

**JEA
BOARD AGENDA**

DATE: July 21, 2015
TIME: 1:00 PM
PLACE: JEA
21 West Church Street
8th Floor, Board Room

I. WELCOME

- A. Call to Order
- B. Time of Reflection
- C. Pledge to Flag
- D. Adoption of the Agenda – action
- E. [Safety Briefing – Adrian Newcomb, Wastewater Mechanic](#)

Meeting participants are asked to turn their cell phones completely off

II. PUBLIC HEARING

- A. Call to Order and Comments from the Chair
- B. Staff Presentation and Board Discussion – Melissa Dykes, Chief Financial Officer
- C. Comments from the Public
- D. Adjourn Public Hearing

III. ACTION ON PUBLIC HEARING

- A. [Public Hearing to Modify the Electric Tariff Documentation and the Water and Sewer Rate Document – action required](#)

IV. PRESENTATIONS AND COMMENTS

- A. [J.D. Power Residential End of Year 2015 Final Results – Monica Whiting, Chief Customer Officer and John Hazen, Senior Director, J.D. Power – 20 minutes – presentation/information](#)
- B. [First Coast Worksite Wellness Council – Healthiest Companies Platinum Award and American Heart Association Platinum Fit-Friendly Worksite](#)

Award – Marla Murnahan, Manager Benefit Services – 5 minutes – presentation/information

C. Comments from the Public (not related to public hearing business)

D. Council Liaison’s Comments – Bill Gulliford

V. FOR BOARD CONSIDERATION

A. Consent Agenda – used for items that require no explanation, discussion, or presentation and are approved by one motion and vote.

1. Approval of Board Meeting Minutes June 16, 2015 – action

2. Real Estate Acquisition Status Report – information

3. Customer Escalation Summary – information

4. Monthly JEA Financial Review – information

5. Monthly FY15 Communications & Engagement Plan Update – information

6. Monthly FY15 Community Engagement Calendar – information

B. Strategic Discussions/Action

1. American Federation of State, County and Municipal Employees (AFSCME) Council 79 Collective Bargaining Agreement (October 1, 2012 – September 30, 2015) – Angie Hiers, Chief Human Resources Officer – 5 minutes – presentation/action

2. Fuel Charge Reduction or Credit – Melissa Dykes, Chief Financial Officer – 10 minutes – presentation/action

3. Sole Source & Emergency Procurement/Procurement Appeals Board Report – John McCarthy, Director Supply Chain Management – 5 minutes – presentation/information

4. Bi-Monthly Operations Presentation – Mike Brost, Vice President/General Manager Electric Systems and Brian Roche, Vice President/General Manager Water/Wastewater Systems – 20 minutes – presentation/information

C. Other New Business

D. Old Business – none

VI. REPORTS

A. Managing Director/CEO’s Report

B. Chair’s Report

VII. CLOSING CONSIDERATIONS

A. Announcements

B. Adjournment

A. If you have a disability that requires reasonable accommodations to participate in the above meeting, please call **665-7550** by **8:30 AM** the day before the meeting and we will provide reasonable assistance for you.

B. If a person decides to appeal any decision made by the JEA Board with respect to any matter considered at this meeting, that person will need a record of the proceedings, and, for such purpose needs to ensure that verbatim record of the proceedings is made, which record includes the evidence and testimony upon which the appeal is to be based.



INTER-OFFICE CORRESPONDENCE
July 15, 2015

SUBJECT: BOARD MEETING AGENDA

FROM: Melissa Charleroy and Cheryl Mock, JEA Executive Assistants

TO: All Members, JEA Board of Directors

Scheduled times and locations for JEA meetings to be held **Tuesday, July 21, 2015**, are as follows:

- 12:00 PM** **Pre-Board Meeting**
Conference Room, 8th Floor, JEA Tower

- 1:00 PM** **Board Meeting**
Board Room, 8th Floor, JEA Tower

We are looking forward to seeing you on the 21st. Please call Melissa Charleroy at 665-7313 or Cheryl Mock at 665-4202 if you require additional information.

/mmc

Cc:

- | | | | | |
|-------------|------------|---------------|-----------------|-----------|
| P. McElroy | B. Roche | M. Charleroy | M. Evans | J. Worley |
| M. Brost | M. Whiting | S. Kluszewski | J. Brooks, OGC | V. Wright |
| P. Cosgrave | J. Upton | C. Mock | J. Gabriel, OGC | |
| M. Dykes | G. Boyce | N. NesSmith | C. Edgar | |
| A. Hiers | J. Gutos | R. Ruiz-Adams | B. Fore | |
| T. Hobson | D. Champ | W. Stanford | J. Bryant | |

e-copy:
Patrick Maginnis
Security Desk
Security Office
Brandi Sneed
Russell Park
Ted Delay

Adrian W. Newcomb Waste Water Mechanic/Southwest WWRT

Length Of time at JEA

- August 29 will be 4 years

Report to

- Rick Lehman/Coordinator
- Charles Crosby/Manager
- Deryle Calhoun, Jr./ Director
- Brian Roche/VP/GM Water Wastewater Systems

Past Positions

- Operator Maintainer Trainee
- Waste Water Mechanic/KGS Construction Crew

Present Position and Responsibilities

- Waste Water Mechanic/Southwest WWRT
 - Performing routine maintenance on master lift stations
 - Repair pumps, piping, and valves at all lift stations, when required
 - Fabricate and install piping systems and structural frames

Past Experience

- 8 years as a Pipefitter (Steamfitter)/Welder in oil refineries, nuclear, and coal fire power plants
- 4.5 years in the U.S. Army Infantry
- 2 years total of combat operations in Iraq

Education/Expertise

- 5-yr pipefitter/welder apprentice program
- Certified Welder
- U.S. Army Sergeant School
- U.S. Army Instructor School

Personal

- Married 8 years to Angela Newcomb, 2 boys A.J. and Austin ages 3 and 4
- Attend River Road Baptist Church



Building Community

AGENDA ITEM SUMMARY

July 7, 2015

SUBJECT:	PUBLIC HEARING TO MODIFY THE ELECTRIC TARIFF DOCUMENTATION AND THE WATER AND SEWER RATE DOCUMENT
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Purpose:	<input type="checkbox"/> Information Only	<input checked="" type="checkbox"/> Action Required	<input type="checkbox"/> Advice/Direction
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Issue: JEA has an ongoing plan to review, update, and where possible, expand its rate options to provide customers more rate choices for their utility services.

Significance: High. JEA proposes to eliminate the General Service Extra Large Demand (GSXLD) streetlight discount, which affords the opportunity to decrease rates for the General Service Large Demand (GSLD) commercial customer class. This helps improve JEA’s competitive position for commercial rates, supporting economic development. Administrative changes include extending the Economic Development Program through September 2018. Additionally, JEA proposes to modify streetlight rates to reflect current energy standards and to include additional streetlight rate offerings for LED lighting.

Effect: The Board and public will be informed of the proposed modifications.

Cost or Benefit: Transparency of JEA's current and proposed rate options.

Recommended Board action: Pending the outcome of the public hearing, that the Board adopt the attached Resolution 2015-03 and its attachments (see Exhibits II through VI) prepared by staff and approved by the Office of General Counsel, to document the action taken.

For additional information, contact: Melissa Dykes

Submitted by: PEM/ MHD/ JEC

MISSION

Energizing our community through high-value energy and water solutions.

