
From: Miller, Carla
Sent: Friday, January 17, 2020 11:24 AM
To: CM; SS
Cc: Green, Lisa
Subject: JEA Senior Leadership Team contracts
Attachments: SLT benefits.xlsx; Ltr to MD Jan 9 2020.pdf

Dear Council Member,

As an update to the issue of the JEA Senior Leadership (“SLT”) contracts, please see below my letter sent to Melissa Dykes today.

Also, I have attached my original 1/9 letter to her (also signed by April Green) and a chart of the JEA SLT contract benefits (originally compiled by CC Auditor’s office; I added to it).

What I have been told is that other than Mr. Zahn, none of the senior staff had contracts prior to the JEA Board meeting of July 23rd. At that Board meeting, the form for all of the contracts was approved for the group; then the amounts/specifics were inserted.

If you want to see one of the form contracts, with all of the other contract provisions, Kyle Billie has them.

Best,
Carla

Carla Miller
Director, ECO
Ethics, Compliance and Oversight
(904) 255-5507 Hotline (904) 630-1015

From: Miller, Carla [<mailto:CarlaM@coj.net>]
Sent: Friday, January 17, 2020 8:58 AM
To: 'dykemh@jea.com' <dykemh@jea.com>
Cc: Hodges, Lawsikia <LHodges@coj.net>; April Green
Subject: RE: Senior Leadership Team contracts

Dear Ms. Dykes,

I would appreciate it if you could forward this email to the Senior Leadership Team. Thank you, Carla Miller

Dear Senior Leadership Team Member,

On January 9th, April Green and I sent a letter to you requesting that you give consideration to voluntarily agreeing to cancel the contracts you received as a result of the JEA Board meeting of July 23, 2019.

April Green sent this letter in her personal capacity and I sent it based upon my Code duties to encourage ethics compliance.

Since that letter was sent, significant events have occurred in that there is now a federal grand jury investigation into JEA matters and the City Council is commencing its own investigation and reviewing the JEA employment contracts.

I have met with OGC on Thursday regarding the January 17th deadline and the process going forward as I have been asked for an extension of time. OGC intends to meet with each of you individually next week to review your contracts. Because of this review by OGC next week, I will withdraw my deadline for today at noon. I reiterate my wish that in your contract discussions with OGC, you carefully assess the ethics of the situation and what actions will increase citizen trust in JEA.

I will be meeting with OGC on Friday, January 24th, to see what progress has been made on your contracts and to plan any future actions. I would hope that the contract issues can be resolved equitably prior to the JEA Board meeting on January 28th.

Best wishes for your discussion with OGC next week.

Carla Miller
Ethics Director, City of Jacksonville
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ETHICS COMPLIANCE AND OVERSIGHT OFFICE
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CARLA MILLER

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ETHICS@COJ.NET

January 9, 2020

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

Dear Ms. Dykes,

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

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

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

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

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

By doing this, they would forfeit the following:

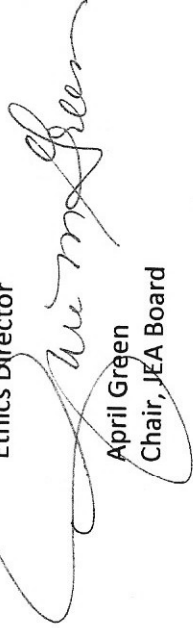
- Car Allowance (\$850);
- Business Allowance (dinners, etc.) (\$750-1600 per month);
- Termination pay (20 weeks with benefits);
- Post-employment consulting contracts (3-6 months in addition to the 20 week benefit).

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

Sincerely,



Carla Miller
Ethics Director



April Green
Chair, JEA Board

JEA Senior Leadership Team Benefits

Position	Salary	Monthly Vehicle Allowance	Monthly Business Allowance	Monthly Parking Allowance	Other Covered Expenses	Annual Leave Provided
Vice President and Chief Supply Chain Officer J. McCarthy	\$ 184,516	\$ -	\$ 750	\$ 50	Telephone, Travel, Continuing Education, General Business expenses	180 hours
Chief Administrative Officer (HVinyard)	\$ 350,000	\$ 850	\$ 750	\$ 50	Telephone, Travel, Continuing Education, General Business expenses	280 hours
Vice President and General Manager - Water D. Calhoun	\$ 220,000	\$ -	\$ 750	\$ 50	Telephone, Travel, Continuing Education, General Business expenses	180 hours
Vice President and General Manager - Energy C. Anders	\$ 295,506	\$ -	\$ 750	\$ 50	Telephone, Travel, Continuing Education, General Business expenses	180 hours
Vice President and Chief Environmental Services Officer Paul Steinbrecher	\$ 184,516	\$ -	\$ 750	\$ 50	Telephone, Travel, Continuing Education, General Business expenses	180 hours
Vice President and Chief Human Resources Officer; J. Kendrick	\$ 182,000	\$ -	\$ 750	\$ 50	Telephone, Travel, Continuing Education, General Business expenses	180 hours

