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Luster, Jill R. - Executive Staff Assistant

From: Rhode, Lynne C. (City of Jacksonville)
Sent: Monday, December 9, 2019 3:57 PM
To: Luster, Jill R. - Executive Staff Assistant
Subject: Fwd: JEA - Performance Unit Plan - Enrollment Material

Begin forwarded message:

From: "Kendrick, Jonathan A. - VP & Chief Human Resources Officer" <kendja@jea.com>
Date: December 9, 2019 at 10:31:42 AM EST
To: "Rhode, Lynne C. (City of Jacksonville)" <rhodlc@jea.com>
Subject: FW: JEA - Performance Unit Plan - Enrollment Material

FYI

From: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>
Sent: Monday, November 4, 2019 3:28 PM
To: Kendrick, Jonathan A. - VP & Chief Human Resources Officer <kendja@jea.com>
Subject: FW: JEA - Performance Unit Plan - Enrollment Material
Importance: High

Jon,

See below. Mass Mutual cannot pull this off in 4-6 weeks.

Is this why the Plan was going to be postponed?
AGM with email came out 11/12/19

Would you still like for us to proceed to the plan for administration as discussed last week with Mass Mutual RetireSmart online access as go-live in March 2020? We will commence work with them now and if we can start the implementation project sooner, we will do this.

I am also awaiting the proposed contract for the work associated with the administration.

Pat

From: Scheetz, Michael <mscheetz@massmutual.com>
Sent: Monday, November 4, 2019 2:11 PM
To: Maillis, Patricia L. - Director, Employee Services <mailpl@jea.com>
Subject: JEA - Performance Unit Plan - Enrollment Material
Importance: High

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

Pat:

From: [Kyle, Gina A. - Manager Media Relations](#)
To: ["Michael Munz"](#)
Cc: ["Melissa Stone"](#)
Subject: statement for edits
Date: Wednesday, December 4, 2019 5:06:44 PM

JEA received full authorization from the board for the development of a long term performance unit plan during its July 2019 board meeting, as noted is resolution #_____. As previously stated, JEA management and the board requested the formal opinion of the state Attorney General on October 1 to ensure that no conflicts existed. JEA did not then, and still does not see any conflicts with the manner in which the plan was developed. As a reminder, the plan was cancelled by CEO Aaron Zahn prior to the requested opinion on November 13, when it was determined during discussions with legal counsel to be conflicting with the boards ongoing consideration of strategic alternatives and the related ITN process. The plan is scheduled to be rescinded during the Monday, December 9 board meeting.

Gina Kyle, MBA

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