

JEA BOARD OF DIRECTORS MEETING MINUTES
April 5, 2022

The JEA Board met in regular session at 9:00 am on Tuesday, April 5, 2022, on the 19th Floor, 21 W. Church Street, Jacksonville, Florida. The public was invited to attend this meeting in-person at the physical location and virtually via WebEx. CDC guidelines and social distancing were required at the meeting location.

WELCOME

Meeting Called to Order – Board Chair Bobby Stein called the meeting to order at 9:00 am. Board members in attendance were Marty Lanahan, General Joseph DiSalvo, John Baker, Rick Morales, and Thomas VanOsdol. Dr. Zachary Faison participated in the meeting virtually. A quorum of the Board was physically present for the meeting.

Others in attendance in-person were Jay Stowe, Managing Director/CEO; Jody Brooks, Chief Administrative Officer; Laura Dutton, Chief Strategy Officer; David Emanuel, Chief Human Resources Officer; Sheila Pressley, Chief Customer Officer; Raynetta Curry Marshall, Chief Operating Officer; Ted Phillips, Chief Financial Officer; Laura Schepis, Chief External Affairs Officer; Regina Ross, Chief Legal Officer, Office of General Counsel; Jordan Pope, Vice President, Corporate Strategy; Madricka Jones, Executive Assistant to the CEO, and Melissa Charleroy, Manager, Board Services.

Time of Reflection – A moment of reflection was observed by all.

Introductions – Chair Stein recognizing there were no introductions to be made proceeded with the business of the meeting.

Adoption of the Agenda – On *motion* by John Baker and seconded by Marty Lanahan, the agenda was approved.

Safety Briefing and Moment – Sean Conner, Director, Water/Wastewater Project Engineering & Construction, presented the Safety Briefing and a Safety Moment on planning for safety.

CONSENT AGENDA

The Consent Agenda consists of agenda items that require Board approval but are routine in nature or have been discussed in previous public meetings of the Board.

On *motion* by Tom VanOsdol and seconded by General Joseph DiSalvo, all Consent Agenda items were approved.

Nominating Committee Minutes – February 11, 2022

Board Meeting Minutes – February 22, 2022

Board Meeting Minutes – January 11, 2022

401(a) Defined Contribution Retirement Plan Amended and Restated Plan Documents

Real Property Purchase – Northwest Utility Site

COMMENTS / PRESENTATIONS

Recognition of John Baker

Board Chair Stein recognized John Baker for his service as Board Chair from April 2020 – March 2022 and provided a review of JEA's accomplishments until Chair Baker's leadership. Chair Stein called upon Valerie Gutierrez, Business Manager, International Brotherhood of Electrical Workers 2358. Ms. Gutierrez was joined by Randy Hilton, Professional Employees Association; Ronnie Burris, Laborers' International Union of North America Local 360; Kathleen Crowe, American Federation of State, County, and Municipal Employees; and Paul Avedon, Jacksonville Supervisors Association, who extended appreciation to Mr. Baker for his unwavering support and unrelenting guidance, as well as the support of the full Board. Ms. Gutierrez presented Mr. Baker with a plaque of appreciation. Mr. Baker extended words of appreciation to Board Members and union leaders. Board Members and Mr. Stowe each offered words of gratitude to Mr. Baker.

Comments from the Public

There were no in-person, virtual, or emailed public comments.

Managing Director / CEO Report – Jay Stowe, Managing Director/CEO, extended appreciation to Chair Stein for his willingness to serve as Board Chair. Mr. Stowe provided a review of the American Public Power Association (APPA) Legislative Rally and recognized Joy Ditto, President and CEO of APPA who will provide an industry update to the Board, Women's History Month virtual panel discussion, awards including 2021 safety award from the Florida Municipal Electric Association (FMEA), FMEA Lineman Rodeo results, APPA National Lineworkers Rodeo in Austin, TX, recognized as 14th on Forbes Best Mid-Sized Employers List, announced Moody's issued JEA a credit rating increase in the electric system, a provided a review of today's presentations.

Industry Update – Joy Ditto, President and CEO, APPA, presented JEA with the APPA Reliable Public Provider RP3 Diamond-level designation, as well as the 2021 APPA Safety award. Ms. Ditto provided an overview of APPA, highlighted APPA's strategic priorities, APPA's advocacy focus for the 2022 congressional agenda, congressional priorities, Bipartisan Infrastructure Bill, and public power challenges and opportunities. Board members held discussions on the importance of public power. This presentation was received for information.

