

City of Jacksonville

*117 W. Duval Street
Jacksonville, FL 32202*



Meeting Minutes

Tuesday, May 26, 2026

1:00 PM

**Council Chamber,
1st Floor, City Hall**

Special Investigatory Committee on JEA

*Council Member Ron Salem, Chair
Council Member Rory Diamond
Council Member Ju 'Coby Pittman*

*Legislative Asst: Rebecca Bolton
Council Research: Colleen Hampsey
Auditor: Kim Taylor, Council Auditor
Auditor: Brian Parks
OGC: Mary Staffopoulos, Deputy
Legislative Counsel: Jason Teal*

Meeting Convened: 1: 04 pm Meeting Adjourned: 1:30 pm

Attendance: Committee Members Salem, Diamond and Pittman

Also: Phillip Peterson, Kim Taylor and Brian Parks, Auditor's Office; Mary Staffopoulos, OGC; Jason Teal, Legislative Counsel; Colleen Hampsey, Council Research

I. Call to Order and Introductions

Chair Salem convened the meeting and called for introductions.

II. Update on Capacity Fee – JEA Employees

Brian Parks, Auditor's Office, spoke about the progress on the capacity fee analysis. Mr. Parks said his office received the requested data and they are working on their assessment. He indicated that the work could extend beyond June 30th.

III. Update on JEA Employee Survey

Jason Teal distributed a handout with proposed questions for the SIC JEA survey. Chair Salem said he has viewed the internal survey JEA is using for all employees, and he noted that the questions on that survey are very general. Chair Salem said that JEA is also conducting a separate employee assessment supported by a law firm conducting interviews with management.

Mr. Teal talked about the SIC survey and the questions provided by the vendor for approval. In some of the questions, respondents are asked their perspective on senior leadership, in addition to the CEO. The committee discussed removing that language as it could be confusing, and they talked about adding other senior leaders specifically by name but decided that could be beyond the SIC scope. CM Diamond suggested including a question about trust in the JEA internal survey to gauge honesty in responses.

Mr. Teal talked about the vendor's process to send reminders and provide the option to forward the survey link to a private email, to further protect anonymity. He said the SIC aggregated survey results will be presented to the JEA Board after completion. Mr. Teal said that there will be open ended questions on the survey for employees that wish to expound on their answers or identify additional issues with leadership.

Motion/2nd (Diamond/Pittman) to use the survey as presented in the handout, with the modifications discussed by the SIC (remove senior leadership language, add question to gauge trust in internal survey, and to identify additional issues with leadership). Approved 3-0

IV. Discussion from Committee

CM Pittman asked about whistle blower protections for JEA employees, mentioning some who have told her they will come speak to the SIC if protected. Mr. Teal said that he will speak with those folks and assess their status.

Chair Salem said the next SIC meeting will include the presentation on the combined cycle project, and testimony from Jody Brooks and Regina Ross.

V. Other Items

Minutes: Colleen Hampsey, Council Research

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Posted: 5.29.2026 5:00 pm