VISION

JEA is a premier service provider, valued asset and vital partner in advancing our community.

VALUES

- Safety
- Service
- Growth
- Accountability
- Integrity

Commitments to Action

- 1 Earn Customer Loyalty
- 2 Deliver Business Excellence
- 3 Develop an Unbeatable Team



INTER-OFFICE MEMORANDUM

July 7, 2015

**SUBJECT: PUBLIC HEARING TO MODIFY THE ELECTRIC TARIFF
DOCUMENTATION AND THE WATER AND SEWER RATE
DOCUMENT**

FROM: Paul E. McElroy, Managing Director/CEO

TO: JEA Board of Directors

BACKGROUND:

JEA has an ongoing plan to review, update, and where possible, expand its rate options to provide customers more rate choices for their utility services. As part of this initiative, JEA proposes to eliminate the General Service Extra Large Demand (GSXLD) streetlight discount, which affords the opportunity to decrease rates for the General Service Large Demand (GSLD) commercial customer class. This helps improve JEA's competitive position for commercial rates, supporting economic development. Additionally, JEA proposes to modify streetlight rates to reflect current energy standards and to include additional streetlight rate offerings for LED lighting.

DISCUSSION:

During the public hearing, staff will present the following proposed changes:

- A. **Street Lighting** – The most recent streetlight field survey to audit the light counts and comprehensive cost of service study were completed in late 2014. The proposed streetlight rates better reflect the current cost to serve and are aligned with improved energy standards. JEA is also including five new LED streetlight rates, providing the City of Jacksonville and other streetlight customers the opportunity to install energy efficient and attractive lights.
- B. **GSXLD Streetlight Discount** – Realignment of streetlight rates is consistent with JEA's philosophy to collect rates based on cost of service; therefore the GSXLD streetlight discount will be discontinued.
- C. **GSLD** – Realignment of streetlight rates is consistent with JEA's philosophy to collect rates based on cost of service, and provides opportunity to realign large commercial rates through a rate decrease. This decrease reflects a decrease in the cost to serve this rate class and helps JEA improve its competitive position for commercial rates, supporting economic development.
- D. **Administrative Changes** – Staff recommends:
 - Changing the terms "Customer Charge" and "Service Availability Charge" to "Basic Monthly Charge" within the Electric Tariff Documentation and Water and Sewer Rate Document
 - Extending the Economic Development Program through September 2018; currently there are two customers enrolled in the program and one customer in the application process
 - Additional administrative changes

Staff has submitted all Electric Tariff Documentation changes to the Florida Public Service Commission.

RECOMMENDATION:

Pending the outcome of the public hearing, that the Board adopt the attached Resolution 2015-03 and its attachments (see Exhibits II through VI) prepared by staff and approved by the Office of General Counsel, to document the action taken.

Paul E. McElroy, Managing Director/CEO

PEM/MHD/JEC

SUMMARY OF PROPOSED RATE SCHEDULES

Street Lighting – The most recent streetlight field survey to audit the light counts and comprehensive cost of service study were completed in late 2014. The proposed streetlight rates better reflect the current cost to serve and are aligned with improved energy standards. JEA is also including five new LED streetlight rates, providing the City of Jacksonville and other streetlight customers the opportunity to install energy efficient and attractive lights.

GSXLD Streetlight Discount – Realignment of streetlight rates is consistent with JEA’s philosophy to collect rates based on cost of service; therefore the GSXLD streetlight discount will be discontinued.

GSLD – Realignment of streetlight rates is consistent with JEA’s philosophy to collect rates based on cost of service, and provides opportunity to realign large commercial rates through a rate decrease. This decrease reflects a decrease in the cost to serve this rate class and helps JEA improve its competitive position for commercial rates, supporting economic development.

Administrative Changes – Staff recommends:

- Changing the terms “Customer Charge” and “Service Availability Charge” to “Basic Monthly Charge” within the Electric Tariff Documentation and Water and Sewer Rate Document
- Extending the Economic Development Program through September 2018; currently there are two customers enrolled in the program and one customer in the application process
- Additional administrative changes

RESOLUTION 2015-03

A RESOLUTION REGARDING RATE SCHEDULE CHANGES AND ADDITIONS TO THE EXISTING TARIFF DOCUMENTATION; CONDUCTING A PUBLIC HEARING AND FINDING THE MODIFICATION OF THE TARIFF DOCUMENTATION TO BE REASONABLE; IMPOSING THESE MODIFICATIONS FOLLOWING THE PUBLIC HEARING; PROVIDING FOR THE IMPLEMENTATION OF THESE MODIFICATIONS, AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, JEA, pursuant to duly published notice, a copy of which is attached hereto as **Exhibit I**, held a public hearing to consider changes to the existing Electric Tariff Documentation to modify certain effective or approved riders and rates, make administrative changes to the existing Electric Tariff Documentation, and make administrative changes to the existing Water and Sewer Rate Document; and

WHEREAS, at that public hearing JEA presented statements and documentation which demonstrated a modification of existing Tariff documents; and

WHEREAS, rate matters addressed at the public hearing were: modifying the streetlight rates, eliminating the General Service Extra Large Demand Rider discount on street lighting and traffic signalization, decreasing the rates for the General Service Large Demand rate class and other associated rate schedules, administrative changes to the Electric Tariff Documentation, and administrative changes to the Water and Sewer Rate Document; and

WHEREAS, any public testimony which was presented was considered; and

WHEREAS, JEA has heard all presentations, reviewed all documentation and is fully advised of the premises; now therefore:

BE IT RESOLVED by JEA:

1. Modifications of the JEA Electric Tariff Documentation changing all streetlight rates, a copy of which is attached hereto as **Exhibit II**, and incorporated herein by reference, are hereby found to be reasonable, and accordingly are adopted effective October 1, 2015.
2. Modifications of the JEA Electric Tariff Documentation eliminating a General Service Extra Large Demand rider discount on street lighting and traffic signalization, copies of which are attached hereto as **Exhibit III**, and incorporated herein by reference, are hereby found to be reasonable, and accordingly are adopted effective October 1, 2015.
3. Modifications of the JEA Electric Tariff Documentation decreasing the rates for the General Service Large Demand rate class and other associated rate schedules, copies of which are attached hereto as **Exhibit IV**, and incorporated herein by reference, are hereby found to be reasonable, and accordingly are adopted effective October 1, 2015.
4. Modifications of the JEA Electric Tariff Documentation making administrative changes to the documentation, copies of which are attached hereto as **Exhibit V**, and incorporated herein by reference, are hereby found to be reasonable, and accordingly are adopted effective October 1, 2015.
5. Modifications of the JEA Water and Sewer Rate Document making administrative changes to the documentation, copies of which are attached hereto as **Exhibit VI**, and incorporated herein by reference, are hereby found to be reasonable, and accordingly are adopted effective October 1, 2015.

6. Staff is authorized to take any necessary administrative actions to implement the approved modifications.
7. This Resolution shall be effective immediately upon passage by the Board.

Dated this 21st day of July, 2015.

JEA

BY _____
Helen Heim Albee, Esq., Chair

Form Approved:

Office of General Counsel

by: 

Notice of Public Hearing



JEA is continuing its process of reviewing and updating rates and rate options for customers. The following actions, if passed, will result in decreases or modifications to bring rates more in line with costs and best practices. Actions being considered are to modify JEA's streetlight rates, discontinue the General Service Extra Large Demand streetlight discount, decrease the General Service Large Demand rates, and to make administrative changes.

