

JEA COMPENSATION COMMITTEE MINUTES
February 18, 2025

The Compensation Committee of the JEA Board met at 10:30 am on Tuesday, February 18, 2025 on the 1st Floor, 225 North Pearl Street, Jacksonville, Florida. The meeting was properly noticed, and the public was invited to attend this meeting in-person at the physical location.

WELCOME

Meeting Called to Order – Committee Chair General Joseph DiSalvo called the meeting to order at 10:30 am. Also in attendance were committee members Rick Morales and Kwanza Humphrey. Board members John Baker and MG Orender were also in attendance.

Others in attendance in-person were Kurt Wilson, Chief of Staff; Regina Ross, Chief Legal Officer, Office of General Counsel; Diane Moser, Chief Human Resources Officer; and Melissa Dalton, Board Services Manager.

Adoption of the Agenda – On *motion* by Mr. Morales and seconded by Ms. Humphrey, the agenda was approved.

Safety Briefing – Diane Moser, Chief Human Resources Officer presented the safety briefing.

Comments from the Public – There were no public comments.

FOR COMMITTEE CONSIDERATION

Managing Director / CEO Terms of Contract – Diane Moser, Chief Human Resources Officer, provided the Committee with a review of the purpose of today's meeting, JEA's rank within the American Public Power Association (APPA), comparison of Large Public Power Council (LPPC) utilities and executive salary survey, market analysis from two Towers Watson surveys, 2024 CompData salary survey, and the proposed terms. Committee members held discussions regarding previous CEO salary versus proposed base salary, cost of living in service territory, current CEO salary, annual leave, protocol for CEO evaluations, and expressed sensitivity to our customer's concerns. Ms. Ross provided guidance on the CEO evaluation protocol. For clarification, Committee Chair DiSalvo reviewed the proposed terms of Ms. Cavey's contract to include salary, annual increases, and leave.

Upon *motion* by Mr. Morales and seconded by Ms. Humphrey, the Committee unanimously voted to recommend the Board approve the Managing Director / CEO proposed contract.

CLOSING CONSIDERATIONS

Old and Other New Business/Open Discussion – None

Announcements – None

Adjournment – With no further business coming before the Committee, Chair DiSalvo declared the meeting adjourned at 11:05 a.m.

APPROVED BY:



Acting Committee Chair

Date: 3/25/25

Submitted by:



Melissa Dalton
Director, Board and Administrative Services