the subject matter(s) under discussion. Within fifteen (15) calendar days from the date of the meeting, JEA or the Association will respond in writing including email to the other party concerning the matter(s) discussed. Time limits to meet and /or respond may be extended upon mutual agreement between JEA and JSA.

Article 7

Association Representation

- 7.1 a. The President of the Association or their designee shall furnish Labor Relations in writing, the names of all elected officers of the Association and any changes thereto.
- b. The President of the Association or their designee shall furnish JEA in writing with the names and area(s) of assignment for all Association Representatives. A copy will be furnished to Labor Relations and the management chain of each affected business unit (for these purposes "management chain" meaning appointed managers through executive management). Representatives will not be allowed to function as such until the above written notification has been received.
- 7.2 Commensurate with the provisions of this Agreement, recognized Association Representatives shall be permitted to exercise their responsibility to advance the best interests of and to represent Unit employees. It is further agreed that no Association Representative shall be denied any right or privilege otherwise entitled to because of his/her serving as an Association Representative.
- 7.3 JEA shall recognize one (1) President and one (1) vice-president so designated by the Association. The President, or in his/her absence, the designated alternate will serve as the "official" point of contact for all Association business pertaining to this Agreement between JEA and the Association.
- 7.4 a. JEA recognizes up to fifteen (15) Association stewards designated by the Association.
- b. Each steward whenever possible, shall be selected from and represent Association members in their respective work locations. However, exceptions may be made on a case by case basis.
- c. Within thirty (30) calendar days of every election, the President of the Association or their designee shall advise Labor Relations in writing, the names of the Association stewards and the areas or locations that they will be representing. The President of the Association or their designee will also advise Labor Relations whenever changes are made to stewards or areas they represent.
- d. In the event of the absence of the assigned steward, the President or Vice-President of the Association will designate, or serve as an alternate steward.
- e. It is understood that any reorganization in specified segments/centers/departments may require a change in the number of stewards. The association will be given advance notice in these cases in order to accomplish the change concurrently.
- 7.5 Association Representatives shall be granted time off during working hours without loss of pay to investigate and settle grievances on the job site which is within their jurisdiction. Representatives must notify and secure approval of their immediate manager or designee prior to their actions in this regard. If approval is by the designee, the immediate manager will be informed via email at the same time. It is acknowledged that only one (1) Representative will need to work on specific grievances from an employee. Upon entering an area other than his/her own, he/she shall notify that manager of his/her presence and purpose. Representatives will only be granted time off under this provision when they are requested by an employee to assist him/her in his/her grievance(s). Representatives may receive and discuss grievances of employees on the premises or in the field on JEA time but only to such extent as does not neglect, retard or interfere with the work and duties of the Representatives, or with the work or duties of other employees.

- 7.6 No compensation shall be made for Association Representatives' activities in representation of employees when such activities are conducted during hours other than their own work hours. When feasible, JEA will endeavor to schedule meetings during regular work hours.

When requested, specified representatives of the Association will be allowed time off with pay from regularly scheduled work to attend meetings with JEA. In the event such meetings extend beyond the usual working hours, or are scheduled outside regular working hours, compensation shall be paid by JEA for time outside of regular working hours and days. This provision is applicable to meetings during such meetings designated by JEA. When feasible, JEA will endeavor to schedule during regular work hours.

- 7.7
- a. Each employee may, by submitting written authorization to Employee Services through the Vice President, Director, or Manager, be allowed to contribute one (1) hour or more of his/her accrued Vacation/Annual/Personal Leave time toward a pool-of-time which may be drawn upon for official Association business.
 - b. The Association shall request use of this time by submitting a written request to the appropriate, Vice President, Director, or Manager, in advance, unless the advance notice is waived by the Vice President, Director, or Manager, and provided the employee's absence will not seriously interfere with system operations. For accounting purposes, the Association's request for pool time shall also be forwarded to Labor Relations.
 - c. Use of pool time by the Association shall only be authorized by the official Association spokesperson.
 - d. JEA agrees to match up to two-hundred and fifty (250) hours of pool time hours contributed by Association members to the Association's pool time account on an annual basis.
- 7.8 JEA agrees, in the interest of enhancing communications with the Association, to provide the President of the Association with a copy of the JEA Board Meeting Agenda (including any proposed resolutions regarding proposed legislation to be enacted by the City Council/State Legislature) prior to such regular meetings.

Article 8

Hours of Work and Overtime

- 8.1 For accounting purposes, the standard work week for all employees shall be from 0000 Monday through 2400 Sunday.
- 8.2 Annual leave, vacation leave, sick leave, personal leave, annual military training leave, union pool time, leave while on the active payroll due to an on-the-job-injury, and any authorized paid leave shall be construed as time worked.

- 8.3 a. This article shall define and describe the hours of work of bargaining unit employees.

1. Shift Employees

- (A) A shift employee is defined as an employee whose normal schedule of work changes on a regular or rotating basis. (Staggered starting times alone do not define shift employees.)
- (B) (i) Those employees whose present normal work week is scheduled in consecutive days of twelve (12) consecutive hours are considered shift employees.
- (ii) In addition, the Customer Relationship Group may establish shift schedules of eight (8) and ten (10) consecutive hours for Emergency Dispatchers and Water Wastewater Dispatchers to work rotating shifts Monday through Sunday between the hours of 6 am and midnight. Except in the case of volunteers, these employees will be selected from all Emergency Dispatchers and Water Wastewater Dispatchers. These employees may be selected by using the following methods in the order listed:
- (a) Volunteers. With the senior, qualified employee being considered first.
- (b) Assignment. The least senior, qualified employee shall be assigned.
- (iii) In addition, the Customer Relationship Group may establish shift schedules of three (3) consecutive twelve (12) hour shifts and one (1) eight (8) hour shift Monday through Thursday, and one (1) eight (8) hour shift, and three (3) consecutive twelve hour shifts Thursday through Sunday. The specific sequence, rotation and overtime payment will be as follows:
- 1st week shift (1) 44 hours Monday, Tuesday, and Wednesday 7:00am to 7:00pm, (12 hr) and Thursday from 7:00am to 3:00pm or 8:00am to 4:00pm (8 hr)
 - 2nd week shift (1) 36 hours Monday, Tuesday, and Wednesday, 7:00am to 7:00pm (12 hr).

- 1st week shift (2) 36 hours Friday, Saturday, and Sunday 7:00am to 7:00pm (12 hr).
- 2nd week shift (2) 44 hours Thursday, from 7:00am to 3:00pm or 8:00am to 4:00pm (8 hr) and Friday, Saturday, and Sunday, 7:00am to 7:00pm (12 hr).

- (1) At JEA's discretion, the Thursday (8hr) shift will work 9:00AM to 5:00PM.
- (2) The employees will be assigned to a "44/36" or "36/44" shift schedule. The intent is to have the employees work a total of 80 hours in a two-week period and receive pay equivalent to 82 hours at the employees' straight time rate (76 hours at straight time and 4 hours at time and one-half).
- (3) These shifts will rotate between the Monday through Thursday shift and the Thursday through Sunday shift, at a mutually agreed upon sequence not to exceed three month intervals. Once agreed upon, the sequence of rotation will remain the same unless the parties mutually agree to change the sequence of rotation during the period of this agreement.
- (4) For these shift schedules, overtime will commence after 12 hours on the 12-hour schedule and after 8 hours on the 8-hour schedule.

These employees may be selected by using the following methods in the order listed:

- (a) Volunteers with the senior, qualified employee being selected first.
 - (b) Assignment. The least senior, qualified employee shall be assigned.
- (C) Certain classifications in the Customer Meter Services Area may work five (5) consecutive eight (8) hour days, Monday through Friday or Tuesday through Saturday, or four (4) consecutive ten (10) hour days, Monday through Thursday or Wednesday through Saturday, between 6:00 am and midnight. Upon mutual agreement between JEA and the employee, these employees may be scheduled in four (4) ten (10) hour days, Monday through Saturday, with either Tuesday, Wednesday, or Thursday as their day(s) off.
 - (D) Certain classifications in the Customer Care Center (Revenue Assurance, Counter and Branches, Credit and Collections, Major Accounts, Customer Care Center) may be scheduled in either five (5) consecutive eight (8) hour days, Monday through Friday or Tuesday through Saturday or four (4) consecutive ten (10) hour days, Monday through Thursday, or Wednesday through Saturday between 7:00 am and 9:00 p.m. Upon mutual agreement between JEA and the employee, these employees may be scheduled in four (4) ten (10) hour days, Monday

through Friday, with either Tuesday, Wednesday, or Thursday as their day off.

- (E) Other work schedules may be implemented as mutually agreed between the employee, JSA and their appointed manager. Seniority shall be used should a conflict arise.

2. Non-shift Employees

- (A) The normal work week for non-shift employees consists of forty (40) hours.

- (B) The work week assignments for non-shift employees may be scheduled in either five (5) consecutive eight (8) hour days, Monday through Friday, or four (4) consecutive ten (10) hour days, Monday through Thursday or Tuesday through Friday. Upon mutual agreement between JEA and the employee, these employees may be scheduled in four (4) ten (10) hour days, Monday through Friday, with either Tuesday, Wednesday, or Thursday as their day off.

- (C) Other work schedules may be implemented as mutually agreed between the employee, JSA and their appointed manager. Seniority shall be used should a conflict arise.

- (D) **Extended Work Week Schedule**

- (i) In those activities requiring work schedules other than the regular eight (8) hour work schedule, the eight (8) hour shift schedule, the ten (10) hour work day schedule or the twelve (12) hour shift schedule, work schedules shall consist of forty (40) hours a week or at least eighty (80) hours equivalent pay bi-weekly and may begin on any day of the week.

- (ii) No employee assigned to this Extended Work Week Schedule shall be required to work any hours in excess of twelve (12) hours in any twenty-four (24) period as part of the regular schedule work day. The twenty-four (24) hour period constitutes twenty-four (24) hours from the beginning of the employee's usual scheduled starting time.

- (iii) No employee assigned to this Extended Work Week Schedule shall be scheduled for more than twelve (12) Saturdays and twelve (12) Sundays per fiscal year unless the employee volunteers.

- (iv) When employees in the Electric Transmission and Distribution areas are assigned to an Extended Work Week Schedule, it shall be during their 'Standby' week, and shall include two (2) consecutive days off.

- (v) Employees in the Meter Services Area assigned to an Extended Work Week Schedule shall not be scheduled on Sundays, but may be scheduled up to twenty-four (24) Saturdays.

- (vi) When employees are assigned to an Extended Work Week Schedule it shall include two (2) consecutive days off, unless otherwise mutually agreed.

(vii) JEA shall provide a sixty (60) calendar day advance notice of Saturday/Sunday workweeks to the affected employees and the Association in the form of a “draft” schedule, recognizing that on occasion, for things such as, but not limited to, new hires and other personnel movements could result in any given employee not receiving the full sixty (60) calendar day advance notice.

(viii) Assignment to Extended Work Week Schedules:

Each Director or Manager shall, within each of his/her departments, sections areas or teams, and consistent with normal organizational alignment, formulate a set of rules governing the assignment of employees to Extended Work Week Schedules. These rules, so far as may be practicable and consistent with the efficient performance of work to be done, shall be reasonable and shall distribute assignments to Extended Work Week Schedules equally among the employees in their respective classifications normally performing the same types of work in each assigned plant, crew, or work area. The rules shall provide for rotation of Extended Work Week Schedules among all employees, and for the preference of volunteers over required scheduling. Any violation of the rules required by this provision shall be remedied in accordance with the provisions of the applicable rules. Any substantive amendments to these rules shall be furnished to the Association forty-five (45) calendar days prior to the intended date of implementation.

3. Relief Employees

(A) A relief employee is defined as an employee who normally works a non-shift schedule, but who works a shift schedule on relief, and is defined as an employee who may work either a shift or a non-shift schedule on relief. Relief employees are treated as shift employees for the purpose of other provisions in this Agreement. Provided, however, that any shift employee who has been assigned to a non-shift schedule for a period of at least one (1) week will observe holidays in the manner provided for non-shift employees (as set forth in Article 16.2.a.) for any holiday that occurs during the period of such assignment. Relief employees are included in the following classifications:

- Certified Control Area Operator
- Emergency Dispatcher
- Operating Engineer
- Operation Shift Coordinator
- Operations Supervisor
- Power System Operator
- System Operator
- Unit Operator
- Water Wastewater Dispatcher

Classifications may be added to the above listing upon mutual agreement between JEA and JSA.

(B) The normal work week for relief employees is scheduled in five (5) consecutive eight (8) hour days, or in four (4) consecutive ten (10) hour days. However, this may be changed as needed to any combination of

eight (8), ten (10) or twelve (12) consecutive hour days, totaling at least eighty (80) hours biweekly pay for that biweekly pay period.

- (C) A minimum of sixteen (16) hours' notice will normally be given for relief assignment outside an employee's normal hours of work.
- (D) Changes in work schedule shall be rotated equally among relief employees as far as practicable and consistent with the efficient performance of work to be done. If the relief employee has already worked forty (40) hours during the week and the need arises for additional employees to work, the overtime list and procedure will be followed. Approved leaves will be honored to the extent reasonably practicable when changing work schedules of relief employees.

General Provisions

- (A) Should JEA determine to set work schedule assignments other than as provided above, the parties agree to reopen negotiations on this Article 8.3 upon thirty (30) days written notice. Except as provided by law, any proposed changes will not be implemented until negotiations are completed in accordance with Chapter 447, Part II, Florida Statutes.
- (B) Except as otherwise provided in this Agreement, twenty (20) hours' notice will be required before changing an employee's regular work schedule. If notice of a schedule change is not given as provided herein, the first eight (8) hours worked under the new schedule will be paid at one and one-half (1 1/2) times the employee's regular rate of pay. If the eight (8) hour work period extends into a time period where premium pay is normally paid, such as a holiday or after forty (40) hours in a work week, premium pay will not be duplicated. Further with regard to any holiday, the ordering of an employee to work, work overtime, or take time off on that holiday, shall not be considered a change in work schedule.
- (C) All employees are required to work overtime when and as required. This may include requiring employees to remain on duty past their normal work day and requiring employees to report early on overtime. Management shall give as much advance notice as possible, and no such request shall be unreasonably made.
- (D) Twenty (20) hours advance notice shall normally be given in the case of scheduled overtime which involves the performance of routine work on non-scheduled work days.
- (E) In order to avoid overtime, Management may give up to four (4) or eight (8) hours' time off respectively to any shift employee scheduled to work either an eighty-four (84) or eighty-eight (88) hour biweekly schedule, whenever that employee is, in Management's discretion, not needed to maintain adequate operation. However, this shall not result in a reduction below eighty (80) hours biweekly pay for that biweekly period. Whenever practicable, Management will honor the employee's preference of the hours to be taken off.
- (F) For purposes of this article, "Seniority" shall refer to time in a given classification, not total service time. In the case where employees have

the same time in grade, promotional test scores will be used to determine seniority. However, should an arbitrator or Civil Service Board rule otherwise, JEA will abide by their ruling.

- 8.4
- a. The Association and JEA recognize that in the interest of good service, there is a requirement for the employees covered by this Agreement to respond to emergency call-outs, when such emergencies are designated by JEA. JEA and the Association agree that Management shall determine the necessity for overtime work.
 - b. JEA recognizes that it may be inconvenient for individuals to work overtime and it will give due consideration to each request for relief from overtime work.
 - c. If an employee is required to work overtime on a scheduled day off in whole or in part, the employee will be reimbursed for direct costs forfeited due to cancelation of reservations, excess travel etc. provided action is taken by the employee to minimize the forfeited cost, the employee notifies the Manager of the conflict when overtime is scheduled, and further that satisfactory documentation of the employee's payment of forfeited costs is furnished to Employer.

8.5 Premium Pay

- a. Overtime hours worked shall be paid at the following rates:
 - 1. One and one-half (1 ½) times an employee rate of pay for all hours worked in excess of eight (8) hours per day, or forty (40) hours per week. For those employees assigned to the ten (10) hour day overtime shall commence after ten (10) hours daily or forty (40) hours per week. For those assigned to the twelve (12) hour day, overtime shall commence after twelve (12) hours daily or forty (40) hours per week.
 - 2. Two (2) times an employee's regular rate of pay for hours worked in excess of sixteen (16) hours in any twenty-four (24) hour period. An employee on double-time shall remain on double time until released.
 - 3. Compensation for overtime shall be in cash. The employee may elect to receive compensatory time, which shall be accrued at the applicable compensatory time rate of pay for each hour of overtime worked. Employees may accrue up to two hundred forty (240) hours of compensatory time¹. However, JEA may pay off any amount of accrued compensatory time at any time, provided that any prior approved requests for compensatory time off will continue to be honored. Accrued compensatory time will also be paid off at the employee's request.
- b. Minimum pay for call out - An employee who is called to work outside of and not continuous with his/her regularly scheduled working hours shall be compensated at least four (4) hours at the applicable overtime rate provided he/she reports to work at the designated time and place. If a supervisor is responsible for immediately contacting his/her crew from his/her residence to report for duty, then the employee will receive five (5) hours at the applicable overtime rate, and overtime shall begin upon the notification for call-out. No compensation shall be paid when the supervisor does not report to his/her place of duty. If an employee is dispatched to more than one (1) job before the end of the basic four (4) hour period, no extra time will be allowed. Minimum time

¹ One hundred sixty hours of overtime worked is equivalent to two hundred forty hours of compensatory time.

provided herein does not apply if an early call-out extends into the start of the employee's regular work period.

- c. In the event that a JEA employee is required to perform work outside of and not contiguous with his/her regularly scheduled working hours, and in the event that such employee does not have to report to a JEA facility to complete such work, then the following guidelines shall apply:
 - 1. An employee who is authorized by management to do work from his/her home outside of and not contiguous with his/her regularly scheduled working hours in lieu of reporting to work at the designated time and place shall be compensated for all such authorized time worked.
 - 2. The minimum amount to be paid under this provision for an employee performing authorized work while at his/her home is one (1) hour.
 - 3. The employee shall be compensated at his/her regular rate of pay for the minimum amount of time of one (1) hour or for the actual time worked if more than one (1) hour. Provided, however, that the employee will be compensated at one and one half (1 ½) times his/her regular rate of pay for all hours worked in excess of the applicable threshold found in Section 8.5(a)(1) of the collective bargaining agreement.
 - 4. An employee who is on rest period when authorized under this provision to do work from his/her home shall not be compensated at double time. Nor shall the employee be compensated for minimum pay for call out pursuant to Section 8.5(b) of the collective bargaining agreement.
- d. Scheduled Overtime - If an employee, who is scheduled to report for overtime, not continuous with his/her regularly scheduled working hours, receives notice of cancellation less than seven (7) hours before his/her scheduled starting time, he/she shall be compensated two (2) hours pay at the applicable overtime rate.

Should the employee have already reported to work to discover scheduled overtime has been canceled the employee shall be compensated four (4) hours pay at the applicable overtime rate, however, management can assign unscheduled work during this time.

- e. Premium payments shall not be duplicated for the same hours worked under any of the terms of this Agreement; provided, however, that the employee shall be paid at the highest rate of premium pay earned.
- 8.6
- a. An employee who has worked sixteen (16) hours or more in a twenty-four (24) hour period, or eight (8) hours or more overtime in the sixteen (16) hour period immediately preceding his/her basic workday, shall upon release normally be entitled to an eight (8) hour rest period, before he/she returns to work. In the event that the employee does not have an eight (8) hour rest period, he/she will be entitled to the applicable premium pay as set out in section 8.6b.
 - b. If an employee is called back to work without completing his/her eight (8) hour rest period, he/she shall be compensated at the rate of two (2) times his/her regular rate of pay for all hours worked commencing from the time he/she reports back to work and ending when he/she is released for another eight (8) hour rest period.
 - c. If the rest period under the provisions of this Article extends into the basic workday, the employee shall lose no time thereby. If the employee's normal lunch break or part thereof

occurs during the rest period, the normal lunch period or part thereof shall not be included as part of the eight (8) hour rest period.* Overtime pay for these extended hours will be paid in accordance with the applicable overtime rate.

*Example:

- If the rest period starts at 6 a.m. and the normal lunch break is from 12 noon to 1 p.m., the employee will report to work at 3 p.m.
 - If the rest period starts at 5 a.m. and the normal lunch break is from 1 p.m. to 2 p.m., the employee will report to work at 2 p.m.
 - If the rest period starts at 4:30 a.m. and the normal lunch break is from 12 noon to 1 p.m., the employee will report to work at 1:30 p.m.
- d. Paid rest time shall be considered the same as worked time for the purpose of determining when overtime (one and one-half times the employee's rate of pay) starts in a workday. Paid rest time shall be considered the same as worked time for the purposes of determining when double time starts.
- e. If the end of the employee's rest period occurs within two (2) hours of the end of the employee's basic workday, the employee's supervisor has sole discretion, not subject to grievance or arbitration, to release the employee without loss of pay for the remainder of the workday. However, such early release time shall not be considered the same as worked time for determining when overtime starts in a workday.

8.7 43/36 Schedule

- a. At the time that this contract was negotiated, some employees were assigned to work a "43/36 hour schedule." Employees assigned to this schedule alternate the number of hours that they are scheduled to work in a given week: the employee works 43 hours in one week, and 36 hours in the following week. The intent is to have the employee work a total of 79 hours over a two week period, and receive pay equivalent to 80.5 hours at the employee's straight time rate (76 hours at straight time and 3 hours at time and a half).
- b. An employee who is assigned to work the 43/36 hour work schedule and who has not accrued 43 hours in the week that he/she is normally scheduled to work 43 hours, because he/she has been on leave for the entire week or the last day of the week, will be permitted either to work additional hours to make up the full eighty (80) hours for the two week period when there is work available, or to use up to 4 (four) hours of straight time of his/her accrued leave to make up the employee's full schedule.
- c. The intent of this provision is to assure that employees who are assigned to the 43/36 schedule do not receive less than the equivalent of 80 hours of pay at their straight time rate of pay because they have taken leave during the week that they are scheduled to work 43 hours.

8.8 Employees covered by this Agreement are eligible for overtime only when specifically authorized by the Vice President, Director, or Manager, or their designees.

8.9 Each Vice President shall within each of his/her departments, sections, areas, or teams formulate a set of rules governing the distribution of overtime consistent with the normal organization alignment. These rules, so far as may be practicable and consistent with the efficient performance of work to be done, shall distribute the opportunity for overtime work equally

among the employees in their respective classifications normally performing the same types of work in each assigned plant, crew, or work area. The Vice President shall consider input and comments from the Association when formulating the rules. It is understood that the sharing of overtime shall not delay nor increase JEA's cost of operation. Each assigned work area shall keep its overtime record in hours, and each record shall be kept on a biweekly basis with not more than one pay period lag.

- 8.10 Absence from scheduled overtime assignments may be subject to investigation.

Article 9

General Working Conditions

- 9.1 Employees shall not work outdoors in severe weather except as required to protect life or property, or maintain pre-existing service to the public. The manager or their designee shall be responsible for observing this clause. Appropriate rain gear and other special equipment shall be provided for those employees who are usually required to work in wet weather. Employees shall be compensated for any lost time during regular work hours on account of severe weather. It is acknowledged that JEA has the right to assign employees to duties not necessarily in their job classification during severe weather.
- 9.2
- a. All employees covered by the Agreement shall keep their manager informed in writing at all times of their home and/or living quarters address and a telephone number by which their designated emergency contact person and/or their next of kin may be reached in the event of a medical emergency. JEA shall be entitled to rely on the last address and telephone number furnished to it by an employee and JEA shall have no responsibility to the employee or his/her next of kin for the failure to receive any kind of notice. This information shall be regarded as personal and confidential and shall be used only for official JEA business within the provision of State Statutes.
 - b. All employees shall furnish a telephone number by which they may be reached immediately in the event of a system emergency.
 - c. With their Director's prior approval, employees currently authorized and issued company-provided cell phones to perform JEA business may instead elect to use his/her personal cell / smart phone for such purposes. Employees who are approved for use of personal cell / smart phones will receive a \$50.00/month stipend. As it is a personal item, the Employee will remain solely responsible for data plan, repair/replacement and all other expenses related to their personal cell/ smart phone. This provision will take effect at the beginning of the calendar month first following ratification by the JEA Board of Directors.
- 9.3 JEA, for proper cause, has the right to require any employee to undergo a medical and/or psychiatric examination by a JEA assigned appropriate medical doctor, at any time, to ascertain whether or not an employee is physically and/or mentally capable of performing the duties required of his/her classification. This examination will be conducted on JEA's time and at JEA's expense. JEA and its fitness-for-duty medical providers shall follow medical record and information confidentiality rules as provided for by HIPPA, and other regulations.
- 9.4 It is mutually acknowledged that an employee's primary responsibility in respect to gainful employment should be to JEA. No employee shall knowingly engage in any business or transaction or have a financial interest, direct or indirect, which is incompatible with the proper discharge of his/her official duties or would tend to impair his/her judgment or action in the performance of his/her duties.
- 9.5
- a. JEA shall provide one pair of prescription safety eyeglasses and one pair of prescription safety sunglasses to employees whose job duties require their use. JEA shall pay the fees for fitting such prescription safety eyeglasses and prescription safety sunglasses. Prescription safety eyeglasses and prescription safety sunglasses provided pursuant to this paragraph shall not be replaced more frequently than once each two (2) years, unless written authorization is provided by the employee's Manager and a new prescription for safety eyeglasses is included with the approved request.

- b. JEA shall replace or pay the cost of repairing an employee's prescription safety eyeglasses and prescription safety sunglasses, to include all fitting fees, issued by JEA, broken or damaged during the performance of his/her assigned duties, provided that such breakage or damage did not result from normal wear and tear, negligence or misuse on the part of the employee, or his/her failure to use proper eye protective equipment where provided by JEA.
- c. JEA shall pay the cost of adding UV protection to JEA-provided prescription safety eyeglasses and prescription safety sunglasses for employees who work outdoors.
- d. JEA shall replace dentures or contact lenses, broken or damaged during the performance of the employee's assigned duties provided such breakage did not result from normal wear and tear, negligence, misuse, or the failure to use proper protective equipment where furnished by JEA.
- e. Safety Shoes
 - 1. JEA will provide one pair of safety shoes per fiscal year (October 1 to September 30) to each employee whose job duties require their use. The standard safety footwear voucher will be worth at least \$125 (one-hundred and twenty-five dollars). The pole climbing safety footwear voucher will be worth at least \$200 (two hundred dollars).
 - 2. Employees who are newly hired or who transfer for the first time into a job which requires safety shoes will be provided two pair safety shoes in their first year in the applicable job and one pair each year thereafter.
 - 3. Management may issue additional pairs of safety shoes to employees whose job duties require their use if the employee's safety shoes are worn out as a result of regular use (not as a result of the employee's negligence). For purpose of this subsection, management has the sole discretion to determine whether to issue an additional pair of safety shoes, whether a pair of safety shoes is worn out, and whether the wear is the result of regular use. Provided however, should a disagreement arise on this matter, the Manager, Safety and Health or their designee shall render a binding decision.
 - 4. Those employees, whose regular job duties only require occasional need for safety shoes, as determined by JEA, will be provided one pair of safety shoes every other year. Those employees will be required to wear safety shoes when assigned duties requiring their use.
 - 5. Those employees who are provided safety shoes by the Employer are required to wear the safety shoes while on duty as required.
- f. JEA may, at its sole discretion, replace or repair personal items destroyed as a result of work related activities through no fault of the employee. In no event will the cost of such replacement or repair exceed three hundred dollars (\$300). This provision shall not be subject to grievance or arbitration.

9.6 During the term of this Agreement, JEA agrees to supply to the Association, upon request, and as mutually agreed, the following information pertaining to the members of the bargaining unit: employee's name, current classification, date of employment, date appointed to current classification, and date of last salary increase excluding service raise. Information furnished shall be subject to clerical corrections.

- 9.7 An employee will be reimbursed at the rate stipulated in the Internal Revenue Service Regulations when requested or required to use his/her privately owned vehicle on official business for all miles actually driven but for no more than the usual travel route between assigned destinations. However, no reimbursement will be paid for mileage to a work location when the employee is notified before reporting to his/her usual work location to report to a different work location.

The Association recognizes that employees may be assigned take home vehicles. As with all forms of JEA equipment, based on JEA's operational needs, JEA retains sole discretion to assign, rescind and otherwise manage vehicles. The Association recognizes that represented employees may be assigned take home vehicles based upon operational needs, and is subject to change from time to time as determined by JEA. Should a vehicle assignment to be ended, the employee will be given 30 calendar days' notice.

As of November 25, 2014 it has been established that there are thirty-four (34) JSA employees assigned take home vehicles for which they gain personal benefit (as determined by IRS regulations). For FY 2014-2015 there will be a transition plan for those individuals: should an individual's take home vehicle assignment end as provided above, that individual will be provided a \$100.00 month vehicle stipend. This stipend will commence concurrently with when they no longer actually have a take home vehicle (i.e., not including the notice period). The stipend will be payable in full for any calendar month during which their use of a take home vehicle actually ends, up to and including September 2015. This transition plan will cease with the commencement of FY 2015-2016.

9.8 LIMITED OR SYSTEM EMERGENCIES

- a. The intent of this language is to define the existence of an emergency, the determination of when employees become "Essential" and "Non-Essential", and the operational and pay guidelines for the JEA and the JSA

- b. Declaration of an Emergency

The Managing Director or his/her designee has the sole authority to declare a Limited or System Emergency. In the event either type of emergency is declared, the provisions of the Section will take effect immediately. Additionally, it will be the responsibility of the declaring authority to identify the emergency time of commencement, which specific areas are considered under the emergency, and which specific personnel are affected. This information should then be verified and reiterated by lower management levels to their specific groups so there is no confusion as to who should and should not respond to any specific event. It shall also be the Managing Director's or his/her designee's responsibility to identify the stop time or end of the emergency so as to avert any confusion in filling out time sheets correctly and accumulating necessary FEMA information for reporting purposes.

- c. Non-Essential Employees

Although all JEA employees are considered essential to the operation of the business, for the purposes of determining whether certain personnel are required to respond to a particular emergency event, those employees not required to do so shall be designated as "Non-essential" for that specific event.

These employees are subject to the following:

1. Non-essential employees shall be released from duty and shall be granted Administrative leave with pay for the balance of their normal work schedule, and any additional days of their normal work schedule when they are not required by JEA to report to work due to an emergency. This act alone does not designate the onset of the Limited or System emergency; however no personnel shall be sent home on Administrative leave for emergency purposes until the declaration of an emergency is in effect.
2. Non-essential employees who are already on previously approved leave with pay at the time of the emergency, or who are scheduled to take authorized leave with pay during the time of the emergency shall not be charged for the leave for that period of time when other Non-essential employees are on Administrative leave with pay as a result of the emergency.
3. Non-essential employees who are already on previously approved leave without pay at the time of the emergency, or who are scheduled to take authorized leave without pay during the time of the emergency shall not be paid for that period of time when other Non-essential employees are on Administrative leave with pay as a result of the emergency.
4. If a scheduled holiday falls within the time that Non-essential employees are on Administrative leave with pay due to an emergency, the employees will be paid for the holiday, but will not receive any additional Holiday leave or pay for that day.
5. Employees previously designated as “Non-essential” may be required to work during a declared emergency. In these situations the provisions applicable to “Essential Employees” will apply.
6. In a Limited or System Emergency, Non-essential employees from the affected location or department, may be released due to the declared emergency. Based on the declaration of the Limited or System emergency and the release of Non-essential employees, Essential employees who are required to work in the affected location during the emergency shall be compensated for the time worked, as provided for in Article 8. In addition to any compensation payable under Article 8, Essential employees will be paid Emergency pay which is straight time hourly pay, for the time they would have been on Administrative Leave with pay if they had been designated a “Non-essential” employee. The maximum payable under this provision is forty (40) hours per work week. If employees are sent home on Administrative Leave in order to accommodate a work schedule change for the purposes of emergency response, all employees required to stay at work shall be compensated for the Administrative Leave.

d. Essential Employees

These employees are subject to the following:

1. Essential employees will be required by JEA to work during the emergency. Management may consider volunteers when possible.
2. To the maximum extent possible, when the general population is being required to evacuate an area in anticipation of a hurricane, tropical storm, or similar circumstances where there is advance notice of a situation that is expected to create an emergency, JEA will allow Essential employees reasonable time, as determined by JEA, to return to their residence, secure the residence, and make plans for the safety of their family. After allowing a reasonable time for such activities, as determined by JEA, Essential employees shall be required to report back to work during the emergency.

3. Essential employees who are required to work during the emergency shall be compensated for the time worked, as provided for in Article 8 of this agreement. In addition to any compensation payable under Article 8, these employees will be paid straight time hourly pay for the time that they would have been on Administrative leave with pay as if they had been designated a Non-essential employee (up to a maximum of forty (40) hours per work week).
 4. During an emergency, Essential employees who are required to report for work will be provided with a meal or meal vouchers. Meal schedules shall be based on the meal break guidelines as set forth in Article 19.5.
- e. Alteration of Annual, Vacation, or Personal Leave Schedules.
- As provided for in article 10.1.g., JEA has the unilateral right to alter the Annual, Vacation, or Personal Leave schedule of any employee in emergencies. This right includes the right to require employees who are on leave at the time of the emergency to return to work. In such cases, JEA will reimburse the employee for any non-refundable expenses incurred as a result of the cancellation or alteration of the employee's Annual, Vacation, or Personal Leave plans.
- f. JEA Communications with Employees during the Emergency
- Any employee who is released from work during an emergency is expected to resume his/her normal work schedule when directed to do so by JEA. In order to assist employees in determining when they are expected to return to work, JEA will take reasonable steps to keep employees advised about the status of JEA operations, including the dates and times that employees are expected to resume their regular work schedule. For example, JEA will release information to employees via the JEA voice mail or e-mail system, through use of employee pagers, through releases of information to news media, and any other appropriate means of communicating with employees. To the extent that an employee relies on information released via local news media to determine when he or she is expected to return to work, JEA employees are to follow instructions related to JEA, not those issued regarding City of Jacksonville employees. Any employee expected to stand-by for return to work outside the employee's normal work schedule shall be paid Standby Compensation in accordance with Article 19.2.

9.9 Mutual Aid

1. When employees are requested and authorized to assist other utilities in the restoration of their service areas, said employees will receive compensation of pay at two (2) times their normal rate of pay for all hours worked in this process to include travel and any other time required.

Article 10

Leave Usage

10.1 Leave Usage (Generic)

- a. Employees, when eligible and authorized, may use their Compensatory Time, Annual, Vacation, or Personal Leave upon written application to their appointed manager/designee. Approval shall be based upon the nature of the request in each instance. Extensions may be granted at the option of the Vice President, Director, or Manager/designee.
 - b. It shall be the mutual obligation of JEA and the Association to cooperate with each other in the proper application of Compensatory Time, Annual, Vacation, or Personal Leave benefits.
 - c. Compensatory Time, Annual, Vacation, or Personal Leave will be charged against an employee's regular workday, and shall not be charged for absences on a prearranged overtime workday, unscheduled call-in overtime days, or holidays.
 - d. Compensatory Time, Annual or Personal Leave may be taken for emergency, illness, or injury of the employee or next of kin. For these purposes "next of kin" shall be the same relations defined as "immediate family" in Article 10.4(a).
1. Employees are required to notify the appropriate designated individual of the employee's intent to use Compensatory Time, Annual or Personal Leave for emergency, illness, or injury in the following manner:
 - (i) Non-shift employees must provide notification to the appropriate designated individual as early as possible and no later than the start of the employee's normal workday. An employee who has a starting time earlier than the designated individual he/she is to notify, shall notify that individual as soon as possible after the normal starting time for that designated individual.
 - (ii)
 - a. Shift employees must provide notification to the appropriate designated individual no later than one (1) hour prior to the starting time of the employee's shift.
 - b. Shift employees shall notify the appropriate supervisor at least four (4) hours in advance of the employee's intent to return to work following an emergency, illness, or injury. However, employees on the day shift need only provide one (1) hour advance notice before returning to work.
 2. Employees who fail to notify the appropriate designated individual as required by Section 10.1.d.1. may not be allowed to charge their absence to Annual or Personal Leave unless waived by the Vice President, Director, or Manager/designee.
 3. Absences for illness under Compensatory Time, Annual or Personal Leave conditions may be subject to investigation. (This section is not intended to require an employee to provide a physician's certified statement of illness after

each absence. It is intended to correct suspected abuse of Annual or Personal Leave for illness.)

4. Employees failing to comply with the provisions of Section 10.1 will be subject to disciplinary action.
- e.
 1. The minimum amount of Compensatory Time, Annual, Vacation, Sick, or Personal Leave to be taken and charged shall be one-tenth (.10) hour increments.
 2. Employees on eight (8) hour day, ten (10) hour day and twelve (12) hour day schedules shall be charged eight (8), ten (10) and twelve (12) hours respectively for a day off.
- f. If a legal holiday falls within a scheduled Compensatory Time, Annual, Vacation, or Personal, Leave period, Compensatory Time, Annual, Vacation, or Personal Leave shall not be charged for that day. When scheduled overtime hours, for rotating shift workers fall within a scheduled Compensatory Time, Annual, Vacation, or Personal Leave period, Compensatory Time, Annual, Vacation or Personal Leave shall not be charged nor overtime paid for those hours.
- g. Notwithstanding any other provision of this Agreement, JEA shall have the unilateral right to alter Compensatory Time, Annual, Vacation, or Personal Leave schedules for proper cause or emergencies that might occur. In such cases, the employee will be reimbursed for any costs forfeited due to cancellation of reservations, excess travel, etc., provided action is taken by the employee to minimize the forfeited cost, and provided further that satisfactory documentation of the employee's payment of forfeited costs is furnished to JEA.
- h. Upon written request, and with at least thirty (30) calendar days advance notice, an employee taking at least two (2) weeks or more of authorized paid Annual Personal Leave may have the amount of compensation due for the requested Annual Leave period advanced to him/her on the last regular payday prior to the beginning of the paid Annual Leave.
- i.
 1. An eligible employee who is out from work because of an on-the-job injury may use Annual Leave, Sick Leave, Personal Leave or Compensatory Time to remain on the payroll, under the conditions established in this section.
 2. In order to be eligible to use accrued leave for this purpose the employee must meet all of the following eligibility requirements:
 - i. The employee is away from work due to an on-the-job injury;
 - ii. The employee is either receiving workers' compensation payments or has exhausted the allowable period of workers' compensation;
 - iii. The employee provides the employer with a written request to use his/her accrued leave to remain on the payroll.
 3. When employees are eligible to use accrued leave for this purpose, the amount of Annual Leave, Vacation/Sick Leave, or Personal Leave or Compensatory Time so charged shall be the minimum amount in one-tenth (.10) of an hour increments to equal the difference between the employee's regular pay and the amount that

the employee is receiving from workers' compensation and workers' compensation supplement.

4. If the employee receives only partial salary or wage payment, the normal required employee pension contribution shall be deducted from the employee's partial salary or wage payment and the employee shall continue to receive full retirement credit for the period during which workers' compensation payments are received.

10.2 Annual and Retirement Leave Usage

- a. In order to insure the health and welfare of the employee, JEA encourages employees to take a minimum of ten (10) work days Annual Leave per contract year. Employees are encouraged to retain eighty (80) hours in their Annual Leave account in case of serious personal illness.
- b. Accrued Annual Leave may be taken at any time when authorized. Scheduling will be accomplished on a seniority basis in classification for the first request of three (3) consecutive work days or more provided that the request is submitted prior to March 31. In scheduling Annual Leave, employees with seniority in a classification, a shift, a crew, a section, or an office shall be given first preference; provided, however, that such preference shall be subject to JEA's exclusive authority to determine the number of employees in any given classification, shift, crew, section, or office who may be on leave at the same time. Denial of requested leave must be substantiated on the basis that granting of such leave would unduly increase the cost of operations and/or would otherwise be detrimental to the efficient operations of the system. Requests for leave of less than three (3) consecutive work days must be submitted at least twenty-four (24) hours in advance unless the leave is for illness or emergency.
- c. If an employee has exhausted all of the accrued, unused Annual Leave, and then said employee suffers an illness which requires time off, then said employee shall be allowed to use the credited Retirement Leave for the purpose of illness only.
- d. If an employee, due to an extended, continuous illness, requires eighty (80) hours or more for such illness, then such leave, may at the employee's option be deducted from the Retirement Leave account of such employee.

10.3 Vacation Leave Usage

- a. Vacation Leave shall be so arranged as to be mutually convenient to both the employee and JEA. Vacation Leave must be scheduled consistent with the operational requirements of the system. In scheduling vacation, employees with seniority in a classification, within a shift, crew, section or office, shall be given a preference. This seniority preference will only apply to the first vacation period selected each contract year.
- b. JEA employees may split their Vacation Leave in any manner desired and approved by their Vice President, Director, or Manager or his/her designee. The splitting of Vacation Leave must be consistent with the operational requirements of the system.

10.4 Sick Leave Usage

- a. Sick Leave may be taken for illness or injury of the employee or his/her immediate family. For the purpose of this section, "immediate family" shall be defined as spouse,

children, stepchildren, parents, stepparents, and other relatives who permanently reside with the employee. Special consideration may also be given to any other person whose association with the employee is similar to any of the above relationships.

1. Employees are required to notify the appropriate designated individual of the employee's intent to use Sick Leave, in the following manner:
 - (i) Non-shift employees must provide notification to the appropriate designated individual as early as possible, and no later than the start of the employee's normal work day. An employee, who has a starting time earlier than that of the designated individual he/she is to notify, shall notify that individual as soon as possible after the normal starting time for that designated individual.
 - (ii)
 - (a) Shift employees must provide notification to the appropriate designated individual no later than one (1) hour prior to the starting time of the employee's shift.
 - (b) Shift employees shall notify the appropriate supervisor at least four (4) hours in advance of the employee's intent to return to work following an illness or injury. However, employees on the day shift need only provide one (1) hour advance notice before returning to work.
 2. Employees who fail to notify the appropriate designated individual as required by Section 10.4 a.1. shall not be allowed to charge their absence to Sick Leave unless waived by the Vice President, Director, or Manager/designee.
 3. Absences for illness or injury may be subject to investigation. (This section is not intended to require an employee to provide a physician's certified statement of illness or injury after each absence. It is intended to correct suspected abuse of Sick Leave.)
 4. Employees who fail to comply with the provisions of Section 10.4 will be subject to disciplinary action.
- b. If an employee or member of his/her immediate family is under a doctor's care for a continuing illness or injury and the employee has used all accrued Sick Leave, the employee may, upon request, be placed on Vacation Leave status and allowed to use any accrued leave in accordance with this Agreement.

10.5 Personal Leave Usage

Accrued Personal Leave may be taken at any time when authorized by their appointed manager/designee. Scheduling will be accomplished on a seniority basis in classification for the first request of three (3) consecutive work days or more provided that the request is submitted prior to March 31. Denial of requested leave must be substantiated on the basis that granting of such leave would be detrimental to the efficient operations of the system. Requests for accrued Personal Leave of less than three (3) consecutive workdays must be submitted at least twenty-four (24) hours in advance unless the Personal Leave is for illness or emergency.

Article 11
Annual Leave (PLAN E)

11.1 This article shall apply to all permanent, probationary, and provisional employees of the following categories:

- a. Employees hired on or after October 1, 1968 and before October 1, 1989;
- b. Employees hired prior to October 1, 1968, but chose to remain subject to former Sick Leave and Terminal Leave policies in April, 1969;
- c. Employees hired prior to October 1, 1968, who chose on or before September 30, 1978, to become subject to this provision;
- d. Employees who meet the requirements of either a, b, or c, above upon completion of probation after promotion into a classification included within the Unit.

11.2 a. Employees shall accrue Annual Leave with pay according to the following schedule on a bi-weekly basis:

<u>Years of Service</u>	<u>Hours Per Year</u>
Upon completion of 0 months thru 4 years.....	160
Upon completion of 4 years thru 9 years.....	184
Upon completion of 9 years thru 14 years.....	208
Upon completion of 14 years thru 19 years.....	232
Upon completion of 19 years thru 24 years.....	256
Upon completion of 24 years or more.....	280

- b. Annual Leave will accrue bi-weekly to the credit of the employee, and shall be credited on the last day of the pay period. In order to receive full credit, the employee must work a full schedule or be on approved leave with pay. The accrual will be reduced pro rata for hours on leave without pay.
- c. The rate of accrual shall change to the higher rate on the anniversary day of employment.
- d. Annual Leave shall be earned during the first year of employment.

11.3 Annual leave shall accrue to a maximum of 960 hours. The employer will compensate the employee on an hour-for-hour basis for any accrued amount over nine hundred sixty (960) hours as of September 30th each year. These payments will be made on the first pay day in November, at the September 30th rate of pay.

11.4 Beginning with leave earned during the fiscal year, an employee who does not use all of their Annual leave accrued in a fiscal year, may be paid the difference between the amount used and the amount accrued for that fiscal year on an hour-for-hour basis.

- (a) To receive such payment, the employee must make an irrevocable election in the fiscal year preceding the fiscal year in which the leave is accrued, and comply with such other requirements of the Internal Revenue Service as may then be in effect.
- (b) This payment is not available to an employee who would have less than eighty (80) hours of annual leave remaining after such payment. Such payments will be

made no later than the second payday in November at the September 30th rate of pay.

11.5 For the purpose of this Article, retirement is defined pursuant to the Ordinance provisions of the pension program of the City. Vesting is considered as retirement.

- a. Retirement Leave may be taken either immediately prior to desired eligible retirement date, which leave may be used for the fulfillment of time service requirements; or Retirement Leave may be taken following fulfillment of time service requirements.
- b. An employee on Retirement Leave shall be maintained on the regular payroll, thereby continuing to avail the employee of payroll deductions, pensions, contributions, and insurance deductions.
- c. Upon placement on Retirement Leave, such status shall be irrevocable.
- d. While on Retirement Leave, an employee shall not accrue Annual Leave, but shall be eligible for legal holidays and any general salary increases, but not performance/step increases.
- e. At the employee's option, Retirement Leave may either be taken, or paid for in one lump sum on an hour-for-hour basis, within thirty (30) calendar days of retirement date.
- f. If an employee terminates prior to retirement as defined in the Annual Leave Ordinance (116-Part 6), said employee shall be paid for any Retirement Leave credited, on the basis of one (1) hour's pay for one (1) hour in said account.

11.6

- a. Upon termination, which includes resignation or discharge not for cause, the employee shall be paid for all unused Annual Leave accrued, and for Retirement Leave, the latter on the basis of one (1) hour's pay for one (1) hour in said account.
- b. Employees who are discharged for stealing, sabotage, or illegal possession or use of drugs shall forfeit their unused Annual Leave earned during the contract year.

11.7 Upon retirement of an employee, said employee's Annual Leave account and Retirement Leave account shall be used or paid for on a day-for-day basis up to a maximum of nine hundred-sixty (960) hours in each account, under the following provisions:

- a. Leave may be taken either immediately prior to the desired eligible retirement date, which leave may then be used for the fulfillment of time service requirements; or
- b. Such leave may be taken following fulfillment of time service requirements.

11.8 a. After an employee has been on a leave of absence or light duty due to a disabling injury on-the-job for a period of six (6) months, upon being certified physically and mentally fit, the employee shall be returned to the same job if:

1. the employee is capable of doing the job satisfactorily;

2. the employee would have retained the job had the employee not been injured; and
 3. such work still exists.
- c. If an employee who has been on a leave of absence or light duty due to a disabling injury on-the-job for six months is not certified physically and mentally fit for full duty, JEA shall place the employee in a comparable job for which he/she is qualified. JEA shall offer the employee the best available job for which the employee is qualified - if necessary, appointing the employee to a lower classification.

Article 12 [open]

Article 13
Personal Leave (PLAN H)

13.1 This article shall apply to all permanent, probationary, and provisional employees hired on or after October 1, 1989.

13.2 a. Employees shall accrue Personal Leave with pay for all straight time hours worked according to the following schedule on a bi-weekly basis:

<u>YEARS OF SERVICE</u>	<u>HOURS PER YEAR</u>
Upon completion of 0 months thru 4 years.....	160
Upon completion of 4 years thru 9 years	184
Upon completion of 9 years thru 14 years	208
Upon completion of 14 years thru 19 years	232
Upon completion of 19 years thru 24 years	256
Upon completion of 24 years or more	280

b. Personal Leave will accrue bi-weekly to the credit of the employee, and shall be credited on the last day of the pay period. In order to receive full credit, the employee must work a full schedule or be on approved leave with pay. The accrual will be reduced pro rata for hours on leave without pay.

c. The rate of accrual shall change to the higher rate on the anniversary day of employment.

d. Personal Leave shall be earned during the first year of employment.

13.3 a. Personal Leave shall accrue to a maximum of six hundred (600) hours. Personal Leave over that amount as of September 30 of each year shall be forfeited unless applied in accordance with the provisions of 13.4 or sold back to the Employer in accordance with the provisions of 13.3.b.

b. Personal leave shall accrue to a maximum of 600 hours. The employer will compensate the employee on an hour-for-hour basis for any accrued amount over six hundred (600) hours as of September 30th each year. These payments will be made on the first pay day in November, at the September 30th rate of pay.

c. Beginning with leave earned during the fiscal year, an employee who does not use all of their personal leave accrued in a fiscal year, may be paid the difference between the amount used and the amount accrued for that fiscal year on an hour-for-hour basis.

d. To receive such payment, the employees must make an irrevocable election in the fiscal year preceding the fiscal year in which the leave is accrued, and comply with such other requirements of the Internal Revenue Service as may then be in effect.

e. This payment is not available to an employee who would have less than eighty (80) hours of personal leave remaining after such payment. Such payments will be made no later than the second payday in November at the September 30th rate of pay.

13.4 [OPEN]

- 13.5 Upon retirement (including vesting under the pension law) of an employee, said employee shall be paid for all unused Personal Leave accrued on an hour for hour basis.
- 13.6 a. Upon termination of an employee for other than retirement, which includes resignation or discharge not for cause, the employee shall be paid for one-hundred percent (100%) of their Personal Leave on an hour for hour basis in a lump sum payment.
- b. Employees who are discharged for cause shall forfeit their unused Personal Leave accrued during the contract year.
- 13.7 a. After an employee has been on a leave of absence or light duty due to a disabling injury on-the-job for a period of six (6) months, upon being certified physically and mentally fit, the employee shall be returned to the same job if:
1. The employee is capable of doing the job satisfactorily;
 2. The employee would have retained the job had the employee not been injured; and
 3. Such work still exists.
- b. If an employee who has been on a leave of absence or light duty due to a disabling injury on-the-job for six (6) months is not certified physically and mentally fit for full duty, JEA shall place the employee in a comparable job for which the employee is qualified, if necessary, appointing the employee to a lower classification.

Article 14

Military Leave

14.1 TRAINING

- a. Employees who are members of the National Guard, or organized military reserves of the United States, and who are ordered to attend annual or monthly training shall, upon presentation of their official orders or appropriate military certification, be granted not more than 240 working hours with pay pursuant to Florida Statutes, Chapter 115, Section 115.7 as amended. The training leave shall not be deducted from Annual/Vacation/Personal Leave or in any other way result in loss of privileges or compensation to said employee. Employees are responsible for notifying their supervisors as soon as possible of the dates for the training period and provide a competent set of orders.

- b. Employees who are members of the reserve components mentioned above and who are required to attend regularly scheduled training assemblies throughout the year may, upon due notice, apply for Compensatory Leave or Annual/Vacation/Personal Leave to attend the military training assemblies when they are scheduled to be on duty, and have used all available hours of Military Leave as provided for in 14.1a.

Employees who request time off for this purpose are responsible to advise their supervisors at the earliest possible time of the dates when they are scheduled for these training assemblies which conflict with their normal work schedule.

14.2 MILITARY DUTY

Related to employees' military service (present and past), there are Federal and State laws and regulations, as well as City of Jacksonville municipal ordinances, covering employer responsibilities to eligible employees; JEA will comply with all applicable laws, regulations and ordinances covering employees' military service.

Article 15

Leave of Absence

15.1 LEAVE WITH OR WITHOUT PAY

- a. An employee may request a leave of absence, of specified duration, with or without pay, which must be recommended by their Director level manager and approved by their executive manager (VP/SLT level or equivalent). An approved leave of absence with pay must be for a purpose which shall serve the best interests of the system and not just the employee. A position must be available to an employee upon return from a leave of absence with pay.
- b. If an employee is granted a leave of absence without pay, a position may or may not be available, at the discretion of the executive manager (VP/SLT level or equivalent) or their subordinate appointed management, to the employee upon his/her return to service. The decision to make or not make a position available will be made prior to granting the leave of absence and the employee will be notified of the decision. If a position is not made available, the employee's sole right is to be placed on the reemployment list in accordance with the Civil Service and Personnel Rules and Regulations.
- c. If an employee is granted leave of absence without pay the position is held for the employee upon his/her return to service, JEA will continue to pay the life insurance and medical insurance normally paid by JEA which includes JEA's portion of the dependent medical insurance premium. The employee is responsible for the optional life insurance premium and the employee's portion of the dependent medical insurance premium.
- d. If an employee is granted a leave of absence without pay and the position is not held, the employee shall be required to pay the total cost of any insurance coverage the employee desires to continue in effect during such leave.
- e. All leave requested under this Section which meets the criteria for leave under the Family and Medical Leave Act (FMLA) shall be documented as FMLA leave and shall be provided in accordance with the terms and conditions of the FMLA. Use of FMLA leave does not preclude additional leave, which may be granted pursuant to this Section.

15.2 BEREAVEMENT LEAVE

- a. Upon notification of the death of an immediate family member, an employee may be granted the day or remainder of the day, if at work, off without loss of pay and may be granted an additional three (3) work days within the next fourteen (14) calendar days off without loss of pay, as Bereavement Leave. Immediate family for the purpose of this section is defined as spouse, children, stepchildren, parents, stepparents, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents, grandchildren, aunts, uncles, nieces, nephews, spouse's grandparents and relatives who permanently reside with the employee. Should an employee be on vacation at the time of death, the three (3) working days that would normally be granted as Bereavement Leave shall be charged as Bereavement Leave instead of Annual/Personal Leave.

15.3 FUNERAL LEAVE

Employees may be granted up to four (4) hours without loss of pay as Funeral Leave to attend the funeral of an active or retired co-worker, unless such employee is required to maintain system integrity.

15.4 JURY DUTY

An employee while serving on jury duty will be paid his/her salary for any scheduled work hours lost up to eight (8), ten (10) or twelve (12) hours, and will not be required to forfeit any compensation received for jury services. If a rotating shift employee receives notice of jury duty and notifies his/her supervisor on his/her next workday following the receipt of notice, he/she shall at his/her request be rescheduled to the day shift during his/her period of jury duty. If an employee is released from jury services with four (4) hours or more remaining on his/her normal workday, he/she will be required to report to his/her work site on that workday. A statement from the appropriate Court Clerk's office in writing shall be required from the employee. The statement shall contain information as to dates and times an employee was required for jury duty.

15.5 WITNESS DUTY

If an employee is absent from work, in order to serve as a witness in a case in a court of law to which he/she is not a party, either directly or as a member of a class, and where such absence is in response to a legally valid subpoena and where such presence is in the interest of JEA, he/she shall be granted leave with pay for those hours for which he/she is absent from work during his/her regularly scheduled working hours, provided he/she submits evidence of such service as a witness.

INTENT

The intent is an employee who is subpoenaed in a case in the interest of or involving JEA, in his/her official capacity during normal working hours, shall not be required to charge Annual Leave.

15.6 VOTING

During elections employees whose working hours do not permit a two (2) hour period to vote, may be granted sufficient time, without loss of pay, not to exceed two (2) hours, at the direction of his/her supervisor, for the purpose of voting, providing the employee is registered and eligible to vote.

15.7 LEAVE DONATIONS AND FORFEITURES

- a. Employees may forfeit Annual Leave, Vacation Leave, Personal Leave, and Retirement Leave (but not Sick Leave or Compensatory Leave) to regular and temporary, full-time JEA employees who are critically ill, critically injured, or require an extended leave of absence for medical reasons. Employees may donate Annual, Vacation, Personal and Retirement Leave (but not Sick Leave or Compensatory Leave) to JEA approved charitable organizations.
- b. Forfeitures to critically ill or critically injured employees or employees who require an extended leave of absence for medical reasons shall be subject to the following requirements:

1. The critically ill or critically injured employee and employees who require an extended medical leave of absence must submit a statement of need to the Director, Employee Services or his/her designee. The employee who requires an extended medical leave of absence must include a physician's statement documenting the need for an extended medical leave of absence. The Director, Employee Services or his/her designee shall determine the employee's eligibility to receive leave forfeitures in accordance with the provisions of this Section 15.7.
 2. Forfeitures may not be made in respect of an ordinary illness, but rather may be made only in respect of a serious or major illness, hospitalization of five (5) calendar days or more, or a medical leave of absence of ten (10) calendar days or more.
 3. The employee forfeiting the leave must complete the appropriate form and submit it to Employee Services.
 4. The employee receiving the forfeited leave must have exhausted all other available leave, and may receive only enough forfeited leave to cover the period of the absence. Upon returning to work, the employee may not have a positive leave balance as a result of any forfeiture.
- c. Donations or forfeitures of leave under this Section 15.7 shall be accounted for according to the dollar value of the leave, to be determined by multiplying the number of hours donated or forfeited by the hourly rate of the employee donating or forfeiting the leave.

Article 16

Holidays

- 16.1 Each employee covered by the Agreement shall be entitled to twelve (12) holidays with pay each year as follows:

New Year's Day	January 1
Martin Luther King, Jr.'s Birthday	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1st Monday in September
Veteran's Day	As designated
Thanksgiving Day	As designated
Friday After Thanksgiving	As designated
Christmas Eve	December 24
Christmas Day	December 25
Personal Leave Day	As mutually agreed upon

When New Year's Day (January 1) occurs on a Saturday and holiday is observed on a Friday it is understood there will be thirteen (13) holidays in the affected year and only eleven (11) observed in the following year.

- 16.2 a. For non-shift workers, when a holiday falls on Saturday, the Friday prior thereto shall be considered the holiday, and when a holiday falls on Sunday, the Monday following shall be considered the holiday. If either Christmas Eve or Christmas Day falls on a Saturday or Sunday, the provisions of the City of Jacksonville Ordinance Code shall apply. For those workers on a four (4), ten (10) hour day workweek, when a holiday falls on a normal day off, the workday closest to the holiday shall be considered the holiday. When a holiday falls on a normal day off that is midway between workdays, the next scheduled workday will be the holiday. When a holiday falls on a Saturday or Sunday for a non-shift employee, which is considered their regular scheduled work day, the holiday will be observed on that day.
- b. Rotating shift workers will observe all holidays on the date they occur as listed in 16.1.
- c. Employees shall be compensated for holidays at their respective rates of pay for the number of hours they would have ordinarily worked on that holiday.
- d. 1. When an employee is required to work on a day observed as his/her holiday, he/she shall be compensated eight (8), ten (10), or twelve (12) hours straight time pay, dependent on work day assignment, as holiday pay. In addition, the employee shall receive one and one-half (1 1/2) times his/her straight time hourly rate for all hours worked up to eight (8), ten (10), or twelve (12) hours, and two and one-half (2 1/2) times his/her straight time hourly rate for all hours worked on the holiday over eight (8), ten (10), or twelve (12) hours until released.
2. Whenever a non-shift worker is required to work on Christmas Day, but is not required to work the day normally observed as the holiday, the employee shall continue to earn holiday pay of eight (8), ten (10), or twelve (12) hours on the day normally observed as the holiday, but shall earn two and one-half (2 1/2) times his/her straight time hourly rate for all hours worked on Christmas Day.

3. Non-shift employees who are required to work on Christmas Day (December 25th), when Christmas Day (December 25th) falls on a Saturday or Sunday shall be paid at two and one-half (2.5) times their straight time hourly rate for all hours actually worked.

Article 17

Insurance and Benefits

17.1 LIFE INSURANCE

JEA agrees to provide, at no expense to the employee, basic term life insurance equal to 100% of the employee's gross annual salary (rounded to the nearest thousand increments) or \$250,000 whichever is less. The employee, at his/her option and expense, may purchase additional term life insurance, under the same group policy, subject to the terms and limits of the policy. This additional term life insurance will include an accidental death and dismemberment (AD&D) schedule for accidental loss of life equal to the amount of additional term life insurance selected. The amount of additional term life and AD&D insurance selected by the employee is subject to approval by JEA's group life insurance company.

17.2 MEDICAL INSURANCE

- a. JEA agrees to continue to provide employees with a medical insurance program under the JEA Group Plan at no cost to the employee. Coverage for the employee's dependents shall be an integral part of the Group Plan. JEA agrees to pay fifty percent (50%) of the cost of the employee's dependent coverage.
- b. JEA will provide the Association with notice of any changes in the Group Plan or in the premiums for dependent coverage there under as soon in advance of the effective date as is reasonably possible.
- c. The JSA will be encouraged to provide input to the JEA Insurance Committee, review proposed changes, and when applicable make recommended changes to the JEA group health insurance plan(s).

17.3 ACCIDENTAL DEATH BENEFITS

- a. JEA shall provide accidental death benefits at no expense to the employee, in the amount of \$100,000 for all employees, payable to the beneficiary named by the employee or as otherwise provided, in the event an employee dies as a result of an injury arising out of and in the course of his/her employment with JEA. This payment shall be made within fourteen (14) calendar days after occurrence.
- b. In addition to the death benefit above, dependents of employees who are killed in the course of employment will be entitled to the death benefits provided pursuant to the Workers' Compensation Law.

17.4 RETIREMENT BENEFITS

- a. [Note: For purposes of aiding understanding of the provisions that follow, pursuant to 2016-2019 contract negotiations the parties negotiated retirement benefit changes in the context of proposed reforms to the City of Jacksonville GEPP (General Employees Pension Plan).] JSA agrees to the proposed closure (to new employees) of the GEPP, with new hires after the effective date being enrolled in a "DC plan" (defined contribution plan).
- b. Participants in that DC plan will make an eight percent (8%) contribution; JEA will make a twelve percent (12%) contribution.

- c. In the event any other bargaining unit participating in the DC Plan (e.g., AFSCME Council 79, LIUNA 630, CWA, the Jacksonville Supervisors Association, IBEW 2358, LIUNA 630, AFSCME 429) receives any greater benefits than JEA provides to the JSA (i.e., through contract negotiations, settlement, impasse proceedings, or litigation), then JSA shall receive the difference between its DC Plan benefit and that received by the other participating bargaining unit(s).
- d. No benefits under the “DC Plan” shall decrease for all active, full time, enrolled unit employees.
- e. JEA agrees to contribute to the employee's pension program to the extent required by applicable laws pertaining to the employee's contributory pension program.
- f. No benefits under the General Employee Pension Plan (“GEPP”), the City’s Defined Benefit retirement plan, shall decrease for all active, full time, enrolled unit employees, including but not limited to the DROP program, disability benefits, COLA increases, survivor benefits, and any other benefits as they exist as of the date of JSA’s ratification of this CBA.
- g. In the event any other bargaining unit participating in the General Employee Pension Plan (e.g., AFSCME Council 79, LIUNA 630, CWA, the Jacksonville Supervisors Association, IBEW 2358, LIUNA 630, AFSCME 429) receives any greater pension benefits than JEA presently provides to the JSA (i.e., through contract negotiations, settlement, impasse proceedings, or litigation), then JSA shall receive the difference between its pension benefit and that received by the other participating bargaining unit(s).

17.5 TERMINAL BENEFITS

- a. Upon the death of an employee, payment for all accrued overtime, Annual/Vacation/Retirement/Personal Leave, Sick Leave, Compensatory Time and other Terminal Leave benefits to which such employee would have been entitled to receive shall be made as follows:
 - 1. The benefits will be paid as set forth in the employee's will;
 - 2. If the employee has not provided for distribution of the benefits in his/her will then the benefits will be paid to the employee's surviving spouse;
 - 3. In the event the employee leaves no surviving spouse, the benefits will be paid to the employee's children in equal shares, payable as follows:
 - i To each of the employee's children over the age of 18 who are known to JEA.
 - ii To the legal guardian or representative of each of the employee's children under the age of 18 known to JEA.
 - 4. If the employee has no children known to JEA then the benefits will be paid to the surviving parent(s) of the employee in equal shares;

5. If the employee has no surviving parents known to JEA, then the benefits will be paid to the employee's estate.
 - b. Upon the death of an employee on-the-job, JEA will make an immediate payment of two (2) month's salary in addition to all the other Terminal Leave benefits in the sequence indicated in Section 17.5a above. For purposes of this section, two (2) month's salary shall be calculated by $1/12 \times 2080 \times 2 \times$ the employee's hourly rate of pay at the time of death. ($1/12 \times 2080 \times 2 \times$ hourly rate).
- 17.6
- a. JEA agrees to provide a payroll deduction process that is to be available to employees in the bargaining unit for various employee benefit plans. These group plans shall be administered by an Agent of Record so designated by the Association. It is understood and agreed that JEA may assess a charge not to exceed six (6) cents per deduction per payroll. Further, it is agreed that JEA assumes no responsibility or liability to or for the Association's Agent of Record. Solicitation for these plans shall be made at a time mutually agreed to by JEA and the Association, so as to prevent loss of productive work time.
 - b. All such payroll deductions shall comply with the provisions delineated in JEA payroll procedure ES A0201 PR Deductions.
- 17.7
- JEA will provide employees the option to use accrued Annual, Vacation, Compensatory Time, Personal, and Retirement Leave time credits to fund their Deferred Compensation Program. Employees will not be permitted to use Sick Leave or Critical Emergency Leave Bank account time credits to exercise this option.
- a.
 1. The employee will be allowed, at his/her option, to sell accrued Annual, Vacation, Compensatory Time, Personal and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account.
 2. Upon attaining time service that is within three (3) years of normal time service retirement, the employee will be allowed, at his/her option, to sell accrued Annual, Vacation, Compensatory Time, Personal, and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account. Provided, however, in the year of retirement employees will be limited to selling, at his/her option, accrued Annual, Compensatory Time, Vacation, Personal, and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account.
 - b. This provision is subject to acceptance by the Plan providers of the City/JEA.
 - c. Employees who participate in this Annual, Vacation, Compensatory Time, Personal, and Retirement Leave time credit sellback option shall not have less than eighty (80) hours in their Annual, Vacation and Personal Leave account after the sellback. There is no minimum limit for the Retirement Leave account after exercising this option.