JEA will conduct a public hearing at 1:00 p.m., or as soon thereafter as the matter may be heard, on Tuesday, July 21, 2015 at the JEA Tower, 21 West Church St., Jacksonville, Florida 32202, to consider the following:

- A. Modification of the Electric Tariff Documentation modifying all streetlight rates; and
- B. Modification of the Electric Tariff Documentation eliminating the General Service Extra Large Demand Rider discount on street lighting and traffic signalization; and
- C. Modification of the Electric Tariff Documentation decreasing the rates for the General Service Large Demand rate class and other associated rate schedules; and
- D. Administrative changes to the Electric Tariff Documentation and the Water and Sewer Rate Document.

The public is invited to be present and heard. If any person with a disability requires reasonable accommodations to participate in the above hearing, please call (904) 665-7550 no later than three (3) days before the meeting.

If a person decides to appeal any decisions made by JEA with respect to any matter considered at the proceedings, for the purpose of such appeal, that person will need a record of the proceedings and for such purpose, that person may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

Helen Heim Albee, Esq.
Chair

Form Approved:

A handwritten signature in blue ink, appearing to read "Edy 2 Brooks", is written over a horizontal line.

Assistant General Counsel

EXHIBIT I

JEA

Twenty-Fifth Revised Sheet No. 13.0
 Canceling Twenty-Fourth Revised Sheet No. 13.0

SL

Revenue Codes See Rate Code

RATE SCHEDULE SL
STREET LIGHTING

Available In all territory served by the retail distribution system of JEA.

Applicable To any Public Agency (State, County or Municipal governments) and to Owner's Associations for automatically-controlled lighting of public thoroughfares and to JEA's private residential customers who are owners of the property in question for automatically-controlled area lighting.

Character of Service Dusk-to-dawn automatically-controlled lighting owned, operated and maintained by JEA, and governed by JEA's Management Directive for Street Lighting, MD909.

Schedule of Rates

Rate Code	Service Type	Wattage & Type	Fixture Types	Monthly kWh	Monthly Non-Fuel Charge \$/Fixture*
<u>SLHPS1</u>	Standard	<u>70W HPS</u>	<u>CH, PT</u>	<u>29</u>	<u>\$6.36</u>
<u>SLHPS2</u>	Standard	<u>200W HPS</u>	<u>CH, FL</u>	<u>88</u>	<u>\$7.43</u>
<u>SLHPS3</u>	Standard	<u>250W HPS</u>	<u>CH</u>	<u>108</u>	<u>\$7.58</u>
<u>SLHPS4</u>	Standard	<u>400W HPS</u>	<u>CH, FL</u>	<u>169</u>	<u>\$8.42</u>
<u>SLMHS1</u>	Standard	<u>100W MH</u>	<u>DA</u>	<u>47</u>	<u>\$10.61</u>
<u>SLMHS2</u>	Standard	<u>150W MH</u>	<u>PT</u>	<u>67</u>	<u>\$7.57</u>
<u>SLMHS3</u>	<u>Standard</u>	<u>175W MH</u>	<u>PT</u>	<u>76</u>	<u>\$7.65</u>
<u>SLMHS4</u>	<u>Standard</u>	<u>320W MH</u>	<u>CH, FL</u>	<u>130</u>	<u>\$8.10</u>
<u>SLMHS5</u>	<u>Standard</u>	<u>320W MH</u>	<u>SB</u>	<u>131</u>	<u>\$18.06</u>
<u>SLMHS6</u>	<u>Standard</u>	<u>400W MH</u>	<u>CH, FL</u>	<u>164</u>	<u>\$8.42</u>
<u>SLMHE1</u>	<u>Historic</u> Energy & O&M	<u>150W MH</u>	<u>DA</u>	<u>67</u>	<u>\$1.92</u>
<u>SLMHE2</u>	<u>Historic</u> Energy & O&M	<u>175W MH</u>	<u>DA</u>	<u>76</u>	<u>\$2.01</u>
<u>SLMHE3</u>	Energy & O&M	<u>320W MH</u>	<u>CH, FL</u>	<u>130</u>	<u>\$2.51</u>
<u>SLMHE4</u>	Energy & O&M	<u>400W MH</u>	<u>CH, FL</u>	<u>164</u>	<u>\$2.82</u>
<u>SLLED1</u>	<u>Standard</u>	<u>40W LED</u>	<u>CH</u>	<u>15</u>	<u>\$6.32</u>
<u>SLLED2</u>	<u>Standard</u>	<u>40W LED</u>	<u>PT</u>	<u>16</u>	<u>\$7.07</u>
<u>SLLED3</u>	<u>Standard</u>	<u>115W LED</u>	<u>CH</u>	<u>41</u>	<u>\$7.20</u>
<u>SLLED4</u>	<u>Standard</u>	<u>162W LED</u>	<u>SB</u>	<u>59</u>	<u>\$17.92</u>
<u>SLLED5</u>	<u>Standard</u>	<u>275W LED</u>	<u>CH</u>	<u>99</u>	<u>\$8.90</u>

*Monthly Fixture charge is valid for bills of 30 days only. The charge will vary depending on the actual number of days billed.

HPS = High Pressure Sodium LED = Light Emitting Diode MH = Metal Halide

CH = Cobra Head DA = Decorative Acorn FL = Floodlight PT = Post Top SB = Shoebox

Energy Only (Rate Code ENERGY97) The monthly charge shall be computed as follows:

$$\text{Total Wattage (including Ballast)} \times 360 \text{ Hours} \times \$0.03325$$

(Continued to Sheet No. 13.1)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL, PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015

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EXHIBIT II

JEA

Seventeenth Revised Sheet No. 13.1
 Canceling Sixteenth Revised Sheet No. 13.1

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(Continued from Sheet No. 13.0)

Types of Service

The types of service are defined as follows:

- (a) STANDARD SERVICE: (Applicable Rate Codes SLHPS1-4, SLMHS1-6, SLLED1-5). In addition to Energy and O&M service, as described below, this service also includes an ownership cost for the initial installation of the fixture assembly including bracket, accessories, and labor. The applicable rates are for both overhead and underground fed lighting systems. Underground systems and fixture types not listed above require a contribution-in-aid-of construction to cover the differential cost between overhead versus underground systems and standard versus non-standard fixture types.
- (b) HISTORIC (PED LIGHT) ENERGY & O&M SERVICE: (Applicable Rate Codes SLMHE1-2). This service shall apply to those Historic Pedestrian Lights that are usually installed within predefined "whitelight areas" (see Rules & Regulations, Downtown Service Area Boundary Maps). JEA is responsible for maintenance of these lights which include replacement of failed electrical components, bulbs, glassware, and the cleaning of glassware at such intervals as necessary to keep the system presentable and efficient. JEA is not responsible for the installation/removal/maintenance of the street banners and associated banner rod equipment. The capital cost is the responsibility of the City or the using Agency.
- (c) ENERGY AND O&M SERVICE: (Applicable Rate Codes SLMHE 3-4). This service includes dusk-to-dawn powering, maintenance and replacement of the standard, replacement of failed electrical components, bulbs, glassware, and the cleaning of glassware at such intervals as necessary to keep the system presentable and efficient. The capital cost is the responsibility of the City or the using Agency. This service is not available for new installations after the effective date of this policy.
- (d) ENERGY ONLY SERVICE: (Applicable Rate Code ENERGY97). This service shall apply to those lights where special arrangements have been made with JEA and applies to those decorative standards which are supplied and installed by others in the Downtown area. Maintenance and replacement of the standard shall be on a contractual or cost plus basis.