Position	Salary	Monthly Vehicle Allowance	Monthly Business Allowance	Monthly Parking Allowance	Other Covered Expenses	Annual Leave Provided
Chief Financial Officer (Ryan W)	\$ 369,262	\$ 850	\$ 750	\$ 50	Telephone, Travel, Continuing Education, General Business expenses	280 hours
Vice President and Chief Energy and Water Planning Officer S. McInall	\$ 200,012	\$ -	\$ 750	\$ 50	Telephone, Travel, Continuing Education, General Business expenses	180 hours
President and Chief Operating Officer M. Dykes	\$ 422,011	\$ 850	\$ 1,600	\$ 50	Telephone, Travel, Continuing Education, General Business expenses	280 hours
Vice President and Chief Customer Officer K. Stewart	\$ 235,185	\$ -	\$ 750	\$ 50	Telephone, Travel, Continuing Education, General Business expenses	180 hours
Vice President and Chief Information Officer S. Eads	\$ 275,017	\$ -	\$ 750	\$ 50	Telephone, Travel, Continuing Education, General Business expenses	180 hours
Vice President and Chief Government Affairs Officer S. Hall	\$ 180,000	\$ -	\$ 750	\$ 50	Telephone, Travel, Continuing Education, General Business expenses	180 hours
Chief Executive Officer Zahn	\$ 520,392	\$ 850	\$ 2,200	\$ 50	Telephone, Travel, Continuing Education, General Business expenses	280 hours

Position	Salary	Monthly Vehicle Allowance	Monthly Business Allowance	Monthly Parking Allowance	Other Covered Expenses	Annual Leave Provided
Attorney Lynne Rhode (OGC)						

JEA Senior

Position	Life Insurance Provided	Termination Pay	Termination Coverage	Additional Benefits	Current Employee?
Vice President and Chief Supply Chain Officer J. McCarthy	\$ 500,000	20 weeks of current Salary	20 weeks of COBRA coverage	Serve as consultant to JEA for 3 months at previous salary	Yes
Chief Administrative Officer (HVinyard)	\$ 500,000	20 weeks of current Salary	20 weeks of COBRA coverage	Serve as consultant to JEA for 6 months at previous salary	Yes
Vice President and General Manager - Water D. Calhoun	\$ 500,000	20 weeks of current Salary	20 weeks of COBRA coverage	Serve as consultant to JEA for 3 months at previous salary	Yes
Vice President and General Manager - Energy C. Anders	\$ 500,000	20 weeks of current Salary	20 weeks of COBRA coverage	Serve as consultant to JEA for 3 months at previous salary	Yes
Vice President and Chief Environmental Services Officer Paul Steinbrecher	\$ 500,000	20 weeks of current Salary	20 weeks of COBRA coverage	Serve as consultant to JEA for 3 months at previous salary	Yes
Vice President and Chief Human Resources Officer; J. Kendrick	\$ 500,000	20 weeks of current Salary	20 weeks of COBRA coverage	Serve as consultant to JEA for 3 months at previous salary	Yes

Position	Life Insurance Provided	Termination Pay	Termination Coverage	Additional Benefits	Current Employee?
Chief Financial Officer (Ryan W)	\$ 500,000	20 weeks of current Salary	20 weeks of COBRA coverage	Serve as consultant to JEA for 6 months at previous salary	No
Vice President and Chief Energy and Water Planning Officer S. McInall	\$ 500,000	20 weeks of current Salary	20 weeks of COBRA coverage	Serve as consultant to JEA for 3 months at previous salary	Yes
President and Chief Operating Officer M. Dykes	\$ 500,000	20 weeks of current Salary	20 weeks of COBRA coverage	Serve as consultant to JEA for 6 months at previous salary	Yes
Vice President and Chief Customer Officer K. Stewart	\$ 500,000	20 weeks of current Salary	20 weeks of COBRA coverage	Serve as consultant to JEA for 3 months at previous salary	Yes
Vice President and Chief Information Officer S. Eads	\$ 500,000	20 weeks of current Salary	20 weeks of COBRA coverage	Serve as consultant to JEA for 3 months at previous salary	Yes
Vice President and Chief Government Affairs Officer S. Hall	\$ 500,000	20 weeks of current Salary	20 weeks of COBRA coverage	Serve as consultant to JEA for 3 months at previous salary	No
Chief Executive Officer Zahn	\$ 500,000	20 weeks of current Salary	20 weeks of COBRA coverage	Serve as consultant to JEA for 12 months at previous salary	Pending

Position	Life Insurance Provided	Termination Pay	Termination Coverage	Additional Benefits	Current Employee?
Attorney Lynne Rhode (OGC)					No