Article 18

On The Job Injury

- 18.1 a. When an employee sustains an on-the-job injury, the JEA Investigation Team, which shall include a representative of the Association, will conduct an immediate investigation. JEA will advise a representative of the Association whenever a JEA Investigation Team is formed to investigate an on-the-job injury or near-miss incident involving a member of the Association.
- b. If the results of the investigation reveal that the employee complied with all JEA provisions, governing rules and the injury was not a result of negligence, carelessness and could not have been avoided, JEA may compensate the employee with seventy-five (75) percent of the difference between his/her regular straight time wages and the amount provided by Worker's Compensation Laws for a period of thirty (30) working days once the employee begins receiving Worker's Compensation payments. Compensation after thirty (30) working days will be contingent upon a qualified physician's diagnosis bi-weekly.
- c. When an employee is off the payroll (not receiving JEA compensation) due to an on-the-job injury, JEA will continue to pay the life insurance and medical insurance premiums normally paid by JEA which includes JEA's portion of the dependent medical insurance premium. The employee is responsible for the optional life insurance premium and his/her portion of the dependent medical insurance premium. The employee may elect to contribute to the pension fund amounts equal to the employee's pension contribution prior to the on-the-job injury.
- d. If an employee, who is temporarily, totally disabled due to an on-the-job injury, receives partial wage payments from JEA, JEA will continue to pay the premiums noted in Paragraph 18.1c. above. The optional life insurance premium and the employee's portion of the dependent medical insurance premium and pension contribution will be deducted from his/her partial wage payments.
- 18.2 Any provisional or probationary employee who is temporarily, totally disabled from the results of an injury received in the course of employment with JEA shall receive the benefits to which he/she is entitled under the Worker's Compensation Law of the State of Florida and in accordance with Article 18.1.
- 18.3 Nothing contained in this Article shall be construed to impose any liability on JEA over and above the responsibility placed upon said JEA by the laws of the State of Florida pertaining to Workers' Compensation, it being the specific understanding of the parties to this Agreement that said Workers' Compensation laws govern the rights and benefits of the employees covered by the Agreement for on-the-job injuries.
- 18.4 An employee, due to an on-the-job injury is temporarily, totally disabled (a condition resulting from an occupational illness or injury that prevents them from engaging in any employment and the individual is under the regular care of a physician) will, upon recommendation by the employee's Manager and approval by the employee's Director be placed on paid administrative leave for up to forty (40) hours during the first seven (7) calendar days the employee is unable to return to duty as a result of a qualified physician's determination. A worker's compensation offset will be taken as a result of any paid administrative leave so as to prevent any overpayment of wages for which the employee would have normally received.

ARTICLE 19
SUPPLEMENTAL PAY

19.1 LONGEVITY PAY

All full time employees of JEA, now or hereafter employed in the classifications listed in Exhibit "A" attached hereto, shall receive for each five (5) years of continuous service with JEA, computed from their respective dates of initial employment, an increase in salary of \$300 per year for every five (5) year period of continuous service. This increase shall be in addition to any general or special raises, which may be granted from time to time.

19.2 STANDBY COMPENSATION

- a. Any employee who is required by JEA to be on standby duty will receive Standby Compensation as provided in Section 19.2c.
- b. For purpose of this Article, an employee is on standby if the employee has been directed to carry a JEA furnished electronic paging device or leave a telephone number so that the employee can be reached, and the employee must be available to return to work within a reasonable time if called. Employees who merely carry electronic paging devices, but who are not required to be available to return to work within a reasonable time if called, are not on standby.
- c. Effective October 1, 2013 the standard rate of Standby Compensation shall be thirty-one dollars (\$31) for each day the employee is on standby.

Effective October 1, 2014 or upon ratification, the standard rate of Standby Compensation shall be thirty-one dollars (\$31) for each day the employee is on standby.

Effective October 1, 2015, the standard rate of Standby Compensation shall be thirty-one dollars (\$31) for each day the employee is on standby.

- d. Any employee who fails to comply with the provisions of Section 19.2 shall not be entitled to Standby Compensation for that day, and shall be subject to discipline.
- e. Employees may, with the approval of Management arrange substitution of standby duty among themselves; provided the substitute is, in Management's judgment, at least as well qualified as the employee scheduled by Management.

19.3 SCHEDULE PREMIUM

- a. A two dollars and fifty cents (\$2.50) schedule premium shall be paid for all regular hours actually worked on any schedule after 18:00 and prior to 06:00 for work days other than Saturday and Sunday.
- b. A two dollars and fifty cents (\$2.50) schedule premium shall be paid for all regular hours actually worked on any schedule after 00:00 Saturday and prior to 24:00 on Saturday and/or after 00:00 on Sunday and prior to 24:00 on Sunday.
- c. This provision shall not apply to call-out, overtime, or premium pay of any type.

- 19.4 When an employee is qualified for and temporarily required by Management to serve in and accepts the full responsibility for work in a classification covered by this Agreement, the employee shall receive the step for that classification that will provide an approximate five (5) percent increase (i.e. minimum of 4.9%). Such temporary assignment to a higher classification must be regular and continuous in character for a minimum period of one (1) hour in one (1) day. This paragraph does not apply when the employee is performing the duties of a higher classification for the purpose of training.

19.5 Meal Allowances

This provision has been deleted in return for an additional 0.35% base pay increase effective October 1, 2006, however JEA and JSA recognize the below for the purposes of meal breaks.

- a. When an employee is called out and required to report to work two (2) hours or more before his/her scheduled starting time for that day and continues work into his/her regular shift, he/she will qualify for a meal break four (4) hours from the time he/she commenced work and additional meals at five (5) hour intervals.
- b. When an employee is required to work beyond his/her scheduled quitting time for two (2) hours or more, he/she shall be entitled to a meal break two (2) hours after his/her scheduled quitting time and at five (5) hour intervals thereafter if he/she continues to work.
- c. If an employee is called out to work unscheduled overtime for a period of more than four (4) consecutive hours and he/she is released prior to the starting time of his/her next regular work day, he/she will qualify for a meal break four (4) hours from the time he/she commenced work and at five (5) hour intervals thereafter, if he/she continues to work.

19.6 SUPERVISORY DIFFERENTIAL

- a. In the event that a supervisor is not paid a base pay rate which is approximately five percent (5%) more than a duly and permanently assigned subordinate's base pay rate, such supervisor shall be advanced to that step contained within his/her pay grade which will provide for an approximate five (5%) percent differential. Approximate is defined as at least four and nine-tenths percent (4.9%).
- b. [OPEN]

- 19.7 JEA will reimburse the initial cost and renewals (based on expiration date) of a Commercial Driver's License (CDL) to any employee who is required to possess the license in order to fulfill his/her job duties with JEA. An Employee seeking reimbursement for obtaining or renewing his/her CDL shall provide the employer with a copy of their new or renewed CDL and a receipt for the cost of such license.

- 19.8 JEA will reimburse employees for the cost of renewing their licenses and certifications which are a requirement of their classification or position.

19.9 INSTRUCTOR COMPENSATION SUPPLEMENT

- a. JEA Management has the right to establish an Instructor Compensation Supplement provision for employees who meet the minimum requirements as noted in Sections 19.9b.1 & 2 below.

The minimum requirements as noted in Sections 19.9b. 1 & 2 below, and the classifications to which it will apply, are at the sole discretion of JEA.

- b. To qualify for the Instructor Compensation Supplement, the employee shall meet the following minimum requirements:
 - 1. Assigned training duties and responsibilities for at least eight (8) consecutive hours.
 - 2. Assigned training duties and responsibilities that may include classroom or field instruction.
- c. The Instructor Compensation Supplement shall be five per cent (5%) of the employee's base salary and shall be added to his/her base salary.
- d. The employee will receive the Instructor Compensation Supplement for the period of time he/she is assigned training duties and responsibilities, provided he/she meets the minimum requirements as noted in Sections 19.9b. 1 & 2 above.
- e. The Instructor Compensation Supplement shall be paid to the employee on the pay day at the end of the first full pay period after he/she meets the minimum requirements as noted in Sections 19.9b. 1 & 2 above and shall be retroactive to the beginning of the time period during which the employee satisfied the minimum requirements.

Article 20
Administration of Pay Plan

- 20.1 a. The hourly and annual rates of pay for employees covered by this Pay Plan are shown in Exhibit "A". This pay plan is composed of pay performance levels (steps).
- b. General Increase
- All employees in the Unit shall receive a general increase as follows:
1. Three percent (3%); effective October 1, 2016;
 2. Three percent (3%); effective October 1, 2017;
 3. Three percent (3%); effective October 1, 2018;
 4. Two percent (2%) increase to base concurrent with employee contribution to GEPP increasing to 10% (or otherwise matching the change in employee contribution, whether higher or lower).
 5. A one-time lump sum payment equal to one and one-half percent (1.5%) of base pay (base pay at the October 1, 2016 rate, i.e., including the general wage increase effective that date).
- [Note: The terms of this CBA, including the above wage proposal, was part of a package proposal by JEA, and was offered contingent upon JSA ratifying on or before February 28, 2017. It was agreed that if JSA ratifies by that date, then JEA will put before its Board for ratification for its March meeting (March 21, 2017). If the JEA Board ratifies, JEA will timely convey for ratification to the COJ City Council. Should the City Council fail to complete a ratification vote within sixty (60) days of the JEA Board vote, either party will thereafter have the right to reopen negotiations by written notice to the other.]
- c. Performance Review increases shall be granted during the length of this contract.
- 20.2 Original appointments into entry level positions shall be made at the first step unless approved by the Vice President or Director.
- 20.3 Should an employee return to duty in the same classification after a separation of service of not more than six (6) months, which separation was not due to discreditable circumstances, such employee shall be placed in the same step of the salary range of the classification which he/she occupied prior to leaving JEA, upon approval of the Vice President or Director.
- 20.4 [OPEN]
- 20.5 Whenever an employee is demoted to a position for which he/she is qualified, he/she shall receive the salary performance level in the lower range, which provides the smallest decrease in pay if the action is not for cause. The release of an employee from his/her present position to his/her former position during the probationary period is not considered as a demotion.

- 20.6 a. When an employee covered by this Agreement, is promoted to another class covered by this Agreement, he/she shall be granted an increase in base pay to the step in the new class that will provide an approximate five (5) percent increase.
- b. When an employee from another bargaining unit is promoted into a class covered by this Agreement, he/she shall be placed in the first step of the class to which promoted that will provide an approximate five (5) percent increase.
- c. Any incumbents in this particular class receiving a lower rate shall have their rates increased to the rate established for the entrance rate of the new employee. The succeeding step increase anniversary date shall commence on the date of the invocation of the incumbency increase.
- d. Approximate is defined as at least four and nine-tenths percent (4.9%).
- e. When an employee from another bargaining unit is promoted into a classification covered by this Agreement, he/she shall not suffer any loss of pay or accrued leave through this promotion.
- 20.7 a. Whenever an employee is recommended for and is assigned to duty in a position not previously held by him/her by reclassification, and such change is not in the nature of a promotion or demotion, he/she will receive the entrance salary performance level in the range established for such position, or such other level within the applicable range, as approved by the Vice President or Director and as he/she may be entitled by reason of crediting his/her new position with such prior service that is found to meet the following conditions: the character and nature of the duties of the position; and/or the service in the former position provided experience valuable to the performance of the new position.
- b. In the event of a reallocation of a position to a class which is at a higher salary level, the employee shall normally be paid at the same level in his/her salary range or if no level of the new range is the same, at the lowest level of the new range which is above his/her former level. In the event of a reclassification of a position to a class which is at a lower salary range, the employee concerned shall normally be paid at the same level in the new range or if no level is the same, at the highest level in the new range below the former level. Reclassification to another class at the same salary range shall not affect the salary being received by the employee concerned.
- 20.8 a. A performance evaluation will be conducted on each employee once every twelve (12) months.
- b. Employees who receive a meets standard or exceeds standard overall performance evaluation rating will be eligible for a step increase, twelve (12) months from the date of their last step increase, demotion, reversion or promotion date.
- c. Employees who receive a below standard overall performance rating will not be eligible for a step increase. Within seven (7) working days after the performance evaluation is completed, the employee will be provided with the written documentation substantiating the below standard job performance and denial of a step increase. This documentation will be included in the employee's personnel file.
- d. Employees who receive a below standard performance evaluation rating shall have follow-up performance evaluations conducted no sooner than three (3) months, but no later than six (6) months after the denial of a step increase. An employee who receives a below standard performance evaluation will be eligible for a step increase when they

have improved their job performance to a meets standard performance level for twelve (12) consecutive months as documented by these interim performance evaluations.

- e. If it is considered that an employee due to documented, exceptional, exceeds standard performance deserves additional step increase(s) for merit, then such a recommendation will be made by the employee's appointed manager, and approved by their director and vice-president.
- f. No employee may receive more than two (2) additional step increases for merit in the twelve (12) month period referred to in 20.8a.
- g. Promoted, demoted, reverted, or newly hired employees shall not be eligible for any merit step increases until they have completed twelve (12) months of exceeds standard performance in their job classification.
- h. A step increase for merit will not impact the regular step increase advancement.
- i. For purposes of this Agreement, general increases shall not be considered as the date of the last increase.
- j. An end of probation performance evaluation shall be completed to document successful or unsuccessful completion of probationary period. No end of probation step increases will be made.

20.9 Requirements for advancement and other purposes as specified in these procedures shall be based on continuous service, which is employment without a break or interruption in either classified or unclassified position. Leave of absence with or without pay shall not break or interrupt continuous service. When computing the length of service for promotions, Vacation Leave, Sick Leave, service raises, retirements, etc., leave without pay (one day or more) will be deducted. The employee's anniversary date will be adjusted accordingly. The rights of employees granted military leave for extended service with the Armed Forces of the United States shall be given full credit for said period of military service.

20.10 LAYOFF PROCEDURES

Civil Service and Personnel Rules and Regulations shall apply when layoffs are required by JEA, except that any selective competition within the competitive area shall be authorized by the Managing Director.

20.11 JEA, at its sole discretion, may implement from time to time incentive programs for individuals or groups consisting of awards and/or cash in recognition of performance improvements, innovative ideas resulting in savings and/or benefits or other similar improvements that are work related and can be documented and measured.

20.12 The parties understand that during the life of this Agreement JEA may, at its option, offer a voluntary severance plan to certain classifications of Association employees. Such a plan would be on terms proposed by JEA, and any decision to accept such a plan would be made on an individual basis by each affected employee. In the event that the execution of such a plan required a reorganization or redeployment by JEA, the Association would have the right to request impact bargaining to the extent provided by law.

Article 21

Grievance Procedure

- 21.1 It is intended that this grievance procedure will provide a means of resolving complaints and grievances at the lowest level possible, and JEA and the Association agree to work toward this end.
- 21.2 The purpose of this grievance procedure is to provide a method of processing grievance(s) involving the interpretation or application of this Agreement. It will be the exclusive procedure available to the parties to this Agreement and Unit employees for such matters. Grievances or appeals resulting from the following types of action are excluded from consideration under this Article:
- a. A violation of re-employment or reinstatement priority rights appealable under Civil Service and Personnel Rules and Regulations;
 - b. A position classification, or specification decision or examination dispute appealable under Civil Service and Personnel Rules and Regulations;
 - c. An allegation or complaint of discrimination under Equal Employment Opportunity;
 - d. A fitness for duty examination;
 - e. Health benefits decisions;
 - f. Injury compensation provided by insurance carriers; and
 - g. Other provisions where authority is vested in the Civil Service Board or higher authority.
- 21.3 Any employee or groups of employees in the Unit may process a grievance concerning the interpretation or application of this Agreement through this procedure without the intervention of the Association provided:
- a. They sign a statement on the grievance form that they do not want to be represented by the Association during processing of that particular grievance;
 - b. The employee/employees must represent himself/herself or may be represented by legal counsel at his/her own expense; and
 - c. Any adjustment must be consistent with the terms of the Agreement.
- 21.4 During the processing of a grievance under the Article, if a question cannot be resolved by the parties concerning the interpretation of City government policy, provisions of law or regulations of appropriate authority outside JEA, the grievance will be delayed until the questioned policy, law or regulation has been interpreted by the proper authority.
- 21.5 A grievance must be taken up with JEA within fifteen (15) calendar days after the occurrence of the matter out of which the grievance arose. Failure of JEA to observe the time limits prescribed in each step may entitle the employee or the Association to advance the grievance to the next step of the procedure. Failure of the employee or the Association to meet the time limits prescribed at any step of the grievance will constitute a basis for termination of the grievance by JEA, and not

subject to further appeal, except to arbitration for determining the matter of timeliness of the grievance only. Time limits at any level may be extended by mutual agreement between JEA and the Association or employee.

21.6 PROCEDURE

Informal Resolution. The Association and/or employee are required to seek informal resolution of problems or complaints with their appointed manager as part of this grievance procedure. This meeting should take place within ten (10) calendar days of the meeting request (which can be email). Failure of JEA to observe the time limits prescribed in each step shall entitle the employee or the Association to advance the grievance to the next step of the procedure. In the event that JEA and JSA and/or employee are unable to achieve resolution through the Informal Resolution process within fifteen (15) calendar days after the Informal Resolution meeting takes place, the Informal Resolution process will be concluded. JSA and/or employee may then initiate Step 1 of the Formal Procedure or the parties may agree to extend the timelines for submitting the grievance at Step 1.

STEP 1 - FORMAL

The grievance procedure is initiated by the Association, the employee, or the employee and the Association representative submitting the grievance in writing (on a mutually agreed upon form) along with any supporting documentation to the employee's Director. The written grievance shall identify the article(s) and section(s) of the Agreement that are at issue, shall specify the corrective action requested by the grievant, and shall include a brief summary of the factual basis for the grievance including the date that the alleged grievance occurred. The Director shall, within ten (10) calendar days of receipt of the grievance, meet, with the employee and/or Association representative to discuss the grievance. The Director shall provide his/her written decision and the reason(s) for the decision within fifteen (15) calendar days after the meeting. If the Step 1 decision does not resolve the grievance, the grievance may be forwarded to the next step.

STEP 2 - FORMAL

- a. If a satisfactory settlement is not reached at Step 1, the party filing the grievance (the Association, an employee, or an employee and the Association representative,) will forward the grievance, in writing within ten (10) calendar days after receipt of the Step 1 decision, stating any objection to the Step 1 decision to the designated Labor Relations Coordinator, who shall receive the grievance on behalf of the Managing Director. The Managing Director's designated representative shall within fifteen (15) calendar days after receipt of the grievance, either satisfy the grievance or meet with the employee, the Association representative, and/or the Association President/designee, as appropriate. The Managing Director's representative shall render a written decision within fifteen (15) calendar days after the meeting. The same person will not conduct the Step 1 and Step 2 hearings.

Note: The Managing Director's representative shall be a Vice President or Officer. A Vice President or Officer will not be designated as a representative to hear a grievance in his/her own Group. Said representative shall have full authority to render a written decision.

- b. If the Step 2 decision is not satisfactory it may be referred to arbitration as provided in this Agreement within fifteen (15) calendar days, after receipt of the written decision.

21.7 Where a number of basically identical grievances are submitted, the Association may elect one grievance for processing at Step 1. The decision on the combined grievance elected will be binding on the combined grievances. Names of all aggrieved employees will be made a part of the record of the grievance processed and each grievant will be notified of the decision.

21.8 POLICY GRIEVANCES

Upon mutual agreement of parties, grievances (defined as disputes involving the interpretation or application of this Agreement) which arise as a result of upper management decisions regarding the interpretation or intent of JEA policies and procedures may be initiated at step two (2). Only the Association has the right to initiate grievances of these types as the grievant.

Article 22

Arbitration

- 22.1 The purpose of this Article is to provide for binding arbitration of unresolved grievances concerning the interpretation or application of this Agreement. Arbitration may only be invoked by JEA or the Association President.
- 22.2 In order for a grievance to be considered for arbitration, the party desiring to arbitrate must notify the other party within fifteen (15) calendar days after the step two (2) grievance response by serving written notice of intent to appeal. If the appeal notice is not submitted within the required time limits, the Step two (2) decision will be final and binding.
- 22.3 Upon appeal to arbitration, the Federal Mediation and Conciliation Service (FMCS) shall be requested by the Employer to provide a panel of seven (7) arbitrators. Within ten (10) calendar days after the list has been received from FMCS no more than two (2) persons from each party shall meet for the purpose of defining the issue and selecting the arbitrator. Each party, will alternately strike names (the appealing party having first choice) until one (1) arbitrator remains. If the two (2) parties cannot mutually agree upon an arbitrator, then the FMCS procedure shall be followed. After the FMCS is notified of the selection of the arbitrator, and contact is made with the arbitrator, the date for the arbitration hearing will be set within thirty (30) calendar days from the date of the arbitrator's notification of selection. A letter shall be sent immediately to the arbitrator setting forth the issue and any other pertinent information as agreed to by the parties. The Association shall be furnished a copy of the correspondence.
- 22.4 JEA and the Association, or JEA and the employee(s) (if processed without Association representation) shall each be responsible for one-half (1/2) of the expenses and fees of the arbitrator or a Special Master. If either party desires to have a transcript made of the hearing, such party shall be responsible for the full cost of such transcript.
- 22.5 Association employees who shall be excused from duty to participate in the arbitration or Special Master proceedings without charge to leave will be the Representative, President, the aggrieved employee, if employee initiated grievance; or Representative, if Association initiated grievance, and Association employee witnesses who have direct knowledge of the circumstances and factors bearing in the case.
- 22.6 With respect to the interpretation, enforcement, or application of the provisions of this Agreement, the decision, findings, and recommendations of the arbitrator shall be final and binding on the parties to this Agreement. The arbitrator shall have no power to add to, or subtract from or modify any of the terms of this Agreement.

Article 23

Bulletin Boards

- 23.1 The Association shall be provided with partial use of suitable bulletin boards, including at least one (1) at each working location for the posting of information pertaining to Association activity. JEA agrees, if the Association requests, to provide a separate bulletin board specifically for the use of the Association of a standard size not to exceed 4' x 4'. Additionally, the Association shall also be provided the use of an electronic bulletin board accessible by all members of the Association through the JEA Intranet site.
- 23.2 The Association agrees that it shall use space on the bulletin boards provided for the following purposes:
- a. Notices of Association meetings;
 - b. Reports of Association elections;
 - c. Reports of Association committees;
 - d. Rulings and policies of the Association;
 - e. Notices of recreational and social affairs of the Association;
 - f. Notices of meeting of public boards.
 - g. Other notices as mutually agreed upon by JEA and JSA President.
- 23.3
- a. No material shall be posted which is of a political nature, derogatory, inflammatory, or disruptive to JEA's operation.
 - b. Information for posting on the electronic bulletin board shall be submitted to Labor Relations by the JSA President or their designee.

Article 24

Safety and Training

- 24.1 JEA agrees to continue an aggressive employee development program to better prepare each employee for his/her present position and provide maximum preparation for promotional opportunities. To this end, the JSA Training Committee will make advisory recommendations to the appropriate executive management (VP/SLT level or equivalent) or their subordinate appointed management for an effective training program for all employees covered by this Agreement.
- 24.2 Each employee is responsible to observe the safe work practices of any and all jobs performed within JEA. The Association and its employees recognize that compliance with safety rules is a condition of employment. To be effective, all employees must be constantly on the lookout for any condition which might be unsafe or careless. Both the Association and JEA agree to promote all rules necessary to insure safety.
- 24.3 It is agreed that employees within the bargaining unit, upon approval of JEA, may be temporarily assigned to perform safety and training duties.
- 24.4 JEA will continue an aggressive supervisory/professional development program to enhance present position capabilities and promotional opportunities. In this regard, JEA will develop and initiate a broad range of communication, training, development and motivational programs and methods such as, but not limited to:
- a. Acquisition and distribution of supervisory/professional training and development material;
 - b. Individualized communications;
 - c. Supervisory/managerial training and development programs during working hours;
 - d. Supervisory/professional programs, such as training, program planning, operation methods, etc;
 - e. Incentive programs for individual or groups consisting of awards or cash in recognition of improved job performance, safety records, or other similar work related improvements, which can be documented and measured;
 - f. Special individual or group recognition; and
 - g. Job related, externally offered training, education and self-development programs.

ARTICLE 25

ALCOHOL AND CONTROLLED SUBSTANCE ABUSE AND TESTING

Prelude

JEA and the Association both agree that education and communication about the JEA Employee Assistance Program (EAP) is a very important tool toward having a drug free work force. JEA will see that information about the EAP is available for employees and their families. It should be every employee's goal to help those co-workers, whom they know have some type of problem with substance abuse, to seek help through the EAP.

25.1 Definitions

- a. "Drug abuse" means:
 - 1. The use of any controlled substance as defined in Section 893.03, Florida Statutes, as amended, not pursuant to a lawful prescription. A "lawful prescription" is defined as a prescription issued in the name of the employee by a licensed health care practitioner in full compliance with the practitioner's practice act.
 - 2. The commission of any act prohibited by Chapter 893, Florida Statutes.
 - 3. Abusing a lawful prescription.
 - 4. Substituting or adulterating any specimen during a drug test.
 - 5. Refusing to submit to a drug test.
 - 6. Drug test with positive results.
- b. "Illegal drug" means any controlled substance as defined in Section 893.03, Florida Statutes, not possessed or taken in accordance with a lawful prescription.
- c. "Department of Health and Human Services (HHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs" (the HHS Guidelines) means those guidelines as printed in the June 9, 1994, Federal Register (59 FR 29908), and as amended from time to time.
- d. "Reasonable belief" means an opinion which a prudent person would form based on observation and information from reliable and credible sources. Observation includes, but is not limited to sensory facts (what a person saw, heard, smelled, tasted or touched). Objective factors that should be taken into consideration in determining reasonable belief are:
 - 1. The nature of the information;
 - 2. The reliability of the person or source providing the information;
 - 3. The extent of any confirmation; and,
 - 4. Any other factors contributing to the belief or the lack thereof.

Not all of these factors must exist to find reasonable belief, but all must be examined.

- e. “Substituted Specimen” means a specimen that has a creatinine of less than or equal to 5 mg/dL and a specific gravity less than or equal to 1.001 or greater than or equal to 1.020. (Such specimens do not exhibit the clinical signs or characteristics associated with normal human urine.)
- f. “Adulterated Specimen” means a specimen with a nitrite concentration which is equal to or greater than 500mcg/mL; or the pH is less than or equal to 3, or greater than or equal to 11; or if a foreign substance is present; or if an endogenous substance (one that is normally found in human urine) is present at a concentration greater than the normal physiological concentration.
- g. “Lawful Prescription Abuse” means taking prescribed drugs in greater dosages and/or more frequent intervals than specified in the prescription(s), or securing and simultaneously using prescriptions for the same or equivalent medication from multiple providers, or taking medications that are not prescribed for the employee, or as otherwise determined by as Medical Review Officer (MRO). It also means commencing duty under lawful prescription(s) the side-effects of which present an actual or potential safety risk for the employee, coworkers or the public, without having first been cleared by the JEA MRO.
- h. “Alcohol” means ethyl alcohol (ethanol). References to use of alcohol include use of a beverage, mixture, or preparation containing ethyl alcohol.
- i. “Alcohol Abuse”
 - 1. Using or being under the influence of alcohol or alcoholic beverages on the job.
 - 2. Adulterating any specimen during an alcohol test.
 - 3. Refusing to submit to an alcohol test.
 - 4. Alcohol test with positive results.

25.2 Circumstances When Testing May Be Required

JEA may require an employee to submit to drug and/or alcohol testing under any of the following circumstances:

- a. Whenever two appointed managers concur that there is a reasonable belief that an employee is using, under the influence of, or in possession of illegal drugs and/or alcohol while on duty, or that the employee is abusing illegal drugs and/or alcohol and the abuse either adversely affects his/her job performance or represents a threat to the safety of the employee, his/her co-workers, or the public and the reasons for such concurrence have been stated to an Association Representative.
- b. Whenever an employee is involved in an accident involving personal injury or property damage which could result in liability to JEA, loss or damage to JEA property, or involving a personal injury that requires treatment beyond first aid (i.e. OSHA Recordable), urine specimens will be collected from all employees directly involved in

the accident and stored for future testing. Employees will also be subject to a breathalyzer test for alcohol. For purposes of this provision, an employee is considered directly involved in the accident if the employee was in a position or situation where his/her action or inaction could cause, contribute to, contribute after, or have an impact on the accident which includes any injuries (regardless of whether the employee was at the location of the accident). If the accident/damage investigation reveals that employee negligence was a cause, the negligent employee's (s') specimen(s) will be tested. All samples not tested will be destroyed within ten (10) calendar days of the accident/damage investigation team report or within twenty (20) calendar days of the accident if no investigation is held. The accident/damage investigation team shall include an Association executive board member or designee.

- c. An employee with a CDL will be tested for drugs and alcohol when they are involved in a vehicular accident that results in a fatality; or the employee receives a moving violation citation and the accident involved bodily injury requiring medical treatment away from the scene; or one or more vehicles are damaged and disabled requiring towing away from the scene.
- d. Any time within one (1) year after an employee has voluntarily admitted a substance problem and entered into a Last Chance Agreement, tested positive for the presence of controlled substances taken from a lawful prescription issued to the employee's spouse or family member permanently residing with the employee, tested positive for alcohol or completed initial rehabilitation, whichever is later. (EAP shall direct a letter to both JEA and to the employee establishing the date on which rehabilitation was completed.)
- e. [OPEN]
- f. As required by the Federal Highway Administration (FHWA) Controlled Substances & Alcohol Use & Testing Program, 49 CFR 382, et seq. (This federal regulation, also known as "CDL" Testing), requires testing for alcohol as well as for controlled substances.)
- g. As part of a random drug and alcohol testing program applicable to employees in safety sensitive positions in accordance with criteria set forth in Exhibit B, management's designation of a position as "safety sensitive" shall be subject to appeal to the Manager of Labor Relations, or designee, whose decision may be subject to arbitration. An employee who disputes the safety sensitive designation of his or her position shall be required to submit a sample in accordance with testing procedures but the results of the test shall be sealed until the dispute has been resolved.
- h. In determining a position to be "safety sensitive", consideration will be given to "safety sensitive", as defined in Sections 112.0455(5)(m) and 440.102(1)(o) Florida Statutes, and using criteria delineated in Exhibit B.
- i. JEA will provide the Association President with a listing of Association members designated as safety sensitive on an annual basis, and as the listing is updated.

25.3 Testing Procedures

a. Drug

1. Whenever an employee is required to provide a urine specimen for these testing procedures, the specimen will be divided into two samples at the time of collection in order to facilitate the testing procedures described in this section. The collection facility and the Substance Abuse and Mental Health Services Administration (SAMHSA) certified tester shall follow specimen collection and testing procedures consistent with the HHS Guidelines except as specifically amended herein.
2. The threshold level or cut-off limit and substances shall be as set forth below or as established by HHS and/or SAMHSA. The following levels have been established as of the effective date of this Agreement. However, the levels established by HHS and/or SAMHSA which are in effect as of the date of any given test shall govern. Provided, however, that in the case of the annual test provided for in 25.3.e. above, the Association shall be given prior written notice of any change in established levels prior to issuance of the written notice of the test. If the written notice of annual testing was issued prior to the Association being notified, the affected employees shall be given another thirty (30) calendar day written notice of such test.

SCREENING THRESHOLDS

<u>URINE</u>			
<u>INITIAL TEST ANALYTE</u>	<u>INITIAL TEST CUTOFF CONCENTRATION (NG/ML)</u>	<u>CONFIRMATORY TEST ANALYTE</u>	<u>CONFIRMATORY TEST CUTOFF CONCENTRATION (NG/ML)</u>
<u>MARIJUANA METABOLITES</u>	<u>50</u>	<u>THCA</u>	<u>15</u>
<u>COCAINE METABOLITES</u>	<u>150</u>	<u>BENZOYLECGONINE</u>	<u>100</u>
<u>OPIATE METABOLITES</u>	<u>2000</u>	<u>CODEINE</u>	<u>2000</u>
<u>CODEINE/MORPHINE</u>		<u>MORPHINE</u>	<u>2000</u>
<u>6-ACETYLMORPHINE</u>	<u>10</u>	<u>6-ACETYLMORPHINE</u>	<u>10</u>
<u>PHENCYCLIDINE</u>	<u>25</u>	<u>PHENCYCLIDINE</u>	<u>25</u>
<u>AMPHETAMINES</u>	<u>500</u>	<u>AMPHETAMINE</u>	<u>250</u>
		<u>METHAMPHETAMINE</u>	<u>250</u>
<u>MDMA</u>	<u>500</u>	<u>MDMA</u>	<u>250</u>
		<u>MDA</u>	<u>250</u>
		<u>MDEA</u>	<u>250</u>

<u>BLOOD</u>		
<u>INITIAL TEST ANALYTE</u>	<u>INITIAL TEST CUTOFF CONCENTRATION (NG/ML)</u>	<u>CONFIRMATORY TEST CUTOFF CONCENTRATION (NG/ML)</u>

<u>MARIJUANA</u> <u>METABOLITES</u>	<u>5</u>	<u>2</u>
<u>COCAINE</u> <u>METABOLITES</u>	<u>25</u>	<u>30</u>
<u>OPIATE METABOLITES</u> <u>CODEINE/MORPHINE</u>	<u>10</u>	<u>10</u>
<u>6-ACETYLMORPHINE</u>	<u>10</u>	<u>10</u>
<u>PHENCYCLIDINE</u>	<u>8</u>	<u>8</u>
<u>AMPHETAMINES</u>	<u>50</u>	<u>10</u>

3. The SAMHSA certified tester shall utilize the following procedures to the extent that they are not inconsistent with the HHS Guidelines:
 - i. The SAMHSA certified tester shall submit the first of the samples to an immunochemical assay or radioimmunoassay test. If the results of this test are negative, no further testing will be required and all collected specimens will be disposed.
 - ii. If the results of the initial test provided for in Section 25.3. a.3.i. are positive, the SAMHSA certified tester will submit the same sample for further testing using the gas chromatography/mass spectrometry (GC/MS) method to verify the initial test results. JEA will not be notified about the initial positive result, until it has been confirmed as provided for in this section.
 - iii. If the specimen provided is unsuitable for testing due to no fault of the employee being tested, or if the chain of custody is violated, the employee will be advised of those circumstances and will be required to provide another specimen for testing. However, in the case of the annual test provided for in Section 25.2.e., no written notice of the re-test will be provided for test results that come back as low creatinine. Except for low creatinine test results, and provided the employee was not at fault, an additional specimen will be required not more than one (1) additional time. In the case of a low creatinine test result, the employee will be notified and required to be re-tested within seven (7) days after JEA receives notification of the low creatinine test result. If the employee is on leave for this seven (7) day period, he/she will be required to be re-tested upon his/her return to work. Should the employee provide specimens which are neither adulterated nor substituted, but unsuitable for testing due to low creatinine levels three (3) consecutive times, the employee will be subject to a blood sample. Should an employee have legitimate, verifiable religious objection or medical reason that would prohibit a blood sample, then the Medical Review Officer (MRO) will determine the alternate testing method that will be used.
 - iv. Specimens that are adulterated or substituted will be reported as a "refusal to test," and the employee will not be offered the opportunity for a test of the second sample as provided for in 4 below.

4. If the results of the confirmation test provided for in Section 25.3.c.2 are positive, as confirmed by a qualified (HHS Guidelines) medical review officer (MRO), the HHS guidelines shall be followed for confirmation and notification of the employee and JEA. At that time, the employee may elect to have the second sample subjected to further testing by a SAMHSA certified tester at the employee's expense. If the second sample tests negative, JEA will reimburse the employee for the cost of the test. If the tests on the second sample are positive, or if the employee does not request testing of the second sample, JEA may take appropriate action in accordance with this article.
5. Testing Procedures Applicable to Safety Sensitive Random Testing.
 - i. Management will administer random drug tests to up to 50% of all employees who are designated as safety sensitive each year. (The 50% can be rounded up to include the nearest "whole" person.)
 - ii. Management will administer random alcohol tests to 10% of all employees who are designated as safety sensitive each year. (The 10% can be rounded up to include the nearest "whole" person.)
 - iii. The drug and alcohol threshold levels and procedures applicable to CDL random testing shall apply to safety sensitive random testing.
 - iv. Employees who are subject to CDL random testing shall not be subject to safety sensitive random testing.

b. Alcohol

1. Whenever an employee is required to be tested for alcohol, a breathalyzer shall normally be used. In certain cases when the breathalyzer cannot be administered, blood may be used.
2. The threshold level or cut-off limit shall be as set forth below or as established by Florida Statute. The following levels have been established as of the effective date of this Agreement. However, the levels established by DOT or Florida Statute, which are in effect as of the date of any given test shall govern.
3. Alcohol abuse shall subject the employee to disciplinary action as indicated in 25.4.b.

Breath or Blood Alcohol Testing Threshold Levels for CDL's

Department of Transportation (DOT) Regulations for Commercial Driver License Alcohol Testing

- 0.020 to 0.039 – Cannot perform safety sensitive work for at least 24 hours
- 0.040 to 0.079 – Cannot perform safety-sensitive work until released by a substance abuse professional.
- 0.08 and above – Cannot perform safety-sensitive work until released by a substance abuse professional.

Breath or Blood Alcohol Threshold Levels for non-CDL Testing

0.05 to 0.079 – Considered impaired with other competent evidence of impairment.

0.08 and above – Presumed to be impaired

25.4 Disciplinary Action

a. Drug abuse shall subject the employee to the following discipline:

1. Any employee who uses a controlled substance pursuant to a prescription lawfully issued to a member of the employee's household residing with the employee shall be given a single Last Chance Agreement – provided the prescription was taken for the employee's bona fide medical condition. The employee will be randomly tested 6 to 12 times during a succeeding 12-month period. Subsequent violations of the policy shall result in immediate termination from employment.
2. Drug abuse, other than described in 1. above shall result in immediate termination from employment.

b. Alcohol abuse shall subject the employee to the following discipline:

1. If an employee tests positive for a breath or blood alcohol level equal to or greater than 0.02 but less than 0.04, the employee will be subject to the provisions of the DOT CDL requirements.
2. If an employee tests positive for a breath or blood alcohol level equal to or greater than 0.04, but less than or equal to 0.05, the employee will be given a letter of "Required Action and Consequences of Noncompliance" which is not considered discipline. A second positive test in level described above will result in a Last Chance Notice, and a third positive will result in immediate termination from employment.
3. If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08, and there is no other competent evidence of impairment, the employee will be given a Last Chance Agreement. Any subsequent positive test producing a breath or blood alcohol level in excess of 0.05 will result in the employee being terminated from employment.
4. If an employee test positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08 and there is other competent evidence of impairment, the employee will be terminated from employment.
5. If an employee tests positive for a breath or blood alcohol level at 0.08 or higher, the employee will be terminated from employment.

- c. Upon investigation, any employee who refuses to submit to substance abuse or alcohol testing (including adulterating or substituting a sample) as required by this article, or who refuses to sign an authorization for the release of the records of such testing shall be considered as a refusal to submit to a drug or alcohol test and shall be terminated from employment.

25.5 Rehabilitative/Corrective Action

- a. Any employee is eligible one time only to notify the employer that he/she has a drug and/or alcohol problem, and upon such notification the employee shall be permitted to enter rehabilitation, subject to a single Last Chance Agreement. In order to be eligible for this one-time opportunity for rehabilitation, the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day before the employee is notified that he/she is scheduled for testing pursuant to section 25.2.a (reasonable suspicion testing), section 25.2.g (safety sensitive testing), or section 25.2.f (CDL testing). In the case of testing under section 25.2.b and c (testing following an accident) the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day in advance of any accident that gives rise to the need for testing in order to be eligible for this one-time opportunity for rehabilitation. In the case of testing pursuant to section 25.2.e (annual testing), the employee must notify the employer that he/she has a drug and/or alcohol problem before the week that the employee is scheduled to be tested in order to be eligible for this one-time opportunity for rehabilitation.
- b. JEA may require an employee who has tested positive for the presence of alcohol or illegal drugs and to which subparagraphs 25.4.a.1 or b.1 applies, or who has elected to come forward under subparagraph 25.5.a, to submit to counseling, or other rehabilitative treatment as a condition of continued employment. This section shall not be construed to limit JEA's right to take appropriate disciplinary action when an employee tests positive for the presence of alcohol or illegal drugs.
- c. Any employee who is required to submit to counseling or other rehabilitative treatment as a condition of continued employment shall sign a release, authorizing the release of information to JEA sufficient to determine whether the employee can safely perform his/her job duties. The manager shall make the decision whether the employee can perform his/her job duties in conjunction with a physician associated with the rehabilitation/treatment facility. The information provided to JEA shall be limited to the following:
 - 1. Whether the employee has regularly attended counseling and/or treatment sessions, as directed.
 - 2. Whether the employee has satisfactorily participated in counseling and/or treatment sessions.
 - 3. Whether the employee has complied with all requests for substance abuse tests, and whether the employee has passed all of those tests.
 - 4. Whether the employee has admitted to using alcohol or illegal drugs subsequent to the test which resulted in the referral to counseling and/or rehabilitative treatment.

5. Whether there is any reason to believe that the employee's return to work could result in a risk to persons or property.
 6. Whether JEA should impose any work related limitations or requirements upon the employee in the event that JEA determines to permit the employee to return to work.
- d. Driving restriction for employees with CDL shall be as stipulated in the Federal Highway Administration Controlled Substance & Testing Program, 49 CFR 382, et seq. The same restriction will be used for other safety sensitive employees.

25.6 Examination and Test

- a. Except as provided in paragraph 25.3a.4, JEA will pay the cost of any test required by Section 25.2. Provided, however, that in the case of alcohol testing, an employee will be given the opportunity for a blood alcohol test conducted at the same time as his/her own expense.
- b. Urine specimens or alcohol tests required by this article will be obtained while the employee is on duty. JEA may extend the employee's duty period for the purpose of drug or alcohol testing.
- c. In the case of alcohol testing conducted pursuant to section 25.2f. any employee who tests .039 breath alcohol content or less (but in excess of .02 breath alcohol content) in any test conducted before 10:00 a.m. will be permitted to test again within one hour from the first test. This waiting period will be on the employee's own time. The first test will be used to determine appropriate discipline, in conjunction with any further test results.
- d. Tests will be performed by a SAMHSA certified facility selected by JEA.
- e. Employees who are required by this article to take a test shall be required to sign an authorization form releasing the records of such tests to the JEA Manager, Labor Relations or his/her designee. Refusal to sign an authorization for releasing the records of such test to JEA shall be considered as refusing to submit to a drug or alcohol test. The JEA Manager, Labor Relations or his/her designee shall release relevant information contained in those records only to the employee's Vice President, Director and Manager, and to those JEA management officials and representatives directly involved in employment related decisions involving that employee. This shall not limit JEA from providing work-related information regarding the employee to the employee's supervisors, including work-related limitations or requirements and the reasons therefore. Each individual receiving such information will be instructed regarding the confidential nature of that information.
- f. JEA will, unless prohibited by law, and as otherwise provided in this agreement, keep the results of any testing provided for in this article confidential. Any results of positive testing which JEA later determines have been refuted will be destroyed. Test results shall be considered confidential medical records unless they become part of a disciplinary action.

25.7 Training

JEA and bargaining unit members shall receive training to ensure that they understand their roles and responsibilities in implementing this article. The sufficiency or adequacy of such training shall not be grounds to challenge the validity of any reasonable belief determination or disciplinary action taken as a result of a positive drug or alcohol test, nor shall it preclude disciplinary action where otherwise appropriate.

25.8 Employer Initiation

This testing program was initiated at the request of JEA. The Association has participated only to the extent of protecting the rights of workers arising from administration of the testing program. It is intended that JEA shall be solely liable for any legal obligations and costs arising out of the provisions and/or application of this article.

ARTICLE 26

DISCIPLINE AND DISCHARGE

- 26.1 No permanent employee shall be removed, discharged, reduced in rank or pay, suspended, or otherwise disciplined except for just cause as defined in Section 26.1. The appointed manager will give written "Notice of Investigatory Interview" form to the employee within fifteen (15) calendar days from the date JEA became aware of the occurrence. This fifteen (15) calendar day time period may be extended by mutual agreement. However, no "Notice of Investigatory Interview" will be required if discipline is given within the prescribed fifteen (15) calendar day time period, or the extended time period as mutually agreed. This Notice shall be followed by a written statement of the charges within forty-five (45) calendar days from the date of the notice. The employee will be notified of the findings if there are no charges. This provision can not be exercised after 180 calendar days from the date of occurrence. Provided, however, that all time limits established in this section may at management's discretion, be extended during the pendency of a potential felony criminal investigation into an employee's conduct. In such cases, the time limits established by this section will not begin to run until all criminal investigations and/or prosecutions involving the employee are concluded.

Just Cause Guidelines: A "no" answer to any one or more of the following questions may signify that just and proper cause did not exist.

1. Did the employer give to the employee forewarning or foreknowledge of the possible or probable disciplinary consequences of the employee's conduct?
 2. Was the employer's rule or managerial order reasonably related to (a) the orderly, efficient, and safe operation of the employer's business and (b) the performance that the employer might properly expect of the employee?
 3. Did the employer, before administering discipline to an employee, make an effort to discover whether the employee did in fact violate or disobey a rule or order of management?
 4. Was the employer's investigation conducted fairly and objectively?
 5. At the investigation did management obtain substantial evidence or proof that the employee was guilty as charged?
 6. Has the employer applied its rules, orders, and penalties evenhandedly and without discrimination to all employees?
 7. Was the degree of discipline administered by the employer in a particular case reasonably related to (a) the seriousness of the employee's proven offense and (b) the record of the employee in his service with the employer?
- 26.2 It shall be the right of any employee to inspect and make a copy of his or her personnel records, internal file, and manager's file. An employee will be allowed to review his/her master personnel file, within a reasonable length of time upon request to his/her Vice President, Director, or Manager. During the term of this Agreement, if any information, which is considered unfavorable and, derogatory to an employee, is entered in his/her personnel file which deals with conditions originating after employment with JEA, the employee will be required to acknowledge receipt in writing of such information, and will be furnished a copy in order that he/she may have the opportunity to submit a written statement responding to the information (excluding copies of personnel action forms, time reports, and employee evaluation reports). The employee's acknowledgment of receipt in writing merely indicates that the employee has seen and received a copy of such derogatory or unfavorable information. The acknowledgment of receipt does not indicate that the employee agrees with such information, nor does such action indicate that the employee admits guilt for any alleged infractions stipulated. The employee's responding statement will also be entered in his/her personnel file. If an employee feels that any correspondence written about him/her was unjustified, he/she has the right to resort to the Grievance Procedure.

- 26.3 JEA will follow the principles of progressive discipline that discipline generally proceeds from a reprimand, to a final written reprimand or suspension or reduction in pay to demotion or discharge. A last chance agreement may be used in lieu of discharge. These are the only forms of discipline recognized by the JSA. The parties recognize that the seriousness and circumstances surrounding an offense may warrant more -or less- severe discipline, depending upon all of the facts. When the situation warrants, JEA will provide written and /or oral counseling before implementing progressive discipline.
- 26.4 When an employee is off the payroll due to a suspension, JEA will continue to pay the life insurance and medical insurance premiums normally paid by JEA which includes JEA's portion of the dependent medical insurance premium. The employee is responsible for the optional life insurance premium and his/her portion of the dependent premium. If the employee should fail or decline to pay his/her portion of dependent's insurance premium, JEA may discontinue paying any portion of such premium for which it would otherwise be responsible.

Article 27
Equal Employment Opportunity

- 27.1 JEA and the Association mutually agree that each has a positive and distinct role in carrying out the concepts of Equal Employment Opportunity (EEO) irrespective of race, color, creed, national origin, religion, sex, age, and where appropriate, disability. JEA and the Association agree to encourage all Unit employees to take advantage of self-improvement opportunities to enhance their potential for promotion and job security.
- 27.2 It is agreed that the Association will participate in such activities which are required by EEO laws and regulations and the implementation of the JEA Equal Opportunity/Equal Access Program. The Association will advise appropriate Management of any employee's dissatisfactions that do not constitute formal discrimination complaints but appear to be a potential source for discrimination complaints.
- 27.3 It is agreed that no official of JEA or the Association shall interfere with, restrain, coerce, intimidate, or make reprisals against any employee for appearing, testifying or furnishing evidence during any investigation or hearing procedures.

Article 28

Savings Clause

JEA retains all rights, powers, functions and authority it had prior to the signing of this Agreement, except as such rights are specifically relinquished or abridged in the Agreement. Provided, however, that JEA will engage in collective bargaining negotiations upon request by the Association if the exercise of a management right or an alteration by JEA of the status quo has a collective impact upon established wages, hours, or other terms and conditions of employment of bargaining unit employees.

Article 29

Severability

If any provision of this Agreement shall be found to be invalid by any courts having jurisdiction in respect thereof, such findings shall not affect the remainder of this Agreement, and all other terms and provisions shall continue in full force and effect. Upon any such judicial determination, and upon request of either party, JEA and the Association will negotiate and endeavor to reach an agreement upon a substitute for the provision(s) found to be invalid.

Article 30

Definitions

The following terms when used throughout this Agreement shall have the following meaning:

- 30.1 “CFR” shall mean Code of Federal Regulations.
- 30.2 “FHWA” shall mean Federal Highway Administration.
- 3.03 “FLSA” shall mean Fair Labor Standards Act.
- 30.4 “FMCS” shall mean Federal Mediation and Conciliation Service.
- 30.5 “FR” shall mean Federal Register.
- 30.6 “HHS” shall mean U.S. Department of Health and Human Services.
- 30.7 “MRO” shall mean medical review officer.
- 30.8 “Overtime” shall be as defined in the FLSA, except as amended by this Agreement.
- 30.9 “Premium Payment” shall mean any compensation other than the regular hourly rate of pay, i.e., time and one-half, double time, and double time and one-half, and schedule premium.
- 30.10 “SAMHSA” shall mean Substance Abuse and Mental Health Services Administration.
- 30.11 “Seniority or Senior” shall refer to time in a given classification, not total service time. In the case where employees have same time in grade, promotional test scores will be used to determine seniority. However, should an arbitrator or the Civil Service Board rule otherwise, JEA will abide by their ruling.

Article 31
Terms, Approval, and Amendments

- 31.1 This Agreement, upon approval and ratification, shall become effective October 1, 2016 and shall remain in effect until September 30, 2019.
- 31.2 It is acknowledged that this Agreement must be approved by the membership of the Association prior to submission for approval to and by JEA, and the JEA legislative body.
- 31.3 This Agreement shall be subject to amendments at any time by mutual consent of the parties hereto. Such amendments shall be reduced to writing, state the effective date of the amendment, be executed and approved in the same manner as this Agreement.

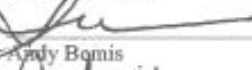
Signature Page(s)

IN WITNESS WHEREOF, WE, the Negotiating Teams for the parties hereto have set our hand this 2nd day of February, 2017.

For the JEA:


Angie Hiers

Thomas Wigand


Andy Bomis

Andy Yeager

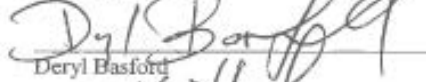

Glenn Ellison


John Sgarbetta


Jim Stancin


Eileen White

For the JSA:


Deryl Basford

Rick Lehman

Chuck Martin

Debra C. McGuire


Owen Cumiskey


Mike Tomberlin


Paul Monteiro


Matt Stafford

Approved by the JSA on this 24th day of February, 2017.


President

Approved by the Jacksonville City Council on this _____ day of _____
2017.

ORDINANCE 2017-248-E

AN ORDINANCE APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN JEA AND THE JEA SUPERVISORS ASSOCIATION, SUCH AGREEMENT COMMENCING OCTOBER 1, 2016 AND ENDING SEPTEMBER 30, 2019; PROVIDING AN EFFECTIVE DATE.

WHEREAS, on March 21, 2017, the JEA Board met and reviewed the agenda item regarding the Collective Bargaining Agreement between JEA and the JEA Supervisors Association, a copy of the agenda item is attached hereto as **Exhibit 1**; and

WHEREAS, the JEA Board has requested that the City Council approve the Collective Bargaining Agreement between JEA and the JEA Supervisors Association; now therefore

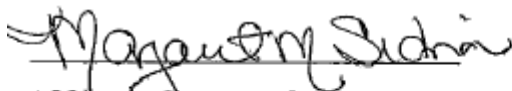
BE IT ORDAINED by the Council of the City of Jacksonville:

Section 1. JEA and JEA Supervisors Association Collective Bargaining Agreement Approved. That certain Collective Bargaining Agreement Between JEA and the JEA Supervisors Association, a copy of which is **Revised On File** with the Legislative Services Division, and by this reference is made a part hereof, is hereby approved. Said Collective Bargaining Agreement is for a term commencing October 1, 2016 and ending September 30, 2019.

Section 2. Effective Date. This ordinance shall become effective upon signature by the Mayor or upon becoming effective without the Mayor's signature.

Amended 4/24/17

Form Approved:


Office of General Counsel

Legislation Prepared By: Margaret M. Sidman

ORDINANCE 2017-248-E

CERTIFICATE OF AUTHENTICATION

ENACTED BY THE COUNCIL

April 24, 2017

Lori Boyer
LORI BOYER
COUNCIL PRESIDENT

ATTEST:

APPROVED: APR 25 2017

Cheryl L. Brown
DR. CHERYL L. BROWN
COUNCIL SECRETARY

Lenny Curry
LENNY CURRY, MAYOR



Exhibit A – JSA Pay Table and Occ Codes

JSA Pay Table 2016 - 2019									
OCC Codes	Job Title	Pay Grade	FY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1066	Electric Maintenance Coordinator	530	16/17	\$42.35	\$44.47	\$46.70	\$49.03		
			17/18	\$43.62	\$45.81	\$48.10	\$50.50		
			18/19	\$44.94	\$47.18	\$49.54	\$52.02		
2198	C & M Working Foreman	525	16/17	\$36.77	\$38.61	\$40.54	\$42.56	\$44.69	
2196	Emergency Dispatcher								
2165	I&C Working Foreman								
2035	Meter Working Foreman								
2036	N&C Working Foreman								
2071	Operating Engineer		17/18	\$37.87	\$39.76	\$41.75	\$43.84	\$46.03	
2190	Substation Foreman								
1067	W/WW Control Systems Coordinator								
3402	W/WW Reuse Treatment Planner Scheduler		18/19	\$39.00	\$40.95	\$43.00	\$45.15	\$47.41	
3403	WW Reuse Treatment Operations Coordinator								
3400	WW Reuse Treatment Maint Coordinator								
2118	Facilities O&M Working Foreman	520	16/17	\$33.25	\$34.91	\$36.65	\$38.49	\$40.41	
2013	GIS Coordinator Analyst								
2317	Meter Specialist Foreman								
2072	Unit Operator		17/18	\$34.24	\$35.95	\$37.75	\$39.64	\$41.62	
2199	W/WW Planner								
2119	Wastewater Maintenance Team Leader								
U119	Wastewater Operations Team Leader		18/19	\$35.27	\$37.03	\$38.89	\$40.83	\$42.87	
U166	Water Operations Team Leader								
1062	Water Wastewater Dispatcher								
U151	Utilities C&M Crew Leader	515	16/17	\$28.62	\$30.05	\$31.55	\$33.13	\$34.78	\$36.52
2101	Customer Care Group Leader								
1028	GIS CAD Technician III		17/18	\$29.48	\$30.95	\$32.50	\$34.12	\$35.83	\$37.62
2139	Stores Working Foreman								
2141	Transformer Shop Wkg Foreman		18/19	\$30.36	\$31.88	\$33.47	\$35.15	\$36.91	\$38.75
2620	Utility Locator Coordinator								
U017	Utilities Pipefitter Crewleader	510	16/17	\$24.59	\$25.82	\$27.11	\$28.46	\$29.89	\$31.38
2216	Arborist								
G111	Land Surveyor Senior		17/18	\$25.32	\$26.59	\$27.92	\$29.32	\$30.78	\$32.32
2509	Payment Processing Team Leader		18/19	\$26.08	\$27.39	\$28.76	\$30.20	\$31.71	\$33.29
2902	Payroll Practitioner Senior								

OCC Codes	Job Title	Pay Grade	FY	Step 1	Step 2	Step 3	Step 4	Step 5
2252	Administrative Support Asst JSA - RL	250A	16/17	\$24.39	\$25.61	\$26.90	\$28.24	
			17/18	\$25.13	\$26.39	\$27.71	\$29.09	
			18/19	\$25.88	\$27.17	\$28.53	\$29.96	
2510	Customer Service Field Leader - RL	254	16/17	\$30.01	\$31.51	\$33.09	\$34.74	\$36.48
			17/18	\$30.91	\$32.45	\$34.08	\$35.78	\$37.57
			18/19	\$31.84	\$33.43	\$35.10	\$36.86	\$38.70
Z196	Electronic Maint Team Leader - RL	255	16/17	\$33.09	\$34.74	\$36.48	\$38.30	
			17/18	\$34.08	\$35.78	\$37.57	\$39.45	
			18/19	\$35.10	\$36.85	\$38.70	\$40.63	
2233	Laboratory Section Administrator - RL	264	16/17	\$42.22	\$44.33	\$46.54	\$48.87	
2078	Relay Foreman - RL		17/18	\$43.49	\$45.66	\$47.94	\$50.34	
			18/19	\$44.79	\$47.03	\$49.38	\$51.85	

JSA PAY TABLE INDEX 2016 - 2019		
OCC CODE	CLASSIFICATION TITLE	PAY GRADE
2216	Arborist	510
2252	Administrative Support Asst JSA	250A
2198	C & M Working Foreman	525
2101	Customer Care Group Leader	515
2510	Customer Service Field Leader - RL	254
1066	Electric Maintenance Coordinator	530
Z196	Electronic Maint Team Leader - RL	255
2196	Emergency Dispatcher	525
2118	Facilities O&M Working Foreman	520
1028	GIS CAD Technician III	515
2013	GIS Coordinator Analyst	520
2165	I&C Working Foreman	525
2233	Laboratory Section Administrator - RL	264
G111	Land Surveyor Senior	510
2317	Meter Specialist Foreman	520
2035	Meter Working Foreman	525
2036	N&C Working Foreman	525
2071	Operating Engineer	525
2509	Payment Processing Team Leader	510
2902	Payroll Practitioner Senior	510
2078	Relay Foreman - RL	264
2139	Stores Working Foreman	515
2190	Substation Foreman	525
2141	Transformer Shop Wkg Foreman	515
2072	Unit Operator	520
U151	Utilities C&M Crew Leader	515
U017	Utilities Pipefitter Crewleader	510
2620	Utility Locator Coordinator	515
1067	W/WW Control Systems Coordinator	525
2199	W/WW Planner	520
3402	W/WW Reuse Treatment Planner Scheduler	525
U119	Wastewater Operations Team Leader	520
U166	Water Operations Team Leader	520
1062	Water Wastewater Dispatcher	520
3403	WW Reuse Treatment Operations Coordinator	525
2119	WW Maintenance Team Lead	520
3400	WW Reuse Treatment Maint Coordinator	525

Exhibit B – Safety Sensitive Positions Definitions and Key

ABBREVIATION	DEFINITION
DISPATCH OF VEHICLE	RESPONSIBLE FOR DISPATCH OF EMERGENCY VEHICLES (EITHER EMERGENCY RESPONSE/PUBLIC SAFETY VEHICLES OR OTHER VEHICLES IN EMERGENCY SITUATIONS).
MAINT OF VEHICLE	MAINTENANCE OF THE TYPE AND KIND THAT IF PERFORMED IMPROPERLY COULD RESULT IN DANGER TO THE OCCUPANTS/USERS OR OTHER EMPLOYEES OR MEMEBERS OF THE PUBLIC NEAR THE VEHICLE/EQUIPMENT.
CHAUFFERURS OTHER EMPLOYEES	CHAUFFEURS OTHER EMPLOYEES AS PART OF ASSIGNED DUTIES
HANDLE HAZARDOUS MATERIALS-OR EQUIPMENT (INCLUDES GUNS & OTHER SAFETY EQUIPMENT	TRANSPORTS, MIXES, HANDLES, USES, HAZARDOUS MATERIALS OR IS RESPONSIBLE FOR EQUIPMENT CARRYING CURRENT, FLUIDS OR GAS THAT COULD ENDANGER THE PUBLIC OR EMPLOYEES.
CDL LICENSE	OPERATES CDL CLASSIFIED VEHICLES.
SUPERVISES CHILDREN OPERATES/DIRECTS LARGE	SUPERVISES CHILDREN OR IS RESPONSIBLE FOR THE SECURITY OF CHILDREN OPERATES/DIRECTS LARGE TRUCKS AND/OR CONSTRUCTION EQUIPMENT.
HAZARDOUS EQUIPMENT/ CONDITIONS	PERFORMS HAZARDOUS/PERILOUS WORK, AND/OR WORKS WHERE THE INDIVIDUAL MAY CAUSE HARM TO HIMSELF OR OTHERS.
GUARDS SAFETY OF WORKERS AND/OR PUBLIC	GUARDS THE SAFETY OF CO-WORKERS AND/OR PUBLIC.
IMMEDIATE MANAGEMENT RISK	DUTIES REQUIRE DRUG PREVENTION-FOREKNOWLEDGE OF IDENTITIES OF INDIVIDUALS TO BE TESTED.
SPECIAL LICENSE	ANY POSITION THAT REQUIRES SPECIALIZED LICENSING BY CITY, STATE, OR FEDERAL LAW OR REGULATION WHICH INVOLVES ADDITIONAL MEDICAL AND/OR BACKGROUND INVESTIGATIONS. THE EXISTENCE OF A SPECIAL LICENSE REQUIREMENT MAY BE USED FOR THE PURPOSE OF SUPPORTING A SAFETY - SENSITIVE DESIGNATION BUT SHALL NOT BE SUFFICIENT IN AND OF ITSELF TO REQUIRE A SAFETY-SENSITIVE DESIGNATION.
ENFORCE DRUG POLICY	ENFORCES DRUG POLICY (INTERDICTION AND DISCIPLINE).
STORE ILLEGAL SUBSTANCES	HANDLES, FILES AND/OR STORES ILLEGAL SUBSTANCES.
SYSTEMS OPERATOR	DESIGN, CONSTRUCTION, MAINTENANCE, INSPECTION & OPERATION OF SYSTEMS CARRYING CURRENT, FLUIDS OR GAS THAT COULD ENDANGER THE PUBLIC OR EMPLOYEES OR REGULATES, MAINTAINS, REPAIRS TRAFFIC SIGNAL DEVICES.
SUPV/SAFETY SENSITIVE POSITION	DIRECTLY SUPERVISES A SAFETY SENSITIVE POSITION.
ACCESS/CRIMINAL INVESTIGATION INFO	WORKS WITH OR HAS ACCESS TO INFORMATION OR DOCUMENTS PERTAINING TO CRIMINAL INVESTIGATIONS.
EMERGENCY RESPONSE REQUIRED.	RESPONDS UNDER EMERGENCY CONDITIONS.

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AGREEMENT

BETWEEN



AND

**NORTHEAST FLORIDA PUBLIC EMPLOYEES' LOCAL 630
LABORERS' INTERNATIONAL UNION OF NORTH AMERICA,
AFL-CIO**

OCTOBER 1, 2016 -SEPTEMBER 30, 2019

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PREAMBLE

This Agreement is entered into as of October 1, 2016 between JEA (Employer) and the Northeast Florida Public Employees' Local 630, Laborers' International Union of North America, AFL-CIO-CLC (Union). It is the intent and purpose of this Agreement to assure a sound and mutually beneficial working and economic relationship between the parties hereto, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth herein basic and full Agreement between the parties concerning the rates of pay, wages, hours, and other terms and conditions of employment. There are, and shall be, no individual arrangements contrary to the terms herein provided. Either party hereto shall be entitled to require specific performance of the provisions of this Agreement. It is understood that the Employer is engaged in furnishing essential public services which vitally affect the health, safety, comfort, and general wellbeing of the public; and both parties hereto recognize the need for continuous and reliable service to the public.

ARTICLE 1: UNION RECOGNITION

- 1.1** Pursuant to and in accordance with all applicable provisions of Chapter 447, Florida Statutes, the Employer recognizes the Union as the exclusive collective bargaining representative for those employees in the unit as defined in section 1.2 of this Article as per Public Employees Relations Commission for the purpose of bargaining collectively in the determination of the wages, hours, and terms and conditions of employment of the public employees within the unit, unless and until recognition of such bargaining representative is withdrawn by a vote of the employees represented.
- 1.2** The recognized unit includes all classified employees who are employed by the Employer and whose classifications appear on the attached Appendix A. Specifically excluded are: managerial, supervisory and confidential employees within the meaning of Section 447.203 (4) & (5), Florida Statutes and employees included in other units having exclusive recognition in accordance with Chapter 447, Florida Statutes.
- 1.3** The Business Manager of the Union or his **(1)** alternate, will be the official spokesperson for the Union in any matter between the Union and the Employer. Any alternate designated by the Business Manager shall be designated in writing, and the period of time covered by such designation shall be included in such written designation.

(1) All references to the male gender in this agreement are used for convenience only and should be interpreted to include both male and female.

ARTICLE 2: SECURITY AND CHECK OFF

- 2.1** A copy of this Agreement shall be provided to all members of the bargaining unit in the following manner:
- (a) The Employer agrees to have an electronic version with any amendments, Memorandum of Agreements and Memorandum of Understandings available, for reference by bargaining unit employees.
 - (b) The Employer agrees to provide all persons hired into a job classification represented by the Union a copy of the current Agreement
- 2.2** Upon receipt of a written authorization from an employee covered by this Agreement, the Employer will deduct from the employee's pay the amount owed to the Union by such employee for dues and uniform assessments. It is understood that this provision will provide for at least twenty-six (26) deductions per year. The Employer will remit such sums to the Union within forty (40) days² from the date of the deduction. A charge not to exceed the cost of six (6) cents per deduction per pay period will be assessed. The Employer's remittance will be deemed correct if the Union does not give written notice to the Employer within two (2) calendar weeks after a remittance has been received, of its belief, with reason(s) stated therefore, that the remittance is incorrect. The Union shall notify the Employer in writing thirty (30) days prior to any change in its regular dues structure.
- 2.3** The Union will indemnify, defend, and hold the Employer harmless against any claim made and against any suit instituted against the Employer on account of any deduction for Union dues or uniform assessments.
- 2.4** An employee may revoke his authorization for deduction of dues or uniform assessments, provided the employee gives written notice to the Union and the Employer (Labor Relations). Dues revocation will be processed through the Union.
- 2.5** No deduction shall be made from the pay of any employee for any payroll period in which the employee's net earnings for that payroll period are less than the amount of dues to be checked off. Net earnings shall mean net after required deductions of federal taxes, social security, pensions, credit union and health and life insurance. Dues will be reinstated automatically once net earnings exceed the amount of dues to be checked off.

(2). All references to days shall refer to calendar days unless specified otherwise.

ARTICLE 3: UNION ACTIVITY

- 3.1** The following sections outline the duties and responsibilities of stewards in performing their functions as recognized union representatives. In those cases which cannot be resolved otherwise, designated union stewards shall be granted reasonable time off, without loss of pay, to investigate and settle grievances when such investigation is required for the prompt and effective settlement of the grievance in question. Work loss must be minimized. The steward must advise his Manager or designee of the requirement for such investigation and secure permission before conducting the investigation. Such permission will not be unreasonably withheld. In the investigation of grievances, stewards shall not be allowed to unduly hamper the work operations of the Employer by conferring with employees not involved with the grievance. Union stewards shall normally investigate and settle grievances on the job site which is within their designated jurisdiction. All files of the employee shall be open for investigation by the steward when investigating grievances.