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~~Deleted:~~ INSTALLED POLE SERVICE: (Applicable Rate Codes SL76, SL77 and SL78). This service includes all services listed in the STANDARD SERVICE rates but also includes an ownership cost for the initial installation of the pole. This service is not available for new installations after the effective date of this policy.

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~~Deleted:~~ HISTORIC (PED LIGHT) SERVICE: (Applicable Rate Codes SL79). This service shall apply to those Historic Pedestrian Lights that are usually installed within predefined "whitelight areas" (see Rules & Regulations, Downtown Service Area Boundary Maps). JEA is responsible for maintenance of the Ped Lights excluding the installation/removal/maintenance of the street banners. The capital cost is the responsibility of the City or the using Agency.

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 (d) ENERGY AND O&M SERVICE: (Applicable Rate Codes SL80, SL82 and SL87). This service includes dusk-to-dawn powering, maintenance and replacement of the standard, replacement of failed electrical components, bulbs, and glassware, and the cleaning of glassware at such intervals as necessary to keep the system presentable and efficient. This ser... [6]

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(Continued to Sheet No. 13.2)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015

JEA

Canceling ~~Sixteenth~~ Revised Sheet No. 13.2
~~Fifteenth~~ Revised Sheet No. 13.2

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(Continued from Sheet No. 13.1)

Fuel Charge As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0). The FFPC is applied to the Monthly kWh.

Environmental Charge As stated in the Environmental Charge (Sheet No. 5.1). The Environmental Charge is applied to the Monthly kWh.

Terms and Conditions

The following Terms and Conditions apply to Lighting Service:

- (a) Monthly charges for all Rate Codes are based upon JEA having an existing source of electrical power to each lighting installation.
- (b) Monthly charges are based on an overhead service. An initial charge will be required for all underground installations, unless a facilities charge is applied.
- (c) Prior to installation of area lighting facilities, JEA's private residential customers who are owners of the property in question, shall execute a contract for lighting service with JEA. The initial term for such contracts shall be three (3) years. In the event the light is removed prior to the expiration of the first three (3) year contract, either at the customer's request or for non-payment of bill, a "Take-Down" fee shall be assessed the customer. All charges due under this contract shall be applicable to any account the customer may then or thereafter have with JEA.

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Deleted: Rate Codes SL80 through SL87, inclusive, apply to those existing mercury vapor installations which are no longer available and are being discontinued by JEA. As they reach obsolescence they will be replaced with high pressure sodium vapor installations which are structurally and electrically equivalent. Billing will be in accordance with the applicable rate schedule

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FINANCIAL PLANNING AND RATES

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

EXHIBIT II

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RAYMOND E. TULL, MANAGER
FINANCIAL PLANNING AND RATES

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- (d) ENERGY AND O&M SERVICE: (Applicable Rate Codes SL80, SL82 and SL87). This service includes dusk-to-dawn powering, maintenance and replacement of the standard, replacement of failed electrical components, bulbs, and glassware, and the cleaning of glassware at such intervals as necessary to keep the system presentable and efficient. This service is not available for new installations after the effective date of this policy.
- (e) ENERGY ONLY SERVICE: (Applicable Rate Code ENERGY97). This service shall apply to those lights where special arrangements have been made with JEA and applies to those decorative standards which are supplied and installed by others in the Downtown area. Maintenance and replacement of the standard shall be on a contractual or cost plus basis.

ACQUIRED (SL88, SL89, SL90): These units were acquired by JEA in the acquisitions of various facilities. These units will be billed at the rates listed above until failure. At that time they will be replaced with a similar unit stocked by JEA.

Page 61: [7] Moved to page 61 (Move #1) Vander Maas, Richard P . 2/26/2015 1:12:00 PM

ENERGY AND O&M SERVICE: (Applicable Rate Codes SL80, SL82 and SL87). This service includes dusk-to-dawn powering, maintenance and replacement of the standard, replacement of failed electrical components, bulbs, and glassware, and the cleaning of glassware at such intervals as necessary to keep the system presentable and efficient. This service is not available for new installations after the effective date of this policy.

EXHIBIT II

Page 61: [8] Deleted Vander Maas, Richard P . 4/29/2015 9:46:00 AM

Fuel Charge As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0). The FFPC is applied to the Monthly kWh.

Environmental Charge As stated in the Environmental Charge (Sheet No. 5.1).

EXHIBIT II

JEA

~~Thirteenth~~ Revised Sheet No. 16.21
 Canceling ~~Twelfth~~ Revised Sheet No. 16.21

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~~Deleted: Eleventh~~

(Continued from Sheet No.16.20)

Rate per Month for Combined Accounts:

~~Basic Monthly~~ Charge: \$ 1,000.00 per month

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Demand Charge: \$10.06 per kW

Energy Charge : ~~1.622~~ cent per kWh plus the applicable Fuel Charge

~~Deleted: 1.712~~

Excess Reactive Demand Charge: As stated in the Excess Reactive Demand (KVAR) Policy (Sheet No. 5.1).

Site Fee: \$85.00 per site

~~Deleted: Street Lighting* and Traffic Signals~~ - Street lighting and traffic signal accounts shall receive a 20% discount from their electric bill. The discount will be applied to the total lighting electric bill before the application of any credits, penalties, service charges, or taxes if applicable.

Fuel Charge As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0).

Environmental Charge As stated in the Environmental Charge (Sheet No. 5.1)

Minimum Bill Will be the applicable ~~Basic Monthly~~ Charge as listed above, plus any special service charges as defined in the agreement.

~~Deleted: Customer~~

Multiple Account Option Customers with two (2) or more existing accounts with an Aggregate Load totaling 25,000 kW or more are eligible for service under this rate schedule. The accounts will be combined according to the terms and conditions of JEA's Multiple Account Load Factor Improvement Rider.

Definition of Aggregated Load The sum of the highest billing demands for each account for the past 12 months.

(Continued to Sheet No.16.22)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

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~~Deleted: RAYMOND E. TULL, MANAGER* FINANCIAL PLANNING AND RATES~~

JEA

Twenty-~~Fourth~~ Revised Sheet No. 10.0
 Canceling Twenty-~~Third~~ Revised Sheet No. 10.0

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GSLD
 Revenue Codes IND40

RATE SCHEDULE GSLD

GENERAL SERVICE LARGE DEMAND

Available In all territory served by JEA where service can be rendered from the transmission facilities of JEA.

Applicable To any customer where the measured monthly billing demand is 1,000 kW or more four (4) or more months out of twelve consecutive monthly billing periods ending with the current billing period. Also, at the option of the customer, to any customer with demands of less than 1,000 kW, but more than 699 kW, who agrees to pay for service under this rate schedule for a minimum initial term of twelve months. Resale of energy purchased under this rate schedule is not permitted.

Character of Service JEA's standard voltage levels.

Rate Per Month The charge per month shall consist of the total of the ~~basic monthly~~ demand and energy charges follows:

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~~Basic Monthly~~ Charge:

Deleted: Customer

\$335.00 per month

Demand Charge:

\$12.16 per kW for all kW of Billing Demand.

