

**From:** Stephen D. Busey [mailto:busey@smithhulsey.com]  
**Sent:** Friday, May 15, 2020 10:33 AM  
**To:** Gabriel, Jason  
**Cc:** Sidman Martin, Margaret  
**Subject:** COJ/JEA

Jason,

As discussed in our May 4 report to the Committee, JEA recently produced several redacted documents relating to work McKinsey & Co. and Willis Towers Watson performed regarding the ITN or PUP. Chris Dix discussed the redactions with Chris Garrett, who told Chris that McKinsey & Co. and Willis Towers Watson have objected to JEA's production of unspecified confidential, proprietary, or trade secret records. Those objections were not previously disclosed to the Committee or us.

The consultants' vague objections (at least as communicated to us by Chris), lack merit. As examples:

- We received a number of Willis Towers Watson reports on April 23 and 26 containing redactions pursuant to Section 119.0713(4)(a)(5), Fla. Stat. As an example, JEA produced "JEA Comp Committee 6.18.19\_Redacted" and "JEA Comp Committee Appendix\_Redacted" (attachments 1 and 2, respectively) on April 26 in response to the committee's document request 13. Those Willis Towers Watson reports were presented without redaction to JEA's compensation committee and Board in June 2019. The unredacted reports have been published online for nearly a year (available [here](#) and [here](#) at pp. 162-202).
- On May 13, Chris Garrett informed us that OGC redacted portions of an organizational health study prepared by McKinsey for JEA (attachment 3). The unredacted report has been published online for more than a year (available here at pp. 94-110; attachment 4). Moreover, a McKinsey employee, Aaron Bielenberg, presented the report to the JEA Board at a public meeting on February 26, 2019. McKinsey displayed the unredacted report on a large projection screen, in plain view of the public attending the meeting in person and by video stream (video available [here](#)).

The referenced documents are not confidential, proprietary, or trade secret. OGC should provide us those documents, and any similar documents, to the Committee in unredacted form.

Additionally, we request JEA provide us by May 18 a privilege log for each document JEA has withheld from the Committee, in whole or in part, as confidential, proprietary, or trade secret. The log should identify the name, author, recipient, and substance of each withheld document, together with the name of the person objecting to its production and the bases for its objections.

Please let me know if you would like to talk about these requests.

Steve

Stephen D. Busey

Chairman

SMITH HULSEY & BUSEY

One Independent Drive | Suite 3300 | Jacksonville, Florida 32202  
904-359-7700 | Direct 904-359-7777

[busey@smithhulsey.com](mailto:busey@smithhulsey.com) | [www.smithhulsey.com](http://www.smithhulsey.com)