No compensation shall be made for stewards' activities in representation of employees when such activities are conducted during hours other than the stewards' own work hours. Stewards shall not conduct any grievance work on premium time except in emergency situations occurring when the steward is on premium time, which involves suspension or discharge. Manager or designee permission shall be given orally to the union steward provided that said oral authorization insures adequate controls of the steward's time; otherwise written permission shall be required. Upon returning to his work assignment, the steward shall report to his Manager or designee, unless prior consent not to do so has been secured.

- 3.2** Union stewards shall be active employees as designated by the Union, and shall be members of the bargaining unit.
- 3.3** Union Representatives while on public property and functioning as stewards are subject to the same rules of the Employer as all other public employees, except as specifically provided in this Agreement.
- 3.4** Active solicitation by the Union of grievances and the collection of Union monies shall not be engaged in on the Employer's property.
- 3.5** No employee shall function as a union steward while on leave of absence without mutual consent of the Union and the Employer.
- 3.6** When it becomes necessary for a union steward to enter a work area other than his own for the purpose of conducting union business authorized by this Agreement, he will secure permission for his presence from the Manager or designee of that work area and notify the Manager or designee of the general nature of his business. Such permission shall not be unreasonably withheld.
- 3.7** Nothing in this Agreement shall be construed to prevent any employee from presenting, at any time, his own grievances to the Employer, in person or by legal counsel, and having such grievances adjusted without the intervention of the bargaining agent if the adjustment is not inconsistent with the terms of the Agreement then in effect, and if the bargaining agent or his designee has been given reasonable opportunity to be present at any meeting called for the resolution of such grievance.
- 3.8** Employees of the designated bargaining unit shall have the right to join the Union, to engage in lawful concerted activities for the purpose of collective bargaining or other mutual aid and protection, and to express or communicate any view, grievance, complaint or opinion, within the bounds of good taste

related to the conditions or compensation of public employment or its betterment, all free from any restraint, coercion, discrimination, or reprisal. There shall be no restraint, discrimination, intimidation, or reprisal against any employee because of that employee's membership or lack of membership in the Union or by virtue of his holding office or not holding office in the Union. This provision shall be applied to all employees by the Employer and the Union.

- 3.9** All stewards have productive work to perform as assigned by the Employer. The parties agree that each will cooperate with the other in reducing to a minimum the actual time spent by union representatives in investigating, presenting, and adjusting grievances or disputes.

ARTICLE 4: BULLETIN BOARDS

- 4.1** The Union shall be provided use of electronic bulletin board accessible to all member of the bargaining unit
- 4.2** The Union agrees that it shall use the bulletin boards provided for in Section 4.1 above, only for the following purposes:
- Notices of Union meetings
 - Union Elections
 - Reports of Union committees
 - Rulings and policies of the Union
 - Notices of the recreational and social affairs of the Union
 - Notices of public bodies
 - Official grievance documents and related attachments
 - Copies of MOA's or MOU's
 - Job Descriptions
 - Policies of JEA
- 4.3** No material, notices, or announcements shall be submitted to Labor Relations for posting by the Union which contains anything political or controversial, or anything adversely reflecting upon the Employer, its employees, or any labor organization. Any proven violation of this section by the Union shall entitle the Employer to cancel immediately the provisions of this article and to remove that bulletin board.
- 4.4** Alleged abuse of the bulletin boards will be a matter for a special meeting or conference between the proper official of the local Union, and the Manager of Labor Relations and the Director with Labor Relations responsibility or designee.

ARTICLE 5: MANAGEMENT SECURITY

- 5.1** The Union and its officers, agents, and members agree that during the life of this Agreement, they shall have no right to institute, promote, sponsor, engage in or condone any strike, slowdown, concerted stoppage of work, intentional interruption of Employer operation, or similar activity for any reason. Management shall have the right to discharge or otherwise discipline any employee who violates the provisions of this section. The only question that may be raised in any proceeding (grievance, judicial or otherwise) contesting such action is whether the provision prohibiting strikes, slow-downs, concerted stoppages of work, intentional interruptions of Employer operations, or similar activities was violated by the employee to be discharged or otherwise disciplined.
- 5.2** (a) The Union, its representatives, agents, members and any persons acting on their behalf agree that the following "other unlawful acts" as defined in Chapter 447, Florida Statutes, are expressly prohibited:
- (1) Soliciting public employees during working hours.
 - (2) Distributing literature during working hours in areas where the actual work of public employees is performed, such as offices, warehouses, plants, service centers, and any similar public installation. This section shall not be construed to prohibit the distribution of literature during the employees' lunch hour or in areas not specifically devoted to the performance of official duties.
- (b) No employee organization shall directly or indirectly pay any fines or penalties assessed against individuals pursuant to the provisions of this part.
- (c) The Circuit Courts of this State shall have jurisdiction to enforce the provisions of this section by injunction and contempt proceedings, if necessary. An employee who is proven to have violated any provision of this section may be discharged or otherwise disciplined by the Employer, notwithstanding the provisions of any collective bargaining agreement.
- 5.3** The Employer and the Union agree that the basic intent of this Agreement is to provide a fair day's work in return for a fair day's pay and to provide conditions of employment suitable to maintain a competent work force. The Employer and the Union affirm their joint opposition to any discriminatory practices in connection with employment, promotion, or training, remembering that the public interest requires the full utilization of an employee's skill and ability without regard to race, color, creed, national origin, gender, or disability.
- 5.4** The Employer and Union agree that the Employer shall be allowed to take all actions necessary to comply with the Americans with Disabilities Act of 1990.

ARTICLE 6: SAVINGS CLAUSE

The Employer retains all rights, powers, functions, and authority it had prior to the signing of this Agreement except as such rights are specifically relinquished or abridged in this Agreement.

ARTICLE 7: MANAGEMENT RIGHTS

- 7.1** It is the right of the Employer to determine unilaterally the purpose of each of its business units, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations, including the right to sub-contract. It is also the right of the Employer to direct its employees, take disciplinary action for proper and just cause, and to relieve its employees from duty because of lack of work or for other legitimate reasons; provided, however, that the exercise of such rights shall not preclude employees or their representatives from raising grievances, should decisions on the above matters have the practical consequences of violating the terms and conditions of this Collective Bargaining Agreement.
- 7.2** In those cases where sub-contracting by the Employer for those jobs now performed by members of the Union is being considered, a special meeting will be held to discuss the sub-contracting (including but not limited to lists of jobs to be contracted). The meeting shall be held as soon as it is determined by the Employer that it will be necessary to subcontract out a service.
- 7.3** The Employer will provide the Union with access of any work rules, management directives (MD's) and/or policies which the Employer has created, amended, or deleted, within a reasonable time after such creation, amendment, or deletion. The Union will be provided general notification of changes and access to JEA's internal intranet page.

ARTICLE 8: STEWARDS AND REPRESENTATION

8.1 The Employer recognizes and shall deal with all the accredited union stewards, the union Business Manager, and any other officer, pursuant to Section 1.3 of this Agreement in all matters relating to grievances and interpretation of this Agreement.

8.2 Employees covered by this Agreement will be represented by Seventeen (17) stewards designated by the Union. The Union will also name a Chief Steward in addition to the seventeen (17) other stewards. The Chief Steward can handle issues at any work location as needed; in addition he will also act as a second primary contact for the Union (in addition to the Union Business manager).

When additional permanent work locations are created; the Employer and the Union will meet at the request of either party for the purpose of mutually determining the stewardship needs of the Union.

Through the life of the contract, JEA will provide up to two (2) days without loss of pay for LIUNA steward training, for up to seventeen (17) stewards.

8.3 A written list of the Union stewards and alternate stewards shall be furnished to Labor Relations prior to the effective date of their assuming duties of office. The Union shall notify Labor Relations promptly of any changes of such union stewards. Union stewards will not perform any grievance work until the Union complies with this section.

8.4 (a) Officials of the Union, as designated in Section 1.3 of this Agreement, may, with proper authorization, which will not be unreasonably denied, are admitted to the property of the Employer. Union officials, as designated above, shall be able to talk with employees before or after regular working hours or during the lunch hour of said employees on Employer property in areas mutually agreed upon by the Union and the Employer.

(b) Officers and accredited representatives of the Union will be admitted to the property of the Employer during working hours for the purpose of ascertaining whether or not this Agreement is being observed by the parties, provided such visitation is not disruptive to the work force. When an area or building belonging to the Employer is not normally open for visitation, the Employer shall provide a responsible escort to the union officer or accredited representative, provided this service has been requested in advance.

8.5 (a) The Employer agrees to contribute two thousand and one hundred (2100) cumulative payroll hours through the life of the contract to the Union for a pool time account to be used by employees at the calling of the Union solely and exclusively for this bargaining unit, upon notifying and securing the prior approval of management, and provided the absence will not interfere with system operations. If additional hours are needed a discussions will take place between the Union and the Employer. Notification shall be transmitted by electronic mail at least forty-eight (48) hours in advance to the employee's manager with a copy to Labor Relations. The notification shall include the nature of the request and the number of hours of pool time requested. The employee's manager shall either approve or disapprove of the request at least twenty-four (24) hours in advance of the absence. Employees designated in writing shall be carried on the active payroll and shall continue to accrue wages and benefits. None of the JEA contributed hours will be used for any political campaign.

(b) Pool Time use shall only be authorized by the Business Manager or designee.

- 8.6** (a) When an employee is questioned by management, and the employee reasonably believes that the questioning may lead to disciplinary action against him, the employee has the right to request that a union representative be present at the meeting. JEA will accommodate an employee's request for a union representative when a dismissal notice is being issued that may cause that individual to consider possible resignation. When an employee requests union representation pursuant to this section, and a union representative is not immediately available, the Employer shall postpone the meeting for a reasonable time in order for the employee to obtain union representation.
- (b) The manager or designee should advise the employee of his/her right to representation by a steward when conducting a fact-finding meeting that may lead to disciplinary action. The steward may be that of the employee's own choosing from those available at the work site. The omission of the manager or designee advising the employee of his/her right to representation by a steward shall not be grounds to challenge the validity of any disciplinary action taken.

ARTICLE 9: SPECIAL MEETINGS

- 9.1** The Employer and the Union agree to meet and confer on matters of interest upon the written request of either party. The written request shall state the nature of the matters to be discussed and the reason(s) for requesting the meeting. Discussion shall be limited to matters set forth in the request or other subjects mutually agreed to, but it is understood that these meetings shall not be used to renegotiate this Agreement.
- 9.2** Such special meeting shall be held within ten (10) calendar days of the receipt of the written request and at a time and place mutually agreeable to the parties. The Employer and the Union shall have the right to recommend corrections to any problems pertaining to the subject matter under discussion. The Employer or the Union will respond to the other party concerning matter(s) discussed within ten (10) calendar days of the meeting.
- 9.3** The JEA agrees, in the interest of enhancing communications with the Union, to provide the Business Manager with a copy of the JEA Authority meeting agenda prior to each regular meeting.
- 9.4** The Manager of Labor Relations or his/her designee and the LIUNA Business Agent or his/her designee agree to convene quarterly for a "Labor Management Meeting" to confer on matters of interest to each party. These meetings shall be held at a time and place mutually agreeable to the parties and shall be comprised of up to six (6) representatives of Employer and up to six (6) representatives from the Union unless the parties agree to a different number.
- 9.5** Union representatives shall receive their regular pay for attending, provided that the meeting takes place during the representative's normal workday.
- 9.6** The parties agree that neither Special Meetings nor the Quarterly Labor -Management Meetings shall be used to renegotiate the terms of this Agreement or to discuss matters addressed in the grievance process.

ARTICLE 10: HOURS OF WORK AND OVERTIME PAYMENT

- 10.1** (a) The purpose of this article is to define hours of work and computation of overtime. For accounting purposes, the standard work week for all employees shall be from 0000 Monday to 2400 Sunday. All employees within the bargaining unit shall be placed within one of the schedules which appear below.
- (b) Compensation for overtime will be in the form of cash payment, unless compensatory time is mutually agreed to by the employee and the Vice President, Director, Manager, or designee. Employees covered by this Agreement who are subject to the provisions of the Fair Labor Standards Act may accrue up to two hundred forty (240) hours of compensatory time. Once this amount of compensatory time has been reached, compensation for additional overtime hours worked will be in the form of cash. Accrued compensatory time may be taken at any time when authorized by the appropriate manager. Requests for compensatory leave of five (5) or more consecutive work days must be submitted in writing at least two (2) weeks in advance. Requests for compensatory leave shall be in accordance with Article 19.

10.2 (a) NON-SHIFT EMPLOYEES

(1) EIGHT HOUR WORK SCHEDULE

The regular work schedule shall consist of five (5) eight (8) hour days, Monday through Friday. Overtime will be compensated at time and one-half (1-1/2) for all hours worked in excess of eight (8) in any twenty four (24) hour period unless the employee has leave without pay during the work week. Employees working in excess of sixteen (16) hours in any twenty-four (24) hour period shall be compensated overtime at double (2) time for the hours worked in excess of sixteen (16). Employees who work in excess of forty (40) hours in any work week for which overtime compensation has not previously been paid will be compensated for the excess hours at time and one-half (1-1/2).

(2) TEN HOUR DAY WORK SCHEDULE

The ten hour work day shall consist of four (4) ten (10) hour work days, Monday through Friday. If the schedule does not include 4 consecutive work days, then the schedule will be rotated through the crews/employees on a regular basis. Volunteers and special employee situations will be considered. Overtime will be compensated at the rate of time-and-one-half (1-1/2) for all hours worked in excess of ten (10) in any twenty-four (24) hour period unless the employee has leave without pay during the work week. Employees working in excess of sixteen (16) hours in any twenty-four (24) hour period shall be compensated at double time for the hours worked in excess of sixteen (16). Employees, who work in excess of forty (40) hours in any work week for which overtime compensation has not previously been paid, will be compensated for the excess hours at time and one-half.

(3) ODD WORK WEEK SCHEDULE

In those activities requiring work schedules other than the regular 8 hour work schedule[10.2 (a) (1)], the eight (8) hour rotating-shift schedule [10.2 (b) (1)], the ten-hour-day work schedule [10.2 (a) (2)], or the twelve-hour-rotating-shift schedule[10.2

(b) (2)], the work schedule shall consist of forty (40) hours which may begin on any day of the week. No employee assigned to this odd work week shall be required to work any hours in excess of twelve (12) hours in any twenty-four hour period as part of the regular schedule work day. The twenty-four (24) hour period constitutes twenty-four (24) hours from the beginning of the employee's usual schedule starting time. Overtime compensation at time-and one-half (1-1/2) shall be paid for all hours worked in excess of regular shift hours in any twenty-four (24) hour period unless the employee has leave without pay during the work week. Employees working in excess of sixteen (16) hours in any twenty-four (24) hour period shall be compensated at double time for the hours worked in excess of sixteen (16). Employees, who work in excess of forty (40) hours in any work week for which overtime compensation has not previously been paid, will be compensated for the excess hours at time and one-half.

(b) **SHIFT EMPLOYEES**

(1) **EIGHT HOUR ROTATING SHIFT**

The standard work week of those activities requiring a twenty-four (24) hour per day, seven (7) day per week operation shall be eight (8) hours for any twenty-four (24) hour period and that normally result in forty (40) hours per work week or at least 80 hour equivalent pay bi-weekly. Days and shifts of work shall be scheduled consecutively without alteration during the shift or work week. The Employer may alter a shift for the purpose of staffing, if a shift is demonstrated by the Employer to be understaffed to the point that additional personnel are required to work the shift to avoid suspension of production. Overtime compensation at time and one-half (1½) shall be paid for all hours worked excess of regular shift hours in any twenty-four (24) hour period unless the employee has leave without pay during the work week or in excess of forty (40) hours in any work week for which overtime compensation has not previously been paid. Employees working in excess of sixteen (16) hours in any one work day shall be compensated overtime at double (2) time for the hours worked in excess of sixteen (16).

(2) **TWELVE HOUR ROTATING SHIFT**

The work schedule of those employees assigned to activities requiring a twenty-four (24) hour per day, seven (7) day per week operation, shall consist of twelve (12) hours for any twenty-four (24) hour period. Days and shifts of work shall be scheduled consecutively without alteration during the shift or work week. The Employer may alter a shift for the purpose of staffing, if the shift is demonstrated by the Employer to be understaffed to the point where additional personnel are required to work the shift to avoid suspension of production. Overtime compensation at time and one-half (1-1/2) shall be paid for hours worked in excess of twelve (12) in any work day unless the employee has leave without pay during the work week, or in excess of forty (40) hours in any work week for which overtime compensation has not previously been paid. Employees working in excess of sixteen (16) hours in any work day shall be compensated at double(2) time for the hours worked in excess of sixteen (16).

10.3 The days and shifts of work and rest days of employees shall be scheduled consecutively where possible. All non-shift schedules shall result in at least two consecutive days off. Final approval of all work schedules shall be at the sole discretion of management, provided that nothing in this section shall

supersede any other article of this Agreement.

- 10.4** (a) The Employer agrees to notify the Union in writing of any master schedule changes that affect all bargaining unit employees assigned to a cost center at least ten (10) calendar days prior to the change. The Employer will give employees at least forty eight (48) hours written notice before changing an employee's regular work schedule. The above shall not apply in the event of an emergency as defined within The American Heritage Dictionary, Third Edition.
- (b) Non-shift employees assigned to a weekend schedule who wants their assigned weekend off may find a volunteer who will switch schedules for that entire work week; provided that any such switch in schedules must be approved in advance by the manager and the employee who substitutes must be appropriately qualified, as determine by management to perform the required work.

10.5 Any authorized paid leave shall count towards the threshold for determining when the employee is eligible for overtime pay (one and one-half times the employee's regular rate of pay). The leave shall not count towards determining eligibility for double time pay.

10.6

- (a) An employee who has left his place of work and is called back for overtime work shall be paid for such overtime in accordance with this article, provided that he shall receive a minimum payment of four (4) hours at one and one-half (1-1/2) times his regular rate. If an employee is called out or assigned to more than one job before the end of the basic four (4) hour work period, it will be covered by the original minimum payment of four (4) hours and no extra payment will be allowed. The minimum time provided herein does not apply if an early call-in period extends into the start of the employee's regular work period.
- (b) If an employee who is scheduled to report for overtime work receives notice of cancellation less than seven (7) hours from his scheduled starting time, he shall receive a minimum payment of two (2) hours at one-and-one-half (1-1/2) times the employee's regular rate.
- (c) In the event that a JEA employee is required to perform work outside of and not contiguous with his/her regularly scheduled working hours, and in the event that such employee does not have to report to a JEA facility to complete such work, then the following guidelines shall apply:
- 1) An employee who is authorized by management to do work from his/her home outside of and not contiguous with his/her regularly scheduled working hours in lieu of reporting to work at the designated time and place shall be compensated for all such authorized time worked.
 - 2) The minimum amount to be paid under this provision for an employee performing authorized work while at his/her home is one (1) hour.
 - 3) The employee shall be compensated at his/her regular rate of pay for the minimum amount of time of one (1) hour or for the actual time worked if more than one (1) hour. Provided, however, that the employee will be compensated at one and one half (1 ½) times his/her regular rate of pay for all hours worked in excess of the applicable threshold found in Section 10.2 of the collective bargaining agreement.

An employee who is on rest period when authorized under this provision to do work from his/her home shall not be compensated at double (2) time. Nor shall the employee be compensated for minimum pay for call out pursuant to Section 10.6 (a) of the collective bargaining agreement.

- (d) An employee who is required by management to attend a meeting outside of and not contiguous to his/her regularly scheduled working hours shall be compensated the greater of two (2) hours or the actual meeting duration, at one and one-half (1.5) times the employee's regular rate of pay.

10.7

- a) It is the responsibility of the Employer to distribute the opportunity for overtime work equally among employees in the respective classifications normally performing the same types of work in each assigned shift, crew, or work area. Violation of the rules required by this section – passing-over an employee who was eligible and available for the next overtime opportunity – shall require two (2) hours compensation at one and one-half (1.5) times the employee's regular rate of pay.
- b) The sharing of overtime shall neither delay nor increase the Employer's cost of operation. Overtime records of the Employer shall be made available to union officials, when requested, to resolve any question involving distribution of overtime. Each assigned work area shall keep its overtime record in hours, and each record shall be kept current on a bi-weekly basis. A copy shall be posted electronically bi-weekly. Nothing in this article shall require payment for overtime hours not worked except as expressly provided in this Agreement.

10.8 Overtime may only be authorized by the appropriate manager or his designee.

10.9 All employees shall be given at least a half-hour lunch break which will be the employee's own time. An employee who is required to work during the lunch break shall be compensated.

10.10 An employee who has worked sixteen (16) hours or more in a twenty-four (24) hour period, or eight (8) hours or more overtime in the sixteen (16) hour period immediately preceding his basic workday, shall, upon release, be entitled to an eight (8) hour rest period before he returns to work. If the rest period extends into the employee's basic workday, the employee shall lose no time thereby.

Overtime pay for these extended hours will be at the applicable overtime rate. If an employee is called back to work without completing his eight (8) hour rest period, he shall be compensated at the rate of two (2) times his regular rate of pay for all hours worked, commencing from the time he reports back to work and ending when he is released for an eight (8) hour rest period. Paid rest time shall be considered the same as time worked for determining when overtime (one and one-half times the employee's regular rate of pay) starts in any workday. Paid rest time shall not count towards determining eligibility for double time pay.

10.11 In the event that it becomes necessary to reassign employees from one work schedule to another or from one work area to another, the Employer shall normally first reassign employees in each class who volunteer for such reassignments and who are from the work schedule at the work area or the actual work area from which the assignment is being made. The volunteers from each class with the greatest seniority in grade shall be reassigned first. If the Employer is not able to obtain enough volunteers for the reassignment, the Employer shall reassign the least senior employees in grade from each representative class and who are from the work schedule at the work area or the actual work area from which the assignment is being made. The Employer retains the right to reassign any employee or group of employees, without regard to the provisions of this section, under the following circumstances:

- (a) When an employee or group of employees have special skills which are needed on another work

schedule or in another work area.

- (b) When there are special circumstances relating to an individual employee requiring the Employer to reassign that individual to a different work schedule or work area.
 - (c) The crew structure shall be preserved. The assignment shall be made by crew from the work area performing such work. The crew may volunteer for such assignment as a unit. In such cases where more than one crew volunteers, the crew leader's years of service shall be the tie breaker. Scheduled overtime assignment shall be in accordance with Section 10.7.
 - (d) Should the Employer reassign an employee without regard to 10.11, 10.11 (a), (b) or (c), upon request of the Union or the employee, the Employer shall inform the Union or employee, in writing, of the facts or circumstances upon which the Employer relied in making such reassignment. The reassignment, facts or circumstances the Employer relied is not subject arbitration pursuant to the grievance/arbitration article of this agreement.
- 10.12** (a) Any employee desiring transfer to another job shall file written notification of such request with his manager. The manager shall respond to the employee's request in writing within fifteen (15) calendar days of receipt of the employee's request.
- (b) The Employer shall consider applications for transfer to positions within the bargaining unit from existing employees before hiring from outside the existing JEA workforce. Existing employees and outside applicants shall be evaluated upon the same standards. Management retains sole discretion to determine which employees it shall select.

10.13 SYSTEM OR LIMITED EMERGENCY

(A) Scope

This language is used to determine pay for employees who are sent home during a declared emergency and for employees that work when other employees are sent home with pay during a declared emergency.

(B) Definitions

- a) Emergency-An unexpected situation or sudden occurrence of serious and urgent nature that demands immediate action.
- b) System Emergency- all or the vast majority of employee's in the company are affected by the emergency.
- c) Limited Emergency- The emergency only affects a portion of the company- one or more departments, but not all.
- d) Non-essential Employees: employees who are not required to be at work and are released after the declaration of an emergency.
- e) Essential employees-Employees who are assigned to work during a declared emergency

Note 1: An individual employee may be designated either Essential or Non-Essential at different times during the full duration of a declared emergency. Example: during a major storm event, many employees will likely be deemed Non-Essential initially; but once the storm passes and JEA mobilizes its restoration efforts, those same employees may be deemed Essential.

Note 2: The designation of Essential or Non-Essential may be applied by management to bargaining unit, geographical area or department, A Limited Emergency declared at Northside Generating Station requiring some employees to be designated Non-Essential and placed on Administrative

leave does not mean that employees downtown are thereby designated Essential.

(C) Declaration of System or Limited Emergency

The Managing Director of JEA, or designee, has the authority to declare either a system or limited emergency. In the event that the Managing Director or designee declares either type of an emergency, the provisions of this section take effect.

(D) Non-Essential Employees

These employees are subject to the following:

- (1) Non-Essential employees shall be released from duty and shall be granted administrative leave with pay for their normal schedule, and any additional days when they are not required by the Employer to report to work due to the emergency.
- (2) Non-Essential employees who are already on previously approved leave with pay at the time of the emergency, or who are scheduled to take authorized leave with pay during the time of the emergency shall not be charged for the leave for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.
- (3) Non-essential employees who are already on previously approved leave without pay at the time of the emergency, or who are scheduled to take authorized leave without pay during the time of the emergency shall not be paid for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.
- (4) If a Scheduled holiday fall within the time that non-essential employees are on administrative leave with pay due to an emergency, the employee will be paid for the holiday, but will not receive any additional holiday leave or pay for that day.
- (5) Non-essential employees may be required to work during a declared emergency. In those situations the provisions applicable to the Essential Employees shall apply.

(E) Essential Employees

These employees will be subject to the following:

- (1) Essential employees will be required by the JEA to work during the emergency. Management may consider volunteers when possible.
- (2) To the maximum extent possible, when the general population is being required to evacuate an area in anticipation of a hurricane, tropical storm, or similar circumstances where there is advance notice of a situation that is expected to create an emergency, JEA will allow essential employees reasonable time, as determined by JEA, to return to their residence, secure the residence, and make plans for the safety of their family. After allowing a reasonable time for such activities, as determined by JEA, for such activities, essential employees shall be required to report back to work during the emergency.
- (3) Essential employees who are required to work during the emergency shall be compensated for the time worked, as provided for in the hours of work and overtime provision of this agreement. In addition to any compensation payable under that article,

these employees will be paid straight time hourly pay for the time that they would have been on administrative leave with pay if they had been designated a nonessential employee. The maximum amount payable under this provision is forty (40) hours per work week.

- (4) During an emergency, essential employees who are required to report for work will be provided with meals. Employees with special circumstances will be given an option of taking a meal allowance; these will be addressed on a case by case basis (medical condition or religious belief). The employee must notify management in writing by June of each year to exercise such option.

(F). ALTERATION OF ANNUAL, VACATION, OR PERSONAL LEAVE SCHEDULES

JEA has the unilateral right to alter the annual, vacation, or personal leave schedule of any employee in emergencies. This right includes the right to require employees who are on leave at the time of the emergency to return to work. In such cases, JEA will reimburse the employee for any non-refundable expenses incurred as a result of the cancellation or alteration of the employee's annual, vacation, or personal leave plans.

(G). JEA Communication with Employees during the Emergency

Any employee who is released from work during an emergency is expected to resume his or her regular work schedule when directed to do so by JEA. In order to assist employees in determining when they are expected to return to work, JEA will take reasonable steps to keep employees advised about the status of JEA operations, including the dates and time that the employees are expected to resume their regular work schedule. For example, JEA will release information to employees via the JEA voice mail or e-mail system, through use of employee pagers, through releases of information to news media, and any other appropriate means of communicating with employees. To the extent that an employee relies on information released via local news media to determine when he or she is expected to return to work, JEA employees are to follow instructions related to JEA, not those issued regarding City of Jacksonville employees.

- 10.14** When employees are requested and authorized to assist other utilities in the restoration of their service areas, said employees will receive compensation of pay at two (2) times their normal rate of pay for all hours worked in this process to include travel and any other time required. In non-emergency situations assisting other utilities, JEA will pay compensation of two (2) times normal rate of pay if reimbursable from non-JEA sources (e.g., other utility and/or FEMA).

ARTICLE 11: TIME TRACKING

The Employer, at its sole discretion, may employ time tracking methods for control and pay purposes. The time tracking procedures shall be applied uniformly at each work reporting location. No employee shall make entries on another employee's time tracking record.

ARTICLE 12: WAGES

12.1 (a). The rates of pay for the classifications in the Unit are shown in Appendix “A” to this Agreement effective October 1, 2016; October 1, 2017 and October 1, 2018.

(b) General Increase

1. FY 2016-2017 – four and one-half percent (4.5%)

FY 2017-2018 – five percent (5.0%)

FY 2018-2019 – four and one-half percent (4.5%)

(c) Two percent (2%) increase to base concurrent with employee contribution to GEPP increasing to 10% (or otherwise matching the change in employee contribution, whether higher or lower).

12.2 Evaluation for service which meets standards shall be standard and in writing throughout the bargaining unit with each activity using the same accepted evaluation form and procedure. A copy of the completed evaluation shall be provided to the employee.

The parties shall meet at reasonable times to discuss the mechanics and details of moving the JEA’s employee performance evaluation cycle from the employee’s anniversary year to a time frame proximate to the end of JEA’s fiscal year (September 30) with the goal of adopting a Memorandum of Understanding in time to effect this change by September 30, 2015. Nothing in this section shall be construed, however, as a waiver of any party’s right to negotiate the impact of JEA’s changing the timing of annual employee performance evaluations.

After the initial evaluation meeting, if the employee requires assistance to interpret the contents of said evaluation, the employee may have the right in a subsequent meeting to representation by a steward of his choosing from stewards available from the work site.

An employee who believes that the Employer failed to follow the evaluation procedures may file a grievance pursuant to this Agreement.

12.3 The Employer will make a good faith effort to have paychecks available on Thursdays for those employees who are scheduled to be off duty at the normal pay time which are alternate Fridays.

12.4 The following administrative procedures shall be adhered to by the Chief of Human Resources Officers in the implementation of the pay plan for employees in the bargaining unit.

(a) An original appointment to any classified position shall be made at the entry level of the Pay Grade. Thereafter, advancement within the salary range shall follow the procedures provided below.

(b) When an employee covered by this Agreement, is promoted to another classification covered by this Agreement in a higher Pay Grade, the employee shall be granted an increase in base salary to the step in the new class that will provide an approximate five (5%) percent increase or to the starting rate of the range of the higher Pay Grade whichever is greater. Under no circumstances shall an employee's base salary exceed the maximum of the pay range as a result of promotion.

- (c) Upon meeting the standards of the probationary period, the base salary of the employee shall be advanced one step or to the maximum of the range, whichever is less.
- (d) After an employee receives his/her increase upon completion of the probationary period, or after promotion to the journeyman class, he/she shall be granted step increases, except for periods of below standards performance, no sooner than twelve (12) months from his/her date of last increase, until he/she reaches the maximum rate of pay for his/her classification. For the purpose of this Agreement, the date of last increase shall be the most recent date upon which any of the following actions occurred to an employee: date on which employee received his/her end of probation increase; date on which employee was promoted to a journeyman classification; or the last date on which employee received a step increase. Employees shall not receive step increases for any period(s) in which the employee received a below standards performance evaluation(s). However, the employer shall re-evaluate the employee quarterly for the next 6 months from the last below standards evaluation. Employees who are re-evaluated as meeting standards for both quarters after having received a below standards rating shall be granted a step increase effective the date they receive the second meeting standards re-evaluation.
- (e) When an employee is demoted to his former class during the probationary period following a promotion, his pay shall be restored to the rate he would be earning if the promotion had not been granted (taking into account any increase that the employee would have received in his former class.) In the event an employee is demoted during his probationary period, he shall be eligible for any increases he normally would have received had he not been promoted.
- (f) When an employee is demoted, except for cause or voluntary demotion, the base salary of the employee will be placed within the range of the lower Pay Grade without reduction, except that the base salary may not exceed the maximum of the range of the lower Pay Grade, in which case, the base salary will be placed at the maximum of the range. If the employee is promoted again within a 12 month period following the demotion, he will not receive a promotional increase or end of probation increase, unless his salary was reduced at the time of demotion to the maximum of the range. In such cases, upon the successful completion of the probationary period, the employee's salary shall be increased to the rate received prior to demotion, plus any increase the employee would have received if not demoted.
- (g) In the case of voluntary demotions, the base salary of the employee will be placed within the range of the lower Pay Grade at a rate that results in an approximate 5% reduction in salary, or to the maximum of the range, whichever results in the larger reduction. If the employee is promoted again within a 12 month period following the demotion, he will receive a promotional increase of approximately 5% upon promotion, but will not receive an end of probation increase unless his salary was reduced at the time of demotion to the maximum of range. In such cases, upon the successful completion of the probationary period, the employee's salary shall be increased to the rate received prior to demotion.
- (h) When an employee is demoted for disciplinary reasons, the rate of pay in the lower range shall be no less than that which the employee received prior to promotion. The employee shall not be eligible for a step raise for one (1) year after the demotion.
- (i) When a transfer not involving promotion or demotion is made from one position to another with an equivalent base rate of pay, the base pay of the transferred employee shall remain unchanged.
- (j) If it is considered that an employee due to documented, exceptional, exceeds standard performance deserves additional step increase (s) for merit, then such a recommendation will be made by the employee's appointed manager, and approved by their director and vice-

president.

- (k) No employee may receive more than two (2) additional step increases for merit in the twelve (12) Month period.
- (l) Promoted, demoted, reverted, or newly hired employees shall not be eligible for any merit step increases until they have completed twelve (12) months of exceeds standard performance in their job classification.
- (m) A step increase for merit will not impact the regular step increase advancement.

12.5 When the Union and/or an employee alleges that the employee is being regularly required to perform duties which are not consistent with the approved classification of the position being filled by the employee, and the Union and/or the employee alleges that the duties assigned are not appropriate for the class specifications to which the position is allocated, the Union and/or the employee may request that the Chief Human Resources Officer or designee review the classification assigned to the employee's position. The Vice President Organizational Services or designee shall review the duties as requested. The Union and the employee will receive a copy of the findings within sixty (60) Calendar days of receipt of the complaint.

- 12.6**
- (a) All Employees within the bargaining unit shall be covered by a written description of job duties in the form of a job specification/description.
 - (b) Any recommended classification and/or organizational changes [including reallocation of position(s)] initiated by JEA which affect the bargaining unit will be presented by e-mail to the Union when the recommended changes have been drafted in final form by JEA. The Union and the Employer will meet upon the request of either party to discuss the proposed changes prior to any change being finalized.
 - (c) JEA will notify the Chief Steward and Business Agent of any affected employees of any recommended classification and/or organizational changes. However, failure of an employee to receive such notification shall not give rise to a grievance under this Agreement.
 - (d) Employees shall communicate any comments on recommended classification and/or organizational changes to the Union and not directly to JEA.
 - (e) The Union will be given ten (10) calendar days from the date the recommended changes are transmitted to the Union within which to respond and/or to notify JEA Employee Services that the Union is requesting a meeting and/or intends to submit a written statement of its position on the recommended changes.
 - (f) The Union will thereafter submit to the JEA Chief Human Resources Officer or designee a written statement of its position on the recommended changes.
 - (g) Unless extended by mutual agreement, the Union's written statement must be submitted to JEA Chief Human Resources Officer or designee not later than thirty (30) calendar days from the date the recommended changes are transmitted to the Union or after a requested meeting is held.
 - (h) This article waives any time allowed under the Civil Service and Personnel Rules for responding to the recommended changes.

- 12.7** (a) When filling a position on a temporary basis because the incumbent is on annual, personal leave, leave of absence, or is off for any other reason, the Employer shall from the top name on the appropriate certified promotional eligibility list, provided such employee is currently assigned to the section/crew (e.g., maintenance, construction, preventive maintenance, meter shop) where the temporary opening exists. (If the top name on the appropriate certified (If the top name on the appropriate certified promotional eligibility list is not currently assigned to the section/crew where the temporary opening exists, then the Employer shall select the next name on the list who is currently assigned to the section/crew, et seq.).
- (b) If an appropriate certified promotional eligibility list does not contain the name of an employee from the section/crew where the vacancy exists, then the Employer shall appoint the senior, qualified, and available employee in line of promotion in the section/crew for the temporary replacement. In such case, the assignment will be based on the following criteria:
- 1) The selection is a senior employee in the classification in the section;
 - 2) The employee is qualified for the duties to be performed and those qualifications are limited to those factors directly required to perform the job;
 - 3) The employee is physically able and qualified to perform the duties of the higher classification; and
 - 4) The employee is available for such assignment.

When equally qualified employees have the same time in grade in the class/section/crew from which the temporary appointment is being made, total length of service with the Employer shall determine seniority for the purpose of this appointment.

- (c) If an appropriate certified promotional eligibility list does not exist, the senior, most qualified, and available employee in line of promotion in the section/crew shall be appointed pursuant to the criteria set forth in (b) above until such time as an appropriate promotional eligibility list is certified.
- (d) When a selection is for a day or less, the selection shall be made from the crew. When a selection is for more than a day, the selection shall be made from the section. Provided, however, that selections in the construction sections shall always be from the crew.
- 12.8** JEA will electronically send copies to the Union of all certified promotional eligibility lists which have been established for positions within the bargaining unit.

- 12.9** Incentive Program - JEA, at its sole discretion, may from time to time implement incentive and/or recognition programs for individuals or groups consisting of awards, special recognition such as shirts, hats, or similar items indicating participation in a specialized group or team, and/or cash and/or refreshments (For example: coffee and donuts) in recognition of performance improvements, innovative ideas resulting in savings and/or benefits, participation in a program beneficial to JEA, or other similar improvements that are work related and can be documented and measured. The Employer agrees to furnish the Union with a written copy of the Employer's incentive plans as they are developed and/or amended from time to time. The Union may withdraw from participation in the program at any time during the life of this Agreement upon written notice to JEA.

- 12.10** During the life of this Agreement the Employer may, at its option, offer a voluntary severance plan to certain classifications of bargaining unit employees. Such plan would be on terms proposed by the Employer, and any decision to accept such a plan would be made on an individual basis by each affected employee. In the event that the execution of such a plan required a reorganization or redeployment by the Employer, the Union would have the right to request impact bargaining to the extent provided by law.

ARTICLE 13: EMPLOYEE BENEFITS

13.1 TERMINAL BENEFITS

- (a) Upon the death of an employee, payment within forty-five (45) days for all accrued overtime, annual/vacation/retirement/personal leave, sick leave, and other terminal leave benefits (other than life insurance for which a beneficiary has been designated) to which such employee would have been entitled to receive shall be made as follows:
 - (1) The benefits will be paid as set forth in the employee's will;
 - (2) If the employee has not provided for distribution of the benefits in his will then the benefits will be paid to the employee's surviving spouse;
 - (3) In the event the employee leaves no surviving spouse, the benefits will be paid to the employee's children in equal shares, payable as follows:
 - A. To each of the employee's children over the age of 18 who are known to JEA.
 - B. To the legal guardian or representative of each of the employee's children under the age of 18 known to JEA.
 - (4) If the employee has no children known to JEA then the benefits will be paid to the surviving parent(s) of the employee in equal shares;
 - (5) If the employee has no surviving parents known to JEA, then the benefits will be paid to the employee's estate.
 - (b) Upon the death of an employee on-the-job, JEA will make an immediate payment of one (1) month's salary in addition to the other terminal benefits in the sequence indicated in Section 13.1 (a) above. For purposes of this section, one (1) month's salary shall be calculated by $1/12 \times 2080 \times$ the employee's hourly rate of pay at the time of death. ($1/12 \times 2080 \times$ hourly rate).
- 13.2** Where an employee is required by the Employer to use his personal automobile in the performance of his duties, he will be reimbursed for operating expenses at the rate per mile traveled as prescribed by City Ordinance, exclusive of mileage traveled to and from his work location.
- 13.3** During any primary or general election, an employee whose hours of work do not allow sufficient time for voting shall be allowed necessary time off without pay for this purpose. Accrued leave can be used to supplement this absence. Where the polls are open two (2) hours before or two (2) after the regular scheduled work period, or when early voting is available; it shall be considered sufficient time for voting.
- 13.4** The Employer shall, at no expense to the employee, secure and provide group term life insurance coverage in the amount of one times annual salary, with a double indemnity clause for accidental death and dismemberment for those employees covered by this Agreement. It shall further provide for the employee, at his option to purchase group term life, at the expense of the employee, under the same policy for one, two, or three times annual salary, with a double indemnity clause for accidental death and dismemberment.
- 13.5** The Employer agrees to provide a payroll deduction process that is available to employees in the

bargaining unit for various group plans. These group plans shall be administered by an Agent of Record so designated by the Union. The Employer may assess an administrative charge not to exceed six (6) cents per deduction, per payroll. The Union agrees to indemnify and hold the Employer harmless against any claims made and against any lawsuits brought against the Employer as a result of this payroll deduction process, and the Employer assumes no responsibility or liability to or for the Unions Agent of Record.

- 13.6** The Employer agrees to secure and pay for the entire cost of a comprehensive group medical care plan for all employees covered by this Agreement. In addition, the Employer agrees to pay fifty percent (50%) of the cost for dependents' coverage under the same plan covering the employees.
- 13.7** The Union will establish and administer a group optional prepaid legal plan for bargaining unit employees. The Union will be responsible for obtaining the approval of The Florida Bar and the Employer. The employer shall not be responsible for funding the plan. However, the Employer will provide administrative payroll services so that the designated amount per month will be automatically deducted from the wages of each member of the bargaining unit and submitted to the plan's provider as payment for the monthly premium on the plan. The Union will notify JEA at least 30 calendar days prior to the date the new designated amount is to be deducted.
- 13.8**
- (a) JEA shall provide one (1) pair of prescription safety eyeglasses and one (1) pair of prescription safety sunglasses to employees whose job duties require their use. JEA shall pay the fees for fitting such prescription safety eyeglasses and prescription safety sunglasses. Prescription safety eyeglasses may be replaced every two (2) years or sooner if a new prescription is needed, or if the prescription eyeglasses are damaged beyond repair as determined by management.
 - (b) JEA shall replace or pay the cost of repairing an employee's prescription safety eyeglasses and prescription safety sunglasses to include all fitting fees, issued by JEA, broken or damaged during the performance of his assigned duties, provided that such breakage or damage did not result from normal wear and tear, negligence or misuse on the part of the employee, or his failure to use proper eye protective equipment where provided by JEA.
 - (c) JEA shall pay the cost of adding UV protection to JEA provided prescription safety eyeglasses and prescription safety sunglasses for employees who work outdoors.
 - (d) JEA shall replace dentures or contact lenses, broken or damaged during the performance of his assigned duties provided such breakage did not result from normal wear and tear, negligence, misuse, or failure to use proper protective equipment where furnished by JEA.
 - (e) JEA may, at its sole discretion, replace or repair personal items destroyed or damaged as a result of work related activities through no fault of the employee. In no event, will the cost of such replacement or repair exceed \$300. This provision shall not be subject to grievance or arbitration.
 - (f) With their Director's prior approval, employees currently authorized and issued company-provided cell phones to perform JEA business may instead elect to use his/her personal cell / smart phone for such purposes. Employees who are approved for use of personal cell / smart phones will receive a \$50.00 /month stipend. As it is a personal item, the Employee will remain solely responsible for data plan, repair/replacement and all other expenses related to their personal cell/ smart phone.
- 13.9** The Union recognizes that the Employer has developed a Section 125 I.R.C. Cafeteria Plan for the benefit of employees.

13.10 (a) JEA will provide employees the option to use accrued Annual, Vacation, Personal, and Retirement Leave time credits to fund their Deferred Compensation Program to the extent allowed by law. Employees will not be permitted to use Sick Leave or Critical Emergency Leave Bank account time credits to exercise this option.

- (1) The employee will be allowed, at his option, to sell accrued Annual, Vacation, Personal and Retirement Leave time credits to the extent and in the manner allowed by law for
- (2) Upon attaining time service that is within three (3) years of normal time service retirement, the employee may be allowed, at his option, to sell an increased amount of accrued Annual, Vacation, Personal, and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account. Provided, however, in the year of retirement, employees will be limited to selling, an amount as provided for in 13.10 (a) (1) above, at his option, accrued Annual, Vacation, Personal, and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account.

(b) This provision is subject to acceptance by the Plan providers of the City/JEA.

(c) Employees who participate in this Annual, Vacation, Personal, and Retirement Leave time credit sell-back option shall not have less than eighty (80) hours in their Annual, Vacation, and Personal Leave account after the sell-back. There is no minimum limit for the Retirement Leave account after exercising this option.

13.11 Note: For purposes of aiding understanding of the bullet points that follow, pursuant to 2016-2019 contract negotiations the parties negotiated retirement benefit changes in the context of proposed reforms to the City of Jacksonville GEPP (General Employees Pension Plan). Related to that, the Employer and Union – for all unit employees, not just those in Article 20.1 - Leave Plan E – agreed as follows:

- LIUNA agrees to the proposed closure (to new employees) of the GEPP, with new hires after the effective date being enrolled in a “DC plan” (defined contribution plan). More information regarding the DC plan are provided below.
- Participants in that DC plan will make an eight percent (8%) contribution; JEA will make a twelve percent (12%) contribution.
- In the event any other bargaining unit participating in the DC Plan (e.g., AFSCME Council 79, LIUNA 630 - COJ, CWA, the Jacksonville Supervisors Association, IBEW 2358, LIUNA 630, AFSCME 429) receives any greater benefits than JEA provides to LIUNA (i.e., through contract negotiations, settlement, impasse proceedings, or litigation), then LIUNA shall receive the difference between its DC Plan benefit and that received by the other participating bargaining unit(s).
- No benefits under the “DC Plan” shall decrease for all active, full time, enrolled unit employees
- JEA agrees to contribute to the employee's pension program to the extent required by applicable laws pertaining to the employee's contributory pension program.
- No benefits under the General Employee Pension Plan (“GEPP”), the City's Defined Benefit retirement plan, shall decrease for all active, full time, enrolled unit employees, including but not limited to the DROP program, disability benefits, COLA increases, survivor benefits, and any other benefits as they exist as of the date of LIUNA's ratification of this CBA.
- In the event any other bargaining unit participating in the General Employee Pension Plan (e.g., AFSCME Council 79, LIUNA 630, CWA, the Jacksonville Supervisors Association, IBEW 2358, LIUNA 630, AFSCME 429) receives any greater pension benefits than JEA presently provides to LIUNA (i.e., through contract negotiations, settlement, impasse proceedings, or litigation), then

LIUNA shall receive the difference between its pension benefit and that received by the other participating bargaining unit(s).

Defined Contribution Plan for permanent full-time employees hired on or after October 1, 2017 and for any permanent full-time unit employee hired before October 1, 2017 and participating in the current Defined Contribution plan:

Any employee who becomes a permanent full-time employee on or after October 1, 2017, and is not a qualified returning employee, will be enrolled in a Defined Contribution retirement plan administered by the City notwithstanding any previous employment by such employee with the consolidated government or any of its independent agencies. Additionally, permanent full-time unit employees hired before October 1, 2017 who are in the City's current Defined Contribution plan on October 1, 2017 will continue to be members of the Defined Contribution plan as described below. The terms of the Defined Contribution plan are as follows:

Contribution

Employee contribution 8%
Employer contribution 12%

Vesting

Upon leaving JEA employment, Defined Contribution plan members will be entitled to 100% percent of their own contributions and earnings and will be entitled to the following percentage of the Employer's contribution and earnings after the indicated number of years of credited service below:

Two years of service 25%
Three years of service 50%
Four years of service 75%
Five years of service 100% (fully vested)

Financial Counseling

The City will, at its own expense, arrange for all unit members of the Defined Contribution plan to meet with a financial advisor to provide financial counseling three times during each member's career. These meetings will occur (1) within 90 days of original employment; (2) at the member's 10 year anniversary; and (3) at the member's 20 year anniversary.

Disability Benefits

All active, permanent full-time unit employees who are disabled, as established by competent medical evidence, due to an accident, injury or illness that arises in the performance of service with JEA will be entitled to long-term disability benefits equal to fifty percent (50%) of the employee's earnable compensation at the time of the disability.

All active, permanent full-time unit employees who are disabled, as established by competent medical evidence, due to an accident, injury or illness that does not arise in the performance of service with JEA shall be entitled to long-term disability benefits equal to 25% (25%) of the employee's earnable compensation at the time of the disability. For each year of credited service beyond five, the non-service related disability benefit will be increased by two and one half percent (2.5%) of the employee's earnable compensation to a maximum of fifty percent (50%).

There will be no non-service related disability benefits for unit employees with less than five years of credited service at the time of disability.

Long-term disability benefits will be payable until the earlier of recovery and return to work or death. Upon the death of a permanent full-time unit employee receiving a long-term disability benefit, the benefit shall be paid at seventy five percent (75%) to the eligible surviving spouse in lieu of the payment of the employee's contributions and earnings to the Defined Contribution Plan, and any employer contributions and earnings to which the employee had a vested right.

Survivor (Death) Benefits

In the event of the death of a fully vested, active, permanent full-time unit employee, (1) the surviving spouse, or (2) unmarried, orphaned children under the age of 18 years may choose to receive a benefit equal to seventy five percent (75%) of sixty percent (60%) of the employee's earnable compensation at the time of the employee's death. If there is no surviving spouse, and no qualifying surviving children, a solely dependent father/mother of the deceased employee may choose to receive the benefit equal to 75% of 60% of the employee's earnable compensation at the time of the employee's death.

If there is a surviving spouse who chooses to receive the spousal benefit described above, each child of the deceased permanent full-time unit employee will receive \$300 per month until the child reaches age 18 or until the child is married. Benefits paid to unmarried, unit employee children under the age of 18 years shall continue until the earlier of the child's marriage or reaching the age of 18 years, unless the child is disabled, in which case the benefits will continue for the life of that child or during the presence of the disabling condition.

An annual cost-of-living adjustment of three percent (3%) will apply beginning five years after the survival benefit begins.

The total survival benefit (spouse plus children) will not exceed eighty percent (80%) of the deceased employee's earnable compensation at the time of the permanent full-time unit employee's death, and will result in the survivor's benefits being prorated.

If death benefits are paid to any survivor, such benefits will be in lieu of the payment of the employee's contributions and earnings to the Defined Contribution Plan, and any employer contributions and earnings to which the employee had a vested right.

In the event of the death of a non-fully vested, active, permanent full-time unit employee or in the event that a fully vested employee's qualified survivors decline the benefits described above, the deceased employee's designated beneficiaries will receive the employee's contributions and earnings to the Defined Contribution Plan, and any employer contributions and earnings to which the employee had a vested right.

In the event of the death of an active, permanent full-time unit employee with no survivor entitled to a death benefit described above, the City will reimburse the employee's estate or the person paying for the employee's funeral expenses in an amount not to exceed \$2,500 or one-half of the employee's contributions and earnings to the Defined Contribution Plan, and any employer contributions and earnings to which the employee had a vested right, whichever is less. The remaining such contributions and earnings will be paid to the estate of the employee.

Disability and survivor benefits will be administered consistent with current restrictions.

With the expressed exceptions stated herein (i.e., wages and employee contributions), no other changes shall affect current unit employees of JEA hired before October 1, 2017.

ARTICLE 14: SUPPLEMENTAL PAY

14.1 All employees shall receive a twenty-five (\$25.00) dollar per month raise for each five years served with the Employer.

14.2 STANDBY PAY

- (a) Any employee who is required by the Employer to be on standby duty will receive standby compensation as provided in this Article.
- (b) For the purpose of this Article, an employee is on standby if the employee has been directed to carry an Employer furnished electronic paging device or leave a telephone number so the employee can be reached, and the employee must be available to return to work within a reasonable time if called. Employees, who merely carry electronic paging devices, but who are not required to be available to return to work within a reasonable time if called, are not on standby.
- (c) The standard rate of standby compensation shall be thirty dollars (\$30.00) for Fiscal Year 16/17, thirty-three dollars (\$33.00) for Fiscal Year 17/18 and thirty-three dollars (\$33.00) for Fiscal Year 18/19 for each day the employee is on standby. Standby pay shall be paid no later than the end of the first pay period after the pay period in which the standby pay is earned.
- (d) Any employee who fails to comply with the provisions of Section 14.2 of this Agreement shall not be entitled to standby compensation for that day, and shall be subject to discipline.
- (e) Employees may arrange substitution of standby duty among themselves, provided the substitution is approved by Management.

14.3 SCHEDULE PREMIUM

- (a) A two dollar (\$2.00) schedule premium shall be paid for all regular hours actually worked on any schedule after 18:00 and prior 06:00 for work days other than Saturday or Sunday (not including overtime or schedule premium of any type).
- (b) A two dollar and fifty cents (\$2.50) schedule premium shall be paid for all regular hours actually worked on any schedule after 00:00 on Saturday and prior 24:00 on Saturday and/or after 00:00 on Sunday and prior 24:00 on Sunday (not including overtime or schedule premium of any type).
- (c) Any employee that worked fifty percent or more of their shift on scheduled premium shall be paid 100% for their premium for their entire shift.

14.4 UPGRADE PAY

When an employee is qualified for and temporarily required by the Employer to serve and accept the full duties and responsibility of a higher class of position for at least one (1) hour of continuous duty, unless the employee is assigned to a higher classification for the purpose of on-the-job training for advancement purposes, the employee shall receive the starting rate of the higher classification or a five percent (5%) salary increase, whichever is greater, for the time spent working in the higher classification. In no case, however, can the adjusted salary level exceed the maximum of the salary range for the higher position. An employee may be temporarily assigned to the work of any position of the same or lower

classification. No on-the-job training without out-of-class pay shall exceed twenty (20) work days. Apprentice classifications shall not be eligible for upgrade pay.

14.5 EDUCATIONAL INCENTIVES

The employer would like to encourage all employees to continue to improve their knowledge base and work skills. To that end, employees will be reimbursed for courses taken that are pre-approved by the employer and directly related to their area of responsibility. In order to be reimbursed by the employer the employee must provide proof of a passing grade. JEA will reimburse employees for the cost of materials, testing renewing their license and certifications which are a requirement of their classification or position.

- 14.6** JEA will reimburse the initial cost of the Florida Commercial Driver's License to any employee who is required to possess the license in order to fulfill his job duties with JEA. In addition, JEA will reimburse renewals as required by law. JEA agrees to reimburse employee for the cost of obtaining and maintaining a Hazmat-endorsed commercial driver license which employees are required to possess, pursuant to the Transportation Safety Administration (TSA) and the Federal Motor Carrier Safety Administration (FMCSA) published standards, procedures and schedules that Hazmat-endorsed CDL holders must follow. Upon presentation of the receipt, reimbursement shall be processed and paid to the employee promptly.

- 14.7** The Union recognizes that employees may be assigned take home vehicles. As with all forms of JEA equipment, based on JEA's operational needs, JEA retains sole discretion to assign, rescind and otherwise manage vehicles. The Union recognizes that represented employees may be assigned take home vehicles based upon operational needs, and is subject to change from time to time as determined by JEA. Should a vehicle assignment to be ended, the employee will be given thirty (30) calendar days' notice.

ARTICLE 15: SAFETY AND HEALTH

- 15.1** The Employer agrees that it will conform to and comply with safety, health, sanitation, and working conditions properly required by federal, state, and local law. The Employer and the Union will cooperate in the continuing objective of eliminating safety and health hazards due to unsafe working conditions. No employee shall be directed to operate unsafe equipment or to perform acts considered to be unsafe.
- 15.2** Protective devices, wearing apparel, and other equipment necessary to protect employees from injury or occupational disease shall be provided by the Employer in accordance with established safety practices. Such practices may be improved from time to time by the Employer upon recommendations from the SHAPE Committee. Protective devices, apparel, and equipment must be used when provided. The Union agrees that willful neglect and failure by an employee to obey safety regulations and to use safety devices shall be just cause for disciplinary action. Hard hats may be required to be worn.
- 15.3** The Employer will replace safety shoes for each employee whose job duties require their use and who returns the pair needing replacement as determined by management. The Manager of Safety and Health Services will resolve any disagreement concerning the requirements for safety shoes or the replacement of safety shoes.
- 15.4** The Employer agrees to provide first-aid kits to be accessible to employees. The Employer agrees to provide transportation for employees to medical facilities if an injury on the job requires such transportation. Transportation shall be immediate, if required.
- 15.5** The Employer will continue its Safety programs by the development and initiation of a broad range of communication and motivation programs and methods. The list below shall be used at Management's discretion.
- (a) Work-site posters and bulletins
 - (b) Individual employee communications
 - (c) Employee group meetings during working hours
 - (d) Incentive programs for individuals or groups consisting of awards or cash in recognition of documented improvement in safety records
 - (e) Special employee or group recognition
- 15.6** The Employer has the right to require any employee to undergo a medical or psychological examination by an assigned doctor at any time to ascertain whether or not the employee is physically and mentally capable of performing any and all duties required of the employee's classification. This examination will be conducted on the Employer's time and at the Employer's expense. On the date of the examination, the employee will not be required to report to his regular duty assignment. If the examination takes longer than a normal duty day, the employee will be paid one and one-half (1-1/2) times his straight time rate of pay for all hours in excess of the normal duty day.

ARTICLE 16: INJURY IN LINE DUTY

- 16.1** (a) Any permanent employee covered by this Agreement who sustains a temporary disability as a result of accidental injury arising out of the course and scope of employment with the Employer shall, in addition to compensation payable pursuant to the Workers' Compensation Law of the State of Florida, be entitled to a supplemental benefit under the conditions set out in Section 16.2.
- (b) The amount of the supplemental benefit payable under this article shall be calculated as follows: the Employer will calculate seventy-five percent of the employee's net take home pay after taxes and social security deductions based upon the employee's regular straight-time wages. This amount shall be reduced by the amount of the Workers' Compensation indemnity payable to the employee. The remainder is the amount of the supplemental benefit payable to the employee.
- 16.2** The supplemental benefit provided for in Section 16.1 (b) is payable under the following circumstances:
- (a) During the first twenty (20) working days of such disability, the employee shall receive the supplemental benefit after the employee begins receiving Worker's Compensation indemnity payments.
- (b) Thereafter, the Employer may at its sole discretion, (which discretion shall not be subject to arbitration), grant additional supplemental benefit but shall not exceed one (1) year.
- (c) If the employee brings litigation or administrative action under the Workers' Compensation Law while receiving Workers' Compensation supplemented by the benefits herein provided, entitlement to the supplemental benefits shall immediately terminate.
- 16.3** If an employee, due to an on-the-job-injury, is temporarily partially disabled from performing the duties of his classification, he may be temporarily reassigned without reduction in pay for a period not to exceed 90 days, in accordance with the Civil Service and Personnel Rules and Regulations, to other duties commensurate with medical and mental fitness, availability of suitable work, and his qualifications for the position. Request for extension beyond 90 calendar days will be directed by the employee's manager to the Director with Labor Relations responsibility, but shall not exceed one hundred and eighty (180) calendar days total. The Employer will make a reasonable effort to temporarily reassign the employee, in accordance with the provisions of this section, provided that failure to do so shall not be a basis for grievance or arbitration.
- 16.4** (a) When an employee who has been on leave of absence or light duty due to a disabling on-the-job injury is released by the employee's treating physician(s) to return to work, the employee shall be returned to the same job if:
- 1) The employee is capable of doing the job satisfactorily;
 - 2) The employee would have retained the job had the employee not been injured; and
 - 3) Such work still exists.
- (b) When an employee who has been on a leave of absence or light duty due to a disabling on-the-job injury is released by the employee's treating physician(s) to return to work, but the employee

is not physically or mentally capable of performing his former job, the Employer shall place the employee in a comparable job for which the employee is qualified provided there is an opening. If there is no opening, the employee shall be offered the best available job for which he is qualified, if necessary, appointing the employee to a lower classification. Refusal on the part of the employee to accept a job for which he is qualified and able to perform may be considered a resignation.

16.5

An employee, due to an on the job injury as a result of an assault, robbery or other criminal activity, is temporarily, totally disabled, will, upon recommendation by the employee's Manager and approval by the employee's Director be placed on paid administrative leave for up to forty (40) hours during the first seven (7) calendar days the employee is unable to return to duty as a result of a qualified physician's determination. A worker's compensation offset will be taken as a result of any paid administrative leave so as to prevent any overpayment of wages for which the employee would have normally received. Exercise of this Section (16.5) is at management's sole discretion.

ARTICLE 17: APPRENTICESHIP PROGRAM/JOURNEYMAN TRAINING

17.1 Apprenticeship Program/Journeyman Training

- (a) The Union shall from time to time provide recommendations to JEA on matters pertaining to the Apprentice Program/Journeyman training, including how the program should be structured. JEA shall receive and consider such recommendations.
- (b) Copies of any major curriculum changes to the Apprentice Program/ Journeyman training shall be forwarded to the Union prior to adoption. The Union and the Employer will meet upon the request of either party to discuss the changes. Request to meet must be made within ten (10) calendar days of receipt of the changes.

17.2 Apprenticeship Program

- (a) The JEA Apprenticeship Program may include any classifications in the Bargaining unit, as determined by Management.
- (b) JEA will comply with the requirements of Title 38 United States Code Section 2021, effective December 3, 1974, as it may be amended from time to time, regarding the placement of apprentices who return to the Program after a break in services as a result of being inducted into the Armed Forces.
- (c) The Employer agrees no preference will be given to employees in the same classification who received a state certification for completing JEA apprenticeship programs over other employees who completed JEA journeyman training.

ARTICLE 18: HOLIDAYS

- 18.1** (a) Each employee covered by this Agreement shall be entitled to twelve (12) holidays with pay each year as follows:

<u>Date</u>	<u>Event</u>
January 1st	New Year's Day
3rd Monday in January	Martin Luther King's Birthday
3rd Monday in February	Presidents' Day
Last Monday in May	Memorial Day
July 4 th	Independence Day
1 st Monday in September	Labor Day
November 11 th	Veterans' Day
4th Thursday in November	Thanksgiving
Friday after Thanksgiving	Friday after Thanksgiving
December 24	Christmas Eve
December 25	Christmas Day Personal Holiday

- (b) The Personal Holiday shall be taken at the option of the employee when scheduling of such is approved by the Vice-President, Director, or Manager, or his designee. If the employee fails to take the Personal Holiday prior to the end of the fiscal year, the employee will be paid eight hours pay at his/her rate at the end of the fiscal year.
- 18.2** For non-shift workers, when a holiday falls on Saturday, the Friday prior thereto shall be considered the holiday, and when a holiday falls on Sunday, the Monday following shall be considered a holiday. If either Christmas Eve or Christmas Day falls on a Saturday or Sunday, the provisions in the City of Jacksonville Ordinance Code shall apply. For those workers on a four (4), ten (10) hour day work week, when a holiday falls on a normal day off, the work day closest to the holiday but within the same calendar week as the holiday shall be considered the holiday. When the holiday falls on a normal day off that is midway between work days, the next scheduled work day will be the holiday.
- 18.3** Shift workers will observe all holidays on the dates they occur. Provided, however, that any shift employee who has been temporarily assigned to a non-shift schedule for a period of at least one (1) week will observe holidays in the manner provided for non-shift employees (as set forth in Article 18.2) for any holiday that occurs during the period of such assignment.
- 18.4** Employees shall be compensated for holidays at their respective rates of pay for the number of hours they would have ordinarily worked on the holiday.
- 18.5** When an employee is required to work on a day observed as his holiday, he shall be compensated eight (8), ten (10), or twelve (12) hours straight time pay, dependent on work day assignment, as holiday pay. In addition, the employee shall receive one and one-half (1 ½) times his straight time hourly rate for all hours worked up to eight (8), ten (10), or twelve (12) hours and two and one-half (2 ½) times his straight

time hourly rate for all hours worked on the holiday over eight (8), ten (10), or twelve (12) hours.

18.6 An employee shall receive payment for any paid holiday unless:

- (a) He has an un-excused absence (excluding tardiness) on the last regular work day preceding such holiday, or on the next regular work day following such holiday.
- (b) Having been scheduled to work on such holiday, he fails to report for work without justifiable reason for such absence.
- (c) He is on leave of absence without pay.
- (d) He is receiving a wage benefit from Workers' Compensation.

ARTICLE 19: LEAVE USAGE

19.1. Leave Usage (Generic)

- (a) Employees, when eligible and authorized, may use their annual or personal leave upon written application to their immediate manager or designee. Approval shall be based upon the nature of the request in each instance. Extensions may be granted at the option of the manager or designee.
- (b) Annual, vacation, or personal leave will be charged against an employee's regular work hour, and shall not be charged for emergency, scheduled, or policy overtime.
- (c) **Unscheduled leave**

- (1) Annual, vacation or personal leave may be taken for emergency, illness, or injury of the employee or next of kin.
- (2) Employees are required to notify the appropriate designated individual of the employee's intent to use annual or personal leave for emergency, illness, or injury in the following manner:

Non-shift employees must provide notification to the appropriate designated individual as early as possible as and no later than the start of the employee's normal workday. An employee who has a starting time earlier than the designated individual he/she is to notify, shall notify that individual as soon as possible after the normal starting time for that designated individual.

- i. Shift employees must provide notification to the appropriate designated individual no later than one (1) hour prior to the starting time of the employee's shift.
 - ii. Shift employees shall notify the appropriate manager at least four (4) hours in advance of the employee's intent to return to work following an emergency, illness, or injury. However, employees on the day shift need only provide one (1) hour advance notice before returning to work.
- (3) Employees who fail to notify the appropriate designated individual as required by Section 19.1 (c) (1) A, may not be allowed to charge their absence to annual or personal leave unless waived by the manager or designee.
 - (4) Absences for illness under annual or personal leave conditions may be subject to investigation. (This section is not intended to require an employee to provide a physician's certified statement of illness after each absence.

It is intended to correct suspected abuse of annual or personal leaves for illness.) An employee will be counseled whenever a pattern clearly develops where an employee is abusing leave.

- (5) Employees failing to comply with the provisions of Section 19.1 will be subject to disciplinary action.
- (6) Written requests shall be submitted as soon as practical for unscheduled leave.