Excess Reactive Demand Charge:

As stated in the Excess Reactive Demand (KVAR) Policy (Sheet No. 5.1)

Energy Charge:

~~2.456~~ cent per kWh plus applicable Fuel and Environmental Charges

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Fuel Charge As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0).

Environmental Charge As stated in the Environmental Charge (Sheet No. 5.1)

(Continued to Sheet No. 10.1)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

Deleted: January 1, 2013
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 FINANCIAL PLANNING AND RATES

EXHIBIT IV

JEA

Twenty-~~Second~~ Revised Sheet No. 10.2
 Canceling ~~Twenty-First~~ Revised Sheet No. 10.2

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GSLDT
 Revenue Code IND43TOD

RATE SCHEDULE GSLDT

GENERAL SERVICE LARGE DEMAND TIME OF DAY
 (OPTIONAL)

Available

In all territory served by JEA where service can be rendered from the transmission facilities of JEA.

Applicable

To any customer where the measured monthly On-Peak billing demand is 1,000 kW or more four (4) or more months out of twelve consecutive monthly billing periods ending with the current billing period. Also, at the option of the customer, to any customer with demands of less than 1,000 kW, but more than 699 kW. Resale of energy purchased under this rate schedule is not permitted.

Character of Service

JEA's standard voltage levels.

Rate Per Month

The charge per month shall consist of the total of the basic monthly, demand, and energy charges as follows:

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Basic Monthly Charge:

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\$350.00 per month

Demand Charge:

\$12.31 per kW of On-Peak Demand
 \$ 7.13 per kW of Excess Off-Peak Demand

Excess Reactive Demand Charge:

As stated in the Excess Reactive Demand (KVAR) Policy (Sheet No. 5.1).

Energy Charge:

4.839 cent per kWh during On-Peak hours
1.534 cent per kWh during Off-Peak hours
 plus applicable Fuel and Environmental Charges

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(Continued to Sheet No. 10.3)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

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 FINANCIAL PLANNING AND RATES

EXHIBIT IV

JEA

Twenty-~~Second~~ Revised Sheet No. 11.0
Canceling ~~Twenty-First~~ Revised Sheet No. 11.0

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GSLDHLF
Revenue Codes IND40HLF

RATE SCHEDULE GSLD-HLF
GENERAL SERVICE LARGE DEMAND - HIGH LOAD FACTOR
(EXPERIMENTAL)

AVAILABLE:

In all territory served by JEA.

APPLICABLE:

To any customer that meets the following conditions:

- a) Measured monthly billing demand is 700 kW or greater and;
- b) Customer uses 475 kWh per kW of Ratcheted Demand or greater for six (6) or more billing periods out of the last twelve (12) consecutive billing periods.

Resale of energy purchased under this rate schedule is not permitted.

CHARACTER OF SERVICE:

JEA's standard voltage levels.

RATE PER MONTH:

The charge per month shall consist of the basic monthly, demand, energy, fuel, and environmental charges as follows:

Deleted: customer

Basic Monthly Charge: \$335.00 per month

Deleted: Customer

Demand Charge: \$12.16 per kW for all kW of Billing Demand

Excess Reactive Demand Charge: \$12.16 for all Excess Reactive Demand as defined below

Energy Charge:

For the first 350 kWh per kW of Ratcheted Demand: 2.456 cent per kWh

For the next 200 kWh per kW of Ratcheted Demand: 1.362 cent per kWh

For all energy above 550 kWh per kW of Ratcheted Demand: 0.695 cent per kWh

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Fuel Charge: as stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0), where all energy up to 350 kWh per kW of Ratcheted Demand is priced at the GSLD levelized charge and all additional energy is priced at the GSLD off-peak charge.

Environmental Charge: as stated in the Environmental Charge (Sheet No. 5.1).

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FINANCIAL PLANNING AND RATES

(Continued on Sheet 11.1)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

EXHIBIT IV

JEA

Canceling ~~Sixteenth~~ Revised Sheet No. 16.20
~~Fifteenth~~ Revised Sheet No. 16.20

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RIDER GSXLD
 GENERAL SERVICE EXTRA LARGE DEMAND

Available In all territory served by JEA.

Applicable To any customers who have executed a ten (10) year General Service Extra Large Demand Electric Service Agreement with JEA and whose existing account is no less than 25,000 kW demand or whose existing multiple accounts in aggregate are no less than 25,000 kW demand. Resale of energy purchased under this rider/rate schedule is not permitted.

Character of Service JEA's standard voltage levels.

Rate Per Month For customers executing an General Service Extra Large Demand Electric Service Agreement the charges per month listed below will apply to the customer's respective accounts unless the customer elects to totalize. Combined accounts under contract will be subject to the rates listed under the heading "Rates per Month for Combined Accounts".

Rates for Contracted Accounts under Rate Schedules GS, GSD and GSLD:

	<u>GSXLD-GS</u>	<u>GSXLD-GSD</u>	<u>GSXLD-GSLD</u>
<u>Basic Monthly Charge</u>	\$9.25	\$85.00	\$335.00
Demand Charge per kW	Not Applicable	\$6.98	\$10.06
Energy Charge per kWh	4.813 cent	2.356 cent	1.622 cent
Fuel Charge	See Sheet No. 5.0	See Sheet No. 5.0	See Sheet No.5.0
Energy Only Charge per kWh	Not Applicable	6.341 cent	Not Applicable
Excess kVar Charge per Excess kVar	Not Applicable	Not Applicable	Per Sheet 5.1
Environmental charge	See Sheet No. 5.1	See Sheet No. 5.1	See Sheet No.5.1

Deleted: Customer Charge per month

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(Continued to Sheet No. 16.21)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

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 FINANCIAL PLANNING AND RATES

EXHIBIT IV

JEA

~~Thirteenth~~ Revised Sheet No. 16.21
 Canceling ~~Twelfth~~ Revised Sheet No. 16.21

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(Continued from Sheet No.16.20)

Rate per Month for Combined Accounts:

~~Basic Monthly~~ Charge: \$ 1,000.00 per month

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Demand Charge: \$10.06 per kW

Energy Charge : ~~1.622~~ cent per kWh plus the applicable Fuel Charge

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Excess Reactive Demand Charge: As stated in the Excess Reactive Demand (KVAR) Policy (Sheet No. 5.1).

Site Fee: \$85.00 per site

~~Deleted: Street Lighting* and Traffic Signals~~ - Street lighting and traffic signal accounts shall receive a 20% discount from their electric bill. The discount will be applied to the total lighting electric bill before the application of any credits, penalties, service charges, or taxes if applicable.

Fuel Charge As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0).

Environmental Charge As stated in the Environmental Charge (Sheet No. 5.1)

Minimum Bill Will be the applicable ~~Basic Monthly~~ Charge as listed above, plus any special service charges as defined in the agreement.

~~Deleted: Customer~~

Multiple Account Option Customers with two (2) or more existing accounts with an Aggregate Load totaling 25,000 kW or more are eligible for service under this rate schedule. The accounts will be combined according to the terms and conditions of JEA's Multiple Account Load Factor Improvement Rider.

Definition of Aggregated Load The sum of the highest billing demands for each account for the past 12 months.

(Continued to Sheet No.16.22)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015

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~~FINANCIAL PLANNING AND RATES~~

EXHIBIT IV

JEA

Twenty-~~Third~~ Revised Sheet No. 6.0
 Canceling ~~Twenty-Second~~ Revised Sheet No. 6.0

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RS
 Revenue Code RES10

RATE SCHEDULE RS

RESIDENTIAL SERVICE

Available In all territory served by JEA.

