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OFFICE OF THE CITY COUNCIL

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Meeting Minutes

Council Member Ron Salem, Council Member Rory Diamond Procedure and Agenda for JEA Pay for Performance Plan Discussion

Meeting Date: December 10, 2019

Topic: Procedure and Agenda for JEA Pay for Performance Plan Discussion

Location: 117 W. Duval Street, Suite 425, Conference Room A

In Attendance: Council Member Ron Salem (At-Large, Group 2), Council Member Rory Diamond (District 13), Council Member Randy DeFoor (District 14), Council Member Al Ferraro (District 2), Council Member Randy White (District 12), Council Member Sam Newby (At-Large, Group 5), Council Member Aaron Bowman (District 3), Council Member Danny Becton (District 11), Council Member Leanna Cumber (District 5), Council Member Michael Boylan (District 6), Council Member Matt Carlucci (At-Large, Group 4), Council Member Joyce Morgan (District 1), Council Member Garrett Dennis (District 10), Jason Gabriel (Office of General Counsel), Kyle Billy (Council Auditor's Office), Jeff Rodda (Council Auditor's Office), Makenzi Conner (ECA District 13), Carlo Fassi (Southern Strategy Group/JEA), Jonathan Parrish (Office of Inspector General), Robert Linsner (Office of Inspector General), Brandon Robins (PEA), Taylor Mejia (Gilmore Hagan Partners), Alyson Lee (ECA At-Large, Group 4), Ronnie Burris, Valerie Gutierrez (IBEW 2358), Kathleen Crowe (AFSCM4 429), Kirby Oberdorfer (Ethics Office), Nikki Evans (ECA At-Large, Group 2)
Please refer to Attendance Sheet for a complete listing of meeting attendees.

Meeting Convened: 3:15 PM

Council Member Ron Salem called the meeting to order and asked everyone to introduce themselves for the record. CM Salem stated that the purpose of this meeting would be to discuss the procedure and agenda for the December 16th, 2019 meeting noticed by CM Rory Diamond. CM Salem asked CM Diamond to review the letter he sent to Aaron Zahn (JEA CEO) on December 5th 2019 (Attachment A). CM Diamond read the letter into the record and said the purpose of this letter is to correspond with Mr. Zahn the importance of finding every answer they seek regarding the JEA Pay for Performance Unit Plan.

CM Salem requested that he and CM Diamond finish discussing the agenda and procedure for the upcoming December 16th meeting before they open the floor for questions or comments.

CM Salem gave the floor to Jason Gabriel (Office of General Counsel) who explained the subpoena process to the group. Mr. Gabriel also mentioned that there are already codified provisions in the City's Code (Section 602.1205 and 602.1206) that addresses the requirements for cooperation of appointed employees in official investigations, and testimonies of public employees relating to public affairs. CM Salem and CM Diamond both agreed they would not utilize this process unless they feel it is absolutely necessary.

CM Salem listed the attendees from JEA that were invited and have confirmed attendance to the December 16th meeting: Herschel Vineyard, John Kendrick, Kevin Hyde, Ryan Wanamaker, Lynn Rhode, and Melissa Dykes.

CM Salem and CM Diamond discussed how they would like to run the upcoming December 16th meeting. CM Diamond suggested starting the meeting with short introductions, followed by questioning by CM Diamond and CM Salem. CM Diamond also suggested that any questions other Council Members have for JEA be sent to Peggy Sidman (Office of General Counsel). Ideally, everyone would get a chance to ask all the questions they would like. However, time constraints will impede that process. CM Diamond stated further that if at the end of the December



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16th meeting, Council Members still have unanswered questions, this process can continue with subsequent meetings.

In terms of the procedure for the meeting, CM Diamond suggested going through the JEA documents chronologically, and following that up with an evaluation of the Performance Unit Plan. He also suggested going through each government entity (Attorney General, Office of General Counsel, etc.) that corresponded with JEA about the PUP Plan to gather and evaluate those potentially missing pieces.

CM Morgan asked how this meeting will be different from the JEA workshops that CM Boylan is chairing. CM Salem said he wants to use this meeting as an opportunity to get into the specifics of the Performance Unit Plan with the JEA representatives present. He said he and CM Diamond would like to expedite this process and our next JEA workshop is not until January.

CM Salem said the documents regarding the Performance Unit Plan have been requested of JEA and will be received by Friday, December 13th, 2019 at the latest, along with copies for each Council Member. These documents will also be posted to the City Council website upon receipt. CM Diamond said he will finalize the agenda for the December 16th meeting and amend his meeting notice to include this as an addendum.

With no further questions or comments, CM Salem thanked everyone for attending and adjourned the meeting.

Meeting Adjourned: 3:47 PM

Minutes: Nikki Evans – complete on December 12, 2019

Attached: Sign-in sheet, Attachment A – submitted to Legislative Services Department

cc: Council Members/Staff
Cheryl Brown, Director/Council Secretary
Jessica Matthews, Chief, Legislative Services Division
Jeff Clements, Chief of Research
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