(d) Scheduled leave

- (1) In order to insure the health and welfare of the employee, JEA encourages employees to take a minimum of ten (10) days leave per contract year. Employees are encouraged to retain eighty (80) hours in their leave account in case of serious personal illness.
 - (2) Accrued annual or personal leave may be taken at any time when authorized. Scheduling will be accomplished on a seniority basis in classification for the first request of five (5) days or more provided that the request is submitted prior to March 31. In scheduling annual, vacation or personal leave, employees with seniority in a classification, a shift, a crew, a section, or an office shall be given first preference; provided, however, that such preference shall be subject to JEA's exclusive authority to determine the number of employees in any given classification, shift, crew, section, or office who may be on leave at the same time. Denial of requested leave must be substantiated on the basis that granting of such leave would unduly increase the cost of operations and/or would otherwise be detrimental to the efficient operations of the system.
 - (3) JEA employees may split their annual or personal leave in any manner desired and approved by their manager or his/her designee. The splitting of scheduled leave must be consistent with the operational requirements of the system.
 - (4) Requests for leave which is not for illness or emergency, and is less than five (5) consecutive days must be submitted:
 - i. At least forty eight (48) hours in advance for shift employees.
 - ii. At least forty-eight (48) hours in advance for non-shift employees, whose job(s) must be filled in their absence. Other non-shift employees must submit their request at least twenty-four (24) hours in advance.
- (e)
- (1) The minimum amount of annual or personal leave to be taken and charged shall be in one-half (1/2) hour increments.
 - (2) Employees on eight (8) hour day, ten (10) hour day and twelve (12) hour day schedules shall be charged eight (8), ten (10) and twelve (12) hours respectively for a day off.
- (f) If a legal holiday falls within a scheduled annual or personal, leave period, annual or personal leave shall not be charged for that day. When a scheduled overtime day, for rotating shift workers falls within a scheduled annual or personal leave period, annual or personal leave shall not be charged nor overtime paid for that day.
- (g) Notwithstanding any other provision of this Agreement, JEA shall have the unilateral right to alter annual or personal leave schedules for proper cause or emergencies that might occur. In such cases, the employee will be reimbursed for any costs forfeited due to cancellation of reservations, excess travel, etc., provided action is taken by the employee to minimize the forfeited cost, and provided further that satisfactory documentation of the employee's payment of forfeited costs is furnished to JEA.
- (h) Upon written request, and with at least thirty (30) calendar days advance notice, an employee taking at least two (2) weeks or more of authorized paid annual personal leave may have the amount of compensation due for the requested annual leave period advanced to him/her on the last regular payday prior to the beginning of the paid annual leave.
- (i)
- (1) An eligible employee who is out of work because of an on-the-job injury may use annual leave

or personal leave or compensatory time to remain on the payroll, under the conditions established in this section.

- (2) In order to be eligible to use accrued leave for this purpose the employee must meet all of the following eligibility requirements:
 - A. The employee is away from work due to an on-the-job injury;
 - B. The employee is either receiving workers' compensation payments or has exhausted the allowable period of workers' compensation;
 - C. The employee provides the employer with a written request to use his/her accrued leave to remain on the payroll.
- (3) When employees are eligible to use accrued leave for this purpose, the amount of annual leave or personal leave or compensatory time so charged shall be the minimum amount in one-half of an hour increments to equal the difference between the employee's regular pay and the amount that the employee is receiving from workers' compensation and workers' compensation supplement.
- (4) If the employee receives only partial salary or wage payment, the normal required employee pension contribution shall be deducted from the employee's partial salary or wage payment and the employee shall continue to receive full retirement credit for the period during which workers' compensation payments are received.
- (5) For employees in the personal leave plan (Plan H), the CELB may also be used for this purpose if the absence described herein otherwise qualifies as critical emergency illness of more than ten (10) calendar days.

19.2 Annual and Retirement Leave Usage

- (a) If an employee has exhausted all of the accrued, unused annual leave, and then said employee suffers an illness which requires time off, then said employee shall be allowed to use the credited retirement leave for the purpose of illness only.
- (b) If an employee, due to an extended, continuous illness, requires eighty (80) hours or more for such illness, then such leave, may at the employee's option be deducted from the retirement leave account of such employee.

19.3 Deferred Compensation

- (a) JEA will provide employees the option to use accrued Annual, Personal, and Retirement Leave time credits to fund their Deferred Compensation Program. Employees will not be permitted to use Critical Emergency Leave Bank account time credits to exercise this option.

The employee will be allowed, at his/her option, to sell accrued Annual, Personal and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account.

Upon attaining time service that is within three (3) years of normal time service retirement, the employee will be allowed, at his/her option, to sell accrued Annual, Personal, and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account provided, however, in the year of

retirement, the employee will be limited to selling, at his/her option, accrued Annual, Personal, and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account.

- (b) This provision is subject to acceptance by the Plan providers of the City/JEA.
- (c) Employees who participate in this Annual, Personal, and Retirement Leave time credit sellback option shall not have less than eighty (80) hours in their Annual, and Personal Leave account after sellback. There is no minimum limit for the Retirement Leave account after exercising this option.

ARTICLE 20: ANNUAL LEAVE (PLAN E)

20.1 This article shall apply to all permanent, probationary, and provisional employees of the following categories:

- (a) Employees hired on or after October 1, 1968, and before October 1, 1987;
- (b) Employees hired prior to October 1, 1968, but chose not to remain subject to former sick leave and terminal leave policies in April, 1969;
- (c) Employees hired prior to October 1, 1968, who chose on or before December 15, 1979, to become subject to this provision.

20.2 Employees shall accrue annual leave with pay according to the following schedule on a biweekly basis:

(a) **YEARS OF SERVICE HOURS PER YEAR**

Upon completion of 0 months thru 4 years	160
Upon completion of 4 years thru 9 years	184
Upon completion of 9 years thru 14 years	208
Upon completion of 14 years thru 19 years	232
Upon completion of 19 years thru 24 years	256
Upon completion of 24 years or more.....	280

- (b) Annual leave credits will accrue bi-weekly to the credit of the employee, at the rate stated above and shall be credited on the last day of the pay period. In order to receive full credit, the employee must work a full schedule or be on approved leave with pay. The accrual will be reduced pro rata for hours on leave without pay.
- (c) The rate of accrual shall change to the higher rate at the start of the pay period in which the employee's adjusted service date falls.
- (d) Annual leave shall be earned during the first year of employment.

20.3 Annual leave shall accrue to a maximum of 960 hours. The employer will compensate on an hour-for-hour basis for any accrued amount over nine hundred sixty (960) hours as of September 30th each year. These payments will be made on the second pay day in November, at the September 30th rate of pay.

- (a) Beginning with leave earned during the fiscal year, an employee who does not use all of their Annual leave accrued in a fiscal year, may be paid the difference between the amount used and the amount accrued for that fiscal year on an hour-for-hour basis.
- (b) To receive such payment, the employee must make an irrevocable election in the fiscal year preceding the fiscal year in which the leave is accrued.
- (c) This payment is not available to an employee who would have less than eighty (80) hours of annual leave remaining after such payment. Such payments will be made no later than the first payday in December at the September 30th rate of pay.

20.4 [OPEN]

20.5 For the purpose of this Article, retirement is defined pursuant to Ordinance provisions of the pension program of the City. Vesting is considered as retirement.

- (a) Retirement leave may be taken either immediately prior to desired eligible retirement date, which leave may be used for the fulfillment of time service requirements; or retirement leave may be taken following fulfillment of time service requirements.
- (b) Employee on retirement leave shall be maintained on the regular payroll, thereby continuing to avail the employee of payroll deductions, pension contributions and insurance deductions.
- (c) Upon placement on retirement leave, such status shall be considered irrevocable.
- (d) While on retirement leave, an employee shall not accrue annual leave, but shall be eligible for legal holidays; and any general salary increases, but not performance/step increases.
- (e) At the employee's option, retirement leave may either be taken, or paid for in one lump sum on an hour-for-hour basis.
- (f) If an employee terminates prior to retirement as defined in the Annual Leave Ordinance, said employee shall be paid for any retirement leave credited, on the basis of one (1) hour's pay for every two (2) hours of said retirement leave credited.

20.6 Upon termination, which includes resignation and discharge not for cause, the employee shall be paid for all unused annual leave credits on an hour-for-hour basis. However, employees who are discharged for stealing or sabotage may forfeit pay for their unused accrued annual leave earned during the contract year.

20.7 When an employee is placed on retirement leave, the lump sum payment for the annual leave shall be paid at the beginning of the retirement leave.

ARTICLE 21: ANNUAL LEAVE (PLAN H)

21.1 This article shall apply to all permanent, probationary, and provisional employees hired on or after October 1, 1987.

21.2 Employees shall accrue annual leave with pay for all straight time hours worked according to the following schedule on a bi-weekly basis:

(a) **YEARS OF SERVICE HOURS PER YEAR**

Upon completion of 0 months thru 4 years 160

Upon completion of 4 years thru 9 years 184

Upon completion of 9 years thru 14 years 208

Upon completion of 14 years thru 19 years 232

Upon completion of 19 years thru 24 years 256

Upon completion of 24 years or more 280

(b) Annual leave will accrue to the credit of the employee, at the rate stated above and shall be credited on the last day of the pay period. In order to receive full credit, the employee must work a full schedule or be on approved leave with pay. The accrual will be reduced pro rata for hours on leave without pay.

(c) The rate of accrual shall change to the higher rate at the start of the pay period in which the employee's adjusted service date falls.

(d) Annual leave shall be earned during the first year of employment.

21.3 (a) Annual leave shall accrue to a maximum of six hundred (600) hours. Personal leave over that amount as of September 30th of each year shall be forfeited unless applied in accordance with the provisions of 21.4 or sold back to the JEA in accordance with the provisions of 21.3 (b).

(b) Annual leave shall accrue to a maximum of 600 hours. The employer will compensate the employee on an hour-for-hour basis for any accrued amount over six hundred (600) hours as of September 30th each year. These payments will be made on the second pay day in November, at the September 30th rate of pay.

(c) Beginning with leave earned during the fiscal year, an employee who does not use all of their Annual leave accrued in a fiscal year, may be paid the difference between the amount used and the amount accrued for that fiscal year on an hour-for-hour basis.

(d) To receive such payment, the employee must make an irrevocable election in the fiscal year preceding the fiscal year in which the leave is accrued.

(e) This payment is not available to an employee who would have less than eighty (80) hours of annual leave remaining after such payment. Such payments will be made no later than the first payday in December at the September 30th rate of pay.

21.4 [OPEN]

21.5 Upon retirement (including vesting under the pension law) of an employee, said employee shall be paid for all unused personal leave accrued on an hour for hour basis.

21.6 (a) Upon termination of an employee for other than retirement, which includes resignation or discharge not for cause, an employee shall be paid 100% of their unused personal leave accrued on an hour for hour basis.

(b) Employees who are discharged for stealing or sabotage may forfeit pay for unused accrued personal leave accrued during the contract year.

ARTICLE 22: OTHER LEAVES

22.1 MILITARY LEAVE

Related to employees' military service, there are Federal and State laws and regulations, as well as City of Jacksonville municipal ordinances, covering employer responsibilities to eligible employees; JEA will comply with all applicable laws, regulations and ordinances covering employees' military service.

22.2 [OPEN]

22.3 BEREAVEMENT/FUNERAL LEAVE

- (a) Upon the death of a member of the employee's immediate family, an employee may be granted five (5) work days (including the day of notification) off without loss of pay, within the next eight (8) days, as bereavement leave. The Employer will not unreasonably deny a request for bereavement leave.
- (b) Immediate family, for the purposes of Article 22.3(a), is defined as the employee's spouse, children, mother, father, mother-in-law, father-in-law, step parents and step children, of the employee; and legally appointed guardian.
- (c) Upon the death of a member of the employee's family, an employee may be granted three (3) work days (including the day of notification) off without loss of pay, within the next eight (8) days, as bereavement leave, for the family members specified as brothers, sisters, half-brothers, half-sisters, step brothers and step sisters with whom the employee lives, brothers-in law, sisters-in-law, son-in-law, daughter-in-law, grandchildren and grandparents.
- (d) Upon the death of a member of the employee's family, listed as follows, an employee may be granted one (1) workday, within the next eight (8) days, off without loss of pay, as bereavement leave, but will be required to attend the funeral and if requested, provide documentation that they attended. Family members included are aunts, uncles, nieces, nephews, of the employee; spouse's grandparents and other relatives who permanently reside with the employee
- (e) The Employer may require the employee to supply proof of the death and proof of the employee's relationship to the deceased before payment for bereavement leave is made.
- (f) If the employee requires additional time to attend to matters related to the death of a member of the employee's immediate family, the Employer may permit the employee to use a reasonable period of vacation/annual/personal leave time.
- (g) Employees may be granted up to four (4) hours funeral leave, without loss of pay, to either attend or serve as an active pall bearer at the funeral of a co-worker, active or retired, from the same activity, unless the employee is required to maintain system integrity.

22.4 JURY AND WITNESS DUTY

- (a) Any employee who is required to perform jury service during his normal working hours shall be paid his regular salary. The employee summoned as a juror shall immediately notify his manager by furnishing a copy of his summons. An employee who reports for jury duty and is dismissed shall report to work for the remainder of the working day. If an employee is released from jury duty prior to four (4) hours from his normal end of work day, he shall be required to

report to his work site within one and one-half (1-1/2) hours after his release.

- (b) If an employee is absent from work, in order to serve as a witness in a case in a court of law to which he is not a party (either directly or as a member of a class), where such absence is in response to a legally valid subpoena, and where such presence is in the interest of JEA, the employee shall be granted leave with pay for those hours for which he is absent from work during his regularly scheduled working hours, provided he submits evidence of such service as a witness.

ARTICLE 23: COMPREHENSIVE DRUG/ALCOHOL ABUSE POLICY AND PROCEDURES

PRELUDE

JEA and the Union agree that education and communication about the City of Jacksonville Employee Assistance Program (EAP) is a very important tool toward having a drug free work force. JEA will see that information about the EAP is available for employees and their families. It should be every employee's goal to help those co-workers, whom they know have some type of problem with substance abuse, to seek help through the EAP.

23.1 DEFINITIONS

- (a) "Drug abuse" means:
 - (1) The use of any controlled substance as defined in Section 893.03, Florida Statutes, as amended not pursuant to a lawful prescription. A "lawful prescription" is defined as a prescription issued in the name of the employee by a licensed health care practitioner in full compliance with the practitioner's practice act.
 - (2) The commission of any act prohibited by Chapter 893, Florida statutes
 - (3) Abusing a lawful prescription.
 - (4) Substituting or adulterating any specimen during a drug test.
 - (5) Refusing to submit to a drug test.
 - (6) Drug test with positive results
- (b) "Illegal drug" means any controlled substance as defined in Section 893.03, Florida Statutes, not possessed or taken in accordance with a lawful prescription.
- (c) "Department of Health and Human Services (HHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs" (the HHS Guidelines) means those guidelines as printed in the June 9, 1994, Federal Register (59 FR 29908), and as amended from time to time.
- (d) "Reasonable belief" means an opinion which a reasonably prudent person would form based on observation and information from reliable and credible sources. Observation includes, but is not limited to, sensory facts (what a person saw, heard, smelled, tasted, or touched). Objective factors that should be taken into consideration in determining reasonable belief are:
 - (1) The nature of the information;
 - (2) The reliability of the person or source providing the information;
 - (3) The extent of any confirmation; and,
 - (4) Any other factors contributing to the belief or the lack thereof.

Not all of these factors must exist to find reasonable belief, but all must be examined.
- (e) "Alcohol" means ethyl alcohol (ethanol). References to use of alcohol include use of a beverage, mixture, or preparation containing ethyl alcohol.
- (f) "Alcohol Abuse" means:
 - (1) Using or being under the influence of alcohol or alcoholic beverages on the job.

- (2) Substituting or adulterating any specimen during an alcohol test.
- (3) Refusing to submit to an alcohol test.
- (4) Alcohol test with positive results

23.2 CIRCUMSTANCES WHEN TESTING MAY BE REQUIRED

JEA may require an employee to submit to drug and/or alcohol testing under any of the following circumstances:

- (a) Whenever two (2) managerial/supervisory employees concur that there is a reasonable belief that an employee is using, under the influence of, or in possession of illegal drugs and/or alcohol while on duty, or that the employee is abusing illegal drugs and/or alcohol and the abuse either adversely affects his job performance or represents a threat to the safety of the employee, his co-workers, or the public and the reasons for such concurrence have been stated to a Union representative.
- (b)
 - (1) Whenever an employee is involved in an accident involving personal injury or property damage which could result in liability to JEA, loss or damage to JEA property, or involving a personal injury that requires treatment beyond first aid (i.e. OSHA Recordable), urine specimens will be collected from all employees directly involved in the accident and stored for future testing. For purposes of this provision, an employee is considered directly involved in the accident if the employee was in a position or situation where his/her action or inaction could cause, contribute to, contribute after (sequelae), or impact on the accident which includes any injuries (regardless of whether the employee was at the location of the accident). If the accident/damage investigation reveals that employee negligence was a cause, the negligent employee's(s') specimen(s) will be tested. All samples not tested will be destroyed within ten (10) days of the accident/damage investigation team report or within twenty (20) days of the accident if no investigation is held. The accident/damage investigation team shall include a Union executive board member or designee.
 - (2) The employee will also be subject to an alcohol breathalyzer test.
- (c) Whenever an employee in a safety sensitive classification (including CDL) is involved in vehicular accident that results in a fatality; or the employee receives a citation moving traffic violation and the accident involved bodily injury requiring medical treatment away from the scene; or one or more vehicles are damaged and disabled requiring towing away from the scene, the employee will be tested for drugs and alcohol.
- (d) Any time within one (1) year after an employee has voluntarily admitted a substance problem during the amnesty period or tested positive for the presence of illegal drugs taken from a lawful prescription issued to the employee's spouse or family member permanently residing with the employee and/or alcohol or one (1) year after completing initial rehabilitation, whichever is later. (The rehabilitation counselor shall direct a letter to both JEA and to the employee establishing the date on which rehabilitation was completed.)
- (e) All employees may be tested annually based on the following conditions:
 - (1) Employees will be given a minimum of thirty (30) calendar days written notice, by the Vice President, Director, or Manager or designee of the week in which testing will occur. If an employee is transferred after receiving notice, the initial notice shall

determine the date and site of testing.

- (2) The test will be given any time during the week of testing on the employee's normal workday with no additional notice.
 - (3) If an employee is absent during the week specified for testing, the employee will be tested at any time within ten (10) work days of the employee's return to work, without prior notice.
 - (4) If, after notice is given, the test is canceled, the employees will be given written notice of the cancellation and the reason therefore. In that instance, another thirty (30) calendar day written notice will be given when the test is rescheduled. The annual test can be canceled and rescheduled one (1) time each year pursuant to this subparagraph.
 - (5) Employees who are subject to testing, under 23.2 (f) and (h) below shall not be subject to testing under this subparagraph (e).
- (f) As required by the Federal Highway Administration (FHWA) Controlled Substances & Alcohol Use & Testing Program, 49 CFR 382, et seq. (This federal regulation, also known as "CDL Testing", requires testing for alcohol as well as for controlled substances.)
 - (g) Upon completion of the JEA State Certified Apprenticeship Program, prior to promotion to a State Certified journeyman classification.
 - (h) As part of a random drug and alcohol testing program applicable to employees in safety sensitive positions. Management's designation of a position as "safety sensitive" shall be subject to appeal to the Vice President Organizational Services, or designee, whose decision may be subject to arbitration. An employee who disputes the safety sensitive designation of his position shall be required to submit a sample in accordance with testing procedures but the results of the test shall be sealed until the dispute has been resolved.
 - (i) In determining a position to be "safety sensitive", consideration will be given to "safety sensitive", as defined in Section 112.0455(5)(m) and 440.102(1)(o), Florida Statutes.

23.3 TESTING PROCEDURES

- (a) Drug
 - (1) Whenever an employee is required to provide a urine specimen for these testing procedures, the specimen will be divided into two samples at the time of collection in order to facilitate the testing procedures described in this section. The collection facility and the Substance Abuse and Mental Health Services Administration (SAMHSA) certified tester shall follow specimen collection and testing procedures consistent with the HHS Guidelines, except as specifically amended herein.
 - (2) The threshold level or cut-off limit and substances shall be as set forth below or as established by HHS and/or SAMHSA. The following levels have been established as of the effective date of this Agreement. However, the levels established by HHS and/or SAMHSA which are in effect as of the date of any given test shall govern. Provided, however, that in the case of the annual test provided for in 23.2 (e) above, the Union shall be given prior written notice of any change in established levels prior to issuance of the written notice of the test. If the written notice of annual testing was issued prior to the Union being notified, the affected employees shall be given another thirty (30) calendar day written notice of such test.

TEST THRESHOLDS

<u>URINE</u>			
<u>INITIAL TEST ANALYTE</u>	<u>INITIAL TEST CUTOFF CONCENTRATION (NG/ML)</u>	<u>CONFIRMATORY TEST ANALYTE</u>	<u>CONFIRMATORY TEST CUTOFF CONCENTRATION (NG/ML)</u>
<u>MARIJUANA METABOLITES</u>	<u>50</u>	<u>THCA</u>	<u>15</u>
<u>COCAINE METABOLITES</u>	<u>150</u>	<u>BENZOYLECGONINE</u>	<u>100</u>
<u>OPIATE METABOLITES</u> <u>CODEINE/MORPHINE</u>	<u>2000</u>	<u>CODEINE</u> <u>MORPHINE</u>	<u>2000</u> <u>2000</u>
<u>6-ACETYLMORPHINE</u>	<u>10</u>	<u>6-ACETYLMORPHINE</u>	<u>10</u>
<u>PHENCYCLIDINE</u>	<u>25</u>	<u>PHENCYCLIDINE</u>	<u>25</u>
<u>AMPHETAMINES</u>	<u>500</u>	<u>AMPHETAMINE</u> <u>METHAMPHETAMINE</u>	<u>250</u> <u>250</u>
<u>MDMA</u>	<u>500</u>	<u>MDMA</u> <u>MDA</u> <u>MDEA</u>	<u>250</u> <u>250</u> <u>250</u>

<u>BLOOD</u>		
<u>INITIAL TEST</u> <u>ANALYTE</u>	<u>INITIAL TEST CUTOFF</u> <u>CONCENTRATION</u> <u>(NG/ML)</u>	<u>CONFIRMATORY TEST</u> <u>CUTOFF</u> <u>CONCENTRATION</u> <u>(NG/ML)</u>
<u>MARIJUANA</u> <u>METABOLITES</u>	<u>5</u>	<u>2</u>
<u>COCAINE</u> <u>METABOLITES</u>	<u>25</u>	<u>30</u>
<u>OPIATE</u> <u>METABOLITES</u> <u>CODEINE/MORPHINE</u>	<u>10</u>	<u>10</u>
<u>6-</u> <u>ACETYLMORPHINE</u>	<u>10</u>	<u>10</u>
<u>PHENCYCLIDINE</u>	<u>8</u>	<u>8</u>
<u>AMPHETAMINES</u>	<u>50</u>	<u>10</u>

- (3) The SAMHSA certified tester shall utilize the following procedures to the extent that they are not inconsistent with the HHS Guidelines:
- A. The SAMHSA certified tester shall submit the first of the samples to an immunochemical assay or radioimmunoassay test. If the results of this test are negative, no further testing will be required and all collected specimens will be disposed.
 - B. If the results of the initial test provided for in Section 23.3 (a) (4) are positive, the SAMHSA certified tester will submit the same sample for further testing using the gas chromatography/mass spectrometry (GC/MS) method to verify the initial test results. JEA will not be notified about the initial positive result until it has been confirmed as provided for in this section.
 - C. If the specimen provided is unsuitable for testing due to no fault of the employee being tested, or if the chain of custody is violated, the employee will be advised of those circumstances and will be requested to provide another specimen for testing. In the case of the annual test provided for in Section 23.2 (e), no advance notice of the test will be provided. Provided the employee was not at fault, an additional specimen will be requested not more than one (1) additional time because of chain of custody violations.

Should the employee provide specimen which is unsuitable for testing a third consecutive time, the employee will be subject to providing a blood sample or other

tests which meets the HHS and/or SAMHSA standards.

- D. Specimens that are adulterated or substituted will be reported as a “refusal to test,” and the employee will not be offered the opportunity for a test of the second sample as provided for in (4) below.

- (4) If the results of the confirmation test are positive, as confirmed by a qualified (HHS Guidelines) medical review officer (MRO), the HHS Guidelines shall be followed for confirmation and notification of the employee and JEA. At that time, the employee may elect to have the second sample subjected to further testing by a SAMHSA certified tester at the employee’s expense. If the second sample tests negative, JEA will reimburse the employee for the cost of the test. If the tests on the second sample are positive, or if the employee does not request testing of the second sample, JEA may take appropriate action in accordance with this article.

(5) **TESTING PROCEDURES**

Applicable to Safety Sensitive Random Testing:

- A. Management will administer random drug tests up to 50% of all employees who are designated as safety sensitive each year. (The “50%” can be rounded up to include the nearest “whole” person.)
- B. Management will administer random alcohol tests up to 10% of all employees who are designated as safety sensitive each year. (The “10%” can be rounded up to include the nearest “whole” person.)
- C. The drug and alcohol threshold levels and procedures applicable to CDL random testing shall apply to safety sensitive random testing.
- D. Employees who are subject to CDL random testing shall not be subject to safety sensitive random testing.

(b) **Alcohol**

- (1) In testing for the presence of alcohol, the JEA shall utilize a generally accepted blood test procedure or breathalyzer that provides quantitative results showing the amount of alcohol present in the blood.
- (2) The threshold level or cut-off limit shall be as set forth below or as established by HHS and/or SAMHSA and/or by Florida Statute. The following levels have been established as of the effective date of this Agreement. However, the levels established by HHS and/or SAMHSA and/or by Florida Statute which are in effect as of the date of any given test shall govern.

BREATH OR BLOOD ALCOHOL THRESHOLD LEVELS

ALCOHOL TEST THRESHOLD FOR EMPLOYEES WITH CDL

0.020 to 0.039 – Cannot perform safety-sensitive work for at least 24 hours

0.040 and above – Cannot perform safety-sensitive work until released by a substance abuse professional

**ALCOHOL TESTING THRESHOLD TO DETERMINE IMPAIRMENT
UNDER FLORIDA STATUTE**

0.05 to 0.079 - Considered impaired with other competent evidence of impairment

0.08 and above - Presumed to be Impaired

23.4 DISCIPLINARY ACTION

(a) Drug Abuse shall subject the employee to the following discipline:

- (1) Any employee who uses a controlled substance pursuant to a prescription lawfully issued to a member of the employee's family or household, or to a person residing with the employee shall be given a single last chance notice – provided the prescription was taken for the employee's bona fide medical condition. Subsequent violations of the policy shall result in immediate termination.
- (2) Drug abuse, other than described in (1) above shall result in immediate termination.

(b) Alcohol Abuse shall subject the employee to the following discipline:

- (1) If an employee tests positive for a breath or blood alcohol level equal to or greater than 0.04 but less than or equal to 0.05, the employee will be given a letter of "Required Action and Consequences of Noncompliance" which is not considered discipline. A second positive test in level described above will result in a Last Chance Notice and a third positive will result in termination.
- (2) If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08, and there is no other competent evidence of impairment, the employee will be given a Last Chance Notice. Any subsequent positive test producing a breath or blood alcohol level in excess of 0.05 will result in the employee being terminated from employment.
- (3) If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08 and there is other competent evidence of impairment, the employee will be terminated from employment.
- (4) If an employee tests positive for a breath or blood alcohol level at 0.08 or higher, the employee will be terminated from employment.

(c) Any employee who refuses to submit to substance abuse or alcohol testing (including adulterating or substituting a sample) as required by this article or a refusal to sign an authorization for the release of the records of such testing shall be considered as a refusal to submit to a drug or alcohol test and shall be subject to termination from employment.

(d) Taking any lawful prescription, which has the potential to affect the employee's physical or mental capacity, without notifying the appropriate supervisor prior to commencing work, shall

be treated as a safety violation subject to discipline.

23.5 REHABILITATIVE/CORRECTIVE ACTION

- (a) Any employee is eligible one time only to notify the employer that he/she has a drug and/or alcohol problem, and upon such notification the employee shall be permitted to enter rehabilitation, subject to a single last chance agreement. In order to be eligible for this one time opportunity for rehabilitation, the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day before the employee is notified that he/she is scheduled for testing pursuant to section 23.2 (a) (reasonable suspicion testing), section 23.2 (i) (safety sensitive testing), section 23 (g) (completion of an apprenticeship program), or section 23.2 (f) (CDL testing). In the case of testing under sections 23.2 (b) and 23.2 (c) (testing following an accident), the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day in advance of any accident that gives rise to the need for testing in order to be eligible for this one time opportunity for rehabilitation. In the case of testing pursuant to section 23.2 (e) (annual testing), the employee must notify the employer that he/she has a drug and/or alcohol problem before the week that the employee is scheduled to be tested in order to be eligible for this one time opportunity for rehabilitation.
- (b) JEA may require an employee who has tested positive for the presence of alcohol or illegal drugs and to which subparagraphs 23.4 (a) (1) or 23.4 (b) (1) applies, or who has elected to come under subparagraph 23.5 (a) to submit to counseling, or other rehabilitative treatment as a condition of continued employment. This section shall not be construed to limit JEA's rights to take appropriate disciplinary action when an employee tests positive for the presence of alcohol or illegal drugs.
- (c) Any employee who is required to submit to counseling or other rehabilitative treatment as a condition of continued employment shall sign a release, authorizing the release of information to JEA sufficient to determine whether the employee can safely perform his job duties. The decision as to whether the employee can safely perform his job duties shall be made by the Vice President, Director, or Manager in conjunction with a physician associated with the rehabilitation/treatment facility. The information provided to JEA shall be limited to the following:
 - (1) Whether the employee has regularly attended counseling and/or treatment sessions, as directed.
 - (2) Whether the employee has satisfactorily participated in counseling and/or treatment sessions.
 - (3) Whether the employee has complied with all requests for substance abuse tests, and whether the employee has passed all of those tests.
 - (4) Whether the employee has admitted to using alcohol or illegal drugs subsequent to the test which resulted in the referral to counseling and/or rehabilitative treatment.
 - (5) Whether there is any reason to believe that the employee's return to work could result in a risk to persons or property.
 - (6) Whether JEA should impose any work related limitations or requirements upon the employee in the event that JEA determines to permit the employee to return to work.
- (d) Driving restriction for employees with CDL shall be as stipulated in the Federal Highway Administration Controlled Substance & Alcohol Use & Testing Program, 49 CFR 382, et seq. The same restriction will be used for other safety sensitive employees.

23.6 EXAMINATION AND TEST

- (a) Except as provided in paragraph 23.3 (a) (4), JEA will pay the cost of any test required by Section 23.2. Provided, however, that in the case of alcohol testing conducted pursuant to Section 23.2 (f), any employee who is subject to dismissal will be given the opportunity for an independent blood alcohol test conducted at the same time at his own expense.
- (b) Urine specimens required by this article will be obtained while the employee is on duty. JEA may extend the employee's duty period for the purpose of drug testing.
- (c) In the case of alcohol testing conducted pursuant to Section 23.2 (f), any employee who tests 0.039 breath alcohol content or less (but in excess of 0.02 breath alcohol content) in any test conducted before 10:00 a.m. will be permitted to test again within one hour from the first test. This waiting period will be on the employee's own time. The first test will be used to determine appropriate discipline, in conjunction with any further test results.
- (d) Drug Tests will be performed by a SAMHSA certified facility selected by JEA.
- (e) Alcohol tests will be performed by a licensed medical facility selected by JEA.
- (f) Employees who are required by this article to take a test shall be required to sign an authorization form releasing the records of such tests to the JEA Manager of Labor Relations. The JEA Manager Labor Relations or his designee shall release relevant information contained in those records only to the employee's Vice President, Director, or Manager, and to those JEA management officials and representatives directly involved in employment related decisions involving that employee. This shall not limit JEA from providing work-related information regarding the employee to the employee's supervisors, including work-related limitations or requirements and the reasons therefore. Each individual receiving such information will be instructed regarding the confidential nature of that information.
- (g) JEA will, unless prohibited by law, and as otherwise provided in this Agreement, keep the results of any testing provided for in this article confidential. Any results of positive testing which JEA later determines have been refuted will be destroyed. Test results shall be considered confidential medical records unless they become part of a disciplinary action.

23.7 TRAINING

JEA and bargaining unit members shall receive training to ensure that they understand their roles and responsibilities in implementing this article. The sufficiency or adequacy of such training shall not be grounds to challenge the validity of any reasonable belief determination or disciplinary action taken as a result of a positive drug or alcohol test, nor shall it preclude disciplinary action where otherwise appropriate.

23.8 EMPLOYEE SUPPORT

The Union representatives and officers may serve as an Employee Support Team. Any member of this support team may be a liaison between the employee and referral to EAP to make employees aware of available help.

23.9 EMPLOYER INITIATION

This testing program was initiated at the request of JEA. The Union has participated only to the extent of protecting the rights of workers arising from administration of the testing program. It is intended that JEA shall be solely liable for any legal obligations and costs arising out of the provisions and/or application of this article.

ARTICLE 24: DISCIPLINE AND DISCHARGE

- 24.1** Employees shall not be discharged, suspended, or otherwise disciplined except for proper and just cause, and in no event until they have been furnished with a written statement of the specific charges and the reason(s) for such action, except as provided for in Rule 9.05(4) of the City of Jacksonville Civil Service and Personnel Rules and Regulations.
- 24.2** JEA will follow the principles of progressive discipline in that discipline normally proceeds from a reprimand, to a suspension or reduction in pay, to demotion and/or discharge. However, the parties recognize that the seriousness and circumstances surrounding an offense may warrant more or less severe discipline than that which is provided within the Progressive Disciplinary Guidelines, depending upon the facts.
- 24.3** An employee will be allowed to review his master personnel file, within a reasonable length of time upon request to his Vice President, Director, or Manager. During the term of this Agreement, if any information, which is considered unfavorable and, derogatory to an employee, is entered in his personnel file which deals with conditions originating after employment with JEA, the employee will be required to acknowledge receipt in writing of such information, and will be furnished a copy in order that he may have the opportunity to submit a written statement responding to the information (excluding copies of personnel action forms, time reports, and employee evaluation reports). The employee's acknowledgment of receipt in writing merely indicates that the employee has seen and received a copy of such derogatory or unfavorable information. The acknowledgment of receipt does not indicate that the employee agrees with such information, nor does such action indicate that the employee admits guilt for any alleged infractions stipulated. The employee's responding statement will also be entered in his personnel file. If an employee feels that any correspondence written about him was unjustified, he has the right to resort to the Grievance Procedure.
- 24.4** When the situation warrants, JEA will provide oral or written counseling before implementing progressive discipline. The issuance of oral or written counseling shall be for the purpose of counseling the employee. The supervisor who provides oral counseling shall discuss the problem directly with the employee.
- 24.5** Except as provided in this section, disciplinary entries in an employee's personnel file shall not be used as a basis for future disciplinary action after twenty-four (24) months from the date of the entry. The union recognizes that the Employer is required to retain copies of all disciplinary entries in order to comply with Chapter 119, Florida Statutes, as it may be amended from time to time.
- 24.6** All breaches of discipline shall be fully investigated by the Employer in a thoroughly impartial manner before punishment is administered or recommended to the appointing authority. Disciplinary matters shall be handled as expeditiously as possible.
- 24.7** The Employer agrees to notify the Union of proposed disciplinary actions other than reprimands against any employee within the bargaining unit, by mailing a copy of the notice of proposed disciplinary action to the Union at or about the same time said notice is transmitted to the affected employee.
- 24.8** Any employee shall have the right to either grieve a disciplinary action pursuant to the grievance procedure of this Agreement, or to appeal the decision to the Civil Service Board.

ARTICLE 25: GRIEVANCE PROCEDURE

- 25.1** It is intended this grievance procedure will provide a means of resolving complaints and grievances at the lowest level possible and the Employer and Union agrees to work toward this end. The grievance will systematically follow the steps of the grievance procedure contained in this article, except as otherwise provided for in Section 447.401, Florida Statutes.
- 25.2** The purpose of this grievance procedure is to provide a method of processing grievance(s) involving the interpretation or application of this Agreement. It will be the exclusive procedure available to the parties who file a grievance pursuant to this Agreement for such matters.
- 25.3** Any employee or groups of employees may process a grievance concerning the interpretation or application of this Agreement through this procedure without the intervention of the Union provided:
- (a) A signed statement, refusing Union representation, is executed by the employee;
 - (b) The employee may represent himself or may be represented by legal counsel at his own expense;
 - (c) Any adjustment must not be inconsistent with the terms of the Agreement, and the Union must be given reasonable opportunity to be present at any meeting called for the resolution of such grievance.
- 25.4** During the processing of a grievance under this Article, if a question cannot be resolved by the parties concerning the interpretation of City government policy, provisions of law or regulations of appropriate authority outside JEA, the grievance will be delayed until the questioned policy, law or regulation has been interpreted by the proper authority.
- 25.5** A grievance must be taken up with the Employer within fifteen (15) calendar days after the occurrence of the matter out of which the grievance arose. In the event the Employer fails to observe the time limits prescribed in each step the employee or the Union may advance the grievance to the next step of the procedure. In the event the employee or the Union fails to meet the time limits prescribed at any step of the grievance procedure, the grievance shall be deemed withdrawn and as having been settled on the basis of the decision most recently given. Time limits at any level may be extended by mutual agreement between the Employer and the Union or employee.

25.6 PROCEDURE

INFORMAL COMPLAINT RESOLUTION.

The Union or any employee covered by this Agreement shall have the right to pursue appropriate informal efforts to resolve problems or complaints that arise in the workplace. The Union and employee are encouraged to seek informal resolution of problems or complaints prior to using the formal grievance procedure.

STEP 1 - FORMAL

The grievance procedure is initiated by the Union, the employee, or the employee and the Union representative submitting the grievance in writing (on a mutually agreed upon form) along with any supporting documentation to the employee's manager. The manager shall acknowledge receipt of it and the date thereof in writing. The written grievance shall identify the article(s) and section(s) of the Agreement that are at issue, shall specify the corrective action requested by the grievant, and shall include a brief summary of the factual basis for the grievance including

the date that the alleged grievance occurred. Labor Relations or designee with the employee's manager and director shall, within seven (7) calendar days of receipt of the grievance, meet, with the employee and/or Union representative to discuss the grievance. The manager shall provide his written decision and the reason(s) for the decision within fifteen (15) calendar days after the meeting. The written decision shall be provided to the aggrieved employee. If the Step 1 decision does not resolve the grievance, the grievance may be forwarded to the next step.

STEP 2 - FORMAL

- (a) If a satisfactory settlement is not reached at Step 1, the party filing the grievance (the Union, an employee, or an employee and the Union representative) will forward the grievance, in writing within ten (10) calendar days after receipt of the Step 1 decision, stating any objection to the Step 1 decision, to Labor Relations who shall receive the grievance on behalf of the Managing Director. The Managing Director's designated representative shall within fifteen (15) calendar days after receipt of the grievance, either satisfy the grievance or meet with the employee or the employee and the Union representative. The Managing Director's representative shall provide a written decision to the aggrieved employee with a copy to the Union within fifteen (15) calendar days after the meeting.

Note: The Managing Director's representative shall be a Vice President. A Vice President will not be designated as a representative to hear a grievance in their own Group. Said representative shall have full authority to render a decision.

- (b) If the Step 2 decision is not satisfactory it may be referred to arbitration as provided in this Agreement within fifteen (15) calendar days, after receipt of the written decision.

- 25.7** Where a number of substantially identical grievances are submitted, the Union may elect one grievance for processing at Step 1. The decision on the grievance elected will be binding on the combined grievances. Names of all aggrieved employees will be made a part of the record of the grievance processed and each grievant will be notified of the decision.

25.8 POLICY GRIEVANCES

Upon mutual agreement of the parties, grievances which arise as a result of upper management decisions regarding the interpretation or intent of Employer policies and procedures may be initiated at step two (2). Only the Union has the right to initiate grievances of these types as the grievant.

ARTICLE 26: ARBITRATION

- 26.1** The purpose of this Article is to provide for binding arbitration of unresolved grievances concerning the interpretation or application of this Agreement. Arbitration may only be invoked by the Employer or the Union Business Manager or official spokesperson as defined in Article 1.3 of this Agreement.
- 26.2** In order for a grievance to be considered for arbitration, the party desiring to arbitrate must notify the other party within fifteen (30) calendar days after receipt of the written Step 3 decision by serving written notice of intent to appeal. If the appeal notice is not submitted within the required time limits, the Step 3 decision will be final and binding.
- 26.3** Upon appeal to arbitration, the Federal Mediation and Conciliation Service (FMCS) shall be requested by the Employer to provide a panel of seven (7) arbitrators. Such a request for a panel must be made within nine months of the intent of arbitration notice. At the same time, the issue shall be defined to the FMCS to provide for the assignment of arbitrators with experience in the matter to be acted upon. Within five (5) days after the panel has been received from FMCS, no more than two (2) persons from each party shall meet for the purpose of selecting the arbitrator. Each party will alternately strike names (the appealing party having the first choice) until one (1) arbitrator remains. If the two (2) parties cannot mutually agree upon an arbitrator, then the FMCS procedure will be followed. Either party may request a second panel be provided by FMCS, as long as such request is made before the parties' striking of names, but each party may only do so once. The arbitration hearing must be scheduled within nine months of selection of an arbitrator, unless both parties agree to additional time due to any reasonable scheduling difficulties. After selection of the arbitrator, the Employer or the Union will notify FMCS and contact the arbitrator. A letter shall be sent immediately to the arbitrator setting forth the issue, and any other pertinent information as agreed to by both parties. The Employer or Union shall be furnished a copy of this correspondence.
- 26.4** The Employer and the Union, or the Employer and the employee(s) (if the employee processed without Union representation) shall each be responsible for one-half (1/2) of the expenses and fees of the arbitrator. If either party desires to have a transcript made of the hearing, such party shall be responsible for the full cost of such transcript.
- 26.5** Employees who may be excused from duty to participate in the arbitration proceedings without charge to leave will be the aggrieved employee, if an employee initiated grievance; or aggrieved employee and steward if a Union initiated grievance, and employee witnesses who have direct knowledge of the circumstance and factors bearing on the case.
- 26.6** The arbitrator shall render his award within thirty (30) calendar days after the conclusion of the hearing, or the receipt of post-hearing briefs whichever occurs later. In the event the arbitrator shall fail to render his award within said period of time (or within any additional period of time agreed to by all parties to the arbitration proceeding), then the arbitrator's fee shall be reduced by five percent (5%) for each day thereafter until the day upon which the award is rendered.
- 26.7** The decision, findings, and recommendations of the arbitrator shall be final and binding on the parties to this Agreement with respect to the interpretation, enforcement, or application of the provisions of the Agreement. The arbitrator shall have no power to add to, or subtract from, modify, or ignore any of the terms of the Agreement.

ARTICLE 27: SEVERABILITY

- 27.1** In the event any article, section, or portion of this Agreement should be held invalid or unenforceable by any court of competent jurisdiction, such decision shall apply only to the specific article, section, or portion thereof specified in the court's decision. Upon request of either party, the parties agree to meet for the purpose of negotiating a substitute for that specific article, section, or portion thereof. All other articles, sections, and portions of this Agreement shall remain valid and enforceable.

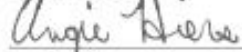
ARTICLE 28: ENTIRE AGREEMENT

- 28.1** The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and Agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.
- 28.2** Except as provided elsewhere, this Agreement shall be effective from October 1, 2016, until September 30, 2019.

Signature Page(s)

IN WITNESS WHEREOF, WE, the Negotiating Teams for the parties hereto have set our hand this 21st day of March 2017.

For the JEA:



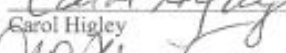
Angie Hiers



Maryanne Evans



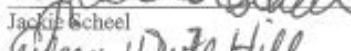
Thomas Wigand



Carol Higley



Mike Jones



Jackie Scheel



Eileen Hill

For the LIUNA (Local #630):



Ronnie Burris



Jeremy Papay



John Geiger



Herb Decamp



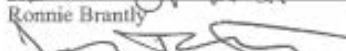
Kevin Demarest



Dan Stevens



Joseph Williams



Robert Cleland



Ronnie Brantly



James Calcote

Approved by the LIUNA Local 630 on this 24th day of March, 2017.


Field Representative

Approved by the Jacksonville City Council on this _____ day of _____
2017.

ORDINANCE 2017-249-E

AN ORDINANCE APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN JEA AND NORTHEAST FLORIDA PUBLIC EMPLOYEES' LOCAL 630 LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO ("LIUNA"), SUCH AGREEMENT COMMENCING OCTOBER 1, 2016 AND ENDING SEPTEMBER 30, 2019; PROVIDING AN EFFECTIVE DATE.

WHEREAS, on March 21, 2017, the JEA Board met and reviewed the agenda item regarding the Collective Bargaining Agreement between JEA and the Northeast Florida Public Employees' Local 630 Laborers' International Union of North America, AFL-CIO ("LIUNA"), a copy of the agenda item is attached hereto as Exhibit 1; and

WHEREAS, the JEA Board has authorized the JEA Chief Executive Officer to approve the Collective Bargaining Agreement between JEA and the Northeast Florida Public Employees' Local 630 Laborers' International Union of North America, AFL-CIO ("LIUNA"), provided the LIUNA membership ratifies the agreement as presented to the JEA Board on March 21, 2017; and

WHEREAS, the on March 24, 2017, the Northeast Florida Public Employees' Local 630 Laborers' International Union of North America, AFL-CIO ("LIUNA") ratified the Collective Bargaining Agreement between JEA and the Northeast Florida Public Employees' Local 630 Laborers' International Union of North America, AFL-CIO ("LIUNA"); and

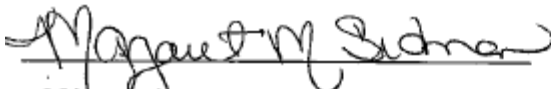
WHEREAS, JEA has requested that the City Council approve the Collective Bargaining Agreement; now therefore

BE IT ORDAINED by the Council of the City of Jacksonville:

Section 1. JEA and Northeast Florida Public Employees' Local 630 Laborers' International Union of North America, AFL-CIO ("LIUNA") Agreement Approved. That certain Collective Bargaining Agreement Between JEA and the Northeast Florida Public Employees' Local 630 Laborers' International Union of North America, AFL-CIO ("LIUNA"), a copy of which is Revised On File with the Legislative Services Division, and by this reference is made a part hereof, is hereby approved. Said Collective Bargaining Agreement is for a term commencing October 1, 2016 and ending September 30, 2019.

Section 2. Effective Date. This ordinance shall become effective upon signature by the Mayor or upon becoming effective without the Mayor's signature.

Form Approved:


Office of General Counsel

Legislation Prepared By: Margaret M. Sidman

ORDINANCE 2017-249-E

CERTIFICATE OF AUTHENTICATION

ENACTED BY THE COUNCIL

April 24, 2017



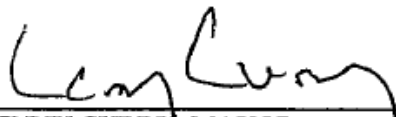
LORI BOYER
COUNCIL PRESIDENT

ATTEST:

APPROVED: APR 25 2017



DR. CHERYL L. BROWN
COUNCIL SECRETARY



LENNY CURRY, MAYOR



APPENDIX A

APPENDIX A		
Occ Code	Classification Title	Pay Grade
1091	Apprentice Electrical & Instrument (E&I) Technician	413
3301	Apprentice Maintenance Mechanic - Utility Installer Servicer	403
1061	Control Systems Technician	433
Z663	Fuel Truck Driver	414
3303	Maintenance Mechanic - Utility Installer Servicer (MMUIS)	423
1076	Operator Maintainer Trainee	409
1052	Security and Fire Systems Technician	430
2602	Sr. Utility Locator	423
2332	Utility Field Technician	422
U222	Utilities Pipefitter Assistant (RL)	411
2601	Utility Locator	415
2603	Utility Locator Trainee	411
2610	Utility Person (RL)	415
1075	W/WW Treatment Mechanic I	423
1088	W/WW Treatment Mechanic II	428
1086	Wastewater Operator Maintainer	428
1084	Water Operator Maintainer	428
Z661	Water Wastewater Reuse Utility Assistant	411
1093	Water/Wastewater Reuse Treatment Utility	419
2425	Water/Wastewater/Reuse Treatment System Coordinator	436
1092	Water/Wastewater/Reuse Treatment (E&I) Technician	430

Northeast Florida Public Employees Local 630 Laborers' International Union of North Florida
10/1/16 to 9/30/19

Occ Code	Classification Title	Pay Grade	FY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
3301	Apprentice Maintenance Mechanic - Utility	403	16/17	\$ 15.71	\$16.50	\$17.32	\$18.19	\$19.10	\$20.05	\$21.06	\$22.11
	Installer Servicer		17/18	\$ 16.50	\$17.33	\$18.19	\$19.10	\$20.06	\$21.06	\$22.11	\$23.22
			18/19	\$ 17.24	\$18.10	\$19.01	\$19.96	\$20.96	\$22.00	\$23.10	\$24.26
1076	Operator Maintainer Trainee	409	16/17	\$ 17.14	\$17.99	\$18.89	\$19.83	\$20.82	\$21.86	\$22.95	\$24.10
			17/18	\$ 18.00	\$18.89	\$19.83	\$20.82	\$21.86	\$22.95	\$24.10	\$25.31
			18/19	\$ 18.81	\$19.73	\$20.72	\$21.76	\$22.85	\$23.99	\$25.19	\$26.45
Z661	Water Wastewater Reuse Utility Assistant	411	16/17	\$ 17.43	\$17.86	\$18.31	\$18.77				
U222	Utilities Pipefitter Assistant (RL)		17/18	\$ 18.30	\$18.76	\$19.23	\$19.71				
2603	Utility Locator Trainee		18/19	\$ 19.12	\$19.61	\$20.10	\$20.60				
1091	Apprentice Electrical & Instrument	413	16/17	\$ 17.98	\$18.89	\$19.83	\$20.82	\$21.86	\$22.95	\$24.10	\$25.30
	(E & I) Technician		17/18	\$ 18.88	\$19.83	\$20.82	\$21.86	\$22.95	\$24.10	\$25.30	\$26.57
			18/19	\$ 19.73	\$20.72	\$21.76	\$22.85	\$23.99	\$25.19	\$26.45	\$27.77
Z663	Fuel Truck Driver	414	16/17	\$ 20.19	\$20.70	\$21.22	\$21.75				
			17/18	\$ 21.20	\$21.74	\$22.28	\$22.84				
			18/19	\$ 22.15	\$22.72	\$23.29	\$23.87				
2610	Utility Person (RL)	415	16/17	\$ 21.19	\$21.72	\$22.26	\$22.82				
2601	Utility Locator		17/18	\$ 22.25	\$22.81	\$23.38	\$23.96				
			18/19	\$ 23.25	\$23.83	\$24.43	\$25.04				
1093	Water/Wastewater Reuse Treatment Utility	419	16/17	\$ 23.34	\$23.92	\$24.52	\$25.13				
			17/18	\$ 24.51	\$25.12	\$25.75	\$26.39				
			18/19	\$ 25.61	\$26.25	\$26.91	\$27.58				
2332	Utility Field Technician	422	16/17	\$ 26.65	\$27.32	\$28.00	\$28.70	\$29.42			
			17/18	\$ 27.98	\$28.68	\$29.40	\$30.14	\$30.89			
			18/19	\$ 29.24	\$29.97	\$30.72	\$31.49	\$32.28			
3303	Maintenance Mechanic - Utility	423	16/17	\$ 25.76	\$26.40	\$27.06	\$27.74				
	Installer Servicer (MMUIS)		17/18	\$ 27.05	\$27.73	\$28.42	\$29.13				
1075	WWW Treatment Mechanic I		18/19	\$ 28.27	\$28.98	\$29.70	\$30.44				
2602	Sr. Utility Locator										
1088	WWW Treatment Mechanic II	428	16/17	\$ 29.35	\$30.09	\$30.84	\$31.61				
1086	Wastewater Operator Maintainer		17/18	\$ 30.82	\$31.59	\$32.38	\$33.19				
1084	Water Operator Maintainer		18/19	\$ 32.20	\$33.00	\$33.83	\$34.68				
1052	Security and Fire Systems Technician	430	16/17	\$ 31.55	\$32.34	\$33.15	\$33.98				
1092	Water/Wastewater/Reuse Treatment		17/18	\$ 33.13	\$33.96	\$34.81	\$35.68				
	Electrical and Instrument (E&I) Technician		18/19	\$ 34.62	\$35.49	\$36.38	\$37.29				
1061	Control Systems Technician	433	16/17	\$ 33.14	\$33.97	\$34.82	\$35.69				
			17/18	\$ 34.80	\$35.67	\$36.56	\$37.47				
			18/19	\$ 36.36	\$37.27	\$38.20	\$39.16				
2425	Water/Wastewater/Reuse Treatment	436	16/17	\$ 34.80	\$35.68	\$36.57	\$37.48	\$38.42	\$39.38		
	System Coordinator		17/18	\$ 36.54	\$37.46	\$38.40	\$39.36	\$40.34	\$41.35		
			18/19	\$ 38.19	\$39.15	\$40.13	\$41.13	\$42.16	\$43.21		

APPENDIX B

B-1. Appendix B shall apply to the part-time/full-time temporary employees or part-time/fulltime Special Purpose Employees who hold the same classification or title and work the same hours under common managers as the employees listed in Appendix A hereafter referred to as “eligible employees”.

B-2. ARTICLES ADOPTED BY REFERENCE

The current provisions of Articles *2 through 9, 10.3 11, 21, 23, 27, and 28* of the Agreement between JEA and the Northeast Florida Public Employees’ Local 630, Laborers’ International Union of North America, AFL-CIO, are hereby adopted by reference and made a part hereof.

ARTICLE 2:	SECURITY AND CHECK OFF
ARTICLE 3:	UNION ACTIVITY
ARTICLE 4:	BULLETINE BOARDS
ARTICLE 5:	MANAGEMENT SECURITY
ARTICLE 6:	SAVING CLAUSE
ARTICLE 7:	MANAGEMENT RIGHTS
ARTICLE 8:	STEWARDS AND REPRESENTATION
ARTICLE 9:	SPECIAL MEEETINGS
ARTICLE 10.3:	SYSTEM OR LIMITED EMERGENCY
ARTICLE 11:	TIME TRACKING
ARTICLE 21:	ANNUAL LEAVE PLAN H (Accruals prorated based on regular hours worked including paid leave)
ARTICLE 23:	ALCOHOL & DRUG ABUSE POLICY AND PROCEDURES
ARTICLE 27:	SEVERABILTIY
ARTICLE 28:	ENTIRE AGREEMENT

B-3. GRIEVANCES AND SEPARATIONS

A. Grievance Procedure

- (1) No eligible employee has a right to use the Civil Service complaint/grievance procedure. The sole procedure available to eligible employees shall be the Article 25 Grievance Procedure.
- (2) Dismissals and separations from employment cannot be grieved.
- (3) Grievance of disciplinary actions, other than dismissal, may be grieved only through step 2 of the grievance procedure. Grievances of disciplinary actions may not be taken to arbitration.

B. Separations

- (1) An eligible employee may be separated from employment without cause.
- (2) An eligible employee may be separated without cause upon ten (10) calendar days² prior written notice of separation, or ten (10) calendar days² pay in lieu of notice, or any combination thereof. A copy of the notice will be forwarded to the Union.

B-4. HOURS OF WORK AND OVERTIME PAYMENT

A. Schedules

- (1) The purpose of this article is to define hours of work and computation of Overtime. For accounting purposes, the standard workweek for all employees shall be from 0000 Monday to 2400 Sunday.
- (2) The work days and rest days of eligible employees shall be scheduled consecutively where possible. Eligible employees' work schedules shall be set at the sole discretion of the appropriate manager. JEA will give the employee at least forty-eight (48) hours written notice before changing an employee's regular work schedule. No notice is required in the event of an emergency. JEA shall have the sole discretion to determine when an emergency exists so that notice is not required to change eligible employees' work schedule.
- (3) All employees shall be given at least a half-hour lunch break which will be the employee's own time. An employee who is required to work during the lunch break shall be compensated at the applicable rate of pay.

B. Overtime

- (1) Eligible employees shall be required to work overtime when and as required pursuant to Article 10.7. The manager or his/her designated representative shall determine the necessity for overtime hours and the composition of the workforce. In order to fairly distribute the benefit of overtime hours among the work force, the Employer shall provide, as far as practicable, equal distribution of overtime hours among regular and eligible employees.
- (2)
 - a. Eligible employees shall be paid at the rate of one and one-half (1 1/2) times the employee's regular rate of pay for all hours worked in excess of forty (40) hours per week. Any authorized paid leave or holiday shall count toward the threshold for determining when eligible employees are eligible for overtime pay.
 - b. With approval of the manager, the employee may elect to receive compensatory time in lieu of cash. Such election and approval shall be made on forms provided by the Employer. An employee may accrue up to a maximum of forty (40) hours of compensatory time. When the maximum has been reached, compensation for additional overtime worked shall be in the form of cash. Accrued compensatory time may be taken at any time when authorized by the appropriate supervisor. Requests for compensatory leave of five (5) or more consecutive work days must be submitted in writing at least two (2) weeks in advance. Requests for compensatory leave of less than five (5) consecutive work days must be submitted at least twenty-four (24) hours in advance.
 - c. Eligible employees who are assigned to a twelve (12) hour rotating shift shall be paid at the rate of one and one-half (1 1/2) times the employee's regular rate of pay for all hours worked in excess of twelve (12) hours in any work day

provided the employee works a full week schedule, or in excess of forty (40) hours per week.

- (3) An eligible employee who is called in to work outside of, and not continuous with, his/her regularly scheduled working hours shall be compensated for the time worked at the straight time rate until the employee has worked forty (40) hours for the week. Hours worked in excess of forty (40) hours in the workweek shall be paid at the rate of one and one-half (1-1/2) times the employee's regular rate of pay. The employee shall be scheduled for at least two (2) hours of work when called in to work outside his/her regularly scheduled working hours.
- (4) An eligible employee who has worked sixteen (16) hours or more in a twenty-four (24) hour period, or eight (8) hours or more overtime in the sixteen (16) hour period immediately preceding his basic workday, shall, upon release, be entitled to an eight (8) hour rest period before he returns to work. If the rest period extends into the employee's basic workday, the employee shall lose no time thereby. Overtime pay for these extended hours will be at the applicable overtime rate. If an employee is called back to work without completing his eight (8) hour rest period, he shall be compensated at the rate of two (2) times his regular rate of pay for all hours worked, commencing from the time he reports back to work and ending when he is released for an eight (8) hour rest period. Paid rest time shall be considered the same as time worked for determining when overtime (one and one-half times the employee's regular rate of pay) starts in any workday. Paid rest time shall not count towards determining eligibility for double time pay.
- (5) The appropriate manager or designee may only authorize overtime.

C. System or Limited Emergency

- (1) System or Limited Emergency is defined as actual or potential disruption of service to JEA customers, and requiring extraordinary preparation and response efforts utilizing a large portion of resources available to JEA. This may be due to actual or potential natural disasters including severe storms, tornadoes, hurricanes, ice storms, drought, fires and actual or potential manmade disasters such as explosions or acts of terrorism.
- (2) The Managing Director of JEA, or designee, has the authority to declare either a system or limited emergency. In the event that the Managing Director or designee declares either type of an emergency, the provisions of this section shall take effect.
- (3) NON-ESSENTIAL EMPLOYEES
Employees, who are designated as nonessential during an emergency, as determined by the Employer, are subject to the following:
 - (a) Non-essential employees shall be released from duty and shall be granted administrative leave with pay for the balance of their normal shift, and any additional days when they are not required by the Employer to report to work due to the emergency.
 - (b) Non-essential employees who are already on previously approved leave with pay at the time of the emergency, or who are scheduled to take authorized leave with pay during the time of the emergency shall not be charged for the leave for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.
 - (c) Non-essential employees who are already on previously approved leave without pay at

the time of the emergency, or who are scheduled to take authorized leave without pay during the time of the emergency shall not be paid for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.

- (d) If a scheduled holiday falls within the time that non-essential employees are on administrative leave with pay due to an emergency, the employees will be paid for the holiday, but will not receive any additional holiday leave or pay for that day.

(4) ESSENTIAL EMPLOYEES

- (a) Employees who are required to assist in limited emergencies, as determined and notified by JEA management, are subject to the following:
- (b) Essential employees will be required by the Employer to work during the emergency.
- (c) To the maximum extent possible, when residents are being required to evacuate their residences in anticipation of a hurricane, tropical storm, or similar situation and where there is advance notice of a situation that is expected to create an emergency, the Employer will allow essential employees reasonable time, as determined by the Employer, to return to his/her residence, secure the residence, and make plans for the safety of his/her family. After allowing a reasonable time, as determined by the Employer, for such activities, essential employees shall be required to report back to work during the emergency.
- (d) Essential employees who fail to meet their responsibilities under this provision are subject to disciplinary action.
- (e) Essential employees who are required to work during the emergency shall be compensated for the time worked, as provided for in the hours of work and overtime provision of this agreement. In addition to any compensation payable under that article, essential employees will be paid straight time hourly pay unless compensatory time is mutually agreed to by the employee and his/her manager for the time that they would have been on administrative leave with pay if they had been designated a non-essential employee. The maximum amount payable under this provision is forty (40) hours per workweek.
- (f) During an emergency, essential employees who are required to report for work will be provided with a meal.
- (g) Essential employees who are already on previously approved leave at the time of the emergency, or who are scheduled to take authorized leave during the time of the emergency may be required to report to work during the emergency.

D. Standby Pay

- (1) Any eligible employee who is required by the Employer to be on standby duty will receive standby compensation as provided in this section.
- (2) For the purpose of this section, an eligible employee is on standby if the employee has been directed to carry an Employer furnished electronic paging device or leave a telephone number so the employee can be reached, and the employee must be available to return to work within a reasonable time if called. Employees, who merely carry electronic paging devices, but who

are not required to be available to return to work within a reasonable time if called are not on standby.

- (3) The standard rate of standby compensation shall be thirty dollars (\$30.00) for fiscal year 13/14, thirty dollars (\$30.00) for fiscal year 14/15 and thirty dollars (\$30.00) for fiscal year 15/16, for each day the employee is on standby. Standby pay shall be paid no later than the end of the first pay period after the pay period in which the standby pay is earned.
- (4) Any employee who fails to comply with the provisions of this section shall not be entitled to standby compensation for that day, and shall be subject to discipline.
- (5) Employees may arrange substitution of standby duty among themselves, provided Management approves the substitution.

B-5. HOLIDAYS

- A. Eligible employees shall be entitled to compensation as provided for in sections 5B and 5C for the eleven (11) holidays below:

<u>Date</u>	<u>Event</u>
January First (1st)	(New Year's Day)
Third Monday in January	(Martin Luther King's Birthday)
Third Monday in February	(Presidents' Day)
Last Monday in May	(Memorial Day)
July Fourth (4th)	(Independence Day)
First Monday in September	(Labor Day)
November 11 th	(Veterans' Day)
Fourth Thursday in November	(Thanksgiving)
Friday after Thanksgiving	
December twenty-fourth (24th)	(Christmas Eve)
December twenty-fifth (25th)	(Christmas Day)

- B. Eligible employees who are not required to work on a holiday listed above will be compensated at their regular hourly rate times the average number of hours they have worked per day during the six weeks before the holiday. (e.g. 40 hours a week worked - 8 hours pay; 30 hours a week worked - 6 hours of pay; 20 hours a week worked - 4 hours pay). However, no eligible employee who works less than forty (40) hours per week (shift workers who work less than 36 hours) will receive compensation for a holiday unless the holiday is observed on a regular

scheduled workday of the eligible employee.

- C. Eligible employees who are required to work on a holiday shall be compensated at one and one-half (1-1/2) times their straight time pay for all hours worked on the holiday, in addition to being paid for the holiday pursuant to section B5 above.

B-6. WAGES

- A. Eligible employees shall initially be paid at the hourly rate applicable to step one of the step pay plans shown in Appendix B. Eligible employees are not eligible for a step increase until they have worked the equivalent of one year of full-time work equal to 2,080 hours, with no disciplinary action issued during this time.

An employee's hourly rate will not be affected should an employee subsequently work on a part-time basis. Also, should an employee specified in Appendix B be appointed to the same classified position that they are employed temporarily in, their pay at the time of the appointment, would remain unchanged.

- B. Scheduled Premium

Eligible employees will be paid scheduled premium as provided for in Article 14.3.

- C. Incentive Program

At its sole discretion, the Employer may from time to time elect to establish incentive programs for individuals or groups which may consist of cash or other awards in recognition of improved job performance, improved safety records, innovative ideas that result in savings or other benefits, or other similar work related improvements, provided the Union is informed in writing of any such programs.

B-7. SAFETY AND HEALTH

- A. The Employer agrees that it will conform to and comply with safety, health, sanitation, and working conditions properly required by federal, state, and local law. The Employer and the Union will cooperate in the continuing objective of eliminating safety and health hazards due to unsafe working conditions. No employee shall be directed to operate unsafe equipment or to perform acts considered to be unsafe.
- B. Protective devices, wearing apparel, and other equipment necessary to protect employees from injury or occupational disease shall be provided by the Employer in accordance with established safety practices. Protective devices, apparel, and equipment must be used when provided. The Union agrees that willful neglect and failure by an employee to obey safety regulations and to use safety devices shall be just cause for disciplinary action.
- C. The Employer will provide one replacement pair of safety shoes to each employee whose job duties require their use and who return the pair needing replacing (as determined by management).

B-8. INJURY IN LINE OF DUTY

Any eligible employee, who sustains a temporary disability as a result of accidental injury in the course of, and arising out of, employment by the Employer, shall only be entitled to the benefits payable under the Workers' Compensation Laws of the State of Florida.

B-9. LIFE INSURANCE

The Employer shall provide five thousand dollars (\$5,000.00) group term life insurance for all eligible employees, at no cost to the employee.

Eligible employees who are covered by the group term life insurance policy may purchase additional coverage in the amount of either five thousand dollars (\$5,000.00) or ten thousand dollars (\$10,000.00) at their own expense.

B-10. JURY AND WITNESS DUTY

An eligible employee who works less than forty (40) hours per week shall have his/her work schedule adjusted to accommodate jury and witness duty. The provisions of Article 22.4 of the Collective Bargaining Agreement between JEA and the Northeast Florida Public Employees' Local 630, Laborers' International Union of North America, AFL-CIO, shall govern eligible employees who work forty (40) hours per week.

B-11. MILITARY LEAVE

Related to employees' military service (present and past), there are Federal and State laws and regulations, as well as City of Jacksonville municipal ordinances, covering employer responsibilities to eligible employees; JEA will comply with all applicable laws, regulations and ordinances covering employees' military service.

B-12. BEREAVEMENT LEAVE

Eligible employees may be granted up to two (2) days off without loss of pay as bereavement leave not otherwise chargeable upon the death of the employee's spouse, child, mother, father, grandmother or grandfather. Bereavement leave of one (1) day shall be granted upon the death of other members of an eligible employee's immediate household.

B-13. MATTERS NOT ADDRESSED

To the extent any provision of the Agreement reached between JEA and, Northeast Florida Public Employees' Local 630 Laborers' International Union of North Florida, AFL-CIO that is not adopted herein by reference, or is not specifically addressed in this appendix, said provision is null and of no effect as it relates to employees covered by this Appendix.