Applicable To any residential customer in a single family individual house, apartment or mobile home for domestic, non-commercial purposes. All service hereunder will be rendered through a single metering installation. Resale of energy purchased under this rate schedule is not permitted.

Character of Service JEA's standard voltage levels.

Rate Per Month \$5.50 Basic Monthly Charge, plus 6.624 cent per kWh plus applicable Fuel, Environmental, and Conservation Charges

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Fuel Charge As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0)

Environmental Charge As stated in the Environmental charge (Sheet No. 5.1)

Minimum Bill \$5.50 per month Basic Monthly Charge.

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Term and Conditions
 (a) Service hereunder shall be subject to the Rules and Regulations of JEA
 (b) Conservation charge is a charge of 1.0 cent per kWh for all consumption above 2,750 kWh.

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

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 FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

~~Twenty-First~~ Revised Sheet No. 6.1
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RST

Revenue Code RES13TOD

RATE SCHEDULE RST

RESIDENTIAL TIME OF DAY SERVICE (OPTIONAL)
 CLOSED TO NEW CUSTOMERS

Available In all territory served by JEA.

Applicable To any residential customer in single family individual houses, apartments and trailers for all domestic and non-commercial purposes. All service hereunder will be rendered through a single metering installation. Resale of energy purchased under this rate schedule is not permitted.

Character of Service JEA's standard voltage levels.

Rate Per Month \$14.30 ~~Basic Monthly~~ Charge, plus
 12.426 cent per kWh during On-Peak hours
 4.006 cent per kWh during Off-Peak hours
 plus applicable Fuel, Environmental, and Conservation Charges

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Definition of Billing Periods On-peak periods shall be defined as follows:
 6 a.m.-10 a.m. - November through March, weekdays only
 6 p.m.-10 p.m. - November through March, weekdays only

 12 Noon-9 p.m. - April through October; weekdays only

 All other periods shall be defined as Off-Peak, including weekends, New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day.

Fuel Charge As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0)

Environmental Charge As stated in the Environmental Charge (Sheet No. 5.1)

(Continued to Sheet No. 6.2)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015.

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 FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

Canceling ~~Sixteenth~~ Revised Sheet No. 6.2
~~Fifteenth~~ Revised Sheet No. 6.2

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(Continued from Sheet No. 6.1)

Minimum Bill

\$14.30 ~~Basic Monthly Charge.~~

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Terms and Conditions

- (a) Service under this rate will be made available at the option of the Residential Service customer, subject to the availability of TOD metering equipment.
- (b) Customers making a one-time contribution in aid-of-construction to defray TOD metering costs shall receive a credit of \$4.50 per month. This contribution in aid-of-construction will be subject to a partial refund if the customer terminates service on this optional TOD rate.
- (c) Customer has the option of terminating service under this rate schedule at any time without assessment of disconnection charges. Any customer requesting optional TOD rate for the second time on the same premises shall remain on the TOD rate for a period of not less than twelve (12) consecutive months.
- (d) Service hereunder is subject to the Rules and Regulations of JEA.
- (e) Net metering is not authorized under this rate schedule.
- (f) Conservation charge is a charge of 1.0 cent per kWh for all consumption above 2,750 kWh.

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015.

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FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

Twenty-~~Second~~ ~~Revised Sheet No. 8.0~~
 Canceling Twenty-~~Third~~ ~~Revised Sheet No. 8.0~~

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GS
 Revenue Codes COM20

RATE SCHEDULE GS
 GENERAL SERVICE

<u>Available</u>	In all territory served by JEA.
<u>Applicable</u>	To any customer whose service is not provided by any other rate schedule, for all electrical requirements at a single location. All service hereunder will be rendered through a single metering installation. Resale of energy purchased under this rate schedule is not permitted.
<u>Character of Service</u>	JEA's standard voltage levels.
<u>Rate Per Month</u>	\$9.25 Basic Monthly Charge, plus 6.111 cent per kWh plus applicable Fuel and Environmental Charges
<u>Fuel Charge</u>	As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0)
<u>Environmental Charge</u>	As stated in the Environmental Charge (Sheet No. 5.1)
<u>Minimum Bill</u>	\$9.25 per month Basic Monthly Charge.
<u>Fluctuating Load Charge</u>	Customers taking service under this rate having equipment which creates a highly fluctuating or large instantaneous demand such as welders, X-rays, etc., shall pay an additional charge per month of \$0.50 per kVA of rating of such equipment unless the customer installs necessary corrective equipment.

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(Continued to Sheet No. 8.1)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

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 FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

~~Twenty-First~~ Revised Sheet No. 8.2
 Canceling ~~Twentieth~~ Revised Sheet No. 8.2

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GST
 Revenue Code COM23TOD

RATE SCHEDULE GST

GENERAL SERVICE TIME OF DAY
 (OPTIONAL)

Available In all territory served by JEA.

Applicable To any customer whose service is not provided by any other rate schedule, for all electrical requirements at a single location. All service hereunder will be rendered through a single metering installation. Resale of energy purchased under this rate schedule is not permitted.

Character of Service JEA's standard voltage levels.

Rate Per Month \$21.00 ~~Basic Monthly~~ Charge, plus
 11.632 cent per kWh during On-Peak hours
 3.712 cent per kWh during Off-Peak hours
 plus applicable Fuel and Environmental Charges

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Definition of Billing Periods On-Peak periods shall be defined as follows:
 6 a.m.-10 a.m. - November through March; weekdays only
 6 p.m.-10 p.m. - November through March; weekdays only
 12 Noon-9 p.m. - April through October; weekdays only
 All other periods shall be defined as Off-Peak, including weekends, New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day.

Fuel Charge As stated in the Fuel and Purchased Power Cost Recovery Policy (Sheet No. 5.0)

Environmental Charge As stated in the Environmental Charge (Sheet No. 5.1)

(Continued to Sheet No. 8.3)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015.

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 FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

Canceling ~~Fifteenth Revised Sheet No. 8.3~~
~~Fourteenth Revised Sheet No. 8.3~~

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(Continued from Sheet No. 8.2)

Minimum Bill

\$21.00 per month ~~Basic Monthly Charge.~~

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Fluctuating Load Charge

Customers taking service under this rate having equipment which creates a highly fluctuating or large instantaneous demand such as welders, X-rays, etc., shall pay an additional charge per month of \$0.50 per kVA of rating of such equipment unless the customer installs necessary corrective equipment.

Primary Service Discount

Where customer contracts for service at 4,160 volts or higher, a discount of 0.13 cent per kilowatt hour shall be allowed, when the customer provides all equipment necessary for service from JEA's existing primary lines.

Terms and Conditions

- (a) Service under this rate will be made available at the option of the General Service customer, subject to the availability of TOD metering equipment.
- (b) Customers making a one-time contribution in aid-of-construction to defray TOD metering costs shall receive a credit of \$6.50 per month. This contribution in aid-of-construction will be subject to a partial refund if the customer terminates service on this optional TOD rate.
- (c) Customer has the option of terminating service under this rate schedule at any time without assessment of disconnection charges. Any customer requesting optional TOD rate for the second time on the same premises shall remain on the TOD rate for a period of not less than twelve (12) consecutive months.

