

JEA COMPENSATION COMMITTEE MINUTES
December 15, 2015

The Compensation Committee of JEA met on Tuesday, December 15, 2015, in the 8th Floor Conference Room, JEA Plaza Tower, 21 W. Church Street, Jacksonville, Florida.

Agenda Item I – Opening Considerations

- A. Call to Order – Committee Chair Delores Kesler called the meeting to order at 11:00 AM with Members Tom Petway and Kelly Flanagan in attendance. Also present were Paul McElroy, Angie Hiers, Jane Upton, Judi Spann, Gerri Boyce, Rick Lehman, Jacksonville Supervisors Association (JSA) and Robert Campbell, Office of the Council Auditor.
- B. Adoption of Agenda – The Agenda was adopted on **motion** by Mr. Petway and second by Ms. Flanagan.

Committee Chair Kesler thanked Angie Hiers, Chief Human Resources Officer, and her team for their hard work in putting together the information for today's meeting.

Agenda Item II – New Business

- A. Committee Charter Draft – Paul McElroy, Managing Director/Chief Executive Officer, provided the Committee with an overview of the draft Compensation Committee Charter. Mr. McElroy stated the draft Committee Charter indicates the Board Chair will annually appoint three committee members. The Committee Charter was received for information. A revised charter will be presented at the next meeting for action.
- B. JEA Compensation Review – Angie Hiers, Chief Human Resources Officer, presented the JEA Compensation Review, bringing the following topics to the Committee for information: composition of workforce, Collective Bargaining Units and Civil Service protections and benefits of JEA and St. Johns River Power Park employees. Ms. Hiers noted the highly technical nature of the majority of the workforce and the replacement costs of members. Ms. Hiers discussed the JEA Compensation Market Studies, led by Pat Maillis, Director, Employee Services, who has worked with several local and international companies. JEA includes many municipalities, as well as some independently-owned utilities (IOU) in its market studies. JEA utilizes the firms of Towers Watson and Mercer to conduct the studies. JEA management shares the market studies with the Collective Bargaining Units to demonstrate the good faith negotiating strategies of the management team. Ms. Hiers also advised that JEA does not benchmark all jobs each year, but does stay current with market trends and studies. Ms. Hiers shared information pertaining to the CEO agreement benchmarking, as well as the Senior Leadership Team market studies. She indicated that JEA was provided market pricing for all Senior Leadership Team positions and that they were adjusted for geographical location. In reviewing the incentive programs, Ms. Hiers indicated that JEA gleans information from other municipalities, non-profits, IOUs and other local companies with similar revenues. She also provided information related to rankings vs ratings and their relevance to the incentive program. After the presentation, the committee held discussions regarding retention, possible pension change impacts and goal-setting. Mr. McElroy provided a review of the most recent General Counsel opinion regarding Collective Bargaining Units.
- C. Announcements – Mr. McElroy provided a brief summary of deliverables for the next meeting which include a definition of JEAs market, the final charter and incentive goals and objectives.
 - 1. The next committee meeting is scheduled on January 5, 2016.


D. Adjournment – With no further business claiming the attention of this Committee, the meeting was adjourned at 11:57 AM.

APPROVED BY:


Delores Kesler, Committee Chair

Date: 12-19-16

Submitted by:


Cheryl Mock
Executive Assistant