APPENDIX C

FEDERAL HIGHWAY ADMINISTRATION & RANDOM TESTING FOR SAFETY SENSITIVE POSITIONS

CONTROLLED SUBSTANCE AND ALCOHOL USE TESTING PROGRAM PROCEDURE

I. PURPOSE

- A. To establish a procedure to randomly select employees for alcohol and substance testing as required by the Federal Highway Administration Controlled Substance and Alcohol Use and Testing Program, 49 CFR 382, and for random testing of safety sensitive positions.
- B. To establish a procedure that is well documented and can be sufficiently audited and verified.
- C. To ensure that employees selected for testing are notified in a timely manner.
- D. To ensure that employees are selected in a fair and impartial manner.

II. PROCESS

A. DETERMINATION OF ELIGIBLE EMPLOYEES

- 1. The Director with Labor Relations responsibility or designee, (the “Director”) will generate the master list of employees eligible for random testing. Eligibility pursuant to the Federal Highway Administration Controlled Substance and Alcohol Use and Testing Program will be based on the criteria as determined by the Federal Highway Administration and the responsibilities and duties of JEA personnel. There will be a separate Master List for CDL testing and a separate Master List for safety sensitive testing.
- 2. The Master Lists will be reviewed monthly to insure that the Master Lists properly reflect any employees who are no longer eligible (e.g., through resignation, promotion, no longer safety sensitive, etc.) and employees who should be added (e.g., new hires, promotions, safety sensitive, etc.). If an employee believes that he is no longer safety sensitive, the employee shall notify the Office of Labor Relations in writing or by email with a copy to the employee’s manager. If an employee’s manager believes that the employee is no longer safety sensitive, the manager shall notify the Office of Labor Relations in writing or by email, with a copy to the employee. Where applicable, the notification (by the employee or the manager) shall specify the anticipated length of time during which the employee will not be “safety sensitive”.
- 3. The Master Lists shall include:
 - a. Employee name
 - b. Job Title
 - c. Cost Center
 - d. Employee Number

- e. A number assigned sequentially from the beginning of the list to the end.
- 4. The Director shall match the random numbers with the corresponding employee name on the Master List.
- 5. The Director shall contact the employee's manager and inform the manager that the employee must report to the designated drug and alcohol testing center within two (2) hours of the manager notifying the employee.
- 6. The employee's manager shall take reasonable steps to ensure that the employee can timely arrive at the appropriate testing location. If a management error prevents timely arrival of the employee, the employee will not be required to be tested at a later date or time as a result of that particular selection.
- 7. The results of the contact attempt shall be logged by the manager. The log entry shall indicate the employee's name, date and time of notification by the manager, and contact result (e.g., whether successfully contacted or not).
- 8. An employee selected for testing shall be excused from testing if he is off from work on a prior approved absence, or due to the employee's work schedule (e.g., an employee on night shift).
- 9. Prior to the actual selection, a Union representative may request to review the Master Lists. A copy of the Master Lists shall be provided to the Union representative on request **(1)**.
- 10. It is understood that Master Lists provided to the Union pursuant to II.A.9 shall be sanitized of social security numbers, unless the Union provides express individual waivers authorizing the release of such information.

B. RANDOM NUMBER GENERATION

- 1. On the day of testing, a computer program will be used to randomly generate the numbers. The user of the program will enter the beginning and ending sequential numbers assigned to the eligible employees and the number of selections that are to be made. Additional numbers may be selected to allow for employees who are not available on the day of testing. All numbers generated may be used. Excess or deficiencies will be determined prior to the end of each calendar year in order to comply with the required percentages (not to exceed +15 employees).
- 2. The program will output the selections to a predetermined printer. The primary numbers will appear first on the report listing the generated numbers, followed by an equal number of alternate selections. When the selections have been printed, a single digit number (+ or -), that has been previously provided by the Union representative, will be applied to the list of selections, thereby designating the employees who are to be actually selected. The Union representative may request to view the process of number generation or to review the paperwork. No such request shall be denied, provided it can be accomplished in such a manner that prevents the Union representative or the fact of his being permitted to view the process from providing advance notice to any employee subject to testing that a test will be conducted on any particular day, and provided the Union representative reports to the Labor Relations office area within forty-five (45) minutes of notification.
- 3. The random number generation shall be conducted twice each time testing occurs for CDL employees; one each for alcohol and for drug testing. The random number generation shall be

conducted twice each time testing occurs for safety sensitive employees; one each for alcohol and for drug testing.

4. Random testing shall occur not more than twice monthly for CDL employees and not more than twice monthly for safety-sensitive employees.

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AGREEMENT

BETWEEN

JEA

AND

PROFESSIONAL EMPLOYEES ASSOCIATION

October 1, 2016– September 30, 2019

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PREAMBLE

This Agreement is entered into on this first day of October 2016 by and between JEA and the JEA Professional Employees' Association, hereinafter referred to as the "PEA". It is the intent and purpose of the parties hereto to promote and improve the efficient administration of JEA and the well-being of employees within the meaning of collective bargaining laws and regulations; to establish a basic understanding relative to discussion and adjustment of matters of mutual interest at JEA; to implement mutually agreed upon rates of pay, wages, hours of employment, and other terms and conditions of employment; and to provide a procedure for the adjustment of grievances so as to promote orderly and peaceful relations between JEA, its employees, and the PEA.

The parties agree that this Agreement shall be applied impartially to all employees in the bargaining unit. It is acknowledged that the PEA represents employees who are in supervisory and professional capacities, therefore necessitating the closest of working relationships and cooperative efforts.

Therefore, the parties agree as follows:

ARTICLE 1

RECOGNITION AND UNIT DETERMINATION

- 1.1 JEA recognizes the PEA as the exclusive representative of all employees in the bargaining unit defined in Section 1.2, as per PERC certification #618. The PEA recognizes the responsibility of representing the interests of all employees in the bargaining unit, without discrimination and without regard to PEA membership, with respect to grievances, and other matters affecting their general working conditions, subject to the expressed limitations set forth in this Agreement.
- 1.2 The PEA unit includes classified employees who are employed by JEA, including the specific classifications specified in Exhibit "A" of this Agreement or which may subsequently be incorporated into "Exhibit A", in accordance with Florida Statute 447. Specifically excluded are, all managerial and confidential employees within the meaning of Florida Statute 447, and employees included in those certified bargaining units having a separate community of interest.
- 1.3 A copy of this Agreement, once ratified and approved by all parties, will be furnished as soon as practicable by JEA to all employees represented by PEA. All new PEA bargaining unit members will be provided with a copy of the Agreement at or soon after their initial employment/ assignment.
- 1.4 JEA agrees to post on a JEA approved message board, an electronic version of the ratified Collective Bargaining Agreement with any Amendments, Memoranda of Agreement or Memoranda of Understanding.
- 1.5
 - a. Any recommended classification and/or organizational changes including reallocation of positions(s) initiated by JEA which affect the bargaining unit will be presented, in writing, to the PEA President or designee, when the recommended changes have been drafted in final form by JEA.
 - b. JEA will make a good faith effort to notify affected employees and the PEA President or designee of any recommended classification and/ or organization changes. However, failure of an employee or PEA President or designee to receive such notification shall not give rise to a grievance under this agreement.
 - c. Employees shall communicate any comments on recommended classification and/or organization changes to the PEA, and not directly to JEA.
 - d. The PEA will thereafter submit to the JEA a written statement of its position on the recommended changes.
 - e. Unless extended by mutual agreement, the PEA's written statement must be submitted to JEA no later than thirty (30) calendar days from the date the recommended changes are transmitted to the PEA. If a written response is not submitted within this thirty (30) calendar day time period, then JEA will consider the proposed changes as acceptable to PEA, and the proposed changes will be implemented.

- f. JEA will notify the PEA President or designee when new employees are placed in the PEA bargaining unit.

ARTICLE 2
RIGHTS OF EMPLOYER

- 2.1 When making rules and regulations relating to personnel policies, procedures, practices and matters of working conditions wherein JEA has discretion, JEA shall not violate the obligations imposed by this Agreement or Chapter 447, Florida Statutes. Any such items pertaining to this Agreement, formulated after the effective date of this Agreement, shall not be implemented (except in emergencies) prior to notification to the PEA by copy of such item. If the PEA wishes to discuss such items, a special meeting may be requested as provided in Article 6.1.
- 2.2 a. Except as otherwise provided in this Agreement, JEA retains all the rights and functions of management that it has by law. Without limiting the generality of the above statement, these rights include:
1. Direction and arrangement of working forces, including the right to suspend for cause, discharge for cause, transfer or relieve employees from duty because of lack of work or other legitimate reasons.
 2. The determination of services to be rendered.
 3. The locations of the business including the establishment of new units and the relocation and/or closing of old ones.
 4. The determination of financial policies including accounting procedures, as well as cost of services and customer relations.
 5. The determination of the organization of all units.
 6. The right to take disciplinary action for proper cause shall be the exclusive prerogative of management.
 7. The maintenance of discipline and control and use of JEA property.
 8. The right to establish quality standards and judgment of workmanship required.
 9. The scheduling of operations, work hours, work week and the number of shifts.
 10. The right to enforce JEA rules and regulations in effect and which it may issue from time to time.
- b. It is further agreed that the above detailed enumerations of management rights shall in no way be deemed to exclude any other management prerogatives that may not have been specifically enumerated.

- c. The PEA recognizes and agrees that JEA retains sole and exclusive rights to manage the affairs of JEA in all respects and as to all matters in connection with the exercise of such rights; and, specifically, that nothing in this Agreement shall be construed as delegating to another, the authority conferred by law on any member or official of JEA, or in any way abridge or reduce such authority.

2.3 For the purposes of this Agreement, an emergency is defined as any combination of circumstances, which require immediate action, as determined by Management.

ARTICLE 3 RIGHTS OF EMPLOYEES

3.1 Each member of the PEA bargaining unit has the right, freely and without fear of penalty, to join, and assist the PEA or to refrain from such activity, and each employee shall be protected in the exercise of this right. It is the intent of this section to make employees aware of their rights and to assure them that no interference, restraint, coercion, or discrimination will be permitted within JEA to encourage or discourage membership.

3.2 This Article does not authorize participation in the management of the PEA, or acting as a representative of the PEA, by an employee serving in a managerial/confidential capacity either in a temporary upgrade or provisional status. Employees shall not officially represent the PEA when his/her official assigned duties might result in a conflict of interest. This Article does not prohibit membership in the PEA by an employee who is a member of the PEA bargaining unit.

3.3 a. Any employee who is eligible for inclusion in the bargaining unit shall have the right to join or not to join the PEA as he/she individually prefers. There shall be no discrimination for or against any employee because of membership or not in the PEA and neither the PEA nor any employee shall attempt to intimidate or coerce any JEA employee into joining or continuing membership in the PEA or interfere with the employee in any way because of failure or refusal to join the PEA. Management agrees not to discriminate for or against the PEA, its officers, or its members, for membership therein, or by virtue of holding office in the PEA.

b. Upon receipt of a stipulated, lawfully executed written authorization from an employee, JEA agrees to deduct the regular dues of the PEA from such employee, from his/her bi-weekly pay and remit such deduction to the PEA within thirty (30) days from the date of deduction. The PEA will notify management, in writing, thirty (30) days prior to any change in the regular dues structure. It is understood that an employee may revoke, in writing, at any time, his/her authorization for dues deduction. Dues revocation may be processed through the PEA, but in the event of direct revocation, the PEA will be notified as soon as possible.

3.4 Nothing in this Agreement shall be construed to prevent any public employee from presenting at any time his/her own grievances in person or by legal counsel to JEA, and having such grievances adjusted without the intervention of the PEA, if the adjustment is not inconsistent with the terms

of the collective bargaining agreement, when in effect, and if the PEA has been given reasonable opportunity to be present at any meeting called for the resolution of such grievances.

ARTICLE 4

RIGHTS OF THE PROFESSIONAL EMPLOYEES' ASSOCIATION

- 4.1 The PEA shall have the right and the responsibility to present its views to JEA's Manager of Labor Relations, or other designated representative of JEA, as provided by this Agreement. If either party so requests, JEA and the PEA agree to meet promptly in an effort to resolve the matter which created the concern, in accordance with Article 6 of this Agreement.
- 4.2 It is understood and agreed that the President or in his/her absence, his/her designated alternate will be the official spokesperson for the PEA in any matters pertaining to this Agreement.
- 4.3 It is agreed that the PEA may use designated facilities of JEA in which to hold regular and special meetings, insofar as such usage will not interfere with the operations of JEA. Requests for JEA to participate at the meeting shall be accomplished in accordance with Article 6 of the Agreement.

ARTICLE 5

THE AGREEMENT AND ITS RELATIONS TO LAW AND REGULATIONS

- 5.1 It is understood that, in the administration of all matters covered by this Agreement, JEA, the PEA, and all employees in the bargaining unit are governed by existing or future laws and regulations of the State of Florida and the City of Jacksonville, including provisions as set forth in Chapter 447, Part II, Florida Statutes.
- 5.2 The PEA and its officers, agree that they shall have no right to engage in any work stoppage, slowdown or strike, the consideration of such provision being the right to a resolution of disputed questions. JEA shall have the right to discharge or otherwise discipline any or all employees who violate the provision of this paragraph.
- 5.3 JEA will provide access to JEA Management Directives and Procedures.
- 5.4 If the City of Jacksonville Civil Service Board is abolished during the term of this Agreement, all terms and conditions of employment previously covered by the Civil Service Rules, including those specifically referred to in this Agreement, shall be subject to negotiation at the request of either party.

ARTICLE 6

SPECIAL MEETINGS

- 6.1 JEA and the PEA agree to meet and confer on matters applicable to this Agreement excluding management's rights, upon the written request of either party. The written request shall state the nature of the matter to be discussed and the reason for discussing such matter. Discussion shall be limited to matters set forth in the request. The special meeting shall not be used to re-negotiate this Agreement. Such special meetings shall be held within fourteen (14) calendar days

of the written request except where an extension is mutually agreed and at a time and place mutually agreeable to both parties. No Special Meeting as defined in this paragraph, will be conducted without a minimum of two (2) PEA officers and/or designees. JEA and the PEA shall have the right at these special meetings to recommend corrections to any known inequities pertaining to matters under discussion. Within fourteen (14) calendar days from the date of the meeting, JEA or the PEA will respond in writing to the other party concerning the matter discussed.

- 6.2 JEA agrees, in the interest of enhancing communications with the PEA, to provide the President of the PEA with a copy of the JEA Board Meeting Agenda prior to such regular meetings. In the event an item of interest to the PEA will be presented and discussed, the President or his/her designee, upon request, will be allowed time off with pay to attend such meetings, provided that such action will not incur overtime costs to JEA or impair operational effectiveness.
- 6.3 When requested, specified representatives of the PEA will be allowed time off without loss of pay from regularly scheduled work to attend meetings designated by JEA. Reasonable preparation without loss of pay may be requested through Labor Relations. Such requests shall not be unreasonably denied. However, in the event such meetings extend beyond the usual working hours, or are scheduled outside of regular working hours, no compensation shall be paid by JEA for time outside of regular working hours and working days. This provision is applicable to negotiating meetings as well as other designated meetings by JEA.

ARTICLE 7

PEA REPRESENTATION

7.1 Notification to JEA:

- a. The PEA shall furnish the Labor Relations in writing, the names of all elected officers of the PEA and any changes thereto.
- b. The President of the PEA shall furnish JEA with names and assignments of all PEA Representatives. A copy will be furnished to each affected member of Management, and the Labor Relations. Representatives will not be allowed to function as such until the above written notification has been received.

7.2 Recognition of PEA Representative(s):

Recognized PEA Representatives shall be permitted to exercise their responsibilities in accordance with the provisions of this Agreement. No PEA Representative shall be denied any right or privilege because of service as a PEA Representative.

7.3 PEA Point of Contact:

JEA shall recognize the President, or in the President's absence the Vice-President or other representative so designated by the PEA President or Vice-President, as the "official" point of contact for the PEA. This designation shall be in writing to the Manager, Labor Relations in advance of the President's or Vice-President's absence, except when unforeseen illness/injury has rendered the President and/or Vice-President incapable of making any type of notification.

7.4 Number of Recognized Officers and/or Representatives:

JEA recognizes no more than four (4) PEA Officers and one (1) PEA Representative for each twenty-five (25) bargaining unit members.

7.5 Grievance Investigation:

PEA Officers and/or Representatives shall be granted time off during working hours without loss of pay to investigate and settle grievances on the job site which is within their jurisdiction. Officers and/or Representatives must notify and secure approval of their immediate supervisor prior to their actions in this regard. Upon entering an area other than their own, the PEA Officers and/or Representatives shall notify Labor Relations of their presence and purpose. Officers and/or Representatives will only be granted time off under this provision when they are requested by an employee in the Unit to assist in that employee's grievance. Officers and/or Representatives may receive and discuss grievances of employees on the premises or in the field on JEA time, but only to the extent that it does not neglect, retard or interfere with the work and duties of other employees.

7.6 Employee Support:

The PEA representatives and officers will serve as an Employee Support Team. Any member of this support team may be a liaison between the employee and referral to Employee Assistance Program (EAP) to make employees aware of available help.

7.7 PEA Union Pool Time:

- a. Each employee may, by submitting written authorization to Employee Services be allowed to contribute one (1) hour or more of their accrued Annual or Personal leave time toward a pool of time which may be drawn upon for official PEA business. Effective Oct. 1, 2015, JEA will match donated pool time up to eighty (80) hours per fiscal year. JEA's match will not be cumulative from year to year.
- b. JEA will authorize 16 hours of preparatory time for each of five (5) members of the PEA bargaining team to prepare for contract negotiations without loss of pay. JEA will authorize a maximum of five (5) PEA members to negotiate a successor contract without loss of pay.
- c. The PEA shall request use of this time by submitting a written request to the appropriate Vice President, Director, or Manager, at least two (2) days in advance, unless the advance notice is waived by the Vice President, Director, or Manager and provided the employee's absence will not seriously interfere with system operations.
- d. Use of such pool time by a PEA member shall only be authorized by the PEA President or designee.
- e. The pool time account will be debited on an hour for hour basis.
- f. A copy of the approved pool time usage request shall be immediately forwarded by the employee to Labor Relations for accounting purposes.
- g. PEA pool time balances will be available electronically on the internal website and shall be updated on a regular basis or as requested by the PEA President or their designee.

7.8 Fact-Findings and/or Disciplinary Hearings:

a. Weingarten Rights:

When an employee is questioned by management, and the employee reasonably believes that the questioning may lead to disciplinary action, the employee has the right to request

that a PEA representative be present at the meeting. When an employee requests PEA representation pursuant to this section, and a union representative is not immediately available, the Employer shall postpone the meeting for a reasonable time in order for the employee to obtain union representation.

- b. The manager or designee should advise the employee of their right to representation by a PEA representative when conducting a fact-finding meeting that may lead to disciplinary action. The representative may be that of the employee's own choosing from those available at work. The omission of the manager or designee to advise the employee of their right to PEA representation shall not be grounds to challenge the validity of any disciplinary action taken. However, should such an omission occur, at the request of the affected employee or Union, the Employer will agree to meet with the Union, to provide a summary of the situation which led to the discipline. The Employer will also communicate to the Union any decision or outcome resulting from the fact-finding meeting. The failure of the Employer to advise the Union of the decision or outcome resulting from the fact-finding meeting shall not be grounds to challenge the validity of any disciplinary action taken.

ARTICLE 8

HOURS OF WORK AND OVERTIME

8.1 For accounting purposes, the standard workweek for all employees shall normally be from 0000 hours Monday through 2400 hours Sunday.

8.2 Annual leave, personal leave, annual military training leave, leave while on the active payroll due to an on-the-job injury, JEA observed holiday, compensatory time, and any other authorized paid leave, shall be considered as time worked to the extent the authorized paid leave falls on the employees' work schedule. Leave without pay, or any other non-paid leave shall not be considered as time worked for determination of overtime eligibility.

8.3 Employees covered by this Agreement shall consist of non-shift (most common) and shift employees.

1. Non-Shift Employees:

a. Most JEA employees will be designated as non-shift employees.

b. Workweek assignments may be scheduled as follows:

1. Five (5) consecutive eight (8) hour days, forty (40) hours per workweek.
2. Four (4) consecutive ten (10) hour days, forty (40) hours per workweek.
3. Twelve (12) hour days, eighty (80) hours bi-weekly.
4. Eight (8) nine (9) hour days plus one (1) eight (8) hour day, eighty (80) hours bi-weekly.
5. Four (4) consecutive nine (9) hour days plus one (1) four (4) hour day, forty (40) hours per workweek.
6. Any other combination of work hours, as mutually agreed upon by the employee and their appointed manager that equal 40 hours per workweek.

2. Shift Employees:

- a. A shift employee is defined as an employee whose normal schedule of work changes on a regular or rotating basis. (Staggered starting times alone do not define shift employees.)
- b. A shift employee is also an employee who normally works a non-shift schedule but works a shift schedule to fill a normal shift schedule on a temporary basis.
- c. Shift employees may be reassigned during the workweek as needed to any combination of eight (8) or twelve (12) consecutive hour days, totaling at least forty (40) hours per workweek, with a minimum of sixteen (16) hours' notice.

8.4 The PEA and JEA recognize that in the interest of good service, there is a requirement for employees covered by this Agreement to respond to emergency call-outs, to hold over after their normal work schedule, and to complete planned work outside of normal working hours. JEA and the PEA agree that management shall determine the necessity for overtime work.

- a. Compensation for overtime shall be in cash. However, if JEA and the employee agree, the employee may elect to receive compensatory time, which shall be accrued at the applicable compensatory time rate of pay for each hour of overtime worked in excess of forty (40) hours. Employees may accrue up to two hundred forty (240) hours of compensatory time. However, JEA may pay off any amount of accrued compensatory time at any time, provided that any prior approved requests for compensatory time off will continue to be honored. Accrued compensatory time will also be paid off at the employee's request.
- b. Employees covered by this Agreement are eligible for overtime only when specifically authorized by the Vice President, Director, or Manager, or their designees.
- c. Overtime Types:
 - 1. Scheduled/Planned – When JEA requires an employee to work on a planned, scheduled activity that must be completed outside of normal working hours
 - 2. Unscheduled/Emergency/Callout - When JEA calls an employee to work outside of and not continuous with the employee's scheduled working hours
 - 3. Holdover – When JEA requires an employee to hold over after their normal work schedule

8.5 Authorized overtime hours shall be compensated as follows:

- a) When JEA requires an employee to perform scheduled or planned work outside of their normal working hours, this overtime is considered Scheduled/Planned. For exempt classifications, the first five (5) hours worked in excess of forty (40) hours per week shall be paid at the employee's regular rate of pay. Time worked in excess of forty-five (45) hours per week shall be paid at one and one half (1 ½) times the employee's regular rate of pay. For non-exempt classifications, time worked in excess of forty (40) hours per week shall be paid at one and one-half (1 ½) times the employee's regular rate of pay.
 - 1) There is no minimum number of hours paid for Scheduled/Planned overtime.

- 2) Absence from Scheduled/Planned overtime assignments may be subject to investigation.
- b) When JEA calls an employee to work outside of and not continuous with the employee's scheduled working hours, this overtime is considered Unscheduled/Emergency/Callout. The employee shall be compensated for a minimum of two (2) hours, or the actual number of hours worked beyond two (2) hours, at one and one-half (1½) times the employee's regular rate of pay provided the employee reports to work as instructed. This minimum does not apply when an early call out extends to the beginning of the employee's scheduled working hours.
 - c) When JEA calls an employee to work outside of and not continuous with the employee's scheduled working hours, and the employee is authorized to work remotely by management and does not have to report to a JEA facility to complete the work, this overtime is considered Unscheduled/Emergency/Callout. The employee shall be compensated for a minimum of one (1) hour, or the actual number of hours worked beyond one (1) hour, at one and one-half (1½) times the employee's regular rate of pay.
 - d) When JEA requires an employee to hold over after their normal work schedule and remain at work (continuous working hours either on-site or remote), the employee shall be compensated for the actual number of hours worked beyond their normal work hours at the same rate as the Scheduled/Planned overtime rate.

Examples of Overtime Types and Rates of Pay:

Type	Unscheduled/Emergency/Callout	Scheduled/Planned Hold over
Rate	1.5 times regular rate of pay	Exempt: 1.0 times regular rate of pay for first 5 hours after 40; then 1.5 rate for any hours after 45 Non-exempt: 1.5 times regular rate of pay for all hours after 40
Minimum	On-site: 2 hours of overtime Remote: 1 hour of overtime	Does not apply

8.6 Rest Periods:

- a) An employee who has worked sixteen (16) hours or more in a twenty four (24) hour period, or eight (8) hours or more overtime in the sixteen (16) hour period immediately preceding his/her basic workday, shall upon release normally be entitled to an eight (8) hour rest period, before he/she returns to work. In the event that the employee does not have an eight (8) hour rest period, he/she will be entitled to the applicable premium pay as set out in section 8.6(b).
- b) If an employee is called back to work (on site or remote) without completing his/her eight (8) hour rest period, he/she shall be compensated at the rate of two (2) times his/her regular rate of pay for all hours worked commencing from the time he/she reports back to work and ending when he/she is released for another eight (8) hour rest period.

- c) If the rest period under the provisions of this Article extends into the basic workday, the employee shall lose no time. Thereby, if the employee's normal lunch break or part thereof occurs during the rest period, the normal lunch period or part thereof shall not be included as part of the eight (8) hour rest period.* Overtime pay for these extended hours will be paid in accordance with the applicable overtime rate.

*Example:

- If the rest period starts at 6 a.m. and the normal lunch break is from 12 noon to 1 p.m., the employee will report to work at 3 p.m.
 - If the rest period starts at 5 a.m. and the normal lunch break is from 1 p.m. to 2 p.m., the employee will report to work at 2 p.m.
 - If the rest period starts at 4:30 a.m. and the normal lunch break is from 12 noon to 1 p.m., the employee will report to work at 1:30 p.m.
- d) Paid rest time shall be considered the same as worked time for the purpose of determining when overtime (one and one-half times the employee's rate of pay) starts in a workday. Paid rest time shall not be considered the same as worked time for the purposes of determining when double time starts.
- e) If the end of the employee's rest period occurs within two (2) hours of the end of the employee's basic workday, the employee's supervisor has sole discretion, not subject to grievance or arbitration, to release the employee without loss of pay for the remainder of the workday. However, such early release time shall not be considered the same as worked time for determining when overtime starts in a workday.

8.7 Premium payments shall not be duplicated for the same hours worked under any of the terms of this Agreement; provided, however, that the employee shall be paid at the highest rate of premium pay earned.

ARTICLE 9

GENERAL WORKING CONDITIONS

9.1 Working Outdoors:

Employees shall not be required to work outdoors in inclement weather except during emergencies.

9.2 Employee Contact Information:

- a. All employees covered by this Agreement shall keep Management informed in writing at all times of their home or living quarters address and a telephone number by which they and/or their next of kin may be reached in the event of a system or medical emergency. JEA shall be entitled to rely on the last address and telephone number furnished to it by an employee and JEA shall have no responsibility to the employee or his/her next of kin for the

failure to receive any kind of notice. This information shall be regarded as personal and confidential and shall be used for official JEA business in accordance with the provisions of any applicable state statutes.

- b. JEA will not be responsible for any costs incurred by the employee for telephone services.

9.3 Fitness For Duty

JEA, for proper cause, has the right to require any employee to undergo a medical examination by a JEA assigned appropriate medical doctor, at any time, to ascertain whether or not the employee is physically and mentally capable of performing the duties required of his/her classification. This examination will be conducted on JEA time and at JEA expense. An employee shall be entitled to complete disclosure of their own personal medical records.

9.4 Conflict Of Interest:

An employee's primary responsibility in respect to gainful employment should be to JEA. No employee shall knowingly engage in any business or transaction or have a financial interest, direct or indirect, which is incompatible with the proper discharge of his/her official duties or which would tend to impair his/her independence of judgment or action in the performance of his/her duties.

9.5 Personal Protection Equipment – Eyeglasses:

JEA agrees to replace or pay the cost of repairing an employee's prescription safety eyeglasses issued by JEA which are broken or damaged during the performance of his/her assigned duties, provided that such breakage or damage did not result from normal wear and tear, negligence or misuse on the part of the employee, or the employee's failure to use proper eye protective equipment provided by JEA. JEA also agrees to replace dentures broken or damaged during the performance of an employee's assigned duties, provided such breakage or damage did not result from normal wear and tear, negligence or misuse on the part of the employee, or the employee's failure to use proper protective equipment provided by JEA.

9.6 Bargaining Unit Member Information:

During the term of this Agreement, JEA agrees to supply to the PEA at their written request twice a year, and/or as mutually agreed upon, the following information pertaining to the members of the bargaining unit: employee's name, current classification, date of employment, date appointed to current classification, and date of last salary increase excluding service raise. Information furnished shall be subject to clerical corrections.

9.7 Transfers

Except in emergency situations or when employee is on leave, JEA shall give any employee who will be transferred to another work location, which transfer is expected to last more than two weeks, at least two weeks' notice of the transfer.

9.8 Safety Shoes

- a. Employees who are newly hired or who transfer for the first time into a job which requires safety shoes will be provided two pair safety shoes in their first year in the applicable job.

- b. Management may issue additional pairs of safety shoes to employees whose job duties require their use if the employee's safety shoes are worn out as a result of regular use (not as a result of the employee's negligence). For purposes of this subsection, management has the sole discretion to determine whether to issue an additional pair of safety shoes, whether a pair of safety shoes is worn out, and whether the wear is the result of regular use.
- c. As determined by JEA, those employees, whose regular job duties only require occasional need for safety shoes, will be provided one pair of safety shoes initially, and on an as needed basis thereafter.
- d. Those employees who are provided safety shoes by the Employer are required to wear the safety shoes while on duty as required.

9.9 Limited or System Emergencies:

a. Definitions

1. Limited Emergency:

Actual or potential disruption of service to JEA customers, and requiring extraordinary preparation and response efforts utilizing a large portion of resources available to JEA. This may be due to actual or potential natural disasters including severe storms, hurricanes, ice storms, drought, fires etc. and actual or potential manmade disasters such as explosions or acts of terrorism.

- 2. Essential Employees: Employees of JEA, who are required to assist in limited emergencies, as determined and advised by JEA management at least annually.

b. System or Limited Emergency

The Managing Director of JEA, or designee, has the authority to declare either a system or limited emergency. In the event that the Managing Director or designee declares either type of an emergency, the provisions of this section take effect.

c. Non-Essential Employees

Employees, who are designated as nonessential during an emergency, as determined by JEA, are subject to the following:

- 1. Non-essential employees shall be released from duty and shall be granted administrative leave with pay for the balance of their normal work schedule, and any additional days of their normal work schedule when they are not required by JEA to report to work due to emergency.
- 2. Non-essential employees who are already on previously approved leave with pay at the time of the emergency, or who are scheduled to take authorized leave with pay during the time of the emergency shall not be charged for the leave for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.
- 3. Non-essential employees who are already on previously approved leave without pay at the time of the emergency, or who are scheduled to take authorized leave without pay during the time of the emergency shall not be paid for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.

4. If a scheduled holiday falls within the time that non-essential employees are on administrative leave with pay due to an emergency, the employees will be paid for the holiday, but will not receive any additional holiday leave or pay for that day.

d. Essential Employees

Employees, who are designated essential to operations during an emergency, as determined by JEA, are subject to the following:

1. Essential employees will be required by JEA to work during the emergency.
2. To the maximum extent possible, when residents are being required to evacuate their residence in anticipation of a hurricane, tropical storm, or similar situation where there is advance notice of a situation that is expected to create an emergency, JEA will allow essential employees reasonable time, as determined by JEA, to return to their residence, secure the residence, and make plans for the safety of their family. After allowing a reasonable time for such activities, as determined by JEA, essential employees shall be required to report back to work during the emergency. JEA will take into consideration unforeseen circumstances and events beyond the employee's control.
3. Essential employees who are required to work during the emergency shall be compensated for the time worked, as provided for in the hours of work and overtime article of this Agreement. In addition to any compensation payable under that article, essential employees will be paid straight time hourly pay for the time that they would have been on administrative leave with pay if they had been designated a non-essential employee (up to a maximum of forty (40) hours per work week).
4. During an emergency, essential employees who are required to report for work will be provided with a meal, for all meals during normal meal times.

e. Alteration of Annual or Personal Leave Schedules.

Notwithstanding any other provision of this Agreement, JEA shall have the unilateral right to alter annual leave, compensatory time, or personal leave schedule for proper cause or emergencies that might occur. This right includes the right to require employees who are on leave at the time of the emergency to return to work. In such cases, JEA will reimburse the employee for any and all non-refundable expenses incurred as a result of the cancellation or alteration of annual, vacation, or personal leave plans.

f. JEA Communications with Employees during the Emergency

Any employee who is released from work during an emergency is expected to resume his/her regular work schedule when directed to do so by JEA. In order to assist employees in determining when they are expected to return to work, JEA will take reasonable steps to keep employees advised about the status of JEA operations, including the dates and times that employees are expected to resume their regular work schedule. For example, JEA will release information to employees via the JEA voice mail or e-mail system, through use of employee pagers/applicable electronic devices, through releases of information to news media, and any other appropriate means of communicating with employees. To the extent that an employee relies on information released via local news media to determine when he or she is expected to return to work, JEA employees are to follow instructions related to JEA, not those issued regarding City of Jacksonville employees.

9.10 Assigned Vehicles:

The Union recognizes that PEA represented employees may be assigned take home vehicles. Assignment of vehicles is based upon operational needs and is subject to change from time-to-time as needed. Should a vehicle assignment be ended, the employee will be given seven (7) calendar days' notice.

9.11 Cell Phone Allowance:

Employees who are issued JEA provided phones to perform business-related services may elect to use his/her own cell phone rather than using the JEA provided phone to conduct the same business-related services, subject to the Director's approval. Employees who are approved for use of personal phones will receive a \$50 per month stipend and are responsible for all repair/replacement and maintenance costs and expenses.

ARTICLE 10 LEAVE USAGE

10.1 Leave Usage (Generic)

- a. Employees, when eligible and authorized, may use their annual, compensatory time or personal leave upon written application. The determination shall be based on the nature of the request in each instance and extensions, if needed, may be granted at the option of Management.
- b. Accrued annual, compensatory time or personal leave may be taken at any time when authorized. Scheduling will be accomplished on a seniority basis in classification for the first request of five (5) consecutive work days or more. Leave of five (5) consecutive work days or more must be requested at least five (5) consecutive work days in advance of the leave. Denial of requested leave must be substantiated on the basis that granting of such leave would be detrimental to the efficient operations. Requests for annual or personal leave of less than five (5) consecutive work days must be submitted at least forty-eight (48) hours in advance for employees, whose job(s) must be filled in their absence (provided said employees have been notified beforehand, in writing), unless the annual or personal leave is for illness or emergency.
- c. In order to insure the health and welfare of the employee, JEA encourages employees to take a minimum of ten (10) work day's annual leave, compensatory time, or personal leave per contract year. Employees are encouraged to retain eighty (80) hours in their annual or personal leave account in case of serious personal illness.
- d. The minimum amount of annual leave, compensatory time or personal leave to be taken and charged shall be in one-half (1/2) hour increments.
 1. Employees on eight (8) hour day schedules shall be charged eight (8) hours respectively for a day off.
 2. Employees on ten (10) hour day and twelve (12) hour day schedules shall be charged ten (10) and twelve (12) hours respectively for a day off.
- e. It shall be the mutual obligation of JEA and the PEA to cooperate in the proper application of annual leave, compensatory time or personal leave benefits.
- f. Annual leave, compensatory time or personal leave may be taken for emergency, illness, or injury of the employee or member of immediate family as defined in 15.2.

1. Employees are required to notify the appropriate designated individual of the employee's intent to use annual or personal leave for emergency, illness, or injury as follows:
 - (i) Non-shift employees must provide notification to the appropriate designated individual as early as possible and no later than the start of the employee's normal work day. An employee, who has a starting time earlier than the designated individual he/she is to notify, shall notify that individual as soon as the normal starting time for that designated individual.
 - (ii) a. Shift employees must provide notification to the appropriate designated individual no later than one (1) hour prior to the starting time of the employee's shift.
 - b. Shift employees shall notify the appropriate supervisor at least four (4) hours in advance of the employee's intent to return to work following an emergency, illness, or an injury. However, employees on the day shift need only provide one (1) hour advance notice before returning to work.
2. Employees who fail to notify the appropriate designated individual as required by Section 10.1 may not be allowed to charge their absence to annual leave, compensatory time or personal leave unless waived by Management.
3. Absences for illness under annual leave, compensatory time and personal leave conditions may be subject to investigation. (This section is not intended to require an employee to provide a physician's statement of illness after each absence. It is intended to correct suspected abuse of annual leave, compensatory time, or personal leave for illness.)
- g. Annual leave, compensatory time or personal leave will be charged only against an employee's regular workday and shall not be charged for absence on prearranged overtime or unscheduled call-in overtime.
- h. If a legal holiday falls within a scheduled annual leave, compensatory time or personal leave period, annual leave, compensatory time or personal leave shall not be charged for that day. When scheduled overtime for shift workers falls within a scheduled personal leave period, annual leave, compensatory time or personal leave shall not be charged nor overtime paid for that day.

10.2 Annual and Retirement Leave Usage

- a. If an employee has exhausted all accrued annual leave and requires time off for illness, the employee shall be allowed to use the credited retirement leave for the purpose of the illness only.
- b. If an employee, due to an extended, continuous illness, requires eighty (80) hours or more of leave for this illness, the employee may elect to have such leave deducted from the employee's retirement account.
- c. JEA shall permit an employee to defer up to the full value of the employee's annual leave and retirement leave accrued as of the date of the employee's retirement, but only to the extent permitted under Section 457 of the Internal Revenue Code (as

amended from time to time), any regulations promulgated thereto, and the provisions of the deferred compensation plan under which the employee is a participant.

10.3 Personal Leave Usage

Personal leave shall not be charged for an absence due to an on-the-job injury unless the employee has exhausted the allowable period of Workers' Compensation leave and desires to use personal leave to remain on the payroll. The amount of personal leave to be charged for the purpose of maintaining the employee of regular pay status shall be the minimum amount in one-half (1/2) hour increments to equal the difference between Workers' Compensation payments and the employee's regular pay.

10.4 Cancellation of Leave

If an employee is asked to cancel scheduled and authorized leave in whole or in part, the employee will be reimbursed for non-refundable costs, forfeited due to cancellation of reservation, excess travel, etc., provided further that satisfactory documentation of the employee's payment of forfeited costs is furnished to JEA.

**ARTICLE 11
ANNUAL LEAVE (PLAN E)**

11.1 This Article shall apply to all permanent, probationary, and provisional employees in any of the following categories:

- a. Employees hired on or after October 1, 1968, and before October 1, 1992;
- b. Employees hired prior to October 1, 1968, who chose not to remain subject to former sick leave and terminal leave policies in April, 1969;
- c. Employees hired prior to October 1, 1968, who chose on or before September 30, 1978, to become subject to this provision;
- d. Employees who meet the requirements of either a, b, or c above upon completion of probation after promotion into a classification included within the unit.

11.2 Employees shall earn annual leave with pay according to the following schedule on a bi-weekly basis:

a. YEARS OF SERVICE

HOURS PER YEAR

Upon completion of 0 months thru 4 years	160
Upon completion of 4 years thru 9 years	184
Upon completion of 9 years thru 14 years	208
Upon completion of 14 years thru 19 years	232
Upon completion of 19 years thru 24 years	256
Upon completion of 24 years or more	280

- b. Annual leave credits will accrue bi-weekly to the credit of the employee at the rate stated above and shall be credited on the last day of the pay period for all hours being paid.
- c. Annual leave shall be earned during the first year of employment. The rate of accrual shall change to a higher rate on the anniversary day of employment.

- d. In determining the rate of annual leave accrual under Section 11.2a, JEA shall include an employee's uninterrupted years of service with the SJRPP, where the employee was employed by the SJRPP immediately before becoming employed by JEA.

11.3 Annual leave shall accrue to a maximum of eight hundred and forty (840) hours. Any accrual over that amount shall be paid for on an hourly basis. These payments shall be made on the first pay period of November each year. If the employee elects, in lieu of payments, excess annual leave over eight hundred and forty (840) hours may be credited to his/her retirement leave account up to a maximum of eight hundred and forty (840) hours in that account; provided, however, that (unless otherwise allowed by the City of Jacksonville Ordinance Code or otherwise vested pursuant to the terms of a collective bargaining agreement covering any City of Jacksonville or JEA bargaining unit in which the employee may have previously been a member) this option shall not be available to employees employed after October 1, 1978.

11.4 If an employee does not use all of the annual leave accrued in a fiscal year, the employee may elect to be paid the difference in the amount used and the amount accrued for that fiscal year on an hour for hour basis at the rate of pay effective September 30 of the respective year in which the leave was accrued. Such option must be elected prior to September 30 of the preceding fiscal year. Once the election is made, that election is irrevocable. This option is not available to an employee who would have less than eighty (80) hours annual leave remaining after such payment. Such payments shall be made in the second payday in November.

11.5 Retirement Leave Account: This section shall apply to those employees covered by City of Jacksonville Ordinance Code, Chapter 116, Part 6. For the purpose of this section, retirement shall mean retirement pursuant to the provisions of the City of Jacksonville pension program.

- a. Upon retirement, an employee may elect to be paid for credited retirement leave in a lump sum on an hour-for-hour basis. Such payment shall be made within thirty (30) days after the date of retirement.
- b. In lieu of being paid for credited retirement leave in a lump sum, the employee may take retirement leave immediately prior to retirement, thereby using the retirement leave for fulfillment of the time service requirements of the pension program.
- c. Once an employee has been placed on retirement leave, the employee shall remain on retirement leave and shall not return to work status.
- d. While on retirement leave, an employee shall be retained on the regular payroll. The employee's pay shall be subject to payroll deductions, including pension contributions and insurance deductions.
- e. An employee on retirement leave shall not accrue annual leave, but shall be eligible for legal holidays and any general salary increases.
- f. An employee on retirement leave shall not be eligible for performance increases.
- g. If an employee terminates employment (which includes resignation, and discharges other than for cause) prior to retirement, the employee shall be paid for any credited retirement leave on the basis of one (1) hour pay for every one (1) hour of credited retirement leave.

- 11.6 a. Upon termination of an employee for other than retirement, which includes resignation or discharge not for cause, the employee shall be paid for one hundred percent (100%) of personal leave accrued on an hour for hour basis.
- b. Employees who are discharged for cause shall forfeit their unused personal leave accrued during the contract year.
- 11.7 Upon retirement, where an employee is on retirement leave, the lump sum payment for the annual leave shall be paid at the beginning of the retirement leave.
- 11.8 Employees who are discharged for stealing, sabotage, or illegal possession or use of drugs shall forfeit their unused annual leave earned during the contract year.

ARTICLE 12- BLANK

ARTICLE 13 PERSONAL LEAVE (PLAN H)

13.1 This article shall apply to all permanent, probationary, and provisional employees hired after October 1, 1992.

13.2 Employees shall accrue personal leave with pay for all straight-time hours worked according to the following schedule on a bi-weekly basis:

a. YEARS OF SERVICE

HOURS PER YEAR

Upon completion of 0 months thru 4 years	160
Upon completion of 4 years thru 9 years	184
Upon completion of 9 years thru 14 years	208
Upon completion of 14 years thru 19 years	232
Upon completion of 19 years thru 24 years	256
Upon completion of 24 years or more	280

b. Personal leave will accrue to the credit of the employee at the rate stated above, and shall be credited on the last day of the pay period for all hours actually worked or hours on approved leave with pay. Personal leave shall be earned during the first year of employment.

c. The rate of accrual shall change to the higher rate on the anniversary date of employment.

13.3

a. Personal leave shall accrue to a maximum of six hundred (600) hours. Any personal leave over that amount, as of September 30 of each year shall be applied in accordance with the provisions of 13.6 paid for on an hourly basis. These payments shall be made on the first pay period of November each year. If the employee elects, in lieu of payments, excess

annual leave six hundred (600) hours may be or sold back to JEA in accordance with the provisions of 13.3 b, and/or 13.3c.

- b. At the end of the fiscal year, accrued and unused personal leave in excess of six hundred (600) hours may be sold back to JEA to the extent that the employee had timely requested but was not permitted by Management to take the leave during that year. Such leave shall be sold back to JEA at the employee's rate of pay at the end of the fiscal year. Employees shall request leave, and Management shall note approval or disapproval of such leave, on a form provided by JEA.
- c. If an employee does not use all of their personal leave accrued in the fiscal year, they may elect to be paid the difference, up to eighty (80) hours, between the amount used and the amount accrued for that fiscal year on an hour for hour basis, at the rate of pay effective September 30 of the respective year in which the leave was accrued. Such option must be elected prior to September 30 of the preceding fiscal year. Once this election is made, that election is irrevocable. This option is not available to an employee who would have less than eighty (80) hours of personal leave remaining after such payment. Such payments shall be made no later than the second payday in November.

13.4 Upon retirement of an employee (including vesting under the pension law), the employee shall be paid for all unused personal leave accrued on an hour for hour basis.

13.5 a. Upon termination of an employee for other than retirement, which includes resignation or discharge not for cause, the employee shall be paid for one hundred percent (100%) of personal leave accrued on an hour for hour basis.

b. Employees who are discharged for cause shall forfeit their unused personal leave accrued during the contract year.

ARTICLE 14 MILITARY LEAVE

14.1 Military Training

- a. Employees who are members of the National Guard, or organized military reserves of the United States, and who are ordered to attend an annual training period shall upon presentation of their official order or appropriate military certification, be granted not more than 240 hours with pay in one (1) rolling calendar year in accordance with the official orders to active duty for training, including travel time. The training leave shall not be deducted from annual/vacation leave or in any other way result in loss of privileges or compensation to said employee. Employees are responsible to notify their supervisors as soon as possible of the dates for the training period.
- b. Employees who are members of the reserve components mentioned above and who are required to attend regularly scheduled training assemblies throughout the year may, upon due notice and request, apply for annual/vacation leave to attend the military training assemblies when they are scheduled to be on duty. Employees who request time off for

this purpose are responsible to advise their supervisors at the earliest possible time of the dates when they are scheduled for these training assemblies which conflict with their normal work schedule.

14.2 Military Duty

Leaves of absence and re-employment rights of employees inducted into the military service shall be as described under the Uniformed Services Employment and Re-employment Rights Act of 1994 and Chapter 115, Florida Statutes. Leaves of absence for military purposes shall be verified by appropriate military certification or official order, a copy of which shall be filed in the employee's personnel file.

ARTICLE 15 LEAVE OF ABSENCE

15.1 Leave With or Without Pay

- a. An employee may request a leave of absence of specified duration, with or without pay, which must be recommended by the Director and approved by the Vice President. An approved leave of absence with pay must be for a purpose which shall serve the best interests of the system and not just the employee. A position must be available to the employee upon return from a leave of absence with pay.
- b. If an employee is granted a leave of absence without pay, a position may or may not be available, at the discretion of the Vice President, to the employee upon return to service. The decision to make or not make a position available will be made prior to granting the leave of absence, and the employee will be notified of the decision. If a position is not made available, the employee's sole right is to be placed on the re-employment list in accordance with the Civil Service and Personnel Rules and Regulations.
- c. If an employee is granted a leave of absence without pay and the position is held for the employee pending return to service, JEA will continue to pay the life insurance and medical insurance premiums normally paid by JEA, which includes JEA's portion of the dependent medical insurance premium. The employee is responsible for any employee paid portion of their own or their dependents' insurance benefits premiums for which they are currently enrolled in (e.g. health insurance, vision, dental, short/long term disability and optional life insurance premiums, etc).
- d. If an employee is granted a leave of absence without pay and the position is not held for the employee pending return to service, the employee shall be required to pay the total cost of any insurance coverage the employee desires to continue in effect during such leave.
- e. All leave requested under this section which meets the criteria for leave under the Family and Medical Leave Act (FMLA) shall be documented as FMLA leave, and shall be provided in accordance with the terms and conditions of the FMLA. Use of FMLA leave does not preclude additional leave, which may be granted pursuant to this section.

15.2 Bereavement Leave

Upon notification of the death of a member of the employee's immediate family, the employee shall be granted the remainder of the day, if at work without loss of pay. The employee may also be granted an additional three (3) work days off within the next fourteen (14) calendar days, without loss of pay, as bereavement leave. For purposes of this paragraph,

immediate family is defined as spouse, children, stepchildren, grandchildren, parents, stepparents, siblings, grandparents, spouses' grandparents, parents-in-law, children-in-law, brothers-in-law, sisters-in-law, uncles, aunts, nieces, nephews, and relatives residing permanently with the employee. Should the employee be on annual leave at the time of death, the three (3) work days that would normally be granted as bereavement leave shall be charged as bereavement leave instead of annual leave.

15.3 Funeral Leave

Employees may be granted four (4) hours without loss of pay as funeral leave to attend the funeral of an active or retired JEA/SJRPP employee, unless the employee is required to maintain system integrity.

15.4 Jury Duty

An employee while serving on jury duty will be paid his/her salary for any scheduled normal straight time work hours lost, and will not be required to forfeit any compensation received for jury services. If a shift employee receives notice of jury duty and notifies his/her supervisor on his/her next workday following the receipt of notice, he/she may at his/her request be rescheduled to the day shift during his/her period of jury duty. If an employee is released from jury duty with two (2) or more hours remaining on his/her normal workday, the employee will be required to report to his/her work site on that workday. A written statement from the appropriate Court Clerk's office shall be required from the employee. The statement shall contain information as to dates and times an employee's presence was required for jury duty.

15.5 Witness Duty

If an employee is absent from work, in order to serve as a witness in a case in a court of law to which the employee is not a party, either directly or as a member of a class, and where such absence is in response to a legally valid subpoena and where such presence is in the interest of JEA, the employee shall be granted leave with pay for those hours for which the employee is absent from work during his/her regularly scheduled working hours, provided the employee submits evidence of such service as a witness.

15.6 Voting

During elections, employees whose working hours do not permit a two (2) hour period to vote, may be granted sufficient time, without loss of pay, not to exceed two (2) hours, at the discretion of his/her supervisor, for the purpose of voting, providing the employee is registered and eligible to vote.

15.7 Leave Donations and Forfeiture

- a. Employees may donate and forfeit annual leave, personal leave, and retirement leave (but not compensatory leave) to JEA employees with an FMLA qualifying illness (JEA civil service, JEA appointed, JEA temporary, JEA direct contract) who are critically ill, critically injured, or require an extended leave of absence for medical reasons. Employees may donate and forfeit annual leave, personal leave, and retirement leave (but not compensatory leave) to JEA approved charitable organizations.

- b. Donations and forfeitures to critically ill or critically injured employees or employees, with an FMLA qualifying illness, who require an extended leave of absence for medical reasons, shall be subject to the following requirements:
 1. The critically ill or critically injured employee and employees who require an extended medical leave of absence must submit a statement of need to their manager, or the Director of Employee Services. The employee who requires an extended medical leave of absence must include a physician's statement documenting the need for an extended medical leave of absence. When the critically ill or injured employee is physically or mentally unable to personally communicate his/her statement of need, the statement of need and supporting documents may be submitted on behalf of the employee by an adult member of the employee's immediate family, as defined in 15.2, or by a person who has been designated a health care surrogate for the employee under Part II of Chapter 765, Florida Statutes, or by the employee's judicially appointed guardian. The Director of Employee Services shall determine the employee's eligibility to receive leave forfeitures in accordance with the provisions of this Section 15.7.
 2. Leave forfeitures may not be made in respect of an ordinary illness, but rather may be made only in respect of a serious or major illness, hospitalization of five (5) calendar days or more, or a medical leave of absence of ten (10) calendar days or more.
 3. The employee forfeiting the leave must complete the appropriate form and submit it to Employee Services.
 4. The employee receiving the forfeited leave must have exhausted all other available leave, and may receive only enough forfeited leave to cover the period of the absence. Upon returning to work, the employee receiving the forfeited leave may not have a positive leave balance as a result of any forfeiture.
- c. Donations or forfeitures of leave under this Section 15.7 shall be accounted for according to the dollar value of the leave, to be determined by multiplying the number of hours donated or forfeited by the hourly rate of the employee donating or forfeiting the leave.

ARTICLE 16 HOLIDAYS

16.1 Recognized Holidays:

Each employee covered by this Agreement shall be entitled to twelve (12) holidays with pay each year as follows:

New Year's Day	January 1
Martin Luther King, Jr.'s Birthday	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1st Monday in September
Veterans Day	November 11
Thanksgiving Day	4th Thursday in November
Friday after Thanksgiving	Friday following Thanksgiving
Christmas Eve	December 24
Christmas Day	December 25

* Personal leave day must be taken prior to the end of the fiscal year

16.2 Days Observed:

a. Non-Shift Workers:

For non-shift workers, when a holiday falls on Saturday, the Friday prior thereto shall be considered the holiday, and when a holiday falls on Sunday, the Monday following shall be considered the holiday. If either Christmas Eve or Christmas Day falls on a Saturday or Sunday, the provisions in the City of Jacksonville Ordinance Code shall apply. For those workers on a four (4), ten (10) hour day workweek, when a holiday falls on a normal day off, the workday closest to the holiday shall be considered the holiday. When a holiday falls on a normal day off that is midway between workdays, the next scheduled workday will be the holiday.

b. Shift Workers:

Shift workers will observe all holidays on the date they occur.

c. Compensation:

Employees shall be compensated for holidays at their respective rates of pay for the number of hours they would have ordinarily worked on that holiday. Employees must be in paid status the entire scheduled workday preceding and following the holiday to be eligible for holiday pay.

d. Working Holidays:

1. When an employee is required to work on a day observed as his/her holiday, he/she shall be compensated eight (8), ten (10), or twelve (12) hours straight time pay, dependent on work day assignment, as holiday pay. In addition, the employee shall receive one and one-half (1 1/2) times his/her straight time hourly rate for all hours worked up to eight (8), ten (10), or twelve (12) hours, and two and one-half (2 1/2) times his/her straight time hourly rate for all hours worked on the holiday over eight (8), ten (10), or twelve (12) hours.
2. Non-Shift Workers – Christmas Day: Whenever a non-shift worker is required to work on Christmas Day, but is not required to work the day normally observed as the holiday, the employee shall continue to earn holiday pay of eight (8), ten (10), or twelve (12) hours on the day normally observed as the holiday, but shall earn two and one-half (2 1/2) times his/her straight time hourly rate for all hours worked on Christmas Day.

ARTICLE 17

INSURANCE AND BENEFITS

- 17.1 JEA agrees to provide, at no expense to the employee, term life insurance coverage equal to the gross salary (base salary and longevity rounded up to the nearest thousand) of the employee per year, with double indemnity for accidental death and dismemberment for those employees covered by this Agreement. The employee, at the employee's option and expense, may obtain additional term life insurance coverage, under the same policy, subject to the terms and limits of the policy, at the group rate.

- 17.2 JEA agrees to provide comprehensive medical insurance, for each employee, at no expense to the employee. The PEA will provide input to the JEA Insurance Committee to continuously review, and when applicable, recommend changes to the JEA group plan. Coverage for employees' dependents shall be an integral part of the group plan. JEA agrees to pay fifty percent (50%) of the employee's dependent coverage.
- 17.3 When JEA employees covered by this Agreement reach their sixty-fifth (65th) birthday, JEA shall pay one hundred percent (100%) of their Medicare supplements.
- 17.4 Accidental Death
- a. JEA shall provide accidental death benefits (at no expense to the employee) in the amount of \$100,000 payable to the beneficiary named by the employee or as otherwise provided, in the event an employee dies as a result of an accident occurring in the course of employment with JEA. This payment shall be made within fourteen (14) calendar days after occurrence.
 - b. In addition to the death benefit above, dependents of JEA employees who are killed in the line of duty will be entitled to the death benefits provided in the Workers' Compensation Law.
- 17.5 Pension
- a. PEA agrees to the proposed closure (to new employees) of the GEPP, with new hires after the effective date being enrolled in a "DC Plan" (defined contribution plan).
 - b. Participants in that DC Plan will make an eight percent (8%) contribution; JEA will make a twelve percent (12%) contribution.
 - c. In the event any other bargaining unit participating in the DC plan (e.g. LIUNA 630, CWA, the Jacksonville Supervisors Association, JSA, IBEW 2358, or AFSCME 429) receives any greater benefits that JEA provides to PEA (i.e. through contract negotiations, settlement, impasse proceedings, or litigation), then PEA shall receive the difference between its DC Plan benefit and that received by the other participating bargaining unit(s).
 - d. No benefits under the "DC Plan" shall decrease for all active, full time, enrolled unit employees.
 - e. JEA agrees to contribute to the employee's pension program to the extent required by applicable laws pertaining to the employee's contributory pension program.
 - f. No benefits under the General Employee Pension Plan ("GEPP"), the City's Defined Benefits retirement plan, shall decrease for all active, full time, enrolled unit employees, including but not limited to the DROP program, disability benefits, COLA increases, survivor benefits, and any other benefits as they exist as of the date of PEA's ratification of this CBA. The plan will be closed to any employee hired on October 1, 2017 or thereafter, unless such employee is a returning member of the City's Defined Benefit Plan who has left his/her contributions in the plan.
 - g. In the event any other bargaining unit participating in the General Employee Pension Plan (e.g. LIUNA 630, CWA, the Jacksonville Supervisors Association, JSA, IBEW 2358 or AFSCME 429) receives any greater pension benefits than JEA presently provides to the PEA (i.e., through contract negotiations, settlement, impasse proceedings, or litigation) PEA shall

receive the difference between its pension benefit and that received by the other participating bargaining unit(s).

- 17.6 The PEA may make arrangements with an insurance carrier, which will offer short-term and long term disability insurance products to all employees in the bargaining unit. Any employee electing to obtain such insurance coverage shall be responsible for the complete cost of any premiums. JEA shall permit employees to pay such premiums through payroll deduction. JEA may assess a charge not to exceed six (6) cents per deduction per payroll. If fewer than twenty-five (25) employees elect to obtain such insurance coverage during the initial enrollment period or at any time thereafter, JEA may discontinue the arrangements for such insurance coverage. The PEA, for itself and on behalf of all employees who elect to purchase insurance products offered pursuant to this Section 17.6, agrees that JEA shall not be held liable in respect of the insurance products, and JEA's sole responsibility with respect to accuracy (or inaccuracy) of any payroll deductions, or the payment (or nonpayment) of premiums, shall be limited to a refund to the affected employees of any amounts improperly deducted or paid.
- 17.7 JEA will provide employees eligible to retire the option to use accrued annual leave, compensatory time, personal leave, and Retirement Leave time credits to fund their Deferred Compensation Program.
- a. The employee will be allowed, at his/her option, to sell accrued annual leave, compensatory time, personal leave, and retirement leave time credits up to the maximum dollar amount permitted to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account.
 - b. This provision is subject to acceptance by the Plan providers of the City/JEA.
 - c. Employees who participate in this annual leave, compensatory time, personal leave, and retirement leave time credit sellback option shall not have less than eighty (80) hours in their annual leave, or personal leave account after the sellback. There is no minimum limit for the retirement leave account after exercising this option but only to the extent permitted under Section 457 of the Internal Revenue Code (as amended from time to time), any regulations promulgated thereto, and the provisions of the deferred compensation plan under which the employee is a participant.
- 17.8 Terminal Benefits
- a. Upon the death of an employee, all accrued overtime, compensatory time unused annual/ personal/ retirement leave, and other terminal leave benefits to which such employee would have been entitled to receive shall be paid as follows:
 1. The benefits will be paid as set forth in the employee's will;
 2. If the employee has not provided for distribution of the benefits in his/her will then the benefits will be paid to the employee's surviving spouse;
 3. In the event the employee leaves no surviving spouse, the benefits will be paid to the employee's children in equal shares payable as follows:
 - a. To each of the employee's children over the age of eighteen (18) who are known to JEA.
 - b. To the legal guardian or representative of each of the employee's children under the age of eighteen (18) known to JEA.

4. If the employee has no children known to JEA then the benefits will be paid to the surviving parent(s) of the employee in equal shares;
5. If the employee has no surviving parents known to JEA, then the benefits will be paid to the employee's estate.

b. Upon the death of an employee on the job, JEA will make an immediate payment of two (2) month's salary in addition to all the other terminal leave benefits in the sequence indicated in section 17.8 a above. For purposes of this section, two (2) month's salary shall be calculated by multiplying 1/12 times 2080 hours times two times the employee's hourly rate of pay at the time of death. $(1/12 \times 2080 \times 2 \times \text{hourly rate})$.

ARTICLE 18

ON THE JOB INJURY

- 18.1 Any employee serving in the first six (6) months of original employment, and is temporarily totally disabled as a result of an on-the-job injury shall receive the benefits to which he/she is entitled under the Workers' Compensation Law of the State of Florida.
- 18.2 Any employee who has served six (6) months of continuous/creditable and satisfactory service, and is temporarily totally disabled as a result of an on-the-job injury that is not the result of the employees' negligence or carelessness, and that could not have been avoided (as determined by the JEA Investigation Team, which shall include a PEA representative), shall, in addition to compensation payable pursuant to the Workers' Compensation Law of the State of Florida, be entitled to the following benefits.
- a. For the first twenty (20) work days after the employee begins receiving Worker's Compensation payments, said employee shall receive supplemental pay based upon seventy-five percent (75%) of regular straight-time wages reduced by the workers' compensation indemnity payment.
 - b. Thereafter, based on a review every twenty (20) work days, which will consist of a qualified doctor's statement (recognized by the City of Jacksonville Worker's Compensation department) attesting to the employee's inability to perform his/her assigned work, the employee will continue to receive supplemental pay based on seventy-five percent (75%) of regular straight time wages reduced by the worker's compensation indemnity payment. Continuance of the supplemental pay shall be at management's discretion.
 - c. When an employee is off the payroll (not receiving supplemental pay) due to an on-the-job injury, JEA will continue to pay life insurance and medical insurance premiums normally paid by JEA which includes JEA's portion of the dependent medical insurance premium. The employee is responsible for the optional life insurance premium and his/her portion of the dependent medical insurance premium. The employee may elect

to contribute to the pension fund amounts equal to the employee's pension contributions prior to the on-the-job injury.

d. JEA will continue to pay the premiums noted in paragraph c. above if an employee who is temporarily disabled due to an on-the-job injury receives partial wage payments from JEA. The optional life insurance premium, the employee's portion of the dependent life insurance premium, and employee's pension contribution will be deducted from the employee's wage payments.

18.3 If an employee, due to an on-the-job injury, is temporarily partially disabled from performing the duties of the employee's position, the employee may be temporarily reassigned in accordance with the Civil Service and Personnel Rules and Regulations (with no reduction in pay) to other duties commensurate with medical and mental fitness, availability of suitable work, and the employee's qualifications for the position.

18.4 An employee who sustains an on-the-job injury and is only receiving workers' compensation payments or has exhausted the allowable period of workers' compensation may at his/her written request, use annual leave, compensatory time, or personal leave to remain on the payroll. The amount of annual leave, compensatory time or personal leave so charged shall be the minimum amount in hourly increments to equal the difference between workers' compensation and the employee's regular pay. If the employee receives only partial salary or wage payments, the normal required employee contributions shall be deducted from the employee's partial salary or wage payments, and the employee shall continue to receive full retirement credit for the period during which workers' compensation payments are received.

18.5 a. After an employee has been on a leave of absence or light duty due to a disabling on the job injury for a period of nine (9) months, upon being certified physically and mentally fit, the employee shall be returned to the same job if:

1. the employee is capable of doing the job satisfactorily;
2. the employee would have retained the job had the employee not been injured; and
3. such work still exists.

b. If an employee who has been on a leave of absence or light duty due to a disabling on-the-job injury for a period of nine (9) months is not certified physically and mentally fit for full duty, JEA shall place the employee in a comparable job for which the employee is qualified. JEA shall offer the employee the best available job for which the employee is qualified.

ARTICLE 19

SUPPLEMENTAL PAY

19.1 Service Pay

All full-time employees of JEA, now or hereafter employed in the classifications listed in Exhibit "A" attached hereto, shall receive for each five (5) years of continuous service with JEA, computed from their respective dates of initial employment, an increase in salary of \$300 per

year for every five (5) year period of continuous service. This increase shall be in addition to any general or special raises which may be granted from time to time.

19.2 Meals

Except as provided for in Article 9.9(e)(4), PEA employees shall provide for their own meals during their scheduled work hours and overtime work hours at no expense to JEA.

19.3 Scheduled Shift Rotation

There shall be no shift differential compensation for any classes within the bargaining unit.

19.4 Supervisory Differential

There shall be no supervisory differential compensation for any classes within the bargaining unit.

19.5 Standby Compensation

- a. Any employee who is required by JEA to be on standby duty will receive standby compensation as provided in this Article.
- b. For the purpose of this Article, an employee is on standby if the employee has been directed by their manager to carry a JEA furnished electronic paging device or leave a telephone number so the employee can be reached, and the employee must be available to return to work within a reasonable time if called. Employees who merely carry electronic paging devices, but who are not required to be available to return to work within a reasonable time if called, are not on standby.
- c. Effective October 1, 2016 the standard rate of standby compensation shall be forty-five (\$45) dollars for each day the employee is on standby.
- d. Standby pay shall be paid no later than the end of the first pay period after the pay period in which the standby pay is earned.
- e. Any employee who fails to comply with the provisions of Section 19.5 shall not be entitled to Standby Compensation for that day, and shall be subject to discipline. Prior to Management's decision to take corrective action; the employee shall be given the opportunity to provide an explanation of circumstances.
- f. Employees may, with the approval of Management, arrange substitution of standby duty among themselves; provided the substitute is, in Management's judgment, at least as well qualified as the employee scheduled by Management.

**ARTICLE 20
ADMINISTRATION OF THE PAY PLAN**

20.1 a. The rates of pay for classifications covered by this pay plan are shown in Exhibit "A"

b. Pay Range Adjustments

1. Effective the first full pay period following City Council approval, JEA will increase all pay ranges by 2.0% (minimums & maximums) with an effective date of October 1, 2016 or when administratively feasible.

2. Effective the first full pay period following City Council approval, JEA will increase the minimums of paygrades #630 – #670 by 2% with an effective date of October 1, 2016 or when administratively feasible.
 3. Effective the date employee contributions to pension increases, JEA will increase all pay range maximums 2% or the contribution percentage increase, whichever is greater.
- c. Increases to Base Pay
1. Effective the first full pay period following City Council approval, JEA will provide base pay increases of 2.0% with an effective date of October 1, 2016 or when administratively feasible
 2. Effective the date employee contributions to pension increases, JEA will provide base pay increases of 2% or the contribution percentage increase, whichever is greater.
- d. One time Tri-Tile Review

All PEA represented employees will be reviewed using the below methodology for each Tri-tile:

1st Tri-Tile (Years in Current Classification<5)

2nd Tri-Tile (5≤Years in Current Classification<10*)

3rd Tri-Tile**(10≤Years in Current Classification)

* There may be employees who have been in their current job over 10 years and may need to be adjusted under the 2nd tri-tile as they may have a performance score less than 94.