(Continued to Sheet No. 8.4)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015.

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FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

Twenty-~~Second~~ Revised Sheet No. 9.0
 Canceling Twenty-~~Second~~ Revised Sheet No. 9.0

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GSD

Revenue Codes COM30, COM31 RATE SCHEDULE GSD

GENERAL SERVICE DEMAND

Available

In all territory served by JEA.

Applicable

To any customer where the measured monthly billing demand is 75 kW or more four (4) or more months out of twelve consecutive monthly billing periods ending with the current billing period. Also, at the option of the customer, to any customer with demands of less than 75 kW, but more than 49 kW, who agrees to pay for service under this rate schedule for a minimum initial term of twelve months. Resale of energy purchased under this rate schedule is not permitted.

Character of Service

JEA's standard voltage levels.

Rate Per Month

The charge per month shall consist of the total of basic monthly, demand, and energy charges as follows:

Deleted: customer

STANDARD

Basic Monthly Charge:

\$85.00 per month

Demand Charge:

\$8.40 per kW of billing demand

Energy Charge:

Non-Fuel Charge:

3.355 cent per kWh, plus

Fuel and Environmental Charges:

OPTIONAL

Basic Monthly Charge:

\$85.00 per month

Demand Charge:

\$0.00 per kW of billing demand

Energy Charge:

Non-Fuel Charge:

8.081 cent per kWh, plus

Fuel and Environmental Charges:

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Fuel Charge

As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0)

Environmental Charge

As stated in the Environmental Charge (Sheet No. 5.1)

(Continued to Sheet No. 9.1)

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 FINANCIAL PLANNING AND RATES

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

EXHIBIT V

JEA

Canceling ~~Nineteenth Revised Sheet No. 9.1~~
~~Eighteenth Revised Sheet No. 9.1~~

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(Continued from Sheet No. 9.0)

Minimum Bill

\$85.00 ~~Basic Monthly~~ Charge plus the demand charge as computed above.

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Determination of Billing Demand

The Billing Demand for the month shall be the maximum integrated 15-minute metered kW demand in the month.

Primary Service Discount

A discount of \$0.63 per kW of Billing Demand and 0.13 cent per kWh will be allowed for service taken at 4,160 volts or higher, when the customer provides all of the equipment required to take service at JEA's existing primary lines.

Terms and Conditions

- (a) Service will be made available under this rate schedule upon the execution of a service agreement or upon application for service accompanied by payment of deposit or bond as required by JEA.
- (b) Service hereunder shall be subject to the Rules and Regulations of JEA.
- (c) Should the Metered Demand be less than 75 kW for any 12 month period, the customer may be reclassified to Rate Schedule GS, at the option of JEA.
- (d) Should the customer demonstrate that the future Metered Demand is expected to be reduced below the demand threshold then the customer's account may be reclassified to Rate Schedule GS, at the option of JEA.
- (e) Customer has the option of terminating service under the optional energy-only rate schedule at any time. Any customer requesting the optional energy-only rate for the second time on the same premises shall remain on the optional energy-only rate for a period of not less than twelve (12) consecutive months.

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

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FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

~~Twenty-First~~ Revised Sheet No. 9.2
Canceling ~~Twentieth~~ Revised Sheet No. 9.2

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GSDT

Revenue Code COM33TOD

RATE SCHEDULE GSDT

GENERAL SERVICE DEMAND TIME OF DAY
(OPTIONAL)

Available

In all territory served by JEA.

Applicable

To any customer where the measured monthly On-Peak billing demand is 75 kW or more four (4) or more months out of twelve consecutive monthly billing periods ending with the current billing period. Also, at the option of the customer, to any customer with demands of less than 75 kW, but more than 49 kW, who agrees to pay for service under this rate schedule for a minimum initial term of twelve months. Resale of energy purchased under this rate schedule is not permitted.

Character of Service

JEA's standard voltage levels.

Rate Per Month

The charge per month shall consist of the total of the ~~basic monthly~~ demand and energy charges as follows:

Deleted: customer

~~Basic Monthly~~ Charge:

Deleted: Customer

\$85.00 per month

Demand Charge:

\$8.53 per kW of On-Peak Demand
\$4.93 per kW of Excess Off-Peak Demand

Energy Charge:

6.458 cent per kWh during On-Peak hours
2.084 cent per kWh during Off-Peak hours
plus applicable Fuel and Environmental Charges

(Continued to Sheet No. 9.3)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

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Deleted: RAYMOND E. TULL, MANAGER
FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

Canceling ~~Nineteenth~~ Revised Sheet No. 9.3
~~Eighteenth~~ Revised Sheet No. 9.3

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(Continued from Sheet No. 9.2)

Definition of Billing Periods

On-Peak periods shall be defined as follows:

6 a.m.-10 a.m. - November through March; weekdays only

6 p.m.-10 p.m. - November through March; weekdays only

12 Noon-9 p.m. - April through October, weekdays only

All other periods shall be defined as Off-Peak, including weekends, New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day.

Fuel Charge

As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0)

Environmental Charge

As stated in the Environmental Charge (Sheet No. 5.1)

Minimum Bill

\$85.00 ~~Basic Monthly~~ Charge plus demand charges as computed above.

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Determination of Billing Demand

The billing demand for the month shall be the maximum integrated 15-minute metered kW demand in the month.

Determination of On-Peak and Off-Peak Demand

The On-Peak Demand for the month shall be the maximum integrated 15-minute metered kW demand during the On-Peak period. The Off-Peak Demand for the month shall be the maximum integrated 15-minute metered kW demand during the Off-Peak period.

Determination Excess Off-Peak Demand

The Excess Off-Peak Demand for the month shall be the amount by which the Off-Peak Demand exceeds the On-Peak Demand.

Primary Service Discount

A discount of \$0.63 per kW of Billing Demand and 0.13 cent per kWh will be allowed for service taken at 4,160 volts or higher, when the customer provides all of the equipment required to take service at JEA's existing primary lines.

(Continued to Sheet No. 9.4)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

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FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

~~Thirteenth~~ Revised Sheet No. 9.5
 Canceling ~~Twelfth~~ Revised Sheet No. 9.5

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SS
 Revenue Code Special Designation

RATE SCHEDULE SS
AUXILIARY SERVICE FOR COGENERATORS
 (Closed to New Customers)

Available In all territory served by JEA

Applicable To all co-generators or small power producers satisfying the criteria for qualification as a Qualifying Facility as set out by the Federal Energy Regulatory Commission in 18 CFR Part 292.0 and with generating capacity equal to or greater than one-hundred (100) kilowatts

Character of Service Firm auxiliary service per time of day rate schedule that would be applicable to any other retail, full requirements customer with identical electrical requirements.

Rate Per Month The charge per month shall consist of the total ~~basic monthly~~, demand and energy charges as follows:

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~~Basic Monthly~~ Charge: per applicable time of day rate schedule.

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Standard Demand Charges: The charge per month shall be the total of the metered and Auxiliary demand as follows:

- o Metered Demand Charge: Demand Charge per applicable time of day rate schedule.
- o Auxiliary Demand Charge: The numerical average of the On-Peak Demand charge per kW and the Excess Off-Peak Demand charge per kW per applicable time of day rate schedule, applied to the Auxiliary Demand.

Excess Reactive Demand Charge : see Sheet 5.1

Standard Energy Charge : per applicable time of day rate schedule

Definition of Contract Demand The Contract Demand for the month shall be the maximum integrated 15-minute metered kW demand allowable in accordance with the service agreement provisions.