FOR BOARD CONSIDERATION

Performance Update – Carl Becker, Manager, Benefits Services, provided an overview of the JEA Performance Scorecard data through February 28, 2022. Focusing on the three strategic focus areas, Mr. Becker highlighted results for customer satisfaction, electric costs, fuel & purchased power expenses, safety, and noted pay per performance is currently projected at 2.66% of base salaries. This presentation was received for information.

UNBEATABLE TEAM

Chair Stein departed the meeting at 10:25 am and returned at 10:26 am.

Workforce Planning Talent Inventory – Blake Osner, Director, Learning & Development, provided a presentation on the various elements of workforce planning including talent inventory, succession planning, employee development, effective hiring and retention, and knowledge transfer. Mr. Osner noted JEA's approach aligns with best practices for talent inventory and succession planning. Mr. Osner reviewed mitigation efforts for specialized individual contributors and technical roles, as well as ongoing

leadership succession planning. Mr. Osner reviewed upcoming efforts including updating talent inventory, impacts of Work from Wherever approach on succession planning, and learning from the Employee Engagement Survey.

CUSTOMER LOYALTY

Mr. Baker departed the meeting at 10:35 am and returned at 10:37 am.

Stakeholder Relations – Laura Schepis, Chief External Affairs Officer, provided a review of JEA’s partnerships with local business leaders and stakeholders. Ms. Schepis provided a video highlighting support for local businesses. Ms. Schepis reviewed JEA’s communication efforts including the new YOUtility campaign launching this spring. Board members held discussions regarding the Electric Integrated Resource Plan and extended appreciation to Mr. Stowe regarding economic development. Chair Stein extended his appreciation to Mr. VanOsdol for his leadership with JAXUSA Partnership. This presentation was received for information.

BUSINESS EXCELLENCE

Fulton Cut Transmission Lines – Raynetta Curry Marshall, Chief Operating Officer, provided a review of the high voltage lines including location, demand, feasibility study conducted in 2020, and phasing construction. An updated feasibility study is expected to be completed in April 2022. JEA will continue conversations with JAXPORT, Army Corps of Engineers, and the Office of General Counsel. JEA continues to conduct an analysis of cost participation options. Chair Stein requested General DiSalvo to work with staff as the Board Liaison to work towards a thoughtful solution. Mr. Baker offered comments and urged staff to work with all parties to find a solution. This presentation was received for information.

New Business Opportunities – Jordan Pope, Vice President, Corporate Strategy, provided an update on new business opportunities related to chilled water expansion and noted JEA is finalizing a chilled water rate study that will be presented at the Finance & Operations Committee in May. Mr. Pope recognized David Williams, Manager, District Energy Operations and presented a video highlighting chilled water operations and the benefits to our customers. Additional highlights included grid modernization, broadband market study, and District Energy Systems beyond chilled water, as well as other new business development opportunities. Board members held discussions regarding solar partnerships. This presentation was received for information.

Vogtle Update – Jody Brooks, Chief Administrative Officer, provided an update on Plant Vogtle Units 3 and 4 noting the owners voted on February 25, 2022 to continue with the project. For JEA’s planning purposes, it is anticipated unit 3 will go online in June 2023 and unit 4 in September 2024. Ms. Brooks noted JEA continues to monitor Inspections, Tests, Analyses, Acceptance Criteria (ITAAC) closures. Ms. Brooks stated JEA hosted a meeting with Southern Company on March 22, 2022 and will continue to update the Board. Board members held discussions regarding a future visit from MEAG and uranium and fuel costs. This presentation was received for information.

OTHER BUSINESS AND CLOSING CONSIDERATION

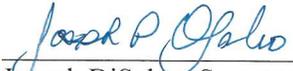
Old and Other New Business / Open Discussion – None

Chair’s Report – Chair Stein congratulated Mr. VanOsdol on his new role as Executive Vice President and Chief Mission Integration Officer of Ascension.

Announcements – None

Adjournment – With no further business coming before the Board, Chair Stein declared the meeting adjourned at 11:06 am.

APPROVED BY:



Joseph DiSalvo, Secretary

Date: 26 May 2022

Board Meeting Recorded by:



Melissa Charleroy
Manager, Board Services