**To be assigned to 3rd Tri-Tile -must have a min performance score of score of 94

e. One-Time Pay

If this contract is ratified by PEA on or before March 17, 2017, all active employees will receive a one-time lump sum payment equal to one and one-half percent (1.5%) of their base hourly wage rate times 2080, less legal deductions. For purposes of this paragraph “active employees” will be those listed as active employees on JEA’s payroll on the actual date of payout, and “base hourly wage rate” will be the employees’ “base hourly wage rate”. The actual date of payout will be as soon as administratively practical following approval by the legislative body.

f. Performance Pay Increases

1. Except as otherwise provided, performance pay increases shall take effect as provided for in Exhibit C. The performance based increases and /or lump sum payment are as follows:

i. Performance Pay increase will be paid during the first full pay period following City Council approval, using September 30, 2016 performance scores and 70 as a performance score threshold. The effective days of the payout will be Oct. 1, 2016 or when administratively feasible.

ii. Effective October 1, 2017 or when administratively feasible a performance based increase and/or lump sum will be paid out using the methodology outlined in Exhibit C.

iii. Effective October 1, 2018 or when administratively feasible, a performance based increase and/or lump sum will be paid out using the methodology outlined in Exhibit C.

iv. Performance based increases will not be granted beyond September 30, 2019.

2. The effective date of any performance increase shall be as provided in this Agreement, notwithstanding any Civil Service rule to the contrary.

3. The application of performance pay adjustment as provided for pursuant to Exhibit "C" is further stated in Article 20. 9 Performance Pay Increases.

4. In order to receive a performance pay increase, each employee must be on the payroll as of pay period 26 of the previous fiscal year and continue to be on the payroll at the time of increase distribution.

g. Pay Inequity Adjustments

JEA shall have the right to make pay increases, subject to grievance and arbitration, to correct pay inequities based on the following:

1. An employee's Vice-President (VP) or Chief may request a compensation analysis when the VP or Chief believes a base pay inequity exists, taking into consideration internal and external factors to include but not limited to knowledge, skills and abilities, performance and department financial resources. The request shall be submitted to the Director of Employee Services.

2. The Director of Employee Services will provide the results of the analysis and pay recommendation to the requesting VP/Chief and the Chief of Human Resources. The Chief of Human Resources or designee will make the decision on any adjustment.

3. Retroactive pay adjustments will be limited to 30 days under this provision.

20.2 New Hire Rates:

An employee who is given an initial assignment into a job classification shall be paid at the minimum rate for the classification to which assigned unless:

a. The employee possesses training, education and/or experience is above minimum requirements for the classification. In that event, the appropriate Director and the Director of Employee Services may approve up to fifteen percent (15%) above the minimum salary rate for the classification; or

b. The employee possesses training, education and/or experience justifying employment at higher than fifteen percent (15%) above the minimum salary rate for the classification. In that event, the appropriate Chief/General Manager/Vice President and the Chief Human Resources Officer may approve it.

20.3 JEA shall follow all applicable laws, regulations and Civil Service and Personnel Rules and Regulations, for employees desiring to return, after separation (not due to discreditable circumstances) from service.

20.4 The return to duty of an employee who left the classified service as a result of induction or call to active duty into the Armed Forces shall be governed by the provisions of the Uniformed Services Employment and Re-employment Rights Act of 1994 and Chapter 115, Florida Statutes.

20.5 Reversions:

- a. The release of an employee from the employee's present classification to the employee's former classification during the probationary period is not considered a demotion, if it is considered a reversion.
- b. Whenever an employee reverts to a previously held classification for which the employee is qualified, the employee shall receive the same pay level which the employee received in the previously held classification prior to promotion, adjusted by the average performance pool percentage.
- c. Whenever an employee reverts from an appointed position to a previously held civil service classification for which the employee is qualified, the employee shall receive the same rate of pay which the employee received in the previously held civil service classification prior to being appointed, adjusted by the average PEA performance pool percentage. Provided however, the reverting employee's pay rate shall not exceed the rate of pay they received as an appointed employee.

20.6 Demotions:

- a. Whenever an employee is demoted (not for cause) to a classification which the employee did not previously hold, but for which the employee is qualified, the employee shall receive the pay rate as prescribed by JEA that is less than the pay grade maximum of the lower classification and may receive up to a 10% pay reduction.
- b. Whenever an employee is demoted for cause, the employee shall not be eligible for an annual pay increase and/or lump sum payment until the employee has shown to have a "meets standard" performance level for at least twelve (12) months.

20.7 Reclassifications:

- a. In the event of the reclassification of a position to a class, in a higher pay grade, the employee shall normally receive the same pay in that higher grade. If the employee's pay rate before reclassification is less than the higher pay grade's minimum then the employee shall be paid at the new pay grade minimum.
- b. In the event of the reclassification of a position to a class which is at a lower pay grade, the employee shall normally receive the same pay within that lower grade. If the employee's pay rate before reclassification is greater than the lower pay grade maximum then the employee shall be paid at the maximum of the new pay grade.

20.8 Promotions:

When an employee covered by this Agreement or an employee from another bargaining unit is promoted, as defined in the City of Jacksonville Civil Service and Personnel Rules and Regulations, to a class covered by this Agreement, the employee shall be placed at the minimum of the new paygrade for the class to which the employee is promoted, unless a higher pay rate is necessary to provide a five percent (5%) pay increase. However, the appropriate Director and the Director of Employee Services may approve a higher increase, if the employee possesses training, education, and/or experience above the minimum requirements for the classification, of up to

fifteen percent (15%) above their current salary. If the employee possesses training, education and/or experience justifying employment at higher than fifteen percent (15%) above the employee's current salary, the appropriate Chief/General Manager/Vice President and the Chief Human Resources Officer must also approve it.

20.9 Lateral Moves:

When an employee from another bargaining unit accepts a lateral move into a class covered by this Agreement, the employee shall be placed at the minimum of the new paygrade or their current pay rate, whichever is higher. However, the appropriate Director and the Director of Employee Services may approve a higher pay, if the employee possesses training, education, and/or experience above the minimum requirements for the classification of up to fifteen percent (15%) above the grade minimum. If an increase of more than fifteen percent (15%) is requested, the appropriate Chief/General Manager/Vice President and the Chief Human Resources Officer must also approve it.

20.10 No employee will have their pay rate adjusted above the maximum of the pay range for their given classification for any reason, except if a Memorandum of Agreement provides for specific exceptions for specific situations. This applies to all Articles and Sections contained within the PEA Labor Agreement.

20.11 Performance Review & Pay Increases:

- a. An employee covered by this Agreement may receive pay increases, effective October 1st, for the life of this Agreement based upon performance substantiated by a written annual performance review, as defined in paragraph b below, completed by the employee's appointed manager, reviewed by the employee's Director or appropriate counterpart, and approved by the appropriate Vice President/General Manager/Chief. In the case of an employee who has been reassigned, transferred, or promoted within the PEA or has moved into the PEA during the period to be reviewed, the review shall be completed by the employee's appointed manager (or appropriate counterpart) for whom the employee is working during the period during which reviews are being conducted. In that circumstance, the reviewing appointed manager (or appropriate counterpart) shall obtain, consider, and include information received from the appointed manager(s) [or appropriate counterpart(s)] for whom the employee worked during the remaining time of the period under review. The reviewing appointed manager (or appropriate counterpart) may solicit information from any manager for whom the employee worked during the period under review, and the manager(s) shall, upon request, provide that information. The employee shall be given an opportunity to meet with the reviewing appointed manager (or appropriate counterpart) and the employee's previous appointed manager for the purpose of allowing the employee to review and respond to information received during the evaluation process. The meeting shall be held prior to the performance pay increase determination provided for in Article 20.8e. Nothing herein shall be construed as replacing or obviating the reviews conducted during an employee's probationary period. Upon satisfactory completion of the probationary period after initial appointment or promotion, the base salary of the employee will be advanced 3%.
- b. The annual performance review will be a two (2) part evaluation, consisting of: Technical Performance measurement based upon an employee's Technical and Operational Job Factors and a Developmental Performance measurement based on a set of Developmental/Behavioral

factors. Each of these areas will be scored separately, and then totaled. This total will represent the employee's Evaluation Total Score (ETS). To determine the employee's performance, adjustment to the ETS will be used in accordance with Exhibit C.

- c. This annual performance review will be completed on each employee in the bargaining unit by November 1 of each year, to be retroactively effective on October 1 of the same year. This annual performance review is intended to satisfy in entirety the annual performance review required by the City of Jacksonville Charter, and will cover the period from October 1 to September 30 of each previous fiscal year.
- d. Employees shall be given prior notification of the job performance measurement factors, which will form the basis of the employee's annual performance review. Prior to November 1 or within a reasonable time period after job performance measurement factors are changed or added during the review period, the manager shall notify the employee in writing of the job performance measurement factors for the next annual performance review.
- e. Based upon such annual performance reviews, and notwithstanding the provisions of Civil Service Rule 9, an employee may have a performance pay increase within the range of their pay grade during the life of this Agreement. Provided, however, that the amount of any performance pay increase that would place the employee's pay rate above the maximum of the grade will be given as a lump sum amount, not added to base pay. No employee's base pay rate shall exceed the maximum of the pay range.
- f. Pay increases shall be determined in the following manner. All employees will be evaluated at the same time for annual pay increase purposes. A pay increase and/or lump sum payment will be determined for each employee using the employee's annual performance evaluation as indicated in 20.11 (b) and Exhibit C.
- g. If an employee hires or promotes into the PEA mid-year, the following will apply:
 - 1. For employees with less than 6 months of service or hired after April 1 of the respective year:
 - i. They will receive a mid-year review with a score based on their performance.
 - ii. They will be eligible to receive a pro-rated payout based on the score earned as outlined in Exhibit C.
 - 2. For employees with less than 3 months of service or hired after July 1, of the respective year:
 - i. They will receive a default evaluation score of 70 (no review will be completed) and their file will reflect that the "70" score is due to having less than 3 months of service at JEA.
 - ii. Per Article 20.8 (g), they will be eligible to receive a pro-rated payout based on a score of "70" as outlined in Exhibit C.
- h. The evaluation process described above is intended to enable employees to achieve maximum performance and be rewarded accordingly during the life of this Agreement. This will be achieved through continuous improvement based upon guidance and direction from JEA, application and effort on the part of the employee, and open communication between JEA and the employee. The evaluation process shall include the following:

1. JEA shall provide each employee with feedback on his/her overall job performance on a periodic basis. These feedback sessions are not intended to be in the same format as the annual performance review. The feedback session shall identify areas of performance where improvement will contribute to an elevated overall performance rating, and shall identify in writing those areas of performance which are below standard.
2. JEA shall, within seven (7) days of notifying an employee of areas of performance which are below standard, meet with the employee to assure that the employee understands the deficiencies, to offer additional guidance to the employee, and to discuss steps which the employee will take to improve deficient performance. Steps proposed to improve deficient performance shall be accompanied by examples or illustrations.
3. Subparagraphs 1 and 2 above are intended to provide for performance improvement opportunities. In addition thereto, JEA will provide a similar assessment of performance whenever it becomes reasonably apparent that any employee's performance is below standard. Such notification shall be provided at periodic intervals, as determined appropriate by JEA.

20. 12 Substandard Performance:

a. Any employee who is eligible, but does not qualify for a performance pay increase and/or lump sum payment by receiving a total performance score of 69.9 or below will be considered to have "substandard" performance. Any employee's performance determined to be substandard shall have the opportunity for review of the evaluation in the following manner:

1. The employee may file a request for review with his/her Director (or appropriate counterpart) within fifteen (15) calendar days after receipt of a written performance review by which he/she has been determined to have substandard performance. The Director (or appropriate counterpart) shall render his/her decision within fifteen (15) calendar days.
2. If the employee is dissatisfied with the decision of his/her Director (or appropriate counterpart), or if the Director (or appropriate counterpart) fails to timely respond, the employee may file a request for review with his/her Vice President/General Manager/Chief within fifteen (15) calendar days after receipt of the Director's review decision, or within fifteen (15) calendar days from the date on which the Director's review decision was due, whichever is earlier. If the employee fails to file a request for review within the fifteen (15) calendar days allowed, the Director's decision shall be final and not subject to further review through the grievance and arbitration procedures of this Agreement.
3. The Vice President General Manager/Chief shall render his/her decision within fifteen (15) calendar days.

- b. Each employee determined to have substandard performance shall be given a Performance Improvement Plan ("Plan") developed by the employee's appointed manager (or appropriate counterpart). Any employee given a Plan shall have the opportunity for review of the contents of the Plan in the following manner:
1. The employee may file a request for review with his/her Director (or appropriate counterpart) within fifteen (15) calendar days after receipt of the Plan. The Director (or appropriate counterpart) shall render his/her decision within fifteen (15) calendar days.
 2. If the employee is dissatisfied with the decision of his/her Director (or appropriate counterpart), or if the Director (or appropriate counterpart) fails to timely respond, the employee may file a request for review with his/her Vice President within fifteen (15) calendar days after receipt of the Director's review decision, or within fifteen (15) calendar days from the date on which the Director's review decision was due, whichever is earlier. If the employee fails to file a request for review within the fifteen (15) calendar days allowed, the Director's decision shall be final and not subject to further review through the grievance and arbitration procedures of this Agreement.
 3. The Vice President/General Manager/Chief shall render his/her decision within fifteen (15) calendar days.
- c. Each employee given a Plan shall be subject to three (3) interim pass/fail evaluations on the Plan - one (1) evaluation every three (3) months for nine (9) months. The first such pass/fail evaluation shall be given three (3) months after the Plan is given to the employee. If the employee fails two (2) out of any three (3) interim evaluations, that employee will be terminated. Any employee terminated under this provision shall have the opportunity for review of the termination in the following manner:
1. The employee may file a request for review with his/her Director (or appropriate counterpart) within fifteen (15) calendar days after receipt of a written notice of termination from his/her appointed manager (or appropriate counterpart). The Director (or appropriate counterpart) shall render his/her decision within fifteen (15) calendar days.
 2. If the employee is dissatisfied with the decision of his/her Director (or appropriate counterpart), or if the Director (or appropriate counterpart) fails to timely respond, the employee may file a request for review with his/her Vice President/General Manager/Chief within fifteen (15) calendar days after receipt of the Director's review decision, or within fifteen (15) calendar days from the date on which the Director's review decision was due, whichever is earlier. If the employee fails to file a request for review within the fifteen (15) calendar days allowed, the Director's decision shall be final and shall not be subject to further review through the grievance and arbitration procedures of this Agreement.
 3. The Vice President General Manager/Chief shall render his/her decision within fifteen (15) calendar days.

d. Employees who are eligible, but do not qualify for a performance pay increase based upon their annual performance review will not receive a later performance pay increase for that contract year, regardless of the ratings received on interim evaluations.

e. The nine (9) month period of the Plan shall commence on the earliest of the following dates:

1. When the employee indicates acceptance of the Plan.

2. When the deadline for requesting review of the Plan has expired at any level without the employee having timely requested such review.

3. When the Vice President General Manager/Chief has rendered his/her decision.

20.13 For the purpose of this Agreement, and except as provided otherwise in this Agreement, the establishment and maintenance of the anniversary date shall be in accordance with the provisions of the Civil Service and Personnel Rules and Regulations.

20.14 The performance review provided for in this Article shall satisfy, and be considered as compliance with, the annual performance review prescribed by the City of Jacksonville Civil Service and Personnel Rules and Regulations.

20.15 Requirements for advancement and other purposes as specified in these procedures shall be based on continuous service, which is employment without a break or interruption in either a classified or unclassified position. A leave of absence with or without pay shall not break or interrupt continuous service. Leave without pay one day or more will be deducted when computing the length of service for promotions, service raises, retirements, etc. The employee's employment date will be adjusted accordingly. Employees granted military leave for extended service with the Armed Forces of the United States shall be given full credit for said period military service.

20.16 Layoff Procedures:

a. Civil Service and Personnel Rules and Regulations shall apply when layoffs are required by JEA, except that any selective competition within the competitive area shall be authorized by the CEO/Managing Director.

b. The Director of Employee Services shall give the PEA President a thirty (30) calendar day notice of a pending layoff that will affect members of the PEA. This notice shall also include the competitive areas involved.

20.17 JEA, at its sole discretion, may implement from time to time incentive programs for individuals or groups consisting of awards and/or cash in recognition of performance improvements, innovative ideas resulting in savings and/or benefits, or other similar improvements that are work related and can be documented and measured.

- 20.18 The parties understand that during the life of this Agreement, JEA may, at its option, offer a voluntary severance plan to certain classifications of PEA employees. Such a plan will be on terms proposed by JEA, and any decision to accept such a plan will be made on an individual basis by each affected employee. In the event that the execution of such a plan requires a reorganization or redeployment by JEA, the PEA will have the right to request impact bargaining to the extent provided by law.

ARTICLE 21

GRIEVANCE PROCEDURE

- 21.1 It is intended that this grievance procedure will provide a means of resolving complaints at the lowest level possible, and JEA and PEA agree to work towards this end.
- 21.2 The purpose of this grievance procedure is to provide a method of processing grievable and arbitrable complaints involving the interpretation or application of this Agreement. It will be the exclusive procedure available to PEA employees and the parties to this Agreement for such matters. Grievances or appeals resulting from the following types of action are excluded from consideration under this Article:
- a. A violation of re-employment or reinstatement priority rights appeal able under Civil Service and Personnel Rules and Regulations;
 - b. A position classification, or specification decision or examination dispute appeal able under Civil Service and Personnel Rules and Regulations;
 - c. An allegation or complaint of discrimination under Equal Employment Opportunity;
 - d. A fitness for duty examination;
 - e. Health claim decisions;
 - f. Injury compensation provided by insurance carriers; and
 - g. Other provisions where authority is vested in the Civil Service Board or higher authority.
- 21.3 Any employee(s) in the bargaining unit may process a grievance through this procedure without the intervention of the PEA provided:
- a. The employee(s) sign a statement on the grievance form indicating that they do not want to be represented by the PEA during processing of that particular grievance;
 - b. The employee(s) must represent themselves or may be represented by legal counsel at their own expenses; and
 - c. Any requested adjustment/remedy must be consistent with the terms of the Agreement and must only apply to the individual grievant(s). A copy of any adjustment/remedy will be provided to the Union as soon as practicable afterward.

21.4 If during the processing of a grievance under this Article a question concerning the interpretation of City government policy, provision of law, or regulation of appropriate authority outside JEA cannot be resolved by the parties, the grievance will be delayed, unless mutually agreed otherwise, until the questioned policy, law, or regulation has been interpreted by the proper authority.

21.5 A grievance must be taken up with JEA within twenty-one (21) calendar days after the occurrence of the matter out of which the grievance arose, or 21 days from when the occurrence reasonably should have been known. Failure of JEA to observe the time limits prescribed in each step will entitle the grievant(s) to advance the grievance to the next step of the procedure. The failure of the grievant to meet the time limits prescribed at any step of the grievance will constitute a basis for termination of the grievance by JEA, and not subject to further appeal, except to arbitration for determining the matter of timeliness of the grievance only. Time limits at any level may be extended by mutual agreement between JEA and the grievant, and shall not be unreasonably denied by either party.

21.6 Complaint Resolution: Any employee covered by this Agreement shall have the right to pursue appropriate problem resolution.

21.7 Grievance Procedure

a. Step 1 - Formal

The grievance procedure is initiated by the employee or the employee and the PEA representative submitting the grievance in writing using the mutually agreed upon grievance form (Exhibit D) along with any supporting documentation to the Director. The written grievance shall contain, in brief, enough of the details of the grievance including Article(s) and Section(s) of the Agreement involved so that the grievance may be properly identified and the corrective action desired. The Director shall, within fifteen (15) calendar days of receipt of the grievance, meet, with the employee and PEA representative or the employee to discuss the grievance. The Director shall provide his/her written decision and the reason(s) for the decision within fifteen (15) calendar days after the meeting. If such decision is not acceptable, the grievance will be forwarded to the next step.

b. Step 2 - Formal

1. If a satisfactory resolution is not reached at Step 1, the employee or the employee and the PEA representative or PEA President will forward the grievance in writing within fifteen (15) calendar days after receipt of the Step 1 decision, stating any objections to the Step 1 decision, to the Director, Employee Services or designated representative, who shall receive the grievance on behalf of the Managing Director. The Managing Director's, designated representative shall, within fifteen (15) calendar days after receipt of the grievance, either:

- i. Satisfy the grievance, or:
- ii. Meet with the aggrieved employee or the employee and PEA representative or the PEA President, if an employee initiated grievance;
- iii. Or with the PEA President and the Vice-President, if a PEA initiated grievance.

The Managing Director's designated representative shall render a written decision within fifteen (15) calendar days after the meeting.

Note: The Managing Director's designated representative shall be a member of the Executive Management Team (either an Officer or a Vice-President. The Executive Management Team representative will not be designated to hear a grievance in his/her own group. The Managing Director's designated representative shall have full authority to render a written decision.

2. Step 2 decision, if not satisfactory, may be referred to arbitration as provided in this Agreement, within fifteen (15) calendar days after receipt of the written decision.

- 21.7 When a number of essentially identical grievances are submitted, the PEA may select one (1) of those grievances for processing at Step 1. The decision on the grievance selected shall be binding on the combined grievances. The names of all of the aggrieved employees will be made a part of the record of the grievance actually processed, and each grievant will be notified of the decision.

ARTICLE 22 ARBITRATION

22.1 The purpose of this Article is to provide for binding arbitration of unresolved grievances concerning the interpretation or application of this Agreement. Arbitration may only be invoked by JEA or the PEA President or designee.

22.2 In order for a grievance to be considered for arbitration, the party desiring to arbitrate must notify the other party within fifteen (15) calendar days, except where mutually extended, after receipt of the written Step 2 of Article 21 decision by serving written notice of intent to appeal. If the appeal notice is not submitted within the required time limits, the Step 2 decision will be final and binding.

22.3 Upon appeal to arbitration, the Federal Mediation and Conciliation Service (FMCS) shall be requested by JEA and the PEA President or designee to provide a panel of seven (7) regional arbitrators. At the same time, the issue shall be defined to the FMCS to provide for the assignment of arbitrators with experience in the matter to be adjudicated. Within fifteen (15) calendar days, except where mutually extended, after the list has been received from FMCS, the parties shall confer for the purpose of selecting the arbitrator. Each party will alternately strike names (the appealing party shall strike the first name) until one (1) arbitrator remains. Once an

arbitrator has been selected, the moving party will notify the FMCS of the selection. Efforts to schedule the date for the arbitration hearing will be initiated within thirty (30) calendar days from the date of the arbitrator's acceptance of selection and receipt of proposed availability dates from the arbitrator.

- 22.4 The expenses and fees of the arbitrator, a special master, or mediator shall be divided equally between JEA and PEA, with each party held responsible for payment of one-half of these expenses and fees. If either party desires to have a transcript made of the hearing, such party shall bear the full cost of such transcript.
- 22.5 PEA employees who shall be excused from duty to participate in the arbitration proceedings without charge to leave will be the Representative, President and/or other Officer, the aggrieved employee, if employee initiated grievance; or Representative if PEA initiated grievance and PEA employee witnesses who have direct knowledge of the circumstances and factors bearing in the case.
- 22.6 The arbitrator will be requested to render his/her award within thirty (30) calendar days after the conclusion of the hearing, or the receipt of post-hearing briefs. With respect to the interpretation, enforcement, or application of the provision of the Agreement, the decision, findings, and recommendations of the arbitrator shall be final and binding on the parties to this Agreement. Arbitrators shall have no power to add to, or subtract from, modify or ignore any of the terms of this Agreement.

ARTICLE 23

PEA COMMUNICATIONS

23.1 Bulletin Boards

- a. The PEA shall be provided with partial use of suitable bulletin boards, including at least one (1) at each working location for the posting of information pertaining to PEA activity. JEA agrees, if the PEA requests, to provide a separate bulletin board specifically for the use of the PEA of a standard size not to exceed 4' x 4'.
- b. The PEA shall be provided use of an electronic bulletin board accessible by all members of the bargaining unit.

23.2 The PEA agrees that it shall use space on the bulletin boards provided for in 23.1 for the following purposes:

- a. Notices of PEA meetings;
- b. Reports of PEA elections;
- c. Reports of PEA committees;
- d. Rulings and policies of the PEA;
- e. Notices of recreational and social affairs of the PEA;
- f. Notices of meeting of public boards.

g. Other notices as mutually agreed upon by JEA and the PEA President or designee.

23.3 No material, notices, announcements, or other information shall be posted which is of a political nature, derogatory, inflammatory, or disruptive to JEA's operations.

23.4 Information for posting on the electronic bulletin board shall be submitted to Labor Relations by the PEA President or designee.

ARTICLE 24 SAFETY AND TRAINING

24.1 JEA agrees to continue an aggressive employee development program to better prepare each employee for his/her present position and provide maximum preparation for promotional opportunities.

24.2 Each employee is responsible to observe the safe work practices of any and all jobs performed within JEA. If any employee is charged by JEA as being at fault in connection with any accident, and such charge is deemed unfair, this action may be taken up as a grievance, as provided in this Agreement.

24.3 Nothing contained in this Article shall be construed to impose any liability on JEA over and above the responsibility placed upon said JEA by the laws of the State of Florida pertaining to Workers' Compensation, it being the specific understanding of the parties to this Agreement that said Workers' Compensation laws govern the rights and benefits of the employees covered by this Agreement for on-the-job-injuries.

24.4 It is agreed that from time to time employees within the bargaining unit, approved by JEA, may be temporarily assigned to perform safety and training duties for the purpose of assisting with and enhancing the employee safety and training programs.

24.5 JEA will continue an aggressive supervisory/professional development program to enhance present position capabilities and promotional opportunities in accordance with local, state, and federal Equal Employment Opportunity Laws. In this regard, JEA will develop and initiate a broad range of communication, training, development and motivational programs and methods such as, but not limited to:

- a. Acquisition and distribution of supervisory/professional training and development material;
- b. Individualized communications;
- c. Supervisory/managerial training and development programs during working hours;
- d. Supervisory/professional programs such as training, program planning, operational methods, etc.;
- e. Incentive recognition programs (awards or cash);
- f. Special individual or group recognition; and
- g. Job related, externally offered training, education and self-development programs.

24.6 Training & Seminars

- a. In order to enhance the utility industry education and expertise of bargaining unit employees, JEA shall from time to time provide those employees with job-related training seminars by recognized professionals.
- b. Seminar topics may include, but are not limited to: turbine repair, turbine blade repair, pump repair, boiler tubes, asbestos, hazardous wastes, claims prevention, contract management, negotiation, OSHA safety rules, environmental matters, transmission and distribution methods, and engineering/operating practices.
- c. The PEA shall make recommendations to JEA concerning seminar-related issues, including: topics, speakers, scheduling, and participation of employees. JEA shall thereafter consider the PEA recommendations and decide all matters concerning the seminars.

ARTICLE 25

ALCOHOL AND CONTROLLED SUBSTANCE ABUSE AND TESTING

Prelude

JEA and the PEA both agree that education and communication about the City of Jacksonville Employee Assistance Program (EAP) is a very important tool toward having a drug free work force. JEA will see that information about the EAP is available for employees and their families. It should be every employee's goal to help those co-workers, whom they know have some type of problem with substance abuse, to seek help through the EAP.

25.1 Definitions

- a. "Drug abuse" means:
 - 1. The use of any controlled substance as defined in Section 893.03, Florida Statutes, as amended, not pursuant to a lawful prescription. A "lawful prescription" is defined as a prescription issued in the name of the employee by a licensed health care practitioner in full compliance with the practitioner's practice act.
 - 2. The commission of any act prohibited by Chapter 893, Florida Statutes.
 - 3. Abusing a lawful prescription.
 - 4. Substituting or adulterating any specimen during a drug test.
 - 5. Refusing to submit to a drug test.
 - 6. Drug test with positive results.
- b. "Illegal drug" means any controlled substance as defined in Section 893.03, Florida Statutes, not possessed or taken in accordance with a lawful prescription.
- c. "Department of Health and Human Services (HHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs" (the HHS Guidelines) means those guidelines as printed in the June 9, 1994, Federal Register (59 FR 29908), and as amended from time to time.
- d. "Reasonable belief" means an opinion which a prudent person would form based on observation and information from reliable and credible sources. Observation includes, but is not limited to sensory facts (what a person saw, heard, smelled, tasted or touched). Objective factors that should be taken into consideration in determining reasonable belief are:

1. The nature of the information;
2. The reliability of the person or source providing the information;
3. The extent of any confirmation; and,
4. Any other factors contributing to the belief or the lack thereof.

Not all of these factors must exist to find reasonable belief, but all must be examined.

- e. "Substituted Specimen" means a specimen that has a creatinine of less than or equal to 5 mg/dL and a specific gravity less than or equal to 1.001 or greater than or equal to 1.020. (Such specimens do not exhibit the clinical signs or characteristics associated with normal human urine.)
- f. "Adulterated Specimen" means a specimen with a nitrite concentration which is equal to or greater than 500mcg/mL; or the pH is less than or equal to 3, or greater than or equal to 11; or if a foreign substance is present; or if an endogenous substance (one that is normally found in human urine) is present at a concentration greater than the normal physiological concentration.
- g. "Lawful Prescription Abuse" means taking prescribed drugs in greater dosages and/or more frequent intervals than specified in the prescription, or securing and simultaneously using prescriptions for the same or equivalent medication from multiple providers, or taking medications that are not prescribed for the employee, or as otherwise determined by as Medical Review Officer (MRO).
- h. "Alcohol" means ethyl alcohol (ethanol). References to use of alcohol include use of a beverage, mixture, or preparation containing ethyl alcohol.
- i. "Alcohol Abuse" means
 1. Using or being under the influence of alcohol or alcoholic beverages on the job.
 2. Adulterating any specimen during an alcohol test.
 3. Refusing to submit to an alcohol test.
 4. Alcohol test with positive results.

25.2 Circumstances When Testing May Be Required

JEA may require an employee to submit to drug and/or alcohol testing under any of the following circumstances:

- a. Whenever two appointed managers concur that there is a reasonable belief that an employee is using, under the influence of, or in possession of illegal drugs and/or alcohol while on duty, or that the employee is abusing illegal drugs and/or alcohol and the abuse either adversely affects his/her job performance or represents a threat to the safety of the employee, his/her co-workers, or the public and the reasons for such concurrence have been stated to a PEA Representative.

- b. Whenever an employee is involved in an accident involving personal injury or property damage which could result in liability to JEA, loss or damage to JEA property, or involving a personal injury that requires treatment beyond first aid (i.e. OSHA Recordable), urine specimens will be collected from all employees directly involved in the accident and stored for future testing. Employees will also be subject to a breathalyzer test for alcohol. For purposes of this provision, an employee is considered directly involved in the accident if the employee was in a position or situation where his/her action or inaction could cause, contribute to, contribute after, or have an impact on the accident which includes any injuries (regardless of whether the employee was at the location of the accident). If the accident/damage investigation reveals that employee negligence was a cause, the negligent employee's (s') specimen(s) will be tested. All samples not tested will be destroyed within ten (10) calendar days of the accident/damage investigation team report or within twenty (20) calendar days of the accident if no investigation is held. The accident/damage investigation team shall include a PEA executive board member or designee.
- c. An employee with a CDL will be tested for drugs and alcohol when they are involved in a vehicular accident that results in a fatality; or the employee receives a moving violation citation and the accident involved bodily injury requiring medical treatment away from the scene; or one or more vehicles are damaged and disabled requiring towing away from the scene.
- d. Any time within one (1) year after an employee has voluntarily admitted a substance problem and entered into a Last Chance Agreement, tested positive for the presence of controlled substances taken from a lawful prescription issued to the employee's spouse or family member permanently residing with the employee, tested positive for alcohol or completed initial rehabilitation, whichever is later. (The City EAP office shall direct a letter to both JEA and to the employee establishing the date on which rehabilitation was completed.)
- e. As required by the Federal Highway Administration (FHWA) Controlled Substances & Alcohol Use & Testing Program, 49 CFR 382, et seq. (This federal regulation, also known as "CDL Testing"), requires testing for alcohol as well as for controlled substances.)
- f. As part of a random drug and alcohol testing program applicable to employees in safety sensitive positions in accordance with criteria set forth in Exhibit B, management's designation of a position as "safety sensitive" shall be subject to appeal to the Director of Employee Services, or designee, whose decision may be subject to arbitration. An employee who disputes the safety sensitive designation of his or her position shall be required to submit a sample in accordance with testing procedures but the results of the test shall be sealed until the dispute has been resolved.
- g. In determining a position to be "safety sensitive", consideration will be given to "safety sensitive", as defined in Sections 112.0455(5) (m) and 440.102(1) (o) Florida Statutes, and using criteria delineated in Exhibit B.
- h. JEA will provide the PEA President with a listing of PEA members designated as safety sensitive on an annual basis, and as the listing is updated.

25.3 Testing Protocols

a. Drug

1. Whenever an employee is required to provide a urine specimen for these testing procedures, the specimen will be divided into two samples at the time of collection in order to facilitate the testing procedures described in this section. The collection facility and the Substance Abuse and Mental Health Services Administration (SAMHSA) certified tester shall follow specimen collection and testing procedures consistent with the HHS Guidelines except as specifically amended herein.
2. The threshold level or cut-off limit and substances shall be as set forth below or as established by HHS and/or SAMHSA. The following levels have been established as of the effective date of this Agreement. However, the levels established by HHS and/or SAMHSA which are in effect as of the date of any given test shall govern

SCREENING THRESHOLDS

URINE			
<u>INITIAL TEST ANALYTE</u>	<u>INITIAL TEST CUTOFF CONCENTRATION (NG/ML)</u>	<u>CONFIRMATORY TEST ANALYTE</u>	<u>CONFIRMATORY TEST CUTOFF CONCENTRATION (NG/ML)</u>
MARIJUANA METABOLITES	50	THCA	15
COCAINE METABOLITES	150	BENZOYLECGONINE	100
OPIATE METABOLITES CODEINE/MORPHINE	2000	CODEINE MORPHINE	2000 2000
6-ACETYLMORPHINE	10	6-ACETYLMORPHINE	10
PHENCYCLIDINE	25	PHENCYCLIDINE	25
AMPHETAMINES	500	AMPHETAMINE METHAMPHETAMINE	250 250
MDMA	500	MDMA MDA MDEA	250 250 250
BLOOD			
INITIAL TEST ANALYTE	INITIAL TEST CUTOFF CONCENTRATION (NG/ML)	CONFIRMATORY TEST CUTOFF CONCENTRATION (NG/ML)	
MARIJUANA METABOLITES	5	2	
COCAINE METABOLITES	25	30	
OPIATE METABOLITES CODEINE/MORPHINE	10	10	
6-ACETYLMORPHINE	10	10	
PHENCYCLIDINE	8	8	
AMPHETAMINES	50	10	

3. The SAMHSA certified tester shall utilize the following procedures to the extent that they are not inconsistent with the HHS Guidelines:

- i. The SAMHSA certified tester shall submit the first of the samples to an immunochemical assay or radioimmunoassay test. If the results of this test are negative, no further testing will be required and all collected specimens will be disposed.
 - ii. If the results of the initial test provided for in Section 25.3 (a)(3)i are positive, the SAMHSA certified tester will submit the same sample for further testing using the gas chromatography/mass spectrometry (GC/MS) method to verify the initial test results. JEA will not be notified about the initial positive result, until it has been confirmed as provided for in this section.
 - iii. If the specimen provided is unsuitable for testing due to no fault of the employee being tested, or if the chain of custody is violated, the employee will be advised of those circumstances and will be required to provide another specimen for testing. Except for low creatinine test results, and provided the employee was not at fault, an additional specimen will be required not more than one (1) additional time. Should the employee provide specimens which are neither adulterated nor substituted, but unsuitable for testing due to low creatinine levels three (3) consecutive times, the employee will be subject to a blood sample. Should an employee have legitimate, verifiable religious objection or medical reason that would prohibit a blood sample, then the Medical Review Officer (MRO) will determine the alternate testing method that will be used.
 - iv. Specimens that are adulterated or substituted will be reported as a "refusal to test," and the employee will not be offered the opportunity for a test of the second sample as provided for in 4 below.
4. If the results of the confirmation test provided for in Section 25.3.c.2 are positive, as confirmed by a qualified (HHS Guidelines) medical review officer (MRO), the HHS guidelines shall be followed for confirmation and notification of the employee and JEA. At that time, the employee may elect to have the second sample subjected to further testing by a SAMHSA certified tester at the employee's expense. If the second sample tests negative, JEA will reimburse the employee for the cost of the test. If the tests on the second sample are positive, or if the employee does not request testing of the second sample, JEA may take appropriate action in accordance with this article.
5. a. Random Testing Protocol.
 - i. Management will administer random drug tests to 25% of all employees who are designated as safety sensitive each year. (The 25% can be rounded up to include the nearest "whole" person.
 - ii. Management will administer random alcohol tests to 10% of all employees who are designated as safety sensitive each year. (The 10% can be rounded up to include the nearest "whole" person.)
 - iii. The drug and alcohol threshold levels and procedures applicable to CDL random testing shall apply to safety sensitive random testing.
 - iv. Employees who are subject to CDL random testing shall not be subject to safety sensitive random testing.
- b. Alcohol

- i. Whenever an employee is required to be tested for alcohol, a breathalyzer shall normally be used. In certain cases when the breathalyzer cannot be administered, blood may be used.
 - ii. The threshold level or cut-off limit shall be as set forth below or as established by Florida Statute. The following levels have been established as of the effective date of this Agreement. However, the levels established by DOT or Florida Statute, which are in effect as of the date of any given test shall govern.
 - iii. Alcohol abuse shall subject the employee to disciplinary action as indicated in 25.4(b)
- c. Breath or Blood Alcohol Testing Threshold Levels for CDL's
 Department of Transportation (DOT) Regulations for Commercial Driver License Alcohol Testing

 0.020 to 0.039 – Cannot perform safety sensitive work for at least 24 hours
 0.040 to 0.079 – Cannot perform safety-sensitive work until released by a substance abuse professional.
 0.08 and above – Cannot perform safety-sensitive work until released by a substance abuse professional.
- d. Breath or Blood Alcohol Threshold Levels for non-CDL Testing

 0.05 to 0.079 – Considered impaired with other competent evidence of impairment.
 0.08 and above – Presumed to be impaired.

25.4 Disciplinary Action

- a. Drug abuse shall subject the employee to the following discipline:
 - 1. Any employee who uses a controlled substance pursuant to a prescription lawfully issued to a member of the employee's household residing with the employee shall be given a single Last Chance Agreement provided the prescription was taken for the employee's bona fide medical condition. The employee will be randomly tested 6 to 12 times during a succeeding 12-month period. Subsequent violations of the policy shall result in immediate termination from employment.
 - 2. Drug abuse, other than described in 1 above shall result in immediate termination from employment.
- b. Alcohol abuse shall subject the employee to the following discipline:
 - 1. If an employee tests positive for a breath or blood alcohol level equal to or greater than 0.02 but less than 0.04, the employee will be subject to the provisions of the DOT CDL requirements.
 - 2. If an employee tests positive for a breath or blood alcohol level equal to or greater than 0.04, but less than or equal to 0.05, the employee will be given a letter of "Required Action and Consequences of Noncompliance" which is not considered discipline. A second positive test in level described above will result in a Last Chance Notice, and a third positive will result in immediate termination from employment.

3. If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08, and there is no other competent evidence of impairment, the employee will be given a Last Chance Agreement. Any subsequent positive test producing a breath or blood alcohol level in excess of 0.05 will result in the employee being terminated from employment.
 4. If an employee test positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08 and there is other competent evidence of impairment, the employee will be terminated from employment.
 5. If an employee tests positive for a breath or blood alcohol level at 0.08 or higher, the employee will be terminated from employment.
- c. Upon investigation, any employee who refuses to submit to substance abuse or alcohol testing (including adulterating or substituting a sample) as required by this article, or who refuses to sign an authorization for the release of the records of such testing shall be considered as a refusal to submit to a drug or alcohol test and shall be terminated from employment.

25.5 Rehabilitative/Corrective Action

- a. Any employee is eligible one time only to notify the employer that he/she has a drug and/or alcohol problem, and upon such notification the employee shall be permitted to enter rehabilitation, subject to a single Last Chance Agreement. In order to be eligible for this one-time opportunity for rehabilitation, the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day before the employee is notified that he/she is scheduled for testing pursuant to section 25.2.a (reasonable suspicion testing), section 25.2.g (safety sensitive testing), or section 25.2.f (CDL testing). In the case of testing under section 25.2.b and c (testing following an accident) the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day in advance of any accident that gives rise to the need for testing in order to be eligible for this one-time opportunity for rehabilitation. In the case of testing pursuant to section 25.2.e (annual testing), the employee must notify the employer that he/she has a drug and/or alcohol problem before the week that the employee is scheduled to be tested in order to be eligible for this one-time opportunity for rehabilitation.
- b. JEA may require an employee who has tested positive for the presence of alcohol or illegal drugs and to which subparagraphs 25.4.a.1 or b.1 applies, or who has elected to come forward under subparagraph 25.5.a, to submit to counseling, or other rehabilitative treatment as a condition of continued employment. This section shall not be construed to limit JEA's right to take appropriate disciplinary action when an employee tests positive for the presence of alcohol or illegal drugs.
- c. Any employee who is required to submit to counseling or other rehabilitative treatment as a condition of continued employment shall sign a release, authorizing the release of information to JEA sufficient to determine whether the employee can safely perform his/her job duties. The manager shall make the decision whether the employee can perform his/her job duties in conjunction with a physician associated with the rehabilitation/treatment facility. The information provided to JEA shall be limited to the following:
 1. Whether the employee has regularly attended counseling and/or treatment sessions, as directed.

2. Whether the employee has satisfactorily participated in counseling and/or treatment sessions.
 3. Whether the employee has complied with all requests for substance abuse tests, and whether the employee has passed all of those tests.
 4. Whether the employee has admitted to using alcohol or illegal drugs subsequent to the test which resulted in the referral to counseling and/or rehabilitative treatment.
 5. Whether there is any reason to believe that the employee's return to work could result in a risk to persons or property.
 6. Whether JEA should impose any work related limitations or requirements upon the employee in the event that JEA determines to permit the employee to return to work.
- d. Driving restriction for employees with CDL shall be as stipulated in the Federal Highway Administration Controlled Substance & Testing Program, 49 CFR 382, et seq. The same restriction will be used for other safety sensitive employees.

25.6 Examination and Test

- a. Except as provided in paragraph 25.3(a)4, JEA will pay the cost of any test required by Section 25.2. Provided, however, that in the case of alcohol testing, an employee will be given the opportunity for a blood alcohol test conducted at the same time as his/her own expense.
- b. Urine specimens or alcohol tests required by this article will be obtained while the employee is on duty. JEA may extend the employee's duty period for the purpose of drug or alcohol testing.
- c. In the case of alcohol testing conducted pursuant to section 25.2 f, any employee who tests .039 breath alcohol content or less (but in excess of .02 breath alcohol content) in any test conducted before 10:00 a.m. will be permitted to test again within one hour from the first test. This waiting period will be on the employee's own time. The first test will be used to determine appropriate discipline, in conjunction with any further test results.
- d. Tests will be performed by a SAMHSA certified facility selected by JEA.
- e. Employees who are required by this article to take a test shall be required to sign an authorization form releasing the records of such tests to the JEA Manager, Labor Relations or his/her designee. Refusal to sign an authorization for releasing the records of such test to JEA shall be considered as refusing to submit to a drug or alcohol test. The JEA Manager, Labor Relations or his/her designee shall release relevant information contained in those records only to the employee's Vice President, Director and Manager, and to those JEA management officials and representatives directly involved in employment related decisions involving that employee. This shall not limit JEA from providing work-related information regarding the employee to the employee's supervisors, including work-related limitations or requirements and the reasons therefore. Each individual receiving such information will be instructed regarding the confidential nature of that information.
- f. JEA will, unless prohibited by law, and as otherwise provided in this agreement, keep the results of any testing provided for in this article confidential. Any results of positive testing which JEA later determines have been refuted will be destroyed. Test results shall be considered confidential medical records unless they become part of a disciplinary action.

25.7 Training

JEA and bargaining unit members shall receive training to ensure that they understand their roles and responsibilities in implementing this article. The sufficiency or adequacy of such training shall not be grounds to challenge the validity of any reasonable belief determination or disciplinary action taken as a result of a positive drug or alcohol test, nor shall it preclude disciplinary action where otherwise appropriate.

25.8 Employer Initiation

This testing program was initiated at the request of JEA. The PEA has participated only to the extent of protecting the rights of workers arising from administration of the testing program. It is intended that JEA shall be solely liable for any legal obligations and costs arising out of the provisions and/or application of this article.

ARTICLE 26 DISCIPLINE AND DISCHARGE

26.1 No employee shall be removed, discharged, reduced in rank or pay, suspended or otherwise disciplined except for just cause, and in no event until furnished with a written statement of the charges and the reason for such action. Should disciplinary action be considered, within fifteen (15) calendar days from the date the Employer became aware of the occurrence, a fact-finding meeting will be set up and the date communicated to the employee. Disciplinary action will be taken within sixty (60) calendar days after the investigation is complete and any appropriate documentation is received, however, this time limit may, at Management's discretion, be extended during the pendency of a felony criminal investigation into an employee's conduct, which could impact JEA. In such cases, the time limits established by this Section will not begin to run until all investigations, prosecutions and/or appeals involving the employee are concluded. If no action is taken within the referenced timeframe, the incident will not be subject to discipline.

26.2 An employee will be allowed to review their master personnel file within a reasonable length of time upon request to the Director, Employee Services. During the term of this Agreement, if any information, which is considered unfavorable and derogatory to an employee, is entered in their personnel file which deals with conditions originating during employment with JEA, the employee will be required to acknowledge receipt in writing of such information, and will be furnished a copy in order to have the opportunity to submit a written statement responding to the information (excluding copies of personnel action forms, time reports, and employee evaluation reports). The employee's acknowledgment of receipt in writing merely indicates that the employee has seen and received a copy of such derogatory or unfavorable information. The acknowledgment of receipt does not indicate that the employee agrees with such information, nor does such action indicate that the employee admits guilt for any alleged infractions stipulated. The employee's responding statement will also be entered in their personnel file. If an employee feels that any such correspondence was unjustified, he/she has the right to resort to the Grievance Procedure.

- 26.3 JEA will follow the principles of progressive discipline that discipline generally proceeds from a reprimand, to a suspension or reduction in pay, to demotion and/or discharge. JEA will use the company-wide guidelines for disciplinary action as contained in JEA Procedure LR 606, however, the parties recognize that the seriousness and circumstances surrounding an offense may warrant more or less severe discipline, depending upon all of the facts. When the situation warrants, JEA will provide oral counseling before implementing progressive discipline. Should changes or modifications be made to the work rules in JEA's Procedure LR606, the Union will be given an opportunity to provide input prior to the changes taking place.
- 26.4 Unless waived by the employee, when an employee is off the payroll due to a suspension, JEA will continue to pay the life insurance and medical insurance premiums normally paid by JEA which includes JEA's portion of the dependent medical insurance premium. The employee is responsible for the optional life insurance premium and their portion of the dependent medical insurance premium.

ARTICLE 27

EQUAL EMPLOYMENT OPPORTUNITY

- 27.1 JEA and the PEA mutually agree that each has a positive and distinct role in carrying out the concepts of equal employment opportunity irrespective of race, color, creed, national origin, religion, sex, age, and where appropriate, disability. JEA and the PEA agree to encourage all bargaining unit employees to take advantage ~~or of~~ self-improvement opportunities to enhance their potential for promotion and job security.
- 27.2 It is agreed that the PEA will participate in such activities, which are required by EEO laws and regulations and the implementation of the JEA Equal Opportunity/Equal Access Program. The PEA will advise appropriate management of dissatisfactions that do not constitute formal discrimination complaints.
- 27.3 It is agreed that no official of JEA or the PEA shall interfere with, restrain, coerce, intimidate, or retaliate against any employee for appearing, testifying or furnishing evidence during any investigation or hearing procedures.
- 27.4 When vacancies occur in positions within classifications included in the bargaining unit, JEA shall give consideration to filling the positions by promotion or transfer of current JEA employees.

ARTICLE 28

SAVINGS CLAUSE

- 28.1 JEA retains all rights, powers, functions and authority it has prior to the signing of this Agreement, except as such rights are specifically relinquished or abridged in this Agreement in accordance with Section 447.309, Florida Statutes.

ARTICLE 29
SEVERABILITY

- 29.1 If any provision of this Agreement shall be found to be invalid by any court having jurisdiction in respect thereof, such finding shall not affect the remainder of this Agreement, and all other terms and provisions shall continue in full force and effect. Upon any such judicial determination, JEA and the PEA will agree to negotiate and endeavor to reach an agreement upon a substitute for the provisions found to be invalid.

ARTICLE 30
TERM, APPROVAL, AND AMENDMENTS

- 30.1 The Agreement, upon approval and ratification, shall become effective October 1, 2016 and shall remain in effect through September 30, 2019.
- 30.2 It is acknowledged that this Agreement must be approved by the membership of the PEA prior to submission for approval to and by JEA and City Council.
- 30.3 This Agreement shall be subject to amendments at any time by mutual consent of the parties hereto. Such amendments shall, reduced to writing, state the effective date of the amendment, and be approved by JEA and PEA.
- 30.4 The PEA and JEA agree to begin negotiations for a successor Collective Bargaining Agreement beginning in February 2018. Thereafter, the parties agree to meet on a monthly basis, or as otherwise mutually agreed upon, in order to facilitate a successor Agreement prior to October 1, 2019.

EXHIBIT A

Effective 10/1/2016 (2% increase to the minimum for pay grades 630 -670 plus an addition 2% general increase (Min & Max)

PEA Pay Structure				
Job Title	PG	Min	Mid	Max
IT Services Technician Risk Management Technician	600	\$41,616	\$48,960	\$56,304
Accountant Communications Technician Contracts Associate Environmental Technician Vegetation Management Associate	610	\$45,798	\$53,856	\$61,914
Applications Analyst Associate Communications Analyst Associate Data Warehouse Analyst Associate Environmental Scientist IT Services Technician Senior Network Administrator Associate Project Administrator Asst Construction System Administrator Associate	620	\$50,388	\$59,262	\$68,136
Accountant Senior Associate Engineer Accounts Payable Controls Analyst Business Analyst Communications Technician Senior Fuels Administrator Operations Analyst Physical Security Analyst Project Cost Specialist Quality Assurance LIMS Officer Rate Analyst Safety & Health Specialist Security Analyst	630	\$58,054	\$69,215	\$80,376

Applications Analyst Associate System Operator Communications Analyst Construction Specialist Data Warehouse Analyst Database Administrator Environmental Scientist Senior Forester Network Administrator Operations Analyst Senior Predictive Maintenance Analyst Project Administrator Construction Project Scheduler Purchasing Agent Senior Staff Engineer System Administrator Technology Project Leader Vegetation Management Specialist	640	\$65,545	\$80,050	\$94,554
Application Analyst Senior Communications Analyst Senior Fuels Administrator Senior Market Research Analyst Senior Network Administrator Senior Physical Security Specialist Project Administrator Senior Construction Project Cost Specialist Senior Quality Assurance LIMS Officer Senior Rate Analyst Senior Research Project Consultant Security Analyst Senior System Administrator Senior Technology Team Leader Vegetation Management Specialist Senior	650	\$74,076	\$88,548	\$103,020
Certified System Operator* Data Warehouse Analyst Senior Database Administrator Senior Electric Distribution Engineer Electric Systems Engineer Environmental Engineer Oracle Engineered System Administrator Project Scheduler Senior Security Team Leader Technology Project Leader Senior Water Wastewater Engineer	660	\$82,192	\$97,961	\$113,730
Corporate Applications Specialist Data Warehouse Specialist Enterprise Architect Technology Systems Specialist	670	\$91,763	\$109,377	\$126,990

*Note: CSO minimum rate is \$42.74

Effective the date employee contributions to GEPP increases (2% general increase)

PEA Pay Structure				
Job Title	PG	Min	Mid	Max
IT Services Technician Risk Management Technician	600	\$42,448	\$49,939	\$57,430
Accountant Communications Technician Contracts Associate Environmental Technician Vegetation Management Associate	610	\$46,714	\$54,933	\$63,152
Applications Analyst Associate Communications Analyst Associate Data Warehouse Analyst Associate Environmental Scientist IT Services Technician Senior Network Administrator Associate Project Administrator Asst Construction System Administrator Associate	620	\$51,396	\$60,448	\$69,499
Accountant Senior Associate Engineer Accounts Payable Controls Analyst Business Analyst Communications Technician Senior Fuels Administrator Operations Analyst Physical Security Analyst Project Cost Specialist Quality Assurance LIMS Officer Rate Analyst Safety & Health Specialist Security Analyst	630	\$59,215	\$70,600	\$81,984

Applications Analyst Associate System Operator Communications Analyst Construction Specialist Data Warehouse Analyst Database Administrator Environmental Scientist Senior Forester Network Administrator Operations Analyst Senior Predictive Maintenance Analyst Project Administrator Construction Project Scheduler Purchasing Agent Senior Staff Engineer System Administrator Technology Project Leader Vegetation Management Specialist	640	\$66,856	\$81,651	\$96,445
Application Analyst Senior Communications Analyst Senior Fuels Administrator Senior Market Research Analyst Senior Network Administrator Senior Project Administrator Senior Construction Project Cost Specialist Senior Quality Assurance LIMS Officer Senior Rate Analyst Senior Research Project Consultant Security Analyst Senior System Administrator Senior Technology Team Leader Vegetation Management Specialist Senior	650	\$75,558	\$90,319	\$105,080
Certified System Operator* Data Warehouse Analyst Senior Database Administrator Senior Electric Distribution Engineer Electric Systems Engineer Environmental Engineer Oracle Engineered System Administrator Project Scheduler Senior Security Team Leader Technology Project Leader Senior Water Wastewater Engineer	660	\$83,836	\$99,921	\$116,005
Corporate Applications Specialist Data Warehouse Specialist Enterprise Architect Technology Systems Specialist	670	\$93,598	\$111,564	\$129,530

*Note: CSO minimum rate is \$43.59

PEA Job Index		
OCC Code	Job Title	Pay Grade
1004	Accountant	610
1005	Accountant Senior	630
1006	Accounts Payable Controls Analyst	630
2299	Application Analyst Senior	650
2298	Applications Analyst	640
2297	Applications Analyst Associate	620
2224	Associate Engineer	630
2237	Associate System Operator	640
2270	Business Analyst	630
2229	Certified System Operator	660
2345	Communications Analyst	640
2344	Communications Analyst Associate	620
2346	Communications Analyst Senior	650
2418	Communications Technician	610
2419	Communications Technician Senior	630
2306	Construction Specialist	640
3700	Contracts Associate	610
2355	Corporate Applications Specialist	670
2342	Data Warehouse Analyst	640
2341	Data Warehouse Analyst Associate	620
2343	Data Warehouse Analyst Senior	660
2005	Data Warehouse Specialist	670
2001	Database Administrator	640
2410	Database Administrator Senior	660
2228	Electric Distribution Engineer	660
2230	Electric Systems Engineer	660
2423	Enterprise Architect	670
2234	Environmental Engineer	660
2221	Environmental Scientist	620
2223	Environmental Scientist Senior	640
2220	Environmental Technician	610
2219	Forester	640
2160	Fuels Administrator	630
2161	Fuels Administrator Senior	650
2412	IT Services Technician	600
2413	IT Services Technician Senior	620
2284	Market Research Analyst Senior	650
2348	Network Administrator	640
2347	Network Administrator Associate	620
2349	Network Administrator Senior	650
2097	Operations Analyst	630
2159	Operations Analyst Senior	640

2420	Oracle Engineered System Administrator	660
1054	Physical Security Analyst	630
1049	Physical Security Specialist	650
2312	Predictive Maintenance Analyst	640
2210	Project Administrator Asst Construction	620
2211	Project Administrator Construction	640
2212	Project Administrator Senior Construction	650
2304	Project Cost Specialist	630
2303	Project Cost Specialist Senior	650
2302	Project Scheduler	640
2300	Project Scheduler Senior	660
2003	Purchasing Agent Senior	640
2235	Quality Assurance LIMS Officer	630
2236	Quality Assurance LIMS Officer Senior	650
2296	Rate Analyst	630
2294	Rate Analyst Senior	650
2340	Research Project Consultant	650
2046	Risk Management Technician	600
2043	Safety & Health Specialist	630
2351	Security Analyst	630
2352	Security Analyst Senior	650
2353	Security Team Leader	660
2225	Staff Engineer	640
2415	System Administrator	640
2414	System Administrator Associate	620
2416	System Administrator Senior	650
2421	Technology Project Leader	640
2422	Technology Project Leader Senior	660
2427	Technology Systems Specialist	670
2350	Technology Team Leader	650
2217	Vegetation Management Associate	610
2219	Vegetation Management Specialist	640
2218	Vegetation Management Specialist Senior	650
2232	Water Wastewater Engineer	660

EXHIBIT B

SAFETY SENSITIVE POSITIONS DEFINITIONS AND KEY	
ABBREVIATION DEFINITION	
HANDLES HAZARDOUS MATERIALS OR EQUIPMENT (INCLUDING GUNS & OTHER SAFETY EQUIPMENT	TRANSPORTS, MIXES, HANDLES, USES, HAZARDOUS MATERIALS OR IS RESPONSIBLE FOR EQUIPMENT CARRYING CURRENT, FLUID OR GAS THAT COULD ENDANGER THE PUBLIC OR EMPLOYEES.
CDL LICENSE	OPERATES CDL CLASSIFIED VEHICLES
SUPERVISES CHILDREN	SUPERVISES CHILDREN OR IS RESPONSIBLE FOR THE SECURITY OF CHILDREN
OPERATES/DIRECTS LARGE EQUIPMENT	OPERATES/DIRECTS LARGE TRUCKS AND/OR CONSTRUCTION EQUIPMENT
HAZARDOUS EQUIPMENT/CONDITIONS	PERFORMS HAZARDOUS/PERILOUS WORK, AND/OR WORKS WHERE THE INDIVIDUAL MAY CAUSE HARM TO HIMSELF OR OTHERS.
GUARDS SAFETY OF WORKERS AND/OR PUBLIC	GUARDS THE SAFETY OF CO-WORKERS AND/OR PUBLIC
STORE ILLEGAL SUBSTANCES	HANDLES, FILES AND/OR STORES ILLEGAL SUBSTANCES.
EMERGENCY RESPONSE REQUIRED	RESPONDS UNDER EMERGENCY CONDITIONS.
SPECIAL LICENSE	THE EXISTENCE OF A SPECIAL LICENSE REQUIREMENT MAY BE USED FOR THE PURPOSE OF SUPPORTING A SAFETY- SENSITIVE DESIGNATION BUT SHALL NOT BE SUFFICIENT IN AND OF ITSELF TO REQUIRE A SAFETY-SENSITIVE DESIGNATION.

EXHIBIT C

PEA PAY PLAN EFFECTIVE for EVALUATION PERIOD OF OCTOBER 1, 2016 – SEPTEMBER 30, 2019

Principal Elements

1. The effective date of the performance payout will be: for (a) FY 2016 - October 3, 2016, (b) for FY 2017- October 2 2017, and (c) for FY 2018-Oct. 1, 2018
2. The performance payout will be payable on the 2nd full pay period after the City Council approves the PEA contract.
3. An employee who receives an ETS of 70 or higher may be eligible to receive a performance pay increase.
4. Performance pay increases to eligible individuals will be applied first to the base pay until the maximum of the pay range is reached with the remainder paid as a one-time lump sum payment.
5. The performance salary pool is the sum the base pay of all PEA employees on the payroll on the pay period preceding ratification.

For 3.0% Salary Pool Per Year					
Performance Score:	100.0-94.0	93.99-84.0	83.99-75.0	74.9-70.0	< 70.0
% Increase	4.0%	3.25%	2.5%	1.5%	0%

Definitions

“ETS” is an individual person’s evaluation total score.

“Performance Pay Increase” is the additional pay the individual may receive in annual base pay and/or the amount received as a lump sum. Does not include Companywide incentive pay, nor longevity pay.

“Performance Salary Pool” is the sum of the base pay (as of pay period 26 of the previous fiscal year).

“Base Salary” is the annual base pay salary of an individual PEA member.

Performance Measurement

Performance will be measured in two areas, Technical and Operational, and Developmental/Behavioral. Principal importance is placed on the technical factors (the individual’s actual work as defined in specific job factors). To be eligible to receive a performance pay increase, the individual must have an Evaluation Total Score (ETS) of at least 70.

Technical and Operational

The weighting factor for Technical and Operational evaluation is 80. Each job factor shall be assigned a weighting according to its importance. Total available weighting shall be 100.

Scoring on each job factor:

- Exceeds Standard (ES) = 100% of designated points
- Meets Standard (MS) = 85% of designated points
- Mostly Meets Standard = 75% of designated points
- Some Improvement Needed = 65% of designated points
- Significantly Less Than 50% of Standard = 0% of designated points

*Written explanation and developmental plan are required for any job factors that are rated below “meets standard”

Developmental/Behavioral

The points for Developmental/Behavioral evaluation shall be 20. Score is determined by rating two required factors and two elective factors. Rating Scales: 5 Exceeds; 4 Meets; 2 Below

Example:	Factor	Score
	Safety (Required)	5
	Customer Satisfaction (Required)	4
	Teamwork (Elective)	4
	Communication (Elective)	2
	Total	15

Developmental/Behavioral Score Total Points= 15

Example Evaluation Total Score (ETS)

ETS Score

Technical	69.6
Developmental	15.0
ETS = 84.6	

Exhibit D

PEA Grievance Form

Instructions: Send completed form (requesting a delivery and read receipt via Message Options) to your Director, copying Manager of Labor Relations, your Manager, the PEA grievance Coordinator and the PEA President.

Name:

Date Submitted:

Director:

Cost Center:

Date Action Grieved Occurred:

Contract Articles and Sections Grieved (list all appropriate):

Explanation of Grievance (State Facts, How did it violate Agreement):

Acceptable Remedy:

Grievant Signature

Director Receipt

Step 1 _____

Step 2 _____

Arbitration:

Date Resolved:

Resolution:

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IN WITNESS WHEREOF, WE, the negotiation teams for the Parties hereto set our hand on the 13th of March, 2017.

For JEA:


Maria Salgueiro



Ricky Epton


Cindy Edgar

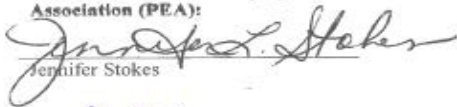

Tim Hunt


Todd Mackey



Tom Bauth


Chara Flennoy


For the Professional Employees
Association (PEA):

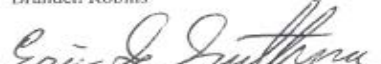

Jennifer Stokes


Randy Hilton


Felita Rackley



Jason Baber


Branden Robins


Eric Smithson


Eugene Thomas

Approved by the JEA Professional Employees' Association on this 13th day of March, 2017.


Randy Hilton
PEA President

Approved by the Jacksonville City Council on this _____ day of _____ 2017.

1 Introduced by the Council President at the request of JEA and
2 amended by the Committee of the Whole:
3
4

5 **ORDINANCE 2017-246-E**

6 AN ORDINANCE APPROVING THE COLLECTIVE
7 BARGAINING AGREEMENT BETWEEN JEA AND JEA
8 PROFESSIONAL EMPLOYEES ASSOCIATION, SUCH
9 AGREEMENT COMMENCING OCTOBER 1, 2016 AND
10 ENDING SEPTEMBER 30, 2019; PROVIDING AN
11 EFFECTIVE DATE.
12

13 **WHEREAS**, on March 21, 2017, the JEA Board met and reviewed
14 the agenda item regarding the Collective Bargaining Agreement
15 between JEA and the JEA Professional Employees Association, a copy
16 of the agenda item is attached hereto as **Exhibit 1**; and

17 **WHEREAS**, the JEA Board has requested that the City Council
18 approve the Collective Bargaining Agreement between JEA and the JEA
19 Professional Employees Association; now therefore

20 **BE IT ORDAINED** by the Council of the City of Jacksonville:

21 **Section 1. JEA and JEA Professional Employees Association**
22 **Collective Bargaining Agreement Approved.** That certain Collective
23 Bargaining Agreement Between JEA and JEA Professional Employees
24 Association, a copy of which is **Revised On File** with the
25 Legislative Services Division, and by this reference is made a part
26 hereof, is hereby approved. Said Collective Bargaining Agreement is
27 for a term commencing October 1, 2016 and ending September 30,
28 2019.

29 **Section 2. Effective Date.** This ordinance shall become
30 effective upon signature by the Mayor or upon becoming effective
31 without the Mayor's signature.

1 Form Approved:

2

3

4

Office of General Counsel

5 Legislation Prepared By: Margaret M. Sidman

6 GC-#1120485-v1-2017-246-E.doc

7

CERTIFICATE OF AUTHENTICATION

ENACTED BY THE COUNCIL

April 24, 2017

Lori Boyer

LORI BOYER
COUNCIL PRESIDENT

APR 25 2017

ATTEST:

APPROVED: _____

Cheryl L. Brown

DR. CHERYL L. BROWN
COUNCIL SECRETARY

Lenny Curry

LENNY CURRY, MAYOR





Account No. 1-30626
Policy No. 1015931

M.

MISCELLANEOUS PROPERTY Exclusions: As respects MISCELLANEOUS PROPERTY, the following additional exclusions apply:

- 1) This Policy excludes:
 - a) **transmission and distribution systems.**
 - b) railroad rolling stock.
 - c) property insured under import or export ocean marine insurance.
 - d) property shipped between continents.
 - e) airborne shipments unless by regularly scheduled passenger airlines or air freight carriers.
 - f) property of others, including the Insured's legal liability for it, hauled on vehicles owned, leased or operated by the Insured when acting as a common or contract carrier.
- 2) This Policy excludes loss or damage directly or indirectly caused by or resulting from the following regardless of any other cause or event, whether or not insured under this Policy, contributing concurrently or in any other sequence to the loss:
 - a) **earth movement** for property located in California, in the **New Madrid Seismic Zone** or in the **Pacific Northwest Seismic Zone**.

P. OPERATIONAL TESTING

This Policy covers insured physical loss or damage to insured property during the **period of operational testing**.

This Additional Coverage excludes property, including stock or material, manufactured or processed by the Insured.

Q. OVERHEAD EXPENSES

In the event of physical damage to insured property and when the Insured's employees or Contractor labor are utilized to repair or replace damage or destroyed property coverage shall apply to cover the necessary overhead expense incurred by the Insured.

Overhead expenses are indirect general and administrative expenses associated with the repairing or replacing of the damaged or destroyed insured property. In no event shall overhead expenses include expenses recoverable elsewhere in this Policy.

