

JEA COMPENSATION COMMITTEE MINUTES  
February 10, 2016

The Compensation Committee of JEA met on Tuesday, February 10, 2016, in the 8<sup>th</sup> Floor Conference Room, JEA Plaza Tower, 21 W. Church Street, Jacksonville, Florida.

**Agenda Item I – Opening Considerations**

- A. Call to Order – Committee Chair Kesler called the meeting to order at 1:00 PM with Members Tom Petway and Kelly Flanagan in attendance. Also present were Paul McElroy, Angie Hiers, Judi Spann and Jody Brooks, Office of General Counsel.
- B. Adoption of Agenda – The Agenda was adopted on motion by Ms. Flanagan and second by Mr. Petway.
- C. Approval of Minutes – The January 5, 2016 minutes were approved on motion by Ms. Flanagan and second by Mr. Petway.

**Agenda Item II – New Business**

- A. FY2016 CEO Scorecard – Mr. McElroy presented an overview of the FY2016 CEO scorecard. The Committee held discussions regarding the CEO scorecard and evaluation process. Mr. McElroy recommended that process discussions be held at the February 16, 2016 Board Meeting. On **motion** by Mr. Petway and second by Ms. Flanagan, the FY2016 CEO Scorecard was approved in an amended format, removing the percentages and using a points-based system. The scorecard will be presented to the full board for a vote at the February 16, 2016 Board Meeting.
- B. Announcements – The next meeting will be scheduled as needed.
- C. Adjournment – With no further business claiming the attention of this Committee, the meeting was adjourned at 1:40 PM.

APPROVED BY:

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Delores Kesler, Committee Chair  
Date: \_\_\_\_\_

Submitted by:

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Cheryl Mock  
Executive Assistant