

**Proposed CM Salem Proposed Consensus Comments**  
(OGC Handout #2 – 6/8/2020 Meeting Future of JEA Special Committee)

**I. Article 21, Section 21.08 (Employees)**

Add the following provisions to the new proposed subsection 21.08(f) (Employee Bonus or Incentive Programs):

- 1) Require that no employee bonus incentive plan or program may be adopted or implemented without first obtaining JEA governing body approval over such plan or program
- 2) Require the JEA governing body to approve any such bonus incentive plan or program annually, and if not approved by the JEA governing body, shall terminate and be void
- 3) Prohibit the JEA governing body from delegating its approval authority to the CEO or any other agent or employee
- 4) Require that any such bonus incentive or plan must comply with Section 215.425(3), Florida Statutes, the City Charter, and other applicable laws
- 5) Require the JEA governing body to establish rules and standards in its board policy manual regarding such bonus incentive plan or program
- 6) Require the JEA to include a line item and specific plan regarding any bonus incentive plan or program in its annual budget submission to City Council
- 7) Require JEA to provide an annual report or audit regarding the bonus incentive plan or program to the council auditor for information and review\*\*

**II. Article 21, Section 21.08 (Employees)**

Add the following provisions to the new proposed subsection 21.08(d) (Pension and Deferred Compensation Plan):

- 1) Clarify the language in the charter to state that JEA may only have one deferred compensation plan known as the JEA 457 Deferred Compensation Plan and that such plan must comply with all federal and state laws applicable to deferred compensation programs for public employees including, but not limited to, Section 112.215, Florida Statutes, as amended
- 2) Require JEA to provide an annual report to the council auditor regarding the deferred compensation plan for information and review\*\*

\*\*Recommend working with JEA/council auditor regarding format and content of report.