- A) The overhead expenses will be calculated at 2.5% of total labor, supervisions and engineering charges incurred to repair or replace damaged or destroyed insured property. Total labor, supervisions and engineering, for this calculation, will include



(1) the insured direct employee straight time payroll charges (plus an add-on not to exceed 45% to cover costs of pension, welfare, taxes, insurance, vacation and other paid absences); (2) the Insured direct employee overtime payroll charges (plus a 20% adder to cover costs of FICA, Medicare, pension and workers comp) and (3) contractor straight-time labor charges, but not to include labor charges incurred by a contractor at the contractor's facility.

- B) The Company will reimburse materials held in JEA's storerooms that are used as replacement items for insured damaged property following an insured loss. These storeroom items will be reimbursed at JEA's average storeroom prices, excluding overhead/stores handling charges. A 10% add on will be added to the agreed system average storeroom price of the materials. In no event will be add-on for any one component be greater than USD100,000.
- C) The Company will reimburse personal or company vehicle charges in connection with an insured loss based on mileage or hourly rate based on the vehicle or equipment classification. The use of the vehicle or equipment is only reimbursable if requested to enhance the loss recovery. Amounts reimbursable will not exceed what is the most cost effective means of repair.
- D) The Company will reimburse reasonable employee expenses such as hotels, meals, per diem and other necessary travel expense that are necessary due to an insured loss. These expenses are limited to those individuals that are actually working on the damaged equipment.

R. PROTECTION AND PRESERVATION OF PROPERTY

This Policy covers:

- 1) reasonable and necessary costs incurred for actions to temporarily protect or preserve insured property; provided such actions are necessary due to actual, or to prevent immediately impending, insured physical loss or damage to such insured property.
- 2) reasonable and necessary:
 - a) fire department firefighting charges imposed as a result of responding to a fire in, on or exposing the insured property.
 - b) costs incurred of restoring and recharging fire protection systems following an insured loss.
 - c) costs incurred for the water used for fighting a fire in, on or exposing the insured property.

This Additional Coverage is subject to the deductible provisions that would have applied had the physical loss or damage happened.

JEA Procurement Code

Original Effective Date – February 1, 1996

Revision(s):

1997

2004

2011

2015



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DEFINITIONS

Award is the written approval of the JEA Awards Committee that the Formal Procurement action 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 Company.

Awards Committee is the body composed of appointed personnel that approves Procurement actions as defined in this Code.

Best and Final Offer is a Company's final offer following the conclusion of contract negotiations.

Bond Insurance means an agreement supplied by an insurance company in conjunction with a debt issue that provides for the guarantee of payment of principal and interest to the debt holder.

Cap means an agreement obligating the seller of the Cap to make payments to the buyer of the Cap, each payment under which is based on the amount, if any, by which a reference price or level or the performance or value of one or more underlying interests exceeds a predetermined number, sometimes called the strike/Cap rate or price.

Change Order means a written order issued by the JEA Project Manager, after the execution of the Contract authorizing, including but not limited to, additions, deletions, or revisions of the Supplies or Services, or an adjustment in the Contract Price, the Contract Term, or Contract performance. The JEA Project Manager may issue a Change Order without the consent of the Company. A revised Purchase Order shall be issued to the Company after a Change Order is issued. Additionally, a Contract Amendment may be issued to formalize the material changes to the Contract.

Chief Procurement Officer means the person holding the position created in Section 2-203 (Designation and Qualifications of the Chief Procurement Officer) as the head of the central Procurement office of JEA.

Code means the JEA Procurement Code.

Collar means an agreement to receive payments as the buyer of an Option, Cap, or Floor, and to make payments as the seller of the Collar of a different Option, Cap, or Floor.

Company means any person or legal entity that provides or desires to provide Supplies or Services to JEA.

Construction means the process of building, altering, repairing, improving, or demolishing any structure or building, or other improvements of any kind to any real property. It does not include the routine operation, routine repair, or routine maintenance of existing structures, buildings, or real property.

Contract means all types of JEA agreements for the Procurement of Supplies or Services, regardless of what these agreements may be called.

Contract Amendment means any written amendment issued by the Chief Procurement Officer or Designee, after the execution of the Contract formalizing any material revisions to the Contract, including but not limited to, additions, deletions, or revisions to the Supplies or Services, or an adjustment in the Contract Price, the Contract Term, or Contract performance.

Collaborative Procurement means Procurement by, or on behalf of, more than one public entity or Utility Industry Partner and may include Procurements resulting from unsolicited offers.

Cost-Reimbursement Contract means a Contract under which a Company is reimbursed for costs that are allowable and allocable in accordance with the Contract terms and the provision of this Code, and a fee, if any.

Data means recorded information, regardless of form or characteristic.

Design-Build Contract means a single Contract with a Design-Build Firm for the design and Construction of a Construction project.

Design-Build Firm means a Company that:

- (a) Is certified under Sec. 489.119 F.S. to engage in contracting through a certified or registered general contractor or a certified or registered building contractor as the qualifying agent; or
- (b) Is certified under Sec. 471.023 F.S. to practice or to offer to practice engineering; or
- (c) Is certified under Sec. 481.219 F.S. to practice or to offer to practice architecture; or
- (d) Is certified under Sec. 481.319 F.S. to practice or to offer to practice landscape architecture.

Design Criteria Package means concise, performance-oriented drawings or Specifications of a JEA Construction project.

Design Criteria Professional means a Company that holds a current certificate of registration under Chapter 481 F.S. to practice architecture or landscape architecture or a Company that holds a current certificate as a registered engineer under Chapter 471 F.S. to practice engineering and who is employed by or under contract to JEA for the providing of professional architect services, landscape architect services, or engineering services in connection with the preparation of a Design Criteria Package.

Designee means a duly authorized representative of a person holding a position of authority.

Determination means a finding or decision made in the course of the Procurement process required by the Code.

Emergency means a reasonably unforeseen breakdown in machinery, a threatened termination of an essential service, the development of a dangerous condition, the development of a circumstance causing curtailment or diminution of an essential service or the opportunity to secure significant financial gain, to avoid delays to any governmental entity, or avoid significant financial loss, through immediate or timely action.

Employee means an individual drawing a salary from JEA, whether appointed or not.

Ex Parte Communication means any oral or written communication relative to a Solicitation, evaluation, Award or Contract controversy that occurs outside of an advertised public meeting pursuant to Section 286.011 F.S.

Floor means an agreement obligating the seller of the Floor to make payments to the buyer of the Floor, each payment under which is based on the amount, if any, that a predetermined number, sometimes called the strike/Floor rate or price, exceeds a reference price, level, performance or value of one or more underlying interests.

Forward Supply Agreement means a supplier has agreed to supply or cause to be supplied appropriate investments in appropriate amounts and for appropriate periods and to pay consideration to an

entity either over time or up-front in an amount determined by bid or negotiation for the right to supply such investments to the escrow holder or other recipient identified by the entity.

Hedge means any transaction which is entered into and maintained to reduce the risk of a change in the value, yield, price, cash flow, or quantity of, or the degree of exposure with respect to, assets or liabilities which the buyer has acquired or incurred, or anticipates acquiring or incurring.

Industry Association means a voluntary association of firms having membership in a not-for-profit corporation with specified common interests.

COMMENTARY:
Examples of Industry Associations are American Public Power Association, Large Public Power Council, Florida Municipal Electric Association, Southern Electric Reliability Council, National Electric Reliability Council, Electric Power Research Institute and the Edison Electric Institute.

Informal Purchases means purchases of Supplies or Services of \$300,000 or less; or electrical Services of \$75,000 or less; or architectural or engineering Services of less than \$35,000.

Invitation for Bids means all documents, regardless of medium, whether attached to or incorporated by reference in Solicitations for bids.

JEA means that independent agency of the City of Jacksonville as defined in Article 21 of the JEA Charter.

JEA Board means the members of the JEA appointed to serve as provided by Section 21.03 of the JEA Charter.

JEA Charter means Article 21 of Chapter 92-341, Laws of Florida, as amended from time to time.

Letter of Credit means a commitment, usually made by a commercial bank, to honor demands for payment of an obligation upon compliance with conditions and/or the occurrence of certain events specified under the terms of the commitment.

Liquidity Support means lines of credit, usually made by a commercial bank, provided to a debt issuer to pay the principal amount of debt either upon maturity or upon demand by the debt holder for payment in conjunction with the issuance of debt, often in the form of commercial paper, in the event that the remarketing agent or the dealer is unable to remarket the debt.

Office of General Counsel means the General Counsel, City of Jacksonville or Designee.

Operational Procedures means the Chief Procurement Officer's written instructions applicable to JEA Procurements and Procurement activities that have been promulgated in accordance with this Code.

Option means an agreement giving the buyer the right to buy or receive, sell or deliver, enter into, extend or terminate, or effect a cash settlement based on the actual or expected price, level, performance, or value of, one or more underlying interests.

Organizational Element means any subdivision of JEA —team, area, activity, department, group, business unit, etc.-- that utilizes any Supplies or Services procured under this Code.

Procurement means purchasing, renting, leasing, or otherwise acquiring; or selling, renting, leasing or otherwise disposing of any Supplies or Services. It also includes all functions that pertain to the acquisition or disposal of any Supplies or Services, including description of requirements, selection and solicitation of sources, preparation and Award of Contract.

Procurement Appeals Board means the body comprised of appointed personnel as designated in this Code to hear appeals regarding Procurement issues as designated in this Code.

Procurement Officer means the person designated by the Chief Executive Officer to procure Supplies, Services or Real Estate as set forth in this Code.

Professional Services means Services the value of which are substantially measured by the professional competence of the Company performing them and which are not susceptible to realistic competition by cost of Services alone. Professional Services shall include, but are not limited to, Services customarily rendered by attorneys; certified public accountants; and insurance agents, financial advisors, personnel consultants, systems consultants, and management consultants. For purposes of this Code, Professional Services shall not include Services customarily rendered by architects, landscape architects, professional engineers and registered surveyors.

Project Manager means the JEA Employee assigned responsibility for the successful management of a particular Construction project or Architect-Engineer and Land Surveying Services project. The duties of the Project Manager include Contract administration and making written Determinations with respect thereto.

Public Partner means any state or territory of the United States, or any county, city, town or other subdivision of any state or territory of the United States, or any public agency, public authority, educational, health, or other institution of such subdivision.

Purchase Description means the words used in a Solicitation to describe the Supplies or Services to be purchased, and includes Specifications attached to or made a part of the Solicitation.

Qualified Proposers List means the list of *Qualified Proposers for design, engineering, architecture, surveying and other similar work as maintained by Procurement.*

Real Estate means land, including buildings and improvements, its natural assets, easements or a permanent interest therein.

Repurchase Agreement means a transaction in which one party (seller) agrees to transfer to the other party (buyer) securities against the transfer of funds by the buyer with a simultaneous agreement by the buyer to transfer to the seller such securities at a date certain or upon demand against the transfer of funds by the seller.

Request for Proposals means all documents, regardless of medium, whether attached to or incorporated by reference in Solicitations for proposals.

Request for Qualifications and Statement of Interest means all documents, regardless of medium, whether attached or incorporated by reference, utilized for soliciting information to determine most qualified Design-Build Firms.

Responsible Bidder means a Company that has the business judgment, experience, facilities and capability in all respects to perform fully the Solicitation requirements, and the integrity and reliability that will assure good faith performance.

Responsible Bidder's List means the list of Responsible Bidders for Construction, reconstruction, repair, maintenance and other similar work as maintained by Procurement.

Responsive Bidder means a Company that has submitted a response that conforms in all material respects to a Solicitation.

Securities Lending means an activity in which securities are loaned to a dealer or financial institution by a lending party in exchange for a fee and collateral comprising securities with a market value greater than the loaned securities. Loaned securities are due upon demand by the lending party.

Services mean the furnishing of labor, time or effort by a Company. This term includes work performed on Construction projects and the receipt, delivery and transmission of electric power, fuel, by-products or thermal energy. This term shall not include employment agreements or collective bargaining agreements.

COMMENTARY:

This definition of Services is very general and includes both Professional Services and other services such as personal, administrative or technical services.

Sole Source means the one justifiable Company that can provide the Supplies or Services.

Solicitation means the document (which may be electronic) issued by the JEA Procurement Department for the Procurement of Supplies or Services.

Solicitation Review Team is the group of JEA staff as further defined in this Code that reviews proposed Solicitations prior to release to the public.

Specifications mean any description of the physical or functional characteristics, or of the nature of an item of Supply or Service. It may include a description of any requirement for inspecting or testing an item of Supply or Service, or preparing such item for delivery. Also commonly referred to as Technical Specifications.

Supplemental Work Allowance (SWA) means funds established prior to Award of a Contract to be used for revisions to Contract terms, existing work, anticipated unknown work or unanticipated work. The SWA shall be expended through a Contract Amendment approved by the CPO if the SWA results in the increase of the Contract Price.

Supplies mean all property, including but not limited to, equipment, materials, repair parts, consumables, tools, printing, and leases of real property, excluding Real Estate.

Swap (Interest Rate or Commodity) means an agreement to exchange, or net, payments at one or more times based on the actual or expected price, level, performance, or value of one or more underlying interests.

Tri-party Repurchase Agreement means an agreement between the buyer, seller and custodian whereby the custodian is not affiliated with either the buyer or the seller, and the custodian is the safekeeping agent for securities involved in a Repurchase Agreement transaction.

Useful Life Cycle of Supplies means that time beginning with the purchase of the item and ending when the item is no longer of significant use to the JEA.

Utility Industry Partner means a company, approved by the Chief Procurement Officer, with whom JEA may legally engage in at least one of the Collaborative Procurement practices or joint ventures set forth in this Article for a specific Procurement or project.

COMMENTARY:

(1) In order to be a Utility Industry Partner for a given project, the firm must be approved by the Chief Procurement Officer after consultation with the Office of General Counsel for that Procurement or project. The determination that the firm is a Utility Industry Partner for one project does not mean that the firm shall be a Utility Industry Partner on any other Procurement or project.

(2) Florida Power and Light Company and the Southern Company are now Utility Industry Partners for the St. Johns River Power Park and Plant Scherer projects, respectively. Examples of prospective Utility Industry Partners include, but are not limited to: publicly-owned or privately-owned utilities; utility industry trade associations; exempt wholesale generators; cogenerators or small power producers; other entities whose business purpose is the generation or transmission or distribution or the promotion of the efficient use of electricity or water.

(3) Utility Industry Partners may also include Companies that provide JEA Supplies, Services or Real Estate who have contractual relationships with other firms that JEA may use to secure Supplies or Services at prices determined by the Awards Committee to be advantageous and desirable to JEA.

ARTICLE 1- GENERAL PROVISIONS

1-101 Purposes, Rules of Construction

(1) *Interpretation.* This Code shall be construed liberally and applied to promote its underlying purposes and policies.

(2) *Purposes and Policies.* The underlying purposes and policies of this Code are:

- (a) to simplify, clarify, and modernize the rules governing Procurement by JEA;
- (b) to permit the continued development of this Code and Operational Procedures for flexibility and execution of JEA's value chain activities;
- (c) to provide for increased public confidence and consistency in the procedures followed in JEA Procurement;
- (d) to ensure the fair and equitable treatment of all persons who deal with the JEA Procurement system;
- (e) to provide increased economy in JEA Procurement activities and to maximize, to the fullest extent practicable, the purchasing value of JEA funds;
- (f) to foster effective, broad-based competition within the free enterprise system;
- (g) to provide safeguards for the maintenance of Procurement system quality and integrity, and
- (h) to ensure JEA's Procurement activities comply with Florida Statutes.

(3) *Singular-Plural and Gender Rules.* In this Code, unless the context requires otherwise:

- (a) words in the singular number include the plural, and those in the plural include the singular; and
- (b) words of a particular gender include any gender and the neuter, and when the sense so indicates, words of the neuter gender may refer to any gender.

(4) *Use of Capitals in Text.* This Code comprises numerous defined terms and position titles. The following convention regarding capitalization of the first letter of each word constituting these terms in the text of the Code has been adopted to aid the reader. In general:

- (a) the first letter of the first word of a defined term, position title or Organizational Element is capitalized if it begins a sentence;
- (b) the first letter of each word of a defined term is capitalized in its definition;
- (c) the terms *Authority*, *Code*, *City Charter*, *JEA*, *JEA Board*, *Office of General Counsel* are capitalized as presented here; and
- (d) names of committees, other boards, state offices, laws and solicitation documents are capitalized.

(5) *Job Titles.* This Code includes JEA job titles that may be changed in the future due to JEA organizational changes. It is intended that the appropriate successor job titles shall be substituted in the Code by the Chief Executive Officer when appropriate.

(6) *Interpretation:* Where the word “shall” is used, it connotes a mandatory requirement. Where the word “may” is used, it connotes a permissive.

1-102 Application of this Code

- (1) *General Application.* This Code applies only to Contracts and Contract Amendments solicited or entered into after the effective date of this Code.

COMMENTARY:

This Code would not retroactively affect rights and remedies under existing Contracts. The Code will affect rights and remedies under existing Contracts that are amended, extended or renewed after the effective date of this Code.

(2) *Application to JEA Procurement.* This Code shall apply to expenditures of public funds under Contract by JEA, irrespective of their source. It shall also apply to the sale or other disposal of JEA property and Supplies. Nothing in this Code or in Operational Procedures promulgated hereunder shall prevent JEA from complying with the terms and conditions of any grant, gift, bequest, or collaborative agreement.

(3) *Application to St. Johns River Power Park Procurement.* Unless otherwise prohibited by the Agreement for Joint Ownership, Construction and Operation of St. Johns River Power Park Coal Units #1 and #2, as amended, and St. Johns River Power Park Procurement policies and procedures, this Code shall apply to St. Johns River Power Park Procurements to the extent adopted by the St. Johns River Power Park Executive Committee.

COMMENTARY:

The last sentence of subsection (2) enables JEA to comply with conditions contained in grants, gifts, bequests, or agreements between JEA and a public or private party (for example, a lessee) specifying requirements for the design, location, construction, or utilization of facilities, including industrial development facilities.

1-103 Effective Date

(1) *Effective Date.* This Code became effective February 1, 1996, when the Procurement organization set forth in Article 2 was established and functioning.

1-104 Determinations

Written Determinations required by this Code shall be retained in the appropriate official Contract file maintained in accordance with Operational Procedures promulgated by the Chief Procurement Officer.

1-105 Definitions of Terms Used in this Code have been listed alphabetically in the “Definitions” Section.

1-106 Policy of Continuous Improvement

(1) *Suggestions for Improvements.* The JEA Board has delegated the authority to promulgate this Code to the Chief Executive Officer. The Chief Executive Officer intends for this Code to be a dynamic document comprising the best available public sector Procurement practices. To this end, the Chief Executive Officer encourages JEA Employees and others who deal with the JEA Procurement system to submit to the Chief Procurement Officer any ideas or suggestions for improvements to the Code.

(2) *Revisions to the Code.* The Chief Executive Officer may approve revisions to the Code provided the revisions are consistent with applicable law, and in keeping with the JEA Board Governance Policy Manual.

1-107 Public Access to Procurement Information

Procurement information shall be a public record to the extent provided in the Florida Public Records Law and the rules and regulations promulgated by the Division of Library and Information Services of the Department of State.

COMMENTARY:

The purpose of this provision is to achieve maximum public access to Procurement information consistent with Florida Statutes. The Florida Public Records Law is codified in Chapter 119 F.S.

1-108 Small and Disadvantaged Businesses

JEA desires to follow the small and/or disadvantaged business ordinances approved by the City of Jacksonville. Jacksonville Ordinance 2004-602 with revised Chapter 126 was approved and enacted August 10, 2004. Any definitions and policies described in any City of Jacksonville ordinances pertaining to small and/or disadvantaged business programs shall be incorporated into this Code. JEA shall adopt and adhere to any such program developed by the City, as currently exists and as may be amended in the future, unless exempted by the proper authority.

1-109 Office of General Counsel of the City of Jacksonville

(1) *Legal Services.* The Office of General Counsel shall serve as legal counsel and provide necessary legal Services to the JEA Board, the Chief Procurement Officer, the Solicitation Review Team, the Awards Committee, the Procurement Appeals Board and Procurement Officers regarding Procurement matters.

(2) *Contracted Legal Services.* Contracts for outside legal counsel must be awarded and approved pursuant to the provisions of Section 21.07(e) of the JEA Charter and in accordance with Section 2-202 (Procurements Exempted from Competitive Solicitation) of the Code.

COMMENTARY:

The Office of General Counsel should serve as the legal counsel to advise and assist JEA on legal matters. Such legal counsel should designate such assistants as may be deemed necessary to act as advisors to personnel in JEA. In addition, the legal counsel or assistant should provide prompt legal advice to their clients as each occasion demands, so that the Procurement process, where speed is so often necessary, can move ahead promptly.

1-110 Ex Parte Communication Prohibited

(1) *Policy.* Ex Parte Communication denies any Company submitting a bid or proposal fair, open and impartial consideration. Adherence to procedures that ensure fairness is essential to the maintenance of public confidence in the value and soundness of the important process of public Procurement. Therefore, any Ex Parte Communication between a Company (or its employees, agents or representatives) and JEA (its members, Employees, agents, or representatives, other than the Chief Procurement Officer or Designee or JEA's legal counsel) is strictly prohibited.

(2) *Periods.* Ex Parte Communication is prohibited during the following periods:

- (a) from the advertisement of a Solicitation through the award of a Contract; and
- (b) from the initiation of a protest of an Award or Contract through resolution of such protest.

(3) *Exclusions.* This requirement shall not prohibit:

- (a) public meetings called or requested by JEA and attended by bidders or proposers for the purpose of discussing a Solicitation, evaluation or selection process including, but not limited to, substantive aspects of the Solicitation document. Such meetings may include, but are not limited to, pre-bid or pre-proposal meetings, site visits to JEA's, bidders' or proposers' facilities, interviews/negotiation sessions as part of the selection process, and other presentations by bidders or proposers, all of which are requested by JEA. Such authorized meetings shall be limited to topics specified by JEA.
- (b) the addressing of the Awards Committee and the Procurement Appeals Board at public meetings advertised and conducted pursuant to Section 286.011 F.S.;
- (c) the filing and prosecution of a written protest to any proposed Award to be made pursuant to the Solicitation, evaluation and selection process, which filing and prosecution shall give notice to all bidders or proposers. Protest proceedings shall be limited to open public meetings, with no Ex Parte Communications outside those meetings;
- (d) contact by Company currently under Contract with JEA, but only in regard to any work performed on projects unrelated to the Solicitation and which are currently in process;
- (e) communications between Company and Chief Procurement Officer or Designee, or JEA Legal Counsel in accordance with the requirements of any administrative remedies process;

-
- (f) questions to the JEA Purchasing Agent, referenced in the Solicitation, regarding matters pertaining to a Solicitation during the time period allotted for Solicitation questions.

1-111 Retention of Procurement Records

All Procurement records shall be retained, made available and disposed of in accordance with the requirements of the Florida Public Records Law and the rules and regulations promulgated by the Division of Library and Information Services of the Department of State.

1-112 Collection of Data Concerning JEA Procurement

(1) *Chief Procurement Officer.* The Chief Procurement Officer shall prepare and maintain statistical Data concerning the Procurement, usage, and disposition of all Supplies and Services, except for Procurements by Procurement Officers in accordance with the requirements of Section 2-201 (Procurement Code Exemptions) and shall employ such trained personnel as may be necessary to carry out this function. Organizational Element managers shall furnish such reports as the Chief Procurement Officer may require concerning usage and needs, and the Chief Procurement Officer shall have authority to prescribe forms to be used in requisitioning, ordering, and reporting of Supplies and Services.

(2) *Procurement Officers.* As directed by the Chief Executive Officer, Procurement Officers operating under the requirements of Section 2-201 (Procurement Code Exemptions) shall prepare and maintain statistical Data concerning the Procurement, usage, and disposition of all Supplies and Services procured and shall employ such trained personnel as may be necessary to carry out this function.

COMMENTARY:

The Chief Procurement Officer and Procurement Officers should endeavor to perform assigned duties in a manner that will ensure that the Supplies and Services procured meet the requirements of JEA. To achieve this goal, the Chief Procurement Officer, Procurement Officers and Organizational Element managers should be free to make recommendations to each other. A close and cooperative relationship should be maintained.

1-113 Record of Procurement Actions Taken Under Section 3-111 (Sole Source Procurements) and Section 3-113 (Emergency Procurements)

(1) *Contents of Records.* The Chief Procurement Officer shall maintain a record listing all Formal Purchases made under Section 3-111 (Sole Source Procurements) and Section 3-113 (Emergency Procurements). The record shall contain:

- (a) each Company's name;
- (b) the amount and type of each Contract;
- (c) a listing of the Supplies and Services procured under each Contract; and
- (d) the reason or justification for the Procurement.

(2) *Submission to JEA Board.* A copy of such records listing all Formal Purchases made under Section 3-111 (Sole Source Procurements) and Section 3-113 (Emergency Procurements) shall be submitted to the JEA Board on a quarterly basis.

1-114 Record of Procurement Appeals Board Decisions Taken Under Section 5-301 (The Procurement Appeals Board)

(1) *Submission to JEA Board.* Procurement Appeal Board decisions made under Section 5-301 (The Procurement Appeals Board) shall be submitted to the JEA Board on a quarterly basis.

ARTICLE 2 - PROCUREMENT AUTHORITY, DESIGNATIONS, AND COMMITTEES

2-101 JEA Procurement Policy

Pursuant to the authority granted to the JEA Board under Section 21.09 of the JEA Charter, the JEA Board has authorized the Chief Executive Officer to promulgate the JEA Procurement Code, as long as the Code is in keeping with all laws, and in compliance with the JEA Board Governance Manual.

COMMENTARY:

The JEA Board passed the JEA Board Governance Manual on February 16, 2010, which, in policy 2.11, authorized the Chief Executive Officer to develop procurement policies and procedures.

2-102 Procurement Authority and Duties of the JEA Board

The JEA Board has authorized the Chief Executive Officer to promulgate this JEA Procurement Code. The JEA Board shall consider and decide matters of policy regarding the overall Procurement practices for JEA, as set forth in Policy 2.11 of the Board Governance Manual, which was adopted by the Board on February 16, 2010. The JEA Board shall have the power to audit and monitor the implementation of the requirements of this Code, but shall not exercise authority over the Award or administration of any particular Contract, or over any dispute, claim, or litigation. The JEA Board shall have the same authority over litigation relating to procurement matters as it would have over any other type of litigation.

2-103 Centralization of Procurement Authority

In accordance with the provisions of the JEA Charter and the JEA Board Governance Manual, all rights, powers, duties, and authority relating to the Procurement of Supplies and Services and Real Estate, and the management, control, sale and other disposal of Supplies and Services and Real Estate, are vested in the Chief Executive Officer or the Chief Procurement Officer, as provided in this Code.

2-201 Procurement Code Exemptions

(1) *Types of Procurements.* The following Supplies and Services need not be procured through the Chief Procurement Officer, but shall nevertheless be purchased, leased, sold or otherwise disposed of by the appropriate Organizational Element manager subject to the requirements of Subsections (2) and (3) below:

- (a) Generation Fuels, Emission Allowances, and Associated Transport;
- (b) Byproducts;
- (c) Purchase or Sale of Electric Energy, Electric Generation Capacity, Electric Transmission Capacity and Transmission Services – Short and Long Term Transactions;
- (d) Sale of JEA Owned Transmission and Ancillary Services, including applicable Enabling Agreements;
- (e) Environmental Allowances;
- (f) Real Estate, including easements;
- (g) Community Outreach Procurements.

(2) *Procurements by Managers of Organizational Elements.* Prior to Procurement of Supplies or Services or Real Estate by a manager of an Organizational Element:

- (a) the Chief Executive Officer shall approve both the directives governing the Procurement, and shall designate the Procurement Officer responsible for a specific area of Procurement.

(3) *Procurement Through the Chief Procurement Officer.* In the absence of a Procurement Officer designated by the Chief Executive Officer and Procurement Directives, the Supplies and Services listed in this section shall be procured through the Chief Procurement Officer in accordance with this Code and Operational Procedures.

(4) *Actions by the Chief Executive Officer.* The Chief Executive Officer may exempt other types of Procurement or may revoke the exempted status of any type of Procurement. The Chief Procurement Officer shall maintain a current list of the types of Procurements that are exempted.

2-202 Procurements Exempted from Competitive Solicitation

The following Services and/or Supplies are exempt from the Code's bidding requirements and may be awarded without competition:

(1) Procurement of attorney and legal related services, which shall include, but not be limited to, court reporters, consultants, and Real Estate property appraisers. Procurement of attorney and legal related services shall be conducted by the Office of General Counsel pursuant to the JEA Charter.

(2) Procurement of Professional Services, as defined in Florida Statute 287.055 for a project where the basic construction cost of which is not in excess of the threshold amount provided in Florida Statute 287.017 for CATEGORY FIVE, which is currently \$325,000.00, or for a planning or study activity

when the fee for Professional Services is not in excess of the threshold amount provided in Florida Statute 287.017 for CATEGORY TWO which is currently \$35,000.00.

(3) Procurements of authorized investments, investment management firms, trustee, actuarial, advisory, and custody services that are approved by the St. John River Power Park Pension Committee.

(4) Procurements under \$200,000 or less and fall under the JEA Cost Participation Policy.

(5) Property and casualty insurance, and Human Resource Benefits may be Awarded through the broker/consultant for those services with ultimate approval by the Awards Committee.

2-203 Designation and Qualifications of the Chief Procurement Officer

The Chief Executive Officer shall designate a Chief Procurement Officer. The Chief Procurement Officer shall be a full-time, appointed JEA Employee with demonstrated executive and organizational ability.

2-204 Authority of the Chief Procurement Officer

(1) *Central Procurement Officer of JEA.* The Chief Procurement Officer shall serve as the central point of contact for JEA Procurement Actions.

(2) *Power to Promulgate Operational Procedures.* Consistent with the provisions of this Code, the Chief Procurement Officer shall promulgate Operational Procedures governing JEA Procurement activities. Whenever practicable, the Operational Procedures shall be updated to incorporate the use of new technologies, best practices, and streamlined procedures for continuous improvement of JEA's Procurement activities. Material revisions to the Operational Procedures shall be approved by the Office of General Counsel prior to the revisions becoming effective.

(3) *Effect of Operational Procedures on Existing Contracts Rights.* Operational Procedures shall apply to Contract Amendments (including extensions and renewals) entered into after the effective date of this Code. No Operational Procedure shall change any commitment, right, or obligation of JEA or a Company under a Contract in existence on the effective date of such Operational Procedure.

(4) *Duties.* Except as otherwise specifically provided in this Code, the Chief Procurement Officer duties shall include but are not limited to:

- (a) supervise and coordinate the procurement of all Supplies and Services as needed by JEA;
- (b) make Determinations as to what constitutes a minor irregularity in bids and when bids or proposal should be rejected;
- (c) conduct or coordinate training as needed;
- (d) develop and maintain the standard contract language for procurements in consultation with the Office of General Counsel.

2-205 Delegation of Authority by the Chief Procurement Officer

The Chief Procurement Officer may delegate authority in writing to Designees.

2-301 Creation of the Solicitation Review Team

The Chief Procurement Officer shall create a Solicitation Review Team to ensure all Formal Solicitations are reviewed to ensure, at a minimum, that the following items are properly defined and included in Solicitation:

- (1) Price and Payments;
- (2) Performance requirements;
- (3) Warranties, insurance, and indemnification;
- (4) Term and Termination;
- (5) Scope of Work;
- (6) Audit Requirements;
- (7) Minimum Qualifications; and
- (8) JSEB Requirements.

2-302 Solicitation Review Team Procedures

The Chief Procurement Officer shall promulgate Operational Procedures that, to the fullest extent possible, will provide for the thorough consideration and expeditious discharge of the Solicitation Review Team's duties. The Solicitation Review Team shall not take votes or recommend policy for JEA. To ensure competitive fairness, its meetings shall not be open to the public.

2-401 Creation of the Awards Committee

- (1) There is hereby created an Awards Committee composed of:
 - (a) any three to five Vice Presidents/General Managers, or Chief Officers who the Chief Executive Officer may appoint as voting members to perform the duties of the Awards Committee;
 - (b) the Chief Procurement Officer as a non-voting member shall be the chair of the Awards Committee meeting and will present the Procurement items at the meeting after obtaining approval from the Budget Organizational Element;
 - (c) a representative from the Budget Organizational Element, designated by the Chief Executive Officer, shall serve as a non-voting member of the Awards Committee with the primary role of providing information to and answering inquiries from the public and any Awards Committee members related to the Budget endorsement of the Award amount and other related financial matters; and

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- (d) a representative from the Office of General Counsel as a non-voting member who shall serve as counsel to the Awards Committee.

(2) *Quorum.* The presence of at least three (3) voting members of the Awards Committee at a meeting shall constitute a quorum. If the Chief Procurement Officer or his/her designee, the Budget Organizational Element representative or his/her designee, or a representative from the Office of General Counsel cannot be in attendance, the meeting shall be cancelled.

COMMENTARY:

The members of the Awards Committee may designate alternates upon permission of the Chief Procurement Officer. The Chief Procurement Officer may also designate an alternate to appear at the meeting in the event of the Chief Procurement Officer's unavailability.

Although the Chief Procurement Officer is a nonvoting member of the Awards Committee, the Chief Procurement Officer is responsible for approving the method of source selection for all items prior to their presentation to the Awards Committee.

2-402 Terms and Qualifications of Members of the Awards Committee

Members of the Awards Committee shall be appointed personnel of JEA and shall serve indefinite terms at the pleasure of the Chief Executive Officer.

2-403 Awards Committee Procedures

(1) The Awards Committee is subject to the Florida Sunshine Law, and all meetings of the Awards Committee shall be properly noticed, and minutes shall be taken. In addition, the voting members of the Awards Committee shall not discuss any matter which foreseeably could come before the Awards Committee with another member unless in a duly noticed meeting.

(2) Each voting member of the Awards Committee shall have one vote. It shall take a majority of the voting members of the Awards Committee for an item to be approved.

2-404 Duties of the Awards Committee

(1) *Scope of Review.* The Awards Committee shall review each Award item presented for compliance with the Code, and it shall consider whether the proposed action on the item is in the best interest of JEA.

(2) *Actions.* The Awards Committee shall, subject to Chief Executive Officer approval, make recommendations to approve, modify or reject Awards items. An Award items are required for the following:

- (a) approving new Contracts;
- (b) rescinding Solicitations after bids have been received;
- (c) rejection of all bids;
- (d) rescinding Awards previously approved by the Awards Committee;
- (e) terminating Contracts previously approved by the Awards Committee;

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- (f) approving and authorizing Contract Amendments, Change Orders, contract renewals that exceed 10% of the previous Awarded total contract amount;
 - (g) approving Change Orders exceeding \$1,000,000;
 - (h) approving Change Orders to Informal purchases that increase the contract amount above the approved Informal threshold;
 - (i) approving sales agreements that exceed the Informal purchase threshold;
 - (j) approving procurement actions when required for exempted procurement items in accordance with procurement directives (Section 2-201(2) Procurement Code Exemptions);
 - (k) ratifying procurement actions both Formal and Informal purchases; or
 - (l) approving all Sole Source (Section 3-111) and Emergency (Section 3-113) procurements

(3) *Concurrence of Chief Executive Officer.* The actions of the Awards Committee shall be implemented upon the written concurrence of the Chief Executive Officer. JEA shall not execute contracts where the intended expenditures for a specific fiscal period exceed the budget authorization for that period, nor shall JEA execute contracts that in the aggregate exceed the budget authorizations and projections for the same aggregate period.

COMMENTARY:

- (1) The requirement for written concurrence includes concurrence by electronic means.

Additionally, procurement actions that combine the procuring of services and the selling of JEA surplus items, (e.g., demolition of excess power generation assets), shall also require Awards Committee approval when the Transaction Value is greater than Informal Purchases threshold. The Transaction Value is defined as the value of the demolition services and the surplus material.

(4) *Procurement Actions which are Exempted from Awards Committee Review.*

- (a) Procurement actions set forth in Section 3-102 (Informal Purchases)

(5) *Exemptions by Directives.* The directives developed under the provisions of Section 2-201(2) (Procurement Code Exemptions) may exempt Procurement actions from Awards Committee review and approval.

(6) *Availability of Funding for Procurement Items.* Prior to presentation to the Awards Committee, each Award item shall be reviewed and approved by either the JEA or SJRPP Budget Organizational Element to determine whether sufficient funding is available for the Contract or Agreement. If the Budget Organizational Element is able to validate that sufficient funds are, or are expected to be available for the Award item, they will provide the JEA Budget endorsement at the Awards Committee meeting. If the Budget Organizational Element is unable to validate that sufficient funds are available, the operational Vice President/ General Manager or Chief Officer may certify by signature on the Award document that sufficient funding is or is expected to be available in the appropriate Departmental Budget for the expenses. In these cases, the Award Item may then be presented to the Awards Committee for consideration and the operational Vice President/ General Manager or Chief Officer's endorsement will

serve as the approval in place of the Budget Organizational Element approval pursuant to Article 2-401(1)(c).

(7) *Effect of Approval.* Once the items are reviewed and approved by the Awards Committee and the Chief Executive Officer, JEA is authorized to proceed with required actions to finalize the procurement of the Supplies or Services, including but not limited to, execution of Contracts, issuance of Purchase Orders and notices to proceed, and acceptance of delivery of Supplies and Services, subject to lawfully appropriated funds.

2-501 Creation of the Procurement Appeals Board

There is hereby established a Procurement Appeals Board composed of a chairperson and at least two other members. All members shall be designated by the Chief Executive Officer. A representative from the Office of General Counsel shall serve as counsel to the Procurement Appeals Board.

COMMENTARY:

The Procurement Appeals Board can provide expeditious and inexpensive procedures for the resolution of controversies.

2-502 Terms and Qualifications of Members of the Procurement Appeals Board

Members of the Procurement Appeals Board shall be a JEA Vice President/ General Manager or Chief Officer and shall serve indefinite terms at the pleasure of the Chief Executive Officer. At the discretion of the Chief Executive Officer, the Procurement Appeals Board may be a standing or *ad hoc* committee.

2-503 Procurement Appeals Board Procedures

(1) The Chief Procurement Officer shall promulgate Operational Procedures that, to the fullest extent possible, will provide for the expeditious resolution of controversies. The Procurement Appeals Board is subject to the Florida Sunshine Law, and all meetings of the Procurement Appeals Board shall be properly noticed, and minutes shall be taken. In addition, the voting members of the Procurement Appeals Board shall not discuss any matter which foreseeably could come before the Procurement Appeals Board with another member unless the discussion occurs in a duly noticed meeting.

(2) Each voting member of the Procurement Appeals Board shall have one vote. It shall take a majority of the voting members of the Procurement Appeals Board for an action to be approved.

2-504 Duties of the Procurement Appeals Board

The duties and operation of the Procurement Appeals Board are set forth in Article 5, Administrative Remedies and procedure provided in Appendix A.

ARTICLE 3 – SOURCE SELECTION AND CONTRACT FORMATION

3-101 Formal Purchases

(1) *Formal Purchase.* A Formal Purchase is the procurement of Supplies or Services where the estimated costs or fees exceed the following thresholds:

- (a) Construction Services – \$300,000 as required under Section 255.20, F.S.;
- (b) Electrical Services – \$75,000 as required under Section 255.20, F.S.;
- (c) Architectural, Engineering, Landscape Architectural, or Surveying and Mapping Services:
 - i. Where the estimated cost for the basic construction of a project exceeds Section 287.017, Florida Statutes, for CATEGORY FIVE, which is currently \$325,000.00; or
 - ii. Where the estimated fees for a planning or study activity exceeds Section 287.017, Florida Statutes, for CATEGORY TWO, which is currently \$35,000.00; and
- (d) All other Supplies and Services – \$300,000 (to be consistent with Section 3-101(a)(i) of this Code).

(2) If a purchase is determined to be a Formal Purchase, specific procedures which are further detailed in the JEA Operational Procedures.

3-102 Informal Purchases

- (1) *Conditions for Use.* Informal Purchases may be made in accordance with Operational Procedures. Procurement requirements shall not be artificially divided so as to constitute an Informal Purchase under this Section.

(2) *Competitive Pricing.* Unless the Procurement is otherwise exempted by this Code, the Operational Procedures for Informal Purchases shall require, at a minimum, the following kind and number of quotations from prospective suppliers:

- a. one properly documented quotation for Procurements of \$10,000 or less; or
- b. three written or properly documented quotations for Procurements exceeding \$10,000 but not exceeding the Formal Purchase threshold amounts stated in 3-101 (Formal Purchases).

(3) If the purchase is over \$50,000 it shall be publicly advertised for 7 to 10 days.

3-103 Methods of Pre-Source Selection

If found to be in the best interest of JEA, the Chief Procurement Officer or Designee shall authorize the use of Pre-Source Selection methods which are as follows:

(1) *Request for Information (RFI)*. A Request for Information (RFI) may request written information about the capabilities of bidders and prepare interested parties for participation in future Solicitations. The publication of a RFI notice does not obligate JEA to make the purchases referred to in the RFI.

(2) *Intent to Bid*. An Intent to Bid is intended to provide information to all bidders of JEA's intent to solicit a bid for Supplies or Services. The Intent to Bid may request a response from Bidders confirming their intent to submit a bid in response to a future JEA Solicitation. The publication of an Intent to Bid notice does not obligate JEA to make the purchases referred to in the Intent to Bid.

3-104 Methods of Source Selection

All JEA Contracts shall be awarded through a competitive sealed bidding process, pursuant to Section 3-105 (Invitation for Bids), unless otherwise provided in the following Section(s):

- (a) Procurement Directives issued pursuant to Section 2-201(2) (Procurement Code Exemptions);
- (b) Section 3-109 (Multi-Step Competitive Bidding);
- (c) Section 3-106 (Request for Proposals);
- (d) Section 3-107 (Procurements subject to the Consultant's Competitive Negotiation Act);
- (e) Section 3-108 (Competitive Selection Procedures for Design-Build Services);
- (f) Section 3-110 (Invitation to Negotiate);
- (g) Section 3-102 (Informal Purchases);
- (h) Section 3-111 (Sole Source Procurements);
- (i) Section 3-112 (Procurement of Standard, Proprietary and Original Equipment Manufacturer Items);
- (j) Section 3-113 (Emergency Procurements);
- (k) Section 2-202 (Procurements Exempted from Competitive Solicitation);
- (l) Article 4 (Procurement of Financial Instruments and Services);
- (m) Article 3-114 (Public Private Ventures);
- (n) Article 3-115 (Collaborative Procurement Agreements);
- (o) Article 3-116 (Joint Projects); or
- (p) Article 3-117 (Use of Publicly Procured Contracts).

3-105 Invitation For Bids (IFB)

(1) *Conditions for Use*. An IFB is the preferred method for acquiring Supplies and Services. Contracts awarded using this methodology shall be awarded based on price through a competitive sealed bidding process except as otherwise provided in Section 3-104 (Methods of Source Selection). An IFB shall be used when JEA is capable of precisely defining the Specifications for a Supply or Service. An

Award of Contract is based solely on the dollar amount of the Bid and does not include discussions or negotiations of material terms and conditions with the bidders.

COMMENTARY:

(1) IFBs are used when JEA is seeking the lowest price.

3-106 Request for Proposals (RFP)

(1) *Conditions for Use.* This bidding methodology shall be utilized if the Chief Procurement Officer or Designee determines that it is advantageous to JEA. JEA may use a RFP when (i) the evaluation criteria include quality measures in addition to price, or (ii) the Specifications cannot be precisely defined. Various combinations or versions of Supplies or Services may be proposed by a Company to meet the Specifications of the RFP document.

(2) This Section does not apply to the procurement of professional architectural, engineering, landscape architectural or surveying and mapping services. These types of services shall be obtained in accordance with Section 3-107 (Procurements subject to the Consultant's Competitive Negotiation Act) of this Code.

COMMENTARY:

(1) RFP Awards are based on quality and price, and allow greater flexibility in negotiating contract terms and conditions.

3-107 Consultant's Competitive Negotiation Act (CCNA) (Architectural, Engineering, Landscape Architectural, Or Surveying & Mapping Services)

(1) *Conditions for Use.* Professional architectural, engineering, landscape architectural, or surveying and mapping services shall be obtained in accordance with Florida Statutes 287.055, entitled "Consultant's Competitive Negotiation Act"(CCNA).

COMMENTARY:

(1) The CCNA process is required for these types of services and selection is based on quality measures only.

3-108 Competitive Selection Procedures for Design-Build Services

(1) *Conditions for Use.* JEA shall Award a Design-Build Contract in accordance with Section 287.055(9), Florida Statutes, or the Operational Procedures. The Operational Procedures allow the Award of a Design-Build Contract by the use of a competitive proposal selection process.

COMMENTARY:

(1) Design-Build is used in cases where the general design and construction requirements are known, but the detailed design and engineering is not completed, and this approach has been determined to be in the best interest of JEA.

3-109 Multi-Step Competitive Bidding

(1) *Conditions for Use.* Multi-Step Bidding involves a two phase process in which bidders first submit proposed revisions to both the commercial and technical terms of the Solicitation. During the second phase, the bidder shall submit a bid price based on a revised Solicitation. An Award is based solely on the price of the bid and does not include additional discussions or negotiations of material terms and conditions with bidders after the Award is approved.

COMMENTARY:

(1) Multi-Step Competitive Bidding provides flexibility for JEA to define commercial and technical terms after vendor feedback is obtained during the first step of the Solicitation process.

3-110 Invitation to Negotiate

(1) *Conditions for Use.* The Invitation to Negotiate is a Solicitation in which JEA identifies one or more responsive Companies with whom JEA may request revised bids or responses, culminating in a Best and Final Offer, from which JEA will make its Award decision. The procedures for conducting an Invitation to Negotiate shall be described in the Operational Procedures.

COMMENTARY:

(1) This sourcing method provides added flexibility for JEA to directly negotiate with vendors during the IFB or RFP process to obtain the best overall pricing and service levels.

3-111 Sole Source Procurements

(1) *Conditions for Use.* A Contract may be awarded for Supplies or Services as a Sole Source when, pursuant to the Operational Procedures, the Chief Procurement Officer or Designee determines that:

- (a) there is only one justifiable source for the required Supplies or Services; or
- (b) a service is a follow-up of Services that may only be done efficiently and effectively by the Company that rendered the initial Services to JEA, provided the initial procurement was competitive.

3-112 Standard, Proprietary & Original Equipment Manufacturer Procurements

(1) *Conditions for Use.* A Contract may be awarded for Supplies or Services with limited or no competition when the Supplies or Services:

- (a) have been selected as a JEA standard in the course of a standards program or through the action of a standards committee (standard); or
- (b) must be a certain type, brand, make or manufacturer (proprietary); or
- (c) must be obtained from the original equipment manufacturer, manufacturer's representative or a distributor authorized by the original equipment manufacturer because of the

criticality of the item or compatibility within the JEA system (original equipment manufacturer).

3-113 Emergency Procurements

(1) *Conditions for Use.* Notwithstanding any other provision of this Code, the Chief Procurement Officer or Designee may make or authorize Emergency Procurements when there exists an Emergency as defined in this Code, provided that such Emergency Procurements shall be made with as much competition as is practicable under the circumstances. A written determination of the basis for the Emergency and for the selection of the particular Company shall be included in the Procurement file.

3-114 Public Private Ventures

(1) *Conditions for Use.* JEA hereby adopts F.S. §287.05712, as may be amended from time to time, for the receipt of unsolicited proposals for a qualifying project and the entering of contracts with a private entities for such projects, subject to the following conditions:

(a) *Application Fee.* The purpose of an application fee is to pay for the costs of evaluating the unsolicited proposal. The application fee shall be for the direct costs associated with JEA's engagement of non-JEA staff in the evaluation of the unsolicited proposal. The proposer will be notified of the estimated costs of evaluation and shall either pay the application fee or withdraw the unsolicited proposal.

(b) *Public Notice.* JEA shall publish public notice in a newspaper of general circulation at least once a week for two weeks stating that JEA has received the unsolicited proposal and JEA will accept other proposals for the same project. The timeframe for allowing other proposals shall be no fewer than 21 days but no more than 120 days after the initial date of publication of the notice.

(c) *Receipt of Proposals.* Sealed proposals must be received by the Procurement Office no later than the time and date specified for submission in the published notice.

(d) *Proposal Evaluations.* An evaluation team shall evaluate and rank the proposals based upon factors that include, but are not limited to, professional qualifications and experience, general business terms, innovative design, techniques or cost-reduction terms, and finance plans. Proposers may be invited to make oral presentations regarding their proposals. The recommendations of the Evaluation Team shall be submitted to the Awards Committee for approval, rejection or reconsideration.

(e) *Award.* For contracts involving long-term debt financing by JEA, the Awards Committee recommendation shall be reviewed and approved by the CEO. Award shall be made to the highest-ranked responsible proposer whose proposal is most advantageous to JEA in accordance with the criteria the Evaluation Team used in evaluating and ranking the proposals. The decision of the CEO shall be final. Written notice of the award shall be given to the successful proposer. Awards made by the CEO shall include authority for all subsequent options of renewal, if any. All contracts shall be in a form acceptable to the CEO and are subject to approval as to legal form by the Office of General Counsel. The Chief Financial Officer or his/her designee shall review all finance plans and documents related to the Private Entity's

performance, payment of subcontractors and similar responsibilities. The Director of Risk Management shall review all insurance and related requirements.

3-115 Collaborative Procurement Agreements

(1) *Authorization.* JEA may participate in, sponsor, conduct, or administer a Collaborative Procurement agreement for the Procurement of any Supplies or Services or Real Estate with one or more public or Utility Industry Partners, nonprofit organizations or purchasing alliances in accordance with an agreement entered into between the participants. Such Procurements shall be in accordance with Operational Procedures.

(2) *Compliance with Code.* JEA shall not enter into a Collaborative Procurement agreement for the purpose of circumventing this Code. When the Chief Procurement Officer determines that the Procurement policies and practices utilized by the public or Utility Industry Partner administering a Collaborative Procurement effort substantially comply with the underlying purposes and policies of this Code, JEA's participation in the Collaborative Procurement agreement shall be deemed to be in compliance with this Code.

(3) *Controversies.* Contract controversies arising from a Collaborative Procurement agreement may be resolved in accordance with Article 5, Administrative Remedies, or in accordance with other procedures established or adopted by the public or Utility Industry Partner administering the Collaborative Procurement.

3-116 Joint Projects

JEA may enter into joint projects with public or Utility Industry Partners, the City of Jacksonville and its other independent agencies or other political subdivisions (e.g., the United States Navy, the Florida Department of Transportation, etc.) independent of the requirements of Article 3, Source Selection. Joint projects may include, but shall not be limited to, the following:

- (a) combined water, sewer, drainage and road projects with the City of Jacksonville and Florida Department of Transportation;
- (b) projects that provide significant benefit to JEA and its ratepayers.

3-117 Use of Publicly Procured Contracts

JEA may procure from, or in accordance with pricing, or other terms and conditions set forth in contracts of the City of Jacksonville and its other independent agencies or political subdivisions, other city and state or governmental agencies, school board districts, community colleges, federal agencies, the public or governmental agencies of any state, or from state university systems, and procurement authorities of JEA separate systems, independent of the requirements of Article 3, Source Selection. These Procurements shall be awarded through the Awards Committee in accordance with the Operational Procedures promulgated in accordance with Section 2-403 (Awards Committee Procedures).

COMMENTARY

St. Johns River Power Park and Unit 4 of Plant Scherer are separate systems of JEA.

3-118 Use Of Contract Types

(1) Any type of Contract subject to this Code that will promote the best interest of JEA may be used provided that, to the maximum extent practicable, all Formal Contracts, except master Contracts, must contain a not-to-exceed maximum amount. All subsequent orders or work authorizations under master Contracts must be in writing and contain a not-to-exceed maximum amount.

(2) A Cost-Reimbursement Contract may be used only when a determination is made that such Contract is likely to be less costly to JEA than any other type or that it is impracticable to obtain the Supplies or Services required except under such a Contract.

COMMENTARY:

(1) JEA has restrictions upon the use of funds in a fiscal year other than that in which the funds are appropriated. This section permits multi-year Procurement so that JEA may:

- (a) procure larger quantities and obtain the benefits of volume discounts; and
- (b) encourage Companies to make capital investments or investments in process changes required to reduce the cost of Supplies or Services they provide JEA.

(2) A multi-year Contract should be used only for master Contracts, unit price Contracts and Supplies or Services needed on a continuing basis with annual quantity requirements that can be reasonably estimated in advance. Multi-year Procurements should attract more competitors to submit bids or offers for the large Contract Awards and thereby provide JEA with the benefits of increased competition.

(3) In some cases, potential vendors are reluctant to enter into multi-year Contracts because of volatility or fluctuations in the vendor's cost of materials or components. To facilitate volume discounts through multi-year Contracts in these situations, Contracts may be structured with fixed and variable cost elements, where the variable cost elements escalate or de-escalate based upon materials or component prices at the time of order. For example, multi-year Contracts for cable and transformers may contain a variable price element based upon the published metals market cost of copper. In no situation, however, shall JEA enter into a Contract with variable price elements that requires JEA to order Supplies when such Supplies exceed any not-to-exceed price established in the Contract or when JEA determines that such order is not in its best interest.

3-119 Form Of Contract Documents

(1) *Formal Contracts.* The Office of General Counsel shall approve as to form all initial Contract documents requiring the signature of multiple parties for Contract documents exceeding the Informal Purchase amount. Contract Amendments do not require OGC form approval, unless specifically requested by JEA, and can be signed by the Chief Procurement Officer after review by a qualified JEA Employee.

(2) *Informal Contracts.* Purchase order formats may be used for Contracts that do not require the formality of signatures by both parties. If a Contract is executed for an Informal Purchase, it does not do not require OGC form approval, unless specifically requested by JEA, and can be signed by the Chief Procurement Officer after review by a qualified JEA Employee.

COMMENTARY:

(1) The Operational Procedures shall specify when a Contract should be established for a particular Procurement.

3-120 Execution of Contract Documents

The Chief Executive Officer shall execute all Contracts. The Chief Executive Officer may delegate to the Chief Procurement Officer the authority to execute Contracts. Contracts and purchase orders may be executed by electronic means or by facsimile signatures.

3-121 Project/Contract Manager Requirements

The role of a JEA Project and/or Contract Manager is as follows:

- (a) Focus on making best business decisions for JEA when authorizing work and approving invoices;
- (b) Improve Contract compliance by measuring vendor performance, applying liquidated damages, and holding the vendor accountable to Contract requirements;
- (c) Unless otherwise approved by the Director of the Organizational Element, payment retainage shall be in accordance with Florida Statute 255.078, as amended;
- (d) Take invoice payment discounts when appropriate; and
- (e) Ensure all invoices are processed per the Contract pricing and terms.

COMMENTARY:

(1) For Subsection (c), a Director of the Organizational element may reduce the retainage below the amount specified by Florida Statutes: (a) to an amount equal to no less than 20% of the remaining cost to complete the project; (b) where there are no performance issues or quality concerns with the Company to date; and/or (c) Contract is 90% complete.

3-122 Continuing Services Contracts

Continuing services contracts are utilized for recurring work that is projected over a period of time. Individual Tasks issued under a continuing services contract shall not exceed either the amount authorized by the Contract or the amount as authorized by Florida Statutes for the specific category of work.

COMMENTARY

The maximum Individual Task amounts for Professional Services are specified in Florida Statute 287.055 (2)(g), and the maximum amount for Individual Tasks for Construction Services are specified in Florida Statute 355.32 (3)

3-123 Contract Pricing Terms

Contract pricing terms are required in all contracts and are the basis for invoice payment approvals. The appropriate type of pricing terms will depend on the type of contract and work being performed and include, but are not limited to, the following:

- (a) Lump Sum/Fixed price Contracts. This type of Contract should be utilized for work that is clearly defined through the delivery of a specific deliverable or project milestone.

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- (b) Time and Materials and Labor Hour Contracts /Cost Reimbursement Contracts. This type of contract should be used when the scope and/or amount of work is uncertain at the beginning of the contract period.
 - (c) Unit Price Contracts: This type of contract is most appropriate for operations, repair and maintenance work provided through Continuing Services contracts.

ARTICLE 4 - PROCUREMENT OF FINANCIAL INSTRUMENTS AND SERVICES

4-101 [Deleted]

4-201 Types of Procured Financial Instruments and Services

This Article applies to the Procurement of the following financial instruments and Services:

- (a) authorized investments pursuant to the electric system bond resolution, the electric system subordinated bond resolution, the St. Johns River Power Park bond resolution, the bulk power supply system bond resolution, water and sewer bond resolution and any future bond resolutions authorized by the JEA Board;
- (b) financial instruments and arrangements, including but not limited to interest rate Swaps, Caps, Floors, Collars, Options and related hedging instruments and Forward Supply Agreements, Float Contracts, Guaranteed Investment Contracts (GICs) and related investment instruments used primarily in escrow agreements relating to debt instruments, Bond Insurance, surety policies, letters of credit, other credit enhancement facilities and Liquidity Support (e.g., continuing covenant agreements, standby bond purchase agreements, LOCs;
- (c) purchases in the secondary market of JEA debt issued under the resolutions listed above;
- (d) debt underwriting Services to underwrite variable or fixed rate bonds, notes, commercial paper or other debt-related financial instruments issued under the above resolutions, subject to a negotiated sale;
- (e) debt underwriting Services to underwrite bonds, notes or other debt-related financial instruments issued under the above resolutions, subject to a competitive bid;
- (f) bond counsel and related legal Services;
- (g) financial advisory Services;
- (h) trustee, registrar, paying agent, escrow agent, custody Services, and other similar fiduciary Services;
- (i) credit rating agencies Services;

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- (j) dealers or remarketing agents that market commercial paper, variable rate demand obligations or other variable rate debt issued under the above resolutions;
 - (k) Securities Lending arrangements;
 - (l) financial printing Services, including but not limited to official statement printing;
 - (m) banking Services;
 - (n) escrow verification Services and accounting Services related to a debt issue or escrow restructuring; and
 - (o) letters of credit or Revolving Credit Facilities.
 - (p) Florida Voluntary Cleanup Tax Credits

4-301 Authorized Investments

(1) *Investments.* Investments shall be procured pursuant to the guidelines outlined in the JEA investment policy approved by the JEA Board on September 5, 1995 (most recently amended 12/20/11) and any subsequent amendments to that policy approved by the JEA Board, and shall be subject to the limitations contained in the bond resolutions under which the investments are to be held. The JEA Board authorizes the Chief Executive Officer or appointed managers designated by the Chief Executive Officer to:

- (a) open and close accounts at registered broker/dealers or banks;
- (b) purchase or sell securities which are authorized investments and sell securities provided to JEA as payment by customers in lieu of cash. The registered broker/dealer or bank is authorized to act upon any orders and instructions whether written or oral with respect to such account, and for the delivery of securities or money therefrom when received from the aforementioned appointed managers. Any of the aforementioned appointed managers may delegate to JEA Employees the authorization to transmit information regarding the execution and/or consummation of a trade described above. Securities transactions shall be approved in writing by any of the aforementioned appointed managers.

(2) *Execution of Certain Other Agreements.* Master Repurchase Agreements and tri-party master Repurchase Agreements and the related custody agreements shall be executed by the Chief Executive Officer or appointed managers designated by the Chief Executive Officer.

4-302 Financial Instruments and Arrangements

(1) *General.* Financial instruments and arrangements include interest rate Swaps, Caps, Floors, Collars, Options and related hedging instruments, Bond Insurance, surety policies, letters of credit, Forward Supply Agreements, float Contracts, Guaranteed Investment Contracts (GIC's), and related investment instruments used primarily in escrow agreements relating to debt instruments and other credit enhancement and Liquidity Support. Due to the dynamic nature of the marketplace for the foregoing, these types of instruments and arrangements shall be procured in a manner as authorized in this Section or as authorized by the Chief Executive Officer, or Designee on a case by case basis, based on prevailing practices in the

marketplace for such financial instruments and arrangements. Written approval by the Chief Executive Officer or Designee of the Procurement methodology shall be obtained prior to the Procurement, if the Procurement methodology is different than the methods specified below. Final approval of the winning bidder for the various instruments in this Section will be confirmed by the Chief Executive Officer or Designee.

(2) *Selection.* Suggested methods of procuring the Companies that provide these instruments and arrangements and/or executing the transactions are:

- (a) competitive bid by the Organizational Element directly or through JEA's financial advisor. Such bid may be restricted to the group of Companies selected to serve as underwriter or otherwise pre-qualified Companies as recommended in writing by JEA's financial advisor (e.g., top rated banks to provide Liquidity Support for JEA's commercial paper program) for interest rate Swaps, Hedges, Caps, Floors, Collars, Options, Bond Insurance, surety policies, letters of credit, Forward Supply Agreements, float Contracts, Guaranteed Investment Contract (GIC's) and related investment instruments used primarily in escrows agreements relating to debt instruments, other credit enhancements, and Liquidity Support.
- (b) Request for Information Solicitation by the Organizational Element or through JEA's financial advisor. Such Request for Information may be limited to the group of Companies selected to serve as underwriter or other groups of prequalified Companies as recommended in writing by JEA's financial advisor. If more than one Company is selected based on the RFI, a competitive bid shall be utilized among the Companies selected; and
- (c) if considered by the Chief Executive Officer to be in the best interest of JEA and upon the recommendation of JEA's financial advisor, the Chief Executive Officer may negotiate these types of instruments and agreements with one or more Companies from within JEA's underwriting group or other groups of Companies as recommended in writing by JEA's financial advisor. (e.g., an interest rate Swap executed in conjunction with a bond issue without being subject to (a) and (b) above). In the case of interest rate Swaps, interest rate Caps, Collars, Options and any related hedging agreements, the execution of such instruments or agreements shall be subject to the authorizations approved by the JEA Board on September 21, 1993, April 5, 1994 and April 19, 1994 and any subsequent approvals. In the case of interest rate Swaps, Caps, Floors, Collars, Options, and related hedging instruments, such agreements (and any related agreements or arrangements, including without limitation related collateral agreements, that are determined necessary) shall be executed by the Chief Executive Officer or Designee upon confirmation by JEA's financial advisor that the terms and provisions thereof are commercially reasonable and consistent with customary practices in the relevant market for similar agreements.

(3) *Administration.* This section adopts and codifies those resolutions approved by the JEA Board on September 21, 1993, April 5, 1994 and April 19, 1994, and subsequent related resolutions. Any changes to those resolutions shall be approved by the JEA Board in the form of amendments to the Code or through additional resolutions approved by the Board. Bond Insurance, surety policies, and other credit enhancements or Liquidity Support agreements shall be approved by the JEA Board in conjunction with the related debt financing. Companies selected to serve as counterparties for Bond Insurance, surety policies, letters of credit, Forward Supply Agreements, float Contracts, Guaranteed Investment Contracts (GIC's) and related investment instruments used primarily in escrow agreements relating to debt instruments, other credit enhancements, Liquidity Support, and other similar instruments and arrangements, are subject to a written agreement executed by the Chief Executive Officer or Designee.

COMMENTARY:

(1) It is expected that sufficient expertise will be available in the underwriting group so that the interest rate Swaps can be competitively bid within the underwriting group. If the JEA staff determines that a market rate will not be obtained from the existing underwriting group, then additional prequalified bidders may, at the discretion of the Chief Executive Officer, be added to the group.

(2) It is anticipated that interest rate Swaps and other financial instruments outlined in this section will usually be competitively bid.

4-303 Purchases in the Secondary Market of Debt

(1) Purchases in the secondary market of debt issued under bond resolutions cited in Section 4-201(d) (Types of Procured Financial Instruments and Services) shall be purchased pursuant to Section 12.0 of JEA's Investment Policy approved by the JEA Board on September 5, 1995 (most recently amended 12/20/11), and any subsequent amendments to that policy approved by the JEA Board. Such purchases are subject to the applicable covenants contained in JEA's bond resolutions; or

(2) Policies, procedures, resolutions or related documents approved by the Board relating to the purchase or retirement of JEA debt.

4-304 Debt Underwriting Services to Underwrite Bonds, Notes or Other Financial Instruments Issued Under Bond Resolutions, Subject to a Negotiated Sale

(1) *Selection.* The Procurement of debt underwriting Services cited in Section 4-201(d) (Types of Procured Financial Instruments and Services) subject to a negotiated sale shall be in accordance with Section 3-106 (Request for Proposals), and does not require the approval of the Chief Procurement Officer. Several underwriters may be selected to perform underwriting and related Services for JEA. A master underwriting agreement shall be executed by the Chief Executive Officer at the end of the Solicitation process and a separate bond purchase agreement with the underwriter(s) shall be executed by an authorized officer of JEA upon the approval of the JEA Board for each sale of debt. Each such bond purchase agreement shall specify, among other customary matters, the fee to the underwriters.

(2) *Negotiations - Sales.* Board-approved resolutions authorize the sale of debt for each System. The Chief Executive Officer or Designee shall negotiate the sale of bonds, notes or other financial instruments with the designated lead debt underwriter.

4-305 Debt Underwriting Services to Underwrite Bonds, Notes or Other Financial Instruments Issued Under Bond Resolutions, Subject to a Competitive Bid

(1) *General.* Debt underwriting services to underwrite bonds, notes or other financial instruments issued under bond resolutions cited in Section 4-201(e) (Types of Procured Financial Instrument and Services) subject to a competitive bid shall be procured in accordance with (2) below.

(2) *Selection.* Bonds or revenue certificates and refunding bonds or refunding revenue certificates issued pursuant to the JEA Charter if sold by competitive bid shall be sold to the bidder whose bid produces the lowest true interest cost to JEA. The JEA Board may restrict the bidders in any sale by pre-qualification or otherwise and may reserve the right to reject any or all bids. Prior to any sale by competitive bid of bonds or revenue certificates, the JEA Board shall cause notice to be given in such manner and at such time as the JEA Board shall determine. Said notice shall specify such matters relating to the bonds or revenue certificates offered for competitive sale as the JEA Board shall determine and shall state the manner in which bids shall be given. The JEA Board may reserve the right to waive any informalities or irregularities if the JEA Board determines that such action is in JEA's best interest. In no event shall said bonds or revenue certificates be sold at a net interest cost to JEA in excess of the legal limit as established by Section 215.84 F.S., or according to said section as it may from time to time be amended.

4-306 Bond Counsel and Related Legal Services

The Procurement of bond counsel and related legal Services shall be in a manner authorized by the Office of General Counsel. The Office of General Counsel may deem it appropriate to utilize the method contained in the City of Jacksonville Procurement Code Section 126.311 or in accordance with Section 3-106 (Request for Proposals) of the Code, and does not require the approval of the Chief Procurement Officer. Regardless of the Procurement process used, the General Counsel shall make the final selection of the top ranked Company and recommend said Company to the JEA Board for approval.

4-307 Financial Advisory Services

The Procurement of financial advisory Services shall be in accordance with Section 3-106 (Request for Proposals) and does not require the approval of the Chief Procurement Officer.

4-308 Trustee, Registrar, Paying Agent, Escrow Agent, Custody Services relating to fixed rate debt or variable rate and similar fiduciary Services

The Procurement of these Services shall be in accordance with either (1) Section 3-106 (Request for Proposals) and does not require the approval of the Chief Procurement Officer, (2) Section 3-102 (Informal Purchases), (3) competitive bid by Organizational Element or through JEA's financial advisor, such bid limited to a group of Companies as recommended by JEA's financial advisor, and shall be consistent with any applicable requirements contained in JEA's bond resolutions or (4) if considered by the Chief Executive Officer to be in the best interest of JEA and upon the recommendation of JEA's financial advisor, the Chief Executive Officer may negotiate these types of services and agreements with one or more Companies as recommended in writing by JEA's financial advisor.

4-309 Credit Rating Agencies Services

Authority to select appropriate additional credit rating agencies, in addition to the nationally recognized credit rating agencies of Fitch Ratings, Moody's Investors Service and Standard and Poor's, to secure debt ratings and related Services for JEA is delegated to the Chief Executive Officer or Designee. Terms and conditions for such Services shall be negotiated with the credit rating agency selected. Companies selected must be nationally recognized credit rating agencies that comply with bond resolution requirements and are acceptable to JEA's debt underwriter, remarketing agent or dealer in order to provide marketability for bonds, notes, or other financial instruments issued by JEA. The Chief Executive Officer or Designee has the authority to delete any of the Companies providing this Service.

4-310 Dealers or Remarketing Agents that Market Commercial Paper, Variable Rate Demand Obligations (VRDO), or other Variable Rate Debt

Selection. Procurement for dealers or remarketing agents that market commercial paper, VRDO or other variable rate debt issued under bond resolutions cited in Section 4-201(d) (Types of Procured Financial Instruments and Services) shall be by a (1) Request for Information (RFI) Solicitation by the Organizational Element or JEA's financial advisor; such RFI shall be limited to the group of Companies selected to serve as debt underwriters and that participate as dealers or remarketing agents in the commercial paper market, VRDO or other variable rate debt markets, or other pre-qualified groups, as recommended in writing by JEA's financial advisor, (2) as outlined in the then current underwriters' agreement. or (3) if considered by the Chief Executive Officer to be in the best interest of JEA and upon the recommendation of JEA's financial advisor, the Chief Executive Officer may negotiate these types of services and agreements with one or more Companies from within JEA's underwriting group or other qualified Companies as recommended in writing by JEA's financial advisor.

4-311 Securities Lending Arrangements

(1) *General.* Securities Lending arrangements are authorized pursuant to the electric system and bulk power supply system bond resolutions. On November 2, 1993, the JEA Board approved a resolution outlining methods of procuring and entering into Securities Lending arrangements. Responsible Bidders for Securities Lending arrangements shall be selected pursuant to requirements outlined in the JEA investment policy, Section 9.0, approved by the JEA Board on September 5, 1995. This section applies to future bond resolutions that authorize Securities Lending transactions.

(2) *Selection.* Suggested methods of procuring the Companies that provide Securities Lending arrangements are:

- (a) competitive bid by the Organizational Element directly or through JEA's financial advisor. One or more counterparties shall be selected by the highest bid of security lending income to JEA that complies with the provisions of the bond resolution under which the securities to be loaned are held;
- (b) Section 3-106 (Request for Proposals) or
- (c) if considered by the Chief Executive Officer to be in the best interest of JEA and upon the recommendation of JEA's financial advisor, the Chief Executive Officer may negotiate these types of services and agreements with one or more Companies from within JEA's underwriting group as recommended in writing by JEA's financial advisor.

(3) *Administration.* Agreements with one or more counterparties and related custodial agreements shall be executed by the Chief Executive Officer or Designee. These agreements shall also be approved by JEA's financial advisor and as to form by the Office of General Counsel.

COMMENTARY:

Based on the prevailing market practice at the time of selection, JEA shall determine the method expected to produce the best results for JEA in order to select the Companies with which to enter into Securities Lending agreements.

4-312 Financial Printing Services, Including but not Limited to Official Statement Printing

Procurement for these Services shall be obtained by one of the following methods:

- (a) competitive bid for official statement printers by the Organizational Element directly or through JEA's financial advisor. JEA shall utilize the printer with the lowest responsible bid; or
- (b) Section 3-102 (Informal Purchases).

4-313 Banking Services

Procurement of these Services shall be in accordance with Section 3-106 (Request for Proposals) and does not require the approval of the Chief Procurement Officer. The JEA Board authorizes the Chief Executive Officer or appointed managers designated by the Chief Executive Officer to:

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- (a) open and continue accounts at any bank under Contract with JEA;
 - (b) sign and agree to the provisions of said bank's customary corporate signature card, and authorize the said bank to pay or otherwise honor any checks, drafts, or other orders issued from time to time, for debit to said accounts when signed manually or by facsimile impression by any two of certain appointed managers;
 - (c) authorize the electronic transfer of funds;
 - (d) act on behalf of JEA in all matters and transactions relating to any of its business with the bank, including the withdrawal of property at any time held by the bank for the account of JEA; and
 - (e) provide the bank the authority to accept for deposit for the account of JEA, for credit, or for collection, or otherwise, any and all checks, drafts, and other instruments of any kind endorsed by any persons, or by hand stamp impression, in the name of JEA, or without endorsement.

4-314 Escrow Verification Services and Accounting Services Related to a Debt Issue or Escrow Restructuring

Included in JEA's Contract with its external auditors is a provision for the auditors to perform these Services. If these Services can be obtained for a lesser total cost, including internal JEA costs, than provided for in the current Contract with the external auditors, then proposals may be obtained and evaluated pursuant to (1) the provisions of Section 3-106 (Request for Proposals) (2) Section 3-102 (Informal Purchases) or (3) competitive bid by Organizational Element or through JEA's financial advisor.

4-315 Letters of Credit or Revolving Credit Facilities

JEA on occasion has the option to secure certain contractual obligations by providing a Letter of Credit instead of cash payment or deposit. Procurement of such instruments for this purpose shall be limited to the banks selected per Section 4-313 (Banking Services). The Chief Executive Officer is authorized by a JEA Board resolution approved March 7, 1989 to execute individual letters of credit or lines of credit in an amount not to exceed \$5,000,000, and in the aggregate not to exceed \$25,000,000 outstanding at any time. This section does not pertain to letters of credit or lines of credit that provide credit enhancement or Liquidity Support for JEA's demand obligations or commercial paper programs and which are procured under Section 4-302 (Financial Instruments and Arrangements).

In addition, JEA may determine pursuant to the requirements of the JEA Charter to utilize revolving credit facilities for any legal corporate purposes. The Chief Executive Officer shall determine the need for utilization of such instruments up to a maximum of \$25,000,000, and shall execute the applicable documents. The JEA Board shall approve any amount in excess of \$25,000,000. Procurement of such instruments for this purpose shall be by one of the following methods:

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- (a) Request for Information or competitive bid by the Organizational Element or through JEA's financial advisor with banks as recommended by the financial advisor,
 - (b) Section 3-106 (Request for Proposals) and does not require the approval of the Chief Procurement Officer, or
 - (c) if considered by the Chief Executive Officer to be in the best interest of JEA and upon the recommendation of JEA's financial advisor, the Chief Executive Officer may negotiate these types of services and agreements with one or more banks as recommended in writing by JEA's financial advisor.

COMMENTARY:

Maximum limits for letters of credit or Liquidity Support for working capital purposes are in addition to those limits required for letters of credits or Liquidity Support utilized instead of cash payments or deposits.

4-316 Sale of Voluntary Florida Cleanup Tax Credits

Procurement for these Services shall be obtained by one of the following methods:

- (a) Request for Information or competitive bid by the Organizational Element,
- (b) Section 3-106 (Request for Proposals) and does not require the approval of the Chief Procurement Officer, or
- (c) if considered by the Chief Executive Officer to be in the best interest of JEA, the Chief Executive Officer may negotiate these types of services and agreements with one or more firms and approved as to form by the Office of General Counsel.

4-401 Ratification of Expenditures

The Chief Executive Officer shall ratify by signature a summary statement of all expenditures made in accordance with JEA's established practices and policies and applicable statutes. Such ratification shall be made on a monthly basis. This section of the Code satisfies the requirement of Section 21.10 of the JEA Charter.

4-402 Reimbursement of Certain Expenditures from Long-term Permanent Financing

United States Treasury regulations in effect upon the effective date of this Code require JEA to make an official written declaration of its intent to incur certain expenditures using temporarily available funds in anticipation of reimbursing such expenditures from the proceeds of debt obligations of JEA. The Chief Executive Officer or Chief Financial Officer or additional Designee is authorized to declare JEA's intention in writing to reimburse previously incurred expenditures out of proceeds of debt obligations to be issued at a later date. The Chief Executive Officer or Designee is authorized to execute documents that

declare that intention and any additional documents necessary to satisfy the Treasury regulations regarding these transactions.

COMMENTARY:

United States tax regulations do change periodically. Future changes on this issue shall be automatically incorporated to this Code without further approval by the JEA Board.

ARTICLE 5 - ADMINISTRATIVE REMEDIES

5-101 Authority to Resolve Protested Solicitations and Awards

(1) *Right to Protest.* Any Company who is aggrieved in connection with a Solicitation or an Award of a Contract may submit a protest to the Chief Procurement Officer.

(2) *Protest Submittal.* All protests shall be submitted in writing and addressed to the Chief Procurement Officer. The protest shall clearly state the following:

- (a) the facts and issues supporting the protest,
- (b) specifically state how the Company has standing to protest,
- (c) and the remedies requested to resolve the protest.

(3) *Timeliness.* Failure to submit a timely protest shall result in the protest being rejected. A protest concerning an Award of a Contract shall be submitted in writing forty-eight (48) hours after such aggrieved Company knows, or should have known, of the facts giving rise thereto. A protest concerning a Solicitation (including any Minimum Qualifications or any Specifications) must be submitted within five (5) calendar days prior to Bid Opening..

(4) *Authority to Resolve Protests.* Prior to the commencement of an action in court concerning a protest, the Chief Procurement Officer or Designee shall have the authority to settle and resolve a Company's protest concerning a Solicitation or Award of a Contract. This authority shall be exercised in accordance with the JEA Operational Procedures. Unless otherwise allowed by Florida Statutes, a Company must exhaust all administrative remedies afforded to it by this Code and Operational Procedures before it can commence an action in a court of law.

(5) *Decision.* The Chief Procurement Officer or Designee shall promptly issue a decision in writing addressed to protesting Company. The decision shall:

- (a) recite all relevant facts;
- (b) state the reasons for the action taken; and
- (c) inform the Company of its right to administrative review as provided in this Article.

(6) *Notice of Decision.* A copy of the decision under Subsection (5) of this section shall be mailed or otherwise furnished immediately to protesting Company and any other party intervening.

(6) *Finality of Decision.* A decision under Subsection (5) of this Section shall be final and conclusive, unless clearly erroneous or fraudulent and any Company adversely affected by the decision may appeal administratively to the JEA Procurement Appeals Board in accordance with Section 5-303 (Appeals).

(7) *Stay of Procurements During Protests.* In the event of the receipt of a timely protest under Subsection (1) of this Section or under Section 5-303 (Appeals), JEA shall not proceed further with the Solicitation or with the Award of the Contract unless the Chief Procurement Officer, after consultation with the manager of the Organizational Element, makes a written determination that the Solicitation or Award of the Contract without delay is necessary to protect substantial interests of JEA.

COMMENTARY:

(1) It is essential that actual or prospective bidders and proposers have confidence in the procedures for soliciting and awarding Contracts. This can best be assured by allowing an aggrieved Company to protest a Solicitation, Award, or related decision. This section and Section 5-303 (Appeals) would permit actual or prospective bidders and proposers to:

- (i) promptly submit a protest to the Chief Procurement Officer concerning a Solicitation or Award; and
- (ii) have the protest decision reviewed by the Procurement Appeals Board.

(2) Nothing in this section is intended to affect the ability of the Office of General Counsel to settle actions pending before the Procurement Appeals Board, or the courts.

(3) The public posting of the Awards Committee agenda on the JEA website shall serve as one way in which a Company should know about an upcoming Award. The 48 hour limit for filing a protest shall begin at this public notice in this instance.

(4) Only a Company who is adversely affected by JEA's actions may file a protest under this Section. The purpose behind the standing requirement is to ensure that the protesting Company has a sufficient interest in the outcome of the protest resolution.

5-102 Authority to Debar or Suspend

(1) *Authority.* The Chief Procurement Officer or Designee is authorized to debar or suspend a Company from bidding on all JEA procurements for actions described in Subsection (2) of this Section. This authority shall be exercised in accordance with Operational Procedures and with the advice and counsel of the Office of the General Counsel.

(2) *Debarment.* After reasonable notice to the Company and a reasonable opportunity was provided for the Company to be heard, the Chief Procurement Officer, after consultation with the manager of the Organizational Element, shall have authority to debar a Company from consideration for the Award of Contracts. The debarment shall be for a period of no more than three (3) years.

(3) *Suspension.* After reasonable notice to the Company and a reasonable opportunity was provided for the Company to be heard, the Chief Procurement Officer, after consultation with the manager of the Organizational Element, shall have authority to suspend a Company from consideration for Award of Contracts. The suspension shall be for a period not exceeding six (6) months.

(4) *Causes for Debarment or Suspension.* The Chief Procurement Officer's decision to debar or suspend a Company shall depend on the seriousness of the adverse actions of the Company. The causes for debarment or suspension include, but may not be limited to, the following:

- (a) conviction of a Public Entity Crime and inclusion on the State of Florida Convicted Vendor List pursuant to Section 287.133 F.S.;

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- (b) violation of Contract terms or requirements, as set forth below, of a character that is regarded by the Chief Procurement Officer to be so serious as to justify debarment or suspension action:
 - (i) deliberate failure, without good cause, to perform in accordance with the Contract, Specifications, performance levels, warranty provisions, bonding and insurance requirements, or to comply within the time limits provided in the Contract, or failure to pay subcontractors; or
 - (ii) a recent record of failure to perform or of unsatisfactory performance in accordance with the terms of one or more JEA Contracts, including the delivery of Supplies, provided that the failure to perform or unsatisfactory performance was not caused by acts beyond the control of the Company; or
 - (c) poor performance as reported under JEA's Vendor Performance Program;
 - (d) debarment or suspension by another governmental entity;
 - (e) the Company acted fraudulently or in bad faith;
 - (f) violation of JEA and the City of Jacksonville Ethic Code;
 - (g) violation of Ex Parte requirements; and
 - (h) any other cause the Chief Procurement Officer determines to be so serious and compelling as to affect the Company's performance of a Contract.

(5) *Decision.* The Chief Procurement Officer shall issue a written letter to the Company informing it of the decision to debar or suspend that Company. The decision shall:

- (a) recite all relevant facts,
- (b) state the reasons for the action taken,
- (c) state the timeframe for debarment or suspension, and,
- (c) inform the debarred or suspended Company involved of its rights to administrative review as provided in this Article.

(6) *Notice of Decision.* A copy of the decision under Subsection (3) of this section shall be mailed or otherwise furnished immediately to the debarred or suspended Company and any other party intervening.

(7) *Finality of Decision.* A decision under Subsection (3) of this Section shall be final and conclusive, unless fraudulent, or the debarred or suspended Company appeals administratively to the Procurement Appeals Board in accordance with Section 5-304 (Protest of Suspension or Debarment Proceedings).

COMMENTARY:

It is strongly encouraged the Office of General Counsel is consulted prior to the commencement of debarment or suspension of a Company. Debarments involve situations that involve a greater degree seriousness, harm, or damage to JEA.

5-103 Authority to Resolve Contract and Breach of Contract Controversies

(1) *Applicability.* This Section applies to controversies between JEA and a Company (the “Parties”) that arise under, or by virtue of, a Contract between the Parties and cannot be settled in the normal course of business to the mutual satisfaction of the Parties and after reasonable attempts by the JEA Project Manager to resolve the matter. This includes but is not limited to, controversies based upon breach of Contract, mistake, misrepresentation, failure to perform, payment disputes, or other causes for disputes concerning the Contract terms.

(2) *Authority.* Prior to commencement of an action in a court concerning the controversy, the Chief Procurement Officer or Designee is authorized to settle and resolve a controversy described in Subsection (1) of this Section. This authority shall be exercised in accordance with Operational Procedures and with the advice and counsel of the Office of the General Counsel.

(3) *Decision.* If such a controversy is not resolved by mutual agreement, the Chief Procurement Officer or Designee shall promptly issue a decision in writing. The decision shall:

- (a) recite all relevant facts;
- (b) state the reasons for the action taken; and
- (c) inform the Company of its right to administrative review as provided in this section.

(4) *Notice of Decision.* A copy of the decision under Subsection (3) of this section shall be mailed or otherwise furnished immediately to the Company.

(5) *Finality of Decision.* The decision under Subsection (3) of this section shall be final and conclusive, unless fraudulent, or the Company appeals to the Procurement Appeals Board in accordance with Section 5-306 (Contract and Breach of Contract Controversies).

COMMENTARY:

(1) The word “controversy” is meant to be broad and all encompassing. It includes the full spectrum of disagreements from pricing of routine Contract changes to claims of breach of Contract.

(2) Resolving controversy is a primary duty of the JEA Project Manager assigned to the Contract. Controversies resolved by the JEA Project Manager in the normal course of business are not the subject of this section.

(3) Subsection (2) gives the Chief Procurement Officer the authority to settle all Contract claims and controversies prior to the filing of a suit. This may avoid unnecessary litigation and often is essential for fair treatment of a Company contracting with JEA. On the other hand, some safeguards are needed. Limitations upon the power to settle, including prerequisite approvals, should be established by appropriate Operational Procedure.

5-201 Remedies

The provisions of this part apply where it is determined administratively, or upon administrative review, that a solicitation or Award of a Contract is in violation of this Code.

5-202 Remedies Prior to an Award

If prior to Award it is determined that a Solicitation or a proposed Award of a Contract is in violation of this Code, then the Solicitation or the Award shall be:

- (a) canceled; or
- (b) revised to comply with this Code.

5-203 Remedies After an Award

If after an Award it is determined that a Solicitation or Contract is in violation of this Code, JEA shall take the following actions:

- (a) if the Company awarded the Contract has not acted fraudulently or in bad faith:
 - (i) the Contract may be ratified and affirmed, provided it is determined that doing so is in the best interest of JEA; or
 - (ii) the Contract may be terminated.
- (b) if the Company awarded the Contract has acted fraudulently or in bad faith:
 - (i) the Contract may be declared null and void;
 - (ii) the Company may be debarred or suspended; and/or
 - (ii) the Contract may be ratified and affirmed if such action is in the best interest of JEA, without prejudice to JEA's rights in regard to such damages as may be appropriate.

5-301 The Procurement Appeals Board

(1) *Applicability.* Article 2 establishes the Procurement Appeals Board and Article 5 describes the duties and operation of the Procurement Appeals Board. Appendix A of this Code contains the procedures of the Procurement Appeals Board.

(2) *Authority.* The Procurement Appeals Board is authorized to review and make a final determination of any appeal by a protesting Company from a written decision issued by the Chief Procurement Officer, or a Designee, which is authorized by:

- (a) Section 5-101 (Authority to Resolve Protested Solicitations and Awards);
- (b) Section 5-102 (Authority to Debar or Suspend); and
- (c) Section 5-103 (Authority to Resolve Contract and Breach of Contract Controversies).

5-302 Jurisdiction of the Procurement Appeals Board

(1) *Jurisdiction.* The Procurement Appeals Board shall have jurisdiction to review and determine any appeal by a protesting Company from a determination by the Chief Procurement Officer, or a Designee except:

- (i) if an action has been initiated previously in the courts for essentially the same cause of action, or
- (ii) within forty eight (48) hours after the action is brought before the Procurement Appeals Board, written objection is made by either the aggrieved Company or the Chief Procurement Officer with the concurrence of the Office of General Counsel.

5-303 Appeals of Protest Decisions Regarding Solicitations or Awards

(1) *Scope.* This section applies to an appeal addressed to the Procurement Appeals Board of a decision under Section 5-101(3) (Authority to Resolve Protested Solicitations and Awards).

(2) *Appeal Submittal.* An aggrieved Company shall submit its appeal in writing to the Chief Procurement Officer who shall forward it to the Procurement Appeals Board. The appeal shall clearly state the following:

- (i) the facts and issues supporting the appeal,
- (ii) how the Company has standing to appeal, and
- (iii) the remedies requested to resolve the appeal.

(3) *Timeliness.* An appeal shall be submitted forty-eight (48) hours of receipt of a written decision pursuant to Section 5-101(3) (Authority to Resolve Protested Solicitations and Awards-Decision). Failure to submit a timely written appeal shall result in the appeal being dismissed.

(4) *Acknowledgement.* In accordance with the Operational Procedures, a JEA representative will contact the protesting Company to acknowledge receipt of the appeal and to schedule the Procurement Appeals Board Review Meeting.

(5) *Standard of Review.* The Procurement Appeals Board shall conduct a *de novo* review of the issue(s) presented for appeal and shall determine if JEA's intended actions are:

- (i) in conflict with JEA's Procurement Code and Operational Procedures;
- (ii) arbitrary,
- (iii) capricious;
- (iv) dishonest;
- (v) fraudulent;
- (vi) clearly erroneous;
- (vii) illegal; and/or
- (viii) *not* in the best interests of JEA.

(6) *Burden of Proof.* The burden of proof shall rest with the protesting Firm.

(7) *Decision.* After the Procurement Appeals Board has reviewed the appeal issues, it shall deliberate its decision at the Procurement Appeals Board Review Meeting and announce its decision prior to adjourning the meeting. After adjournment, the Procurement Appeals Board shall issue a written decision restating the decision announced at the Procurement Appeals Board Review Meeting. Decisions rendered by the Procurement Appeals Board shall be final and conclusive, unless clearly arbitrary, capricious, fraudulent, or clearly erroneous.

5-304 Protest of Suspension or Debarment Proceedings

(1) *Scope.* This section applies to a review by Procurement Appeals Board of a decision under Section 5-102(3) (Authority to Debar or Suspend-Decision).

(2) *Appeal Submittal.* An aggrieved Company shall submit its appeal in writing to the Chief Procurement Officer who shall forward it to the Procurement Appeals Board. The appeal shall clearly state the following:

- (i) the facts and issues supporting the appeal, and
- (ii) the remedies requested to resolve the appeal

(3) *Acknowledgement.* In accordance with the Operational Procedures, a JEA representative will contact the protesting Company to acknowledge receipt of the appeal and to schedule the Procurement Appeals Board Review Meeting.

(4) *Timeliness.* The aggrieved Company shall file its appeal with the Procurement Appeals Board within thirty (30) days after receipt of a decision under Section 5-102(3) (Authority to Debar or Suspend-Decision). Said appeal shall be sent to the Chief Procurement Officer who shall forward it to the Procurement Appeals Board.

(5) *Standard of Review.* The Procurement Appeals Board shall conduct a *de novo* review of the issue(s) presented for appeal and shall determine if JEA's intended actions are:

- (i) in conflict with JEA's Procurement Code and Operational Procedures;
- (ii) arbitrary,
- (iii) capricious;
- (iv) dishonest;
- (v) fraudulent;
- (vi) clearly erroneous; and/or
- (vii) illegal; and/or
- (viii) *not* in the best interests of JEA.

(6) *Burden of Proof.* The burden of proof shall rest with the protesting Firm.

(7) *Decision.* After the Procurement Appeals Board has reviewed the appeal issues, it shall deliberate its decision at the Procurement Appeals Board Review Meeting and announce its decision prior to adjourning of the meeting. After adjournment, the Procurement Appeals Board shall issue a written decision restating the decision announced at the Procurement Appeals Board Meeting. Decisions rendered by the Procurement Appeals Board shall be final and conclusive arbitrary, capricious, fraudulent, or clearly erroneous.

5-305 Contract and Breach of Contract Controversies

(1) *Scope.* This section applies to a review by the Procurement Appeals Board of a decision under Section 5-103(3) (Authority to Resolve Contract and Breach of Contract Controversies).

(2) *Appeal Submittal.* An aggrieved Company shall submit its appeal in writing to the Chief Procurement Officer who shall forward it to the Procurement Appeals Board. The appeal shall clearly state the following:

- (i) the facts and issues supporting the appeal, and
- (ii) the remedies requested to resolve the appeal

(3) *Acknowledgement.* In accordance with the Operational Procedures, a JEA representative will contact the protesting Company to acknowledge receipt of the appeal and to schedule the Procurement Appeals Board Review Meeting.

(4) *Timeliness.* The aggrieved Company shall file its appeal with the Procurement Appeals Board within thirty (30) days of the receipt of the decision under Section 5-103(3) (Authority to Resolve Contract and Breach of Contract Controversies). Said appeal shall be sent to the Chief Procurement Officer who shall forward it to the Procurement Appeals Board.(5) *Standard of Review.* The Procurement Appeals Board shall conduct a *de novo* review of the issue(s) presented for appeal and shall determine if JEA's intended actions are:

- (i) in conflict with JEA's Procurement Code and Operational Procedures;
- (ii) arbitrary,
- (iii) capricious;
- (iv) dishonest;
- (v) fraudulent;
- (vi) clearly erroneous;
- (vii) illegal; and/or
- (viii) in the best interests of JEA.

(5) *Burden of Proof.* The burden of proof shall rest with the protesting Firm.

(6) *Decision.* After the Procurement Appeals Board has reviewed the appeal issues, it shall deliberate its decision at the Procurement Appeals Board Review Meeting and announce its decision prior to adjourning of the meeting. After adjournment, the Procurement Appeals Board shall issue a written decision restating the decision announced at the Procurement Appeals Board Review Meeting. Decisions rendered by the Procurement Appeals Board shall be final and conclusive arbitrary, capricious, fraudulent, or clearly erroneous.

APPENDIX A- PROCUREMENT APPEALS BOARD PROCEDURES

Memo for Hearings **Before the JEA Procurement Appeals Board (PAB)**

This memo contains information about your hearing before the JEA Procurement Appeals Board (PAB).

Protestant: _____
Solicitation: _____

1. Time and Place of Hearing

Date: _____

Time: _____

Location: JEA Tower ____ Floor Conference Room
21 W. Church St., Jacksonville, FL 32202

2. Members of the PAB

1. _____ serving as the Chair

2. _____

3. _____

- Ex parte communications between the Protestant and the JEA staff with the members of the PAB are prohibited.

3. Filing of Additional Materials

JEA shall provide the members of the PAB with the following information prior to the hearing, with a copy to the Protestant:

- The Solicitation, with all addenda, and including bid tabulation and award item, if applicable;
- The written protest at both the Chief Purchasing Officer (CPO) and PAB level;
- The written decision of the CPO;
- The acknowledgement of receipt of the appeal;
- Appointment letter of the members of the PAB;
- Other materials as may be necessary.

The CPO and the Protestant may file additional materials for PAB review. One (1) original and five (5) copies of any additional materials shall be provided AT LEAST TWO (2) BUSINESS DAYS PRIOR TO THE DAY OF THE HEARING. In addition to the copies listed above, a copy of any additional materials submitted by the CPO shall be provided to the Protestant.

Additional materials shall be addressed to:

JEA,
Jacksonville, FL 32202

4. Special Requirements

Any Persons needing special accommodations to participate in the above hearing please contact _____ no later than three (3) days before the meeting in order to make arrangements.

5. Hearing Preliminaries and Procedure

The Procurement Appeals Board (PAB) is established in the JEA Purchasing Code, Art. 2, sections 2-503 to 2-504, Art. 5, sections 5-301 to 5-305. Procedures are established in the JEA Operational Procedures, which supplements the Purchasing Code.

The PAB consists of at least three (3) members, with one of the members designated as the Chair. The appointment of the members and the designation of the chair are made by the Managing Director.

The hearing shall be a public meeting, held in compliance with the Florida "Sunshine Law".

If a person decides to appeal any decision made by JEA with respect to any matter considered at the hearing, for the purpose of such appeal, that person will need a record of the proceedings; for such purpose, that person may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

Ex parte communications between the Protestant and the JEA staff with the members of the PAB are prohibited.

At the time and place established for the hearing, the PAB shall hear testimony and receive other evidence from both the Protestant and the CPO, and will base its decision on the information provided both orally and in writing. The formal rules of evidence pursuant to the Florida Evidence Code will not apply at the hearing. Hearsay evidence may be admissible at the discretion of the PAB chair. The PAB, through the Chair, may limit presentations to a reasonable time. The PAB members may ask questions at any time.

The basis for decision for the PAB is set forth in the Purchasing Code, Article 5.

In general, the hearing procedure shall be as follows:

1. A representative of the PAB will give a brief overview of the hearing procedure;
2. The Protestant or legal representative will present its case based upon the issues and information contained in the protest;
3. Those persons or entities, other than the Protestant, who have legal standing and will be directly affected by the resolution of the protest will be given an opportunity to be heard and present information to the committee;
4. The CPO will make a presentation;
5. The PAB may seek any clarifications of either party;
6. The PAB will reach a decision either supporting or denying the appeal. A PAB member shall make a motion, which will require a second, and the vote will be taken and recorded. A majority vote of the members of the PAB shall be required to support the action;
7. The decision of the PAB may be issued verbally or in writing within three (3) business days of the date of the hearing. If the decision is issued orally at the hearing, the minutes of the meeting may serve as the written evidence of the decision.



McGRIFF, SEIBELS & WILLIAMS, INC.

INSURANCE BROKERS

September 21, 2016

James Chapman
Director Risk Management Services
JEA
21 West Church Street
Jacksonville, FL 32202-3139

Re: Coverage for Transmission and Distribution Assets

Dear Jim,

At your request, we canvassed the London, European and U.S. insurance marketplace in order to provide you with firm quotes for insuring JEA's above ground transmission and distribution (T&D) assets on an "all-risk" basis, except as excluded by the policy.

We have been successful in obtaining a firm offer of coverage from the Lloyds of London marketplace for limits of \$10,000,000 and \$20,000,000. The requested limit of \$50,000,000 was not available at this time in the marketplace.

The deductible for this coverage is 10% of the total amount of loss to JEA's T&D assets with a minimum deductible of \$5,000,000. The \$5,000,000 minimum deductible is consistent with JEA's property regular deductible with FM.

I have attached a copy of the terms and conditions offered by Lloyds which is follow-form of your FM policy wording with the T&D exclusion deleted.

Please advise if you have any questions regarding the coverage being offered for these assets.
Sincerely,

Jack A. Eans
Senior Vice President

Risk Details:

**UNIQUE MARKET
REFERENCE:**

B0180ME1613125

TYPE:

Transmission and Distribution Lines Insurance

INSURED:

JEA and all affiliated and associated and subsidiary companies, interests, entities, divisions or other controlling interests of which the Insured has an interest or financial control or responsibility to insure.

ADDRESS OF INSURED:

21 W. Church Street
Jacksonville
Florida, FL 32202
United States of America

PERIOD:

From: 01 October 2016
To: 01 October 2017
both days at 00:01 hours Eastern Standard Time

INTEREST:

Electrical Transmission and Distribution Lines

LIMITS OF LIABILITY:

USD 10,000,000 any one occurrence and in the annual aggregate
EXCESS OF
Greater of 10% of total T&D loss or USD 5,000,000 any one occurrence
whichever is greater

SITUATION:

Anywhere within the United States of America including inland transit

CONDITIONS:

To insure against all risks of direct physical loss or damage as per JEA Property Policy Number (to be advised to the Slip Leader only) in respect of the property covered by this Policy, but only to the extent that such property is excluded under JEA's Property Policy.

Notwithstanding the above, this policy shall include:

For the purposes of this Policy, the Transmission and Distribution Lines exclusion is deleted from the Property Policy.

10% No Claims Bonus (at expiry).

IUA 09-054 (FATCA) as attached.

Notification of claims to: McGriff, Seibels & Williams, Inc, 2211 7th Avenue South, Birmingham, AL 35233, United States of America.

LMA 5218 U.S. Terrorism Risk Insurance Act of 2002 as amended New & Renewal Business Endorsement as attached to apply.

LOSS PAYEE:

Insured or Order.

NOTICES:

None.

EXPRESS WARRANTIES:

None other than as may be provided for in the Property Policy Wording.

SUBJECTIVITIES:

None other than as may be provided for in the Property Policy Wording.

**CHOICE OF LAW AND
JURISDICTION:**

This insurance shall be governed by and construed in accordance with the law of Florida. Each party agrees to submit to the exclusive jurisdiction of any competent court within the United States of America.

NMA 1998 (24/04/86) Service of Suit Clause, naming:
Mendes and Mount

750 Seventh Avenue
New York
NY 10019-6829

PREMIUM:

USD 2,352,941 (100%) annual

USD 23,529 (100%) annual, in respect of TRIA as amended including non-certified terrorism

Subject to the Insured paying the premium charge specified herein, any terrorism exclusion or related coverage limitation contained herein shall not apply.

The Insured is advised that coverage provided by this policy for losses caused by certified acts of terrorism is partially reimbursed by the United States under a formula established by federal law. However, your policy may contain other exclusions which might affect your coverage, such as an exclusion for nuclear events. Under this formula, the United States pays 85% through 2015; 84% beginning on January 1, 2016; 83% beginning on January 1, 2017; 82% beginning on January 1, 2018; 81% beginning on January 1, 2019 and 80% beginning on January 1, 2020; of covered terrorism losses exceeding the statutorily established deductible paid by the insurance company providing the coverage. You should also know that the Terrorism Risk Insurance Act, as amended, contains a USD 100,000,000,000 cap that limits U.S. Government reimbursement as well as insurers' liability for losses resulting from certified acts of terrorism when the amount of such losses in any one calendar year exceeds USD 100,000,000,000. If the aggregate insured losses for all insurers exceed USD 100,000,000,000, your coverage may be reduced. The premium charged for this coverage is specified herein and does not include any charges for the portion of loss covered by the Federal Government under the Act.

Option for \$20,00,0000 Limit: \$4,705,882 (100%) annual

PREMIUM PAYMENT TERMS: LSW 3000 Premium Payment Clause (60/15) as attached.

**TAXES PAYABLE BY
INSURED AND
ADMINISTERED BY
INSURERS:**

None applicable.

**RECORDING, TRANSMITTING
& STORING INFORMATION:**

Where RKH Specialty maintains risk and claim data/information/documents RKH Specialty may hold data/information/documents electronically.

**INSURER CONTRACT
DOCUMENTATION:**

This document details the contract terms entered into by the insurer(s), and constitutes the contract document.

This contract is subject to US state surplus lines requirements. It is the responsibility of the surplus lines broker to affix a surplus lines notice to the contract document before it is provided to the insured. In the event that the surplus lines notice is not affixed to the contract document the insured should contact the surplus lines broker.

Any further documentation changing this contract, agreed in accordance with the contract change provisions set out in this contract, shall form the evidence of such change.

IUA 09-054 (FATCA)

For contracts incepting on or after 1/7/2014

Foreign account Tax Compliance Act ("FATCA")

Each (Re)Insurer hereby acknowledges the requirements of Sections 1471-1474 US Internal Revenue Code of 1986, as amended, and the Treasury regulations and other guidance issued from time to time thereunder ("FATCA") and the obligation of each of them to provide to the Broker [R K Harrison Insurance Brokers Limited] a valid Internal Revenue Service ("IRS") Form W-8BEN-E, W-9 or other documentation meeting the requirements of the FATCA regulations to establish they are not subject to any withholding requirement pursuant to FATCA (the "Required Documentation").

Furthermore:

- a) If a (Re)Insurer becomes non-compliant with FATCA during the contract period or has not provided the Broker with the Required Documentation 14 days prior to any premium due date, the Withholding Agent (as defined in U.S. Treasury Regulation Section 1.1471-1(b)(147)) shall withhold 30% of the premium (to the extent all or a portion of that premium is subject to withholding pursuant to FATCA) due to that (Re)Insurer under this contract on that premium due date and shall promptly notify that (Re)Insurer via the Broker.
- b) The withholding of premium by virtue of (a) above shall not be, and shall not be treated by the (Re)Insurer as a breach of any premium payment condition, warranty or other clause whether or not entitling the (Re)Insurer to cancel, terminate or restrict this contract, refuse, restrict or delay payment of any claim or invoke any interest, penalty or other late payment provision. The (Re)Insurer shall be liable under this contract as if no such withholding had been made.
- c) The (Re)Insurer shall not recoup sums withheld under (a) above by deducting equivalent sums from any payments due to the (Re)Insured or by set off against any other sums owed by the (Re)Insurer and any general or contractual right of set-off enjoyed by the (Re)Insurer is hereby varied and qualified to that extent.
- d) Where premium is withheld in error, has not yet been paid to the IRS and the underwriter has been paid only the net premium following such withholding, the broker will cooperate with the (re)insurer to process the requisite refund.

IUA09-054 (FATCA)
10 November 2014

U.S. TERRORISM RISK INSURANCE ACT OF 2002 AS AMENDED
NEW & RENEWAL BUSINESS ENDORSEMENT

This Endorsement is issued in accordance with the terms and conditions of the "U.S. Terrorism Risk Insurance Act of 2002" as amended, as summarized in the disclosure notice.

In consideration of an additional premium paid, it is hereby noted and agreed with effect from inception that the Terrorism exclusion to which this Insurance is subject, shall not apply to any "insured loss" directly resulting from any "act of terrorism" as defined in the "U.S. Terrorism Risk Insurance Act of 2002", as amended ("TRIA").

The coverage afforded by this Endorsement is only in respect of any "insured loss" of the type insured by this Insurance directly resulting from an "act of terrorism" as defined in TRIA. The coverage provided by this Endorsement shall expire at 12:00 midnight December 31, 2020, the date on which the TRIA Program is scheduled to terminate, or the expiry date of the policy whichever occurs first, and shall not cover any losses or events which arise after the earlier of these dates. The Terrorism exclusion, to which this Insurance is subject, applies in full force and effect to any other losses and any act or events that are not included in said definition of "act of terrorism".

This Endorsement only affects the Terrorism exclusion to which this Insurance is subject. All other terms, conditions, insured coverage and exclusions of this Insurance including applicable limits and deductibles remain unchanged and apply in full force and effect to the coverage provided by this Insurance.

Furthermore the Underwriter(s) will not be liable for any amounts for which they are not responsible under the terms of TRIA (including subsequent action of Congress pursuant to the Act) due to the application of any clause which results in a cap on the Underwriter's liability for payment for terrorism losses.

LMA 5218
12th January, 2015

PREMIUM PAYMENT CLAUSE

The Insured undertakes that premium will be paid in full to Underwriters within 60 days of inception of this Policy (or, in respect of installment premiums, when due).

If the premium due under this Policy has not been paid to Underwriters by the 60th day from the inception of this Policy (and, in respect of installment premiums, by the date they are due) Underwriters shall have the right to cancel this policy by notifying the Insured via the broker in writing. In the event of cancellation, premium is due to Underwriters on a pro-rata basis for the period that Underwriters are on risk but the full policy premium shall be payable to Underwriters in the event of a loss or occurrence prior to the date of termination which gives rise to a valid claim under this policy.

It is agreed that Underwriters shall give not less than 15 days prior notice of cancellation to the Insured via the broker. If premium due is paid in full before the notice period expires, notice of cancellation shall automatically be revoked. If not, the policy shall automatically terminate at the end of the notice period.

Unless otherwise agreed, the Slip Leader (and Agreement Parties if appropriate) is authorised to exercise rights under this clause on their own behalf and on behalf of all Underwriters participating in this contract.

If any provision of this clause is found by any court or administrative body of competent jurisdiction to be invalid or unenforceable, such invalidity or unenforceability will not affect the other provisions of this clause which will remain in full force and effect.

Where the premium is to be paid through a London Market Bureau, payment to Underwriters will be deemed to occur on the day of delivery of a premium advice note to the Bureau.

11/01
LSW 3000

Notice of cancellation in writing for the purposes of the LSW 3000 shall be notice in writing to the Compliance Department, RKH Specialty, One Whittington Avenue, London, EC3V 1LE and delivered by registered post or received and acknowledged by the Compliance Department. The notice will only be accepted if the risk is properly identified, and includes at least the name of the Insured, the RKH Specialty contract reference number, the class of business and any other information that will enable the risk to be readily identified. Further for the avoidance of doubt, a notice of cancellation sent by email to RKH Specialty or any Group Subsidiary Company shall not constitute notice in writing for the purposes of the application of LSW 3000.

Information Section:

The following Information was provided to insurer(s) to support the assessment of the risk at the time of underwriting.

1. JEA Transmission and Distribution Line Submission (53 pages)
 - Overview
 - Overhead Transmission & Distribution Assets
 - Construction Standards
 - Line Clearance & Maintenance
 - Loss Experience

Total Transmission and Distribution Sum Insured

USD 1,500,000,000

Total Transmission and Distribution mileage

3,721.3 miles

All Information provided by MSW to RKH Specialty

Security Details

INSURER'S
LIABILITY:

LMA 3333
Dated 21 June 2007

Insurer's liability several not joint

The liability of an insurer under this contract is several and not joint with other insurers party to this contract. An insurer is liable only for the proportion of liability it has underwritten. An insurer is not jointly liable for the proportion of liability underwritten by any other insurer. Nor is an insurer otherwise responsible for any liability of any other insurer that may underwrite this contract.

The proportion of liability under this contract underwritten by an insurer (or, in the case of a Lloyd's syndicate, the total of the proportions underwritten by all the members of the syndicate taken together) is shown next to its stamp. This is subject always to the provision concerning "signing" below.

In the case of a Lloyd's syndicate, each member of the syndicate (rather than the syndicate itself) is an insurer. Each member has underwritten a proportion of the total shown for the syndicate (that total itself being the total of the proportions underwritten by all the members of the syndicate taken together). The liability of each member of the syndicate is several and not joint with other members. A member is liable only for that member's proportion. A member is not jointly liable for any other member's proportion. Nor is any member otherwise responsible for any liability of any other insurer that may underwrite this contract. The business address of each member is Lloyd's, One Lime Street, London EC3M 7HA. The identity of each member of a Lloyd's syndicate and their respective proportion may be obtained by writing to Market Services, Lloyd's, at the above address.

Proportion of liability

Unless there is "signing" (see below), the proportion of liability under this contract underwritten by each insurer (or, in the case of a Lloyd's syndicate, the total of the proportions underwritten by all the members of the syndicate taken together) is shown next to its stamp and is referred to as its "written line".

Where this contract permits, written lines, or certain written lines, may be adjusted ("signed"). In that case a schedule is to be appended to this contract to show the definitive proportion of liability under this contract underwritten by each insurer (or, in the case of a Lloyd's syndicate, the total of the proportions underwritten by all the members of the syndicate taken together). A definitive proportion (or, in the case of a Lloyd's syndicate, the total of the proportions underwritten by all the members of a Lloyd's syndicate taken together) is referred to as a "signed line". The signed lines shown in the schedule will prevail over the written lines unless a proven error in calculation has occurred.

Although reference is made at various points in this clause to "this contract" in the singular, where the circumstances so require this should be read as a reference to contracts in the plural.

ORDER HEREON: 100% of 100%

**BASIS OF WRITTEN
LINES:** Percentage of whole
Lines Clause NMA 2419

**SIGNING
PROVISIONS:** In the event that the written lines hereon exceed 100% of the order, any lines written "to stand" will be allocated in full and all other lines will be signed down in equal proportions so that the aggregate signed lines are equal to 100% of the order without further agreement of any of the insurers.

However:

- a) in the event that the placement of the order is not completed by the commencement date of the period of insurance then all lines written by that date will be signed in full;
- b) the Insured may elect for the disproportionate signing of insurers lines, without further specific agreement of insurers, providing that any such variation is made prior to the commencement date of the period of insurance, and that lines written "to stand" may not be varied without the documented agreement of those insurers.
- c) the signed lines resulting from the application of the above provisions can be varied, before or after the commencement date of the period of insurance, by the documented agreement of the (re)insured and all (re)insurers whose lines are to be varied. The variation to the contracts will take effect only when all such (re)insurers have agreed, with the resulting variation in signed lines commencing from the date set out in that agreement.

Contract Administration and Advisory Sections:

Subscription Agreement Section

SLIP LEADER: Lloyd's Syndicate KLN 510

**BASIS OF
AGREEMENT TO
CONTRACT
CHANGES:**

GUA (October 2001) with Non Marine Schedule (October 2001).

**OTHER
AGREEMENT
PARTIES FOR
CONTRACT
CHANGES, FOR
PART 2 GUA
CHANGES ONLY:**

Part 2 changes may be agreed by Slip Leader only.

The period referred to in paragraph 1.14 (Extensions to premium payment condition/warranty) of the Non-Marine Schedule October 2001 is extended from 5 to 14 days.

When required to do so by the Slip Leader only, RKH Specialty will provide details of agreed endorsements to following Insurers. If required, electronic transmission may be used by RKH Specialty for providing details of agreed endorsements, contractual changes or information to following Insurers as necessary.

Signing slip and/or signing slip endorsements to be agreed by slip leader only.

Amendments to final going-in values, premium and basis of coverage to be agreed by the Slip Leader only.

Net equivalent downwards to be agreed slip leader only.

**AGREEMENT
PARTIES FOR
CONTRACT
CHANGES, FOR
THEIR PROPORTION
ONLY:**

None.

**BASIS OF CLAIMS
AGREEMENT:**

Claims to be managed in accordance with:

- i) The Lloyd's Claims Scheme (Combined), or as amended or any successor thereto.
- ii) IUA claims agreement practices.
- iii) The practices of any company(ies) electing to agree claims in respect of their own participation.

**CLAIMS
AGREEMENT
PARTIES:**

- i) For Lloyd's Syndicates

The leading Lloyd's Syndicate and, where required by the applicable Lloyd's Claims Scheme, the second Lloyd's Syndicate and/or the Scheme Service Provider.

The second Lloyd's Syndicate is

- ii) Those companies acting in accordance with the IUA claims agreement practices, excepting those that may have opted out via (iii) below.
- iii) Those companies that have specifically elected to agree claims in respect of their own participation.

All other subscribing insurers that are not party to the Lloyd's/IUA claims agreement practices, each in respect of their own participation.

**CLAIMS
ADMINISTRATION:**

RKH Specialty to enter claim advices into the relevant market CLASS system. All Underwriters to use their respective market CLASS system for claims agreement. Electronic transmission to be used by RKH Specialty for distribution of claim file information to Underwriters in support of the CLASS entry.

Underwriters will respond to claims matters to RKH Specialty via CLASS (unless otherwise specified here).

Claims settlement to be remitted to RKH Specialty (unless otherwise specified here) within 7 working days after agreement of claim by Slip Leader and submission of collection to market(s).

Payment of claims to client to be via RKH Specialty (unless otherwise specified here).

**RULES AND
EXTENT OF ANY
OTHER DELEGATED
CLAIMS
AUTHORITY:**

None.

**EXPERT(S) FEES
COLLECTION:**

RKH Specialty to collect fees.

**SETTLEMENT DUE
DATE:**

01 December 2016

**BUREAU
ARRANGEMENTS:**

Xchanging Ins-sure Services are authorised to sign premium from individual cedants / territories separately as and when received by RKH Specialty.

Agree to annual premium resigning, alternatively premium payable by additional premium to first year of account in respect of periods in excess of twelve months.

If it is agreed that the premium is to be paid in instalments the second and subsequent

instalment(s) to be taken down as additional premium(s).

Premium payment requirements deemed met by presentation of premium / accounts to Ins-sure or Underwriters hereon as applicable on or before the Settlement Due Date(s) which deemed to be in compliance with Settlement Due Date(s) and will therefore not be recorded as a late signing or payment.

Where Settlement Due Date (SDD) or any Premium Payment Warranty (PPW) or Premium Payment Condition (PPC) due date falls on a weekend or public holiday, presentation to Xchanging Ins-sure Services or Underwriters hereon as applicable on the next working day will be deemed in compliance with SDD, PPW or PPC

Where a Premium Payment Condition or Premium Payment Warranty requires payment by a date which is later than the Settlement Due Date, the Settlement Due Date is deemed to have been amended and shall be the same as the Premium Payment Condition or Premium Payment Warranty due date.

**NON-BUREAU
ARRANGEMENTS:**

None.



McGRIFF, SEIBELS & WILLIAMS, INC.

INSURANCE BROKERS

September 21, 2016

James Chapman
Director Risk Management Services
JEA
21 West Church Street
Jacksonville, FL 32202-3139

Re: Coverage for Transmission and Distribution Assets

Dear Jim,

At your request, we canvassed the London, European and U.S. insurance marketplace in order to provide you with firm quotes for insuring JEA's above ground transmission and distribution (T&D) assets on an "all-risk" basis, except as excluded by the policy.

We have been successful in obtaining a firm offer of coverage from the Lloyds of London marketplace for limits of \$10,000,000 and \$20,000,000. The requested limit of \$50,000,000 was not available at this time in the marketplace.

The deductible for this coverage is 10% of the total amount of loss to JEA's T&D assets with a minimum deductible of \$5,000,000. The \$5,000,000 minimum deductible is consistent with JEA's property regular deductible with FM.

I have attached a copy of the terms and conditions offered by Lloyds which is follow-form of your FM policy wording with the T&D exclusion deleted.

Please advise if you have any questions regarding the coverage being offered for these assets.
Sincerely,

Jack A. Eans
Senior Vice President

Risk Details:

**UNIQUE MARKET
REFERENCE:**

B0180ME1613125

TYPE:

Transmission and Distribution Lines Insurance

INSURED:

JEA and all affiliated and associated and subsidiary companies, interests, entities, divisions or other controlling interests of which the Insured has an interest or financial control or responsibility to insure.

ADDRESS OF INSURED:

21 W. Church Street
Jacksonville
Florida, FL 32202
United States of America

PERIOD:

From: 01 October 2016
To: 01 October 2017
both days at 00:01 hours Eastern Standard Time

INTEREST:

Electrical Transmission and Distribution Lines

LIMITS OF LIABILITY:

USD 10,000,000 any one occurrence and in the annual aggregate
EXCESS OF
Greater of 10% of total T&D loss or USD 5,000,000 any one occurrence
whichever is greater

SITUATION:

Anywhere within the United States of America including inland transit

CONDITIONS:

To insure against all risks of direct physical loss or damage as per JEA Property Policy Number (to be advised to the Slip Leader only) in respect of the property covered by this Policy, but only to the extent that such property is excluded under JEA's Property Policy.

Notwithstanding the above, this policy shall include:

For the purposes of this Policy, the Transmission and Distribution Lines exclusion is deleted from the Property Policy.

10% No Claims Bonus (at expiry).

IUA 09-054 (FATCA) as attached.

Notification of claims to: McGriff, Seibels & Williams, Inc, 2211 7th Avenue South, Birmingham, AL 35233, United States of America.

LMA 5218 U.S. Terrorism Risk Insurance Act of 2002 as amended New & Renewal Business Endorsement as attached to apply.

LOSS PAYEE:

Insured or Order.

NOTICES:

None.

EXPRESS WARRANTIES:

None other than as may be provided for in the Property Policy Wording.

SUBJECTIVITIES:

None other than as may be provided for in the Property Policy Wording.

**CHOICE OF LAW AND
JURISDICTION:**

This insurance shall be governed by and construed in accordance with the law of Florida. Each party agrees to submit to the exclusive jurisdiction of any competent court within the United States of America.

NMA 1998 (24/04/86) Service of Suit Clause, naming:
Mendes and Mount

750 Seventh Avenue
New York
NY 10019-6829

PREMIUM:

USD 2,352,941 (100%) annual

USD 23,529 (100%) annual, in respect of TRIA as amended including non-certified terrorism

Subject to the Insured paying the premium charge specified herein, any terrorism exclusion or related coverage limitation contained herein shall not apply.

The Insured is advised that coverage provided by this policy for losses caused by certified acts of terrorism is partially reimbursed by the United States under a formula established by federal law. However, your policy may contain other exclusions which might affect your coverage, such as an exclusion for nuclear events. Under this formula, the United States pays 85% through 2015; 84% beginning on January 1, 2016; 83% beginning on January 1, 2017; 82% beginning on January 1, 2018; 81% beginning on January 1, 2019 and 80% beginning on January 1, 2020; of covered terrorism losses exceeding the statutorily established deductible paid by the insurance company providing the coverage. You should also know that the Terrorism Risk Insurance Act, as amended, contains a USD 100,000,000,000 cap that limits U.S. Government reimbursement as well as insurers' liability for losses resulting from certified acts of terrorism when the amount of such losses in any one calendar year exceeds USD 100,000,000,000. If the aggregate insured losses for all insurers exceed USD 100,000,000,000, your coverage may be reduced. The premium charged for this coverage is specified herein and does not include any charges for the portion of loss covered by the Federal Government under the Act.

Option for \$20,00,0000 Limit: \$4,705,882 (100%) annual

PREMIUM PAYMENT TERMS: LSW 3000 Premium Payment Clause (60/15) as attached.

**TAXES PAYABLE BY
INSURED AND
ADMINISTERED BY
INSURERS:**

None applicable.

**RECORDING, TRANSMITTING
& STORING INFORMATION:**

Where RKH Specialty maintains risk and claim data/information/documents RKH Specialty may hold data/information/documents electronically.

**INSURER CONTRACT
DOCUMENTATION:**

This document details the contract terms entered into by the insurer(s), and constitutes the contract document.

This contract is subject to US state surplus lines requirements. It is the responsibility of the surplus lines broker to affix a surplus lines notice to the contract document before it is provided to the insured. In the event that the surplus lines notice is not affixed to the contract document the insured should contact the surplus lines broker.

Any further documentation changing this contract, agreed in accordance with the contract change provisions set out in this contract, shall form the evidence of such change.

IUA 09-054 (FATCA)

For contracts incepting on or after 1/7/2014

Foreign account Tax Compliance Act ("FATCA")

Each (Re)Insurer hereby acknowledges the requirements of Sections 1471-1474 US Internal Revenue Code of 1986, as amended, and the Treasury regulations and other guidance issued from time to time thereunder ("FATCA") and the obligation of each of them to provide to the Broker [R K Harrison Insurance Brokers Limited] a valid Internal Revenue Service ("IRS") Form W-8BEN-E, W-9 or other documentation meeting the requirements of the FATCA regulations to establish they are not subject to any withholding requirement pursuant to FATCA (the "Required Documentation").

Furthermore:

- a) If a (Re)Insurer becomes non-compliant with FATCA during the contract period or has not provided the Broker with the Required Documentation 14 days prior to any premium due date, the Withholding Agent (as defined in U.S. Treasury Regulation Section 1.1471-1(b)(147)) shall withhold 30% of the premium (to the extent all or a portion of that premium is subject to withholding pursuant to FATCA) due to that (Re)Insurer under this contract on that premium due date and shall promptly notify that (Re)Insurer via the Broker.
- b) The withholding of premium by virtue of (a) above shall not be, and shall not be treated by the (Re)Insurer as a breach of any premium payment condition, warranty or other clause whether or not entitling the (Re)Insurer to cancel, terminate or restrict this contract, refuse, restrict or delay payment of any claim or invoke any interest, penalty or other late payment provision. The (Re)Insurer shall be liable under this contract as if no such withholding had been made.
- c) The (Re)Insurer shall not recoup sums withheld under (a) above by deducting equivalent sums from any payments due to the (Re)Insured or by set off against any other sums owed by the (Re)Insurer and any general or contractual right of set-off enjoyed by the (Re)Insurer is hereby varied and qualified to that extent.
- d) Where premium is withheld in error, has not yet been paid to the IRS and the underwriter has been paid only the net premium following such withholding, the broker will cooperate with the (re)insurer to process the requisite refund.

IUA09-054 (FATCA)
10 November 2014

U.S. TERRORISM RISK INSURANCE ACT OF 2002 AS AMENDED
NEW & RENEWAL BUSINESS ENDORSEMENT

This Endorsement is issued in accordance with the terms and conditions of the "U.S. Terrorism Risk Insurance Act of 2002" as amended, as summarized in the disclosure notice.

In consideration of an additional premium paid, it is hereby noted and agreed with effect from inception that the Terrorism exclusion to which this Insurance is subject, shall not apply to any "insured loss" directly resulting from any "act of terrorism" as defined in the "U.S. Terrorism Risk Insurance Act of 2002", as amended ("TRIA").

The coverage afforded by this Endorsement is only in respect of any "insured loss" of the type insured by this Insurance directly resulting from an "act of terrorism" as defined in TRIA. The coverage provided by this Endorsement shall expire at 12:00 midnight December 31, 2020, the date on which the TRIA Program is scheduled to terminate, or the expiry date of the policy whichever occurs first, and shall not cover any losses or events which arise after the earlier of these dates. The Terrorism exclusion, to which this Insurance is subject, applies in full force and effect to any other losses and any act or events that are not included in said definition of "act of terrorism".

This Endorsement only affects the Terrorism exclusion to which this Insurance is subject. All other terms, conditions, insured coverage and exclusions of this Insurance including applicable limits and deductibles remain unchanged and apply in full force and effect to the coverage provided by this Insurance.

Furthermore the Underwriter(s) will not be liable for any amounts for which they are not responsible under the terms of TRIA (including subsequent action of Congress pursuant to the Act) due to the application of any clause which results in a cap on the Underwriter's liability for payment for terrorism losses.

LMA 5218
12th January, 2015

PREMIUM PAYMENT CLAUSE

The Insured undertakes that premium will be paid in full to Underwriters within 60 days of inception of this Policy (or, in respect of installment premiums, when due).

If the premium due under this Policy has not been paid to Underwriters by the 60th day from the inception of this Policy (and, in respect of installment premiums, by the date they are due) Underwriters shall have the right to cancel this policy by notifying the Insured via the broker in writing. In the event of cancellation, premium is due to Underwriters on a pro-rata basis for the period that Underwriters are on risk but the full policy premium shall be payable to Underwriters in the event of a loss or occurrence prior to the date of termination which gives rise to a valid claim under this policy.

It is agreed that Underwriters shall give not less than 15 days prior notice of cancellation to the Insured via the broker. If premium due is paid in full before the notice period expires, notice of cancellation shall automatically be revoked. If not, the policy shall automatically terminate at the end of the notice period.

Unless otherwise agreed, the Slip Leader (and Agreement Parties if appropriate) is authorised to exercise rights under this clause on their own behalf and on behalf of all Underwriters participating in this contract.

If any provision of this clause is found by any court or administrative body of competent jurisdiction to be invalid or unenforceable, such invalidity or unenforceability will not affect the other provisions of this clause which will remain in full force and effect.

Where the premium is to be paid through a London Market Bureau, payment to Underwriters will be deemed to occur on the day of delivery of a premium advice note to the Bureau.

11/01
LSW 3000

Notice of cancellation in writing for the purposes of the LSW 3000 shall be notice in writing to the Compliance Department, RKH Specialty, One Whittington Avenue, London, EC3V 1LE and delivered by registered post or received and acknowledged by the Compliance Department. The notice will only be accepted if the risk is properly identified, and includes at least the name of the Insured, the RKH Specialty contract reference number, the class of business and any other information that will enable the risk to be readily identified. Further for the avoidance of doubt, a notice of cancellation sent by email to RKH Specialty or any Group Subsidiary Company shall not constitute notice in writing for the purposes of the application of LSW 3000.

Information Section:

The following Information was provided to insurer(s) to support the assessment of the risk at the time of underwriting.

1. JEA Transmission and Distribution Line Submission (53 pages)
 - Overview
 - Overhead Transmission & Distribution Assets
 - Construction Standards
 - Line Clearance & Maintenance
 - Loss Experience

Total Transmission and Distribution Sum Insured

USD 1,500,000,000

Total Transmission and Distribution mileage

3,721.3 miles

All Information provided by MSW to RKH Specialty

Security Details

INSURER'S
LIABILITY:

LMA 3333
Dated 21 June 2007

Insurer's liability several not joint

The liability of an insurer under this contract is several and not joint with other insurers party to this contract. An insurer is liable only for the proportion of liability it has underwritten. An insurer is not jointly liable for the proportion of liability underwritten by any other insurer. Nor is an insurer otherwise responsible for any liability of any other insurer that may underwrite this contract.

The proportion of liability under this contract underwritten by an insurer (or, in the case of a Lloyd's syndicate, the total of the proportions underwritten by all the members of the syndicate taken together) is shown next to its stamp. This is subject always to the provision concerning "signing" below.

In the case of a Lloyd's syndicate, each member of the syndicate (rather than the syndicate itself) is an insurer. Each member has underwritten a proportion of the total shown for the syndicate (that total itself being the total of the proportions underwritten by all the members of the syndicate taken together). The liability of each member of the syndicate is several and not joint with other members. A member is liable only for that member's proportion. A member is not jointly liable for any other member's proportion. Nor is any member otherwise responsible for any liability of any other insurer that may underwrite this contract. The business address of each member is Lloyd's, One Lime Street, London EC3M 7HA. The identity of each member of a Lloyd's syndicate and their respective proportion may be obtained by writing to Market Services, Lloyd's, at the above address.

Proportion of liability

Unless there is "signing" (see below), the proportion of liability under this contract underwritten by each insurer (or, in the case of a Lloyd's syndicate, the total of the proportions underwritten by all the members of the syndicate taken together) is shown next to its stamp and is referred to as its "written line".

Where this contract permits, written lines, or certain written lines, may be adjusted ("signed"). In that case a schedule is to be appended to this contract to show the definitive proportion of liability under this contract underwritten by each insurer (or, in the case of a Lloyd's syndicate, the total of the proportions underwritten by all the members of the syndicate taken together). A definitive proportion (or, in the case of a Lloyd's syndicate, the total of the proportions underwritten by all the members of a Lloyd's syndicate taken together) is referred to as a "signed line". The signed lines shown in the schedule will prevail over the written lines unless a proven error in calculation has occurred.

Although reference is made at various points in this clause to "this contract" in the singular, where the circumstances so require this should be read as a reference to contracts in the plural.

ORDER HEREON: 100% of 100%

**BASIS OF WRITTEN
LINES:** Percentage of whole
Lines Clause NMA 2419

**SIGNING
PROVISIONS:** In the event that the written lines hereon exceed 100% of the order, any lines written "to stand" will be allocated in full and all other lines will be signed down in equal proportions so that the aggregate signed lines are equal to 100% of the order without further agreement of any of the insurers.

However:

- a) in the event that the placement of the order is not completed by the commencement date of the period of insurance then all lines written by that date will be signed in full;
- b) the Insured may elect for the disproportionate signing of insurers lines, without further specific agreement of insurers, providing that any such variation is made prior to the commencement date of the period of insurance, and that lines written "to stand" may not be varied without the documented agreement of those insurers.
- c) the signed lines resulting from the application of the above provisions can be varied, before or after the commencement date of the period of insurance, by the documented agreement of the (re)insured and all (re)insurers whose lines are to be varied. The variation to the contracts will take effect only when all such (re)insurers have agreed, with the resulting variation in signed lines commencing from the date set out in that agreement.

Contract Administration and Advisory Sections:

Subscription Agreement Section

SLIP LEADER: Lloyd's Syndicate KLN 510

**BASIS OF
AGREEMENT TO
CONTRACT
CHANGES:**

GUA (October 2001) with Non Marine Schedule (October 2001).

**OTHER
AGREEMENT
PARTIES FOR
CONTRACT
CHANGES, FOR
PART 2 GUA
CHANGES ONLY:**

Part 2 changes may be agreed by Slip Leader only.

The period referred to in paragraph 1.14 (Extensions to premium payment condition/warranty) of the Non-Marine Schedule October 2001 is extended from 5 to 14 days.

When required to do so by the Slip Leader only, RKH Specialty will provide details of agreed endorsements to following Insurers. If required, electronic transmission may be used by RKH Specialty for providing details of agreed endorsements, contractual changes or information to following Insurers as necessary.

Signing slip and/or signing slip endorsements to be agreed by slip leader only.

Amendments to final going-in values, premium and basis of coverage to be agreed by the Slip Leader only.

Net equivalent downwards to be agreed slip leader only.

**AGREEMENT
PARTIES FOR
CONTRACT
CHANGES, FOR
THEIR PROPORTION
ONLY:**

None.

**BASIS OF CLAIMS
AGREEMENT:**

Claims to be managed in accordance with:

- i) The Lloyd's Claims Scheme (Combined), or as amended or any successor thereto.
- ii) IUA claims agreement practices.
- iii) The practices of any company(ies) electing to agree claims in respect of their own participation.

**CLAIMS
AGREEMENT
PARTIES:**

- i) For Lloyd's Syndicates

The leading Lloyd's Syndicate and, where required by the applicable Lloyd's Claims Scheme, the second Lloyd's Syndicate and/or the Scheme Service Provider.

The second Lloyd's Syndicate is

- ii) Those companies acting in accordance with the IUA claims agreement practices, excepting those that may have opted out via (iii) below.
- iii) Those companies that have specifically elected to agree claims in respect of their own participation.

All other subscribing insurers that are not party to the Lloyd's/IUA claims agreement practices, each in respect of their own participation.

**CLAIMS
ADMINISTRATION:**

RKH Specialty to enter claim advices into the relevant market CLASS system. All Underwriters to use their respective market CLASS system for claims agreement. Electronic transmission to be used by RKH Specialty for distribution of claim file information to Underwriters in support of the CLASS entry.

Underwriters will respond to claims matters to RKH Specialty via CLASS (unless otherwise specified here).

Claims settlement to be remitted to RKH Specialty (unless otherwise specified here) within 7 working days after agreement of claim by Slip Leader and submission of collection to market(s).

Payment of claims to client to be via RKH Specialty (unless otherwise specified here).

**RULES AND
EXTENT OF ANY
OTHER DELEGATED
CLAIMS
AUTHORITY:**

None.

**EXPERT(S) FEES
COLLECTION:**

RKH Specialty to collect fees.

**SETTLEMENT DUE
DATE:**

01 December 2016

**BUREAU
ARRANGEMENTS:**

Xchanging Ins-sure Services are authorised to sign premium from individual cedants / territories separately as and when received by RKH Specialty.

Agree to annual premium resigning, alternatively premium payable by additional premium to first year of account in respect of periods in excess of twelve months.

If it is agreed that the premium is to be paid in instalments the second and subsequent

instalment(s) to be taken down as additional premium(s).

Premium payment requirements deemed met by presentation of premium / accounts to Ins-sure or Underwriters hereon as applicable on or before the Settlement Due Date(s) which deemed to be in compliance with Settlement Due Date(s) and will therefore not be recorded as a late signing or payment.

Where Settlement Due Date (SDD) or any Premium Payment Warranty (PPW) or Premium Payment Condition (PPC) due date falls on a weekend or public holiday, presentation to Xchanging Ins-sure Services or Underwriters hereon as applicable on the next working day will be deemed in compliance with SDD, PPW or PPC

Where a Premium Payment Condition or Premium Payment Warranty requires payment by a date which is later than the Settlement Due Date, the Settlement Due Date is deemed to have been amended and shall be the same as the Premium Payment Condition or Premium Payment Warranty due date.

**NON-BUREAU
ARRANGEMENTS:**

None.