Definition of Metered Demand The Metered Demand for the month shall be the maximum integrated 15-minute metered kW demand measured during the month.

Definition of Auxiliary Demand The Auxiliary Demand for the month shall be the difference between the of Contract Demand and the Metered Demand during the month.

(Continued on Sheet No. 9.6)

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 FINANCIAL PLANNING AND RATES

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015.

JEA

Canceling ~~Nineteenth~~ Revised Sheet No. 9.6
~~Twentieth~~ Revised Sheet No. 9.6

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(Continued from Sheet No. 9.5)

Fuel Charge

As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0). Charge per applicable time of day rate schedule except for the GSLDT option below.

Environmental Charge

As stated in the Environmental Charge (Sheet No. 5.1)

Determination of Excess Reactive Demand

As stated in the Excess Reactive Demand (KVAR) Policy (Sheet No. 5.1)

Minimum Bill

The basic monthly and demand charges as computed above.

Deleted: Customer

Terms and Conditions

- (a) Service is available under this rate schedule upon execution of a service agreement accompanied by payment of deposit or bond as required by JEA and satisfaction of JEA Facility Interconnection Requirements.
- (b) Service herein shall be subject to the Rules and Regulations of JEA.
- (c) Customers receiving service under this rate schedule will be required to give JEA a written notice at least sixty (60) months prior to an increase in the contract demand level or reclassification to any other standard JEA Rate Schedule unless it can be shown that such reclassification is in the best interests of the customer, JEA, and JEA's other ratepayers. Such election by the customer shall be irrevocable unless JEA and the customer mutually agree to void the revocation.
- (d) Customers exceeding the Auxiliary Service contract demand may experience a temporary, total interruption of all JEA-supplied electric services due to the action of automatically operating demand limiting devices installed on Auxiliary Service accounts.

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015.

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FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

Canceling ~~Eighth~~ Revised Sheet No. 9.62
~~Seventh~~ Revised Sheet No. 9.62

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(Continued from Sheet 9.61)

Basic Monthly Charge: per the applicable time of day rate schedule.

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Facilities Demand Charge: The applicable demand charge as provided below:

- GSDT: \$0.93 per kW of Contract Demand Primary
- GSDT: \$1.25 per kW of Contract Demand Secondary
- GSLDT: \$0.89 per kW of Contract Demand Primary
- GSLDT: \$0.96 per kW of Contract Demand Secondary

Standby Demand Charge: The sum of the on-peak demand charge less the Facilities Demand Charge above multiplied by the reliability adjustment factor which is equal to the assumed reliability factor set forth in the interconnection agreement but not less than 0.1, and divided by 0.7. For generators 5 MW and larger the reliability factor shall be one (1) minus the annual generating unit operating hours divided by the hours in the year (8760 for non-leap years and 8784 for leap years) divided by 0.7. The standby demand charge is applied to the kW nameplate rating of the generating unit(s).

The calculation for the Standby Demand Charge is:
 $SDC = (OPDC - FDC) * RAF / 0.7$

- Where:
- SDC = Standby Demand Charge
- OPDC = On Peak Demand Charge per the applicable time of day rate schedule
- FDC = Facilities Demand Charge
- RAF = Reliability Adjustment Factor
- 0.7 = System Peak Coincident Factor

Supplemental Demand Charge: The on-peak demand charge per the applicable time of day rate schedule less the Facilities Demand Charge above. The supplemental demand charge is applied to the Metered Demand.

Excess Reactive Demand Charge: per applicable time of day rate schedule.

Energy Charge: per applicable time of day rate schedule.

Fuel Charge: as stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0). Charge per applicable time of day rate schedule.

Environmental Charge: as stated in the Environmental Charge (Sheet No. 5.1).

Primary Service Discount: A discount of 0.13 cent per kWh will be allowed for service taken at 4,160 volts or higher, when the customer provides all of the equipment required to take service at JEA's existing primary lines.
(Demand Discount is included in the rates charged above)

(Continued on Sheet 9.63)

Deleted: January 1, 2015

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Deleted: RAYMOND E. TULL, MANAGER
FINANCIAL PLANNING AND RATES

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

EXHIBIT V

JEA

Canceling ~~Seventh~~ Revised Sheet No. 9.63
Eighth Revised Sheet No. 9.63

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(Continued from Sheet 9.62)

Minimum Bill: The ~~Basic Monthly~~ charge per the applicable time of day rate schedule.

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Metered Demand: The maximum integrated 15-minute on peak and off peak metered kW demand measured during the month.

Contract Demand: The kW demand as stated in the interconnection agreement.

Determination of Excess Reactive Demand: As stated in the Excess Reactive Demand (KVAR) Policy (Sheet No. 5.1).

TERMS AND CONDITIONS:

- (a) Service is available under this rate schedule upon execution of an interconnection agreement accompanied by payment of deposit or bond as required by JEA and satisfaction of JEA Facility Interconnection Requirements.
- (b) Service herein shall be subject to the Rules and Regulations of JEA.
- (c) Customers receiving service under this rate schedule will be required to give JEA a written notice at least sixty (60) months prior to reclassification to any other standard JEA rate schedule unless it can be shown that such reclassification is in the best interests of the customer, JEA, and JEA's other ratepayers.

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

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FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

Twenty-~~Fourth~~ Revised Sheet No. 10.0
 Canceling Twenty-~~Third~~ Revised Sheet No. 10.0

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GSLD
 Revenue Codes IND40

RATE SCHEDULE GSLD

GENERAL SERVICE LARGE DEMAND

Available In all territory served by JEA where service can be rendered from the transmission facilities of JEA.

Applicable To any customer where the measured monthly billing demand is 1,000 kW or more four (4) or more months out of twelve consecutive monthly billing periods ending with the current billing period. Also, at the option of the customer, to any customer with demands of less than 1,000 kW, but more than 699 kW, who agrees to pay for service under this rate schedule for a minimum initial term of twelve months. Resale of energy purchased under this rate schedule is not permitted.

Character of Service JEA's standard voltage levels.

Rate Per Month The charge per month shall consist of the total of the ~~basic monthly~~ demand and energy charges follows:

Deleted: customer

~~Basic Monthly~~ Charge:

Deleted: Customer

\$335.00 per month

Demand Charge:

\$12.16 per kW for all kW of Billing Demand.

Excess Reactive Demand Charge:

As stated in the Excess Reactive Demand (KVAR) Policy (Sheet No. 5.1)

Energy Charge:

~~2.456~~ cent per kWh plus applicable Fuel and Environmental Charges

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Fuel Charge As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0).

Environmental Charge As stated in the Environmental Charge (Sheet No. 5.1)

(Continued to Sheet No. 10.1)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015.

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 FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

Twenty, ~~Second~~ Revised Sheet No. 10.10
Canceling ~~Twenty-First~~ Revised Sheet No. 10.10

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(Continued from Sheet No. 10.0)

Minimum Bill

\$335.00 ~~Basic Monthly~~ Charge plus the demand charge as computed above, plus any special service charges as defined in the agreement.

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Determination of Billing Demand

The Billing Demand for the month shall be the maximum integrated 15-minute metered kW demand in the month, as may be adjusted per sheet No. 5.1, but not less than any applicable contract minimum demand.

Determination of Reactive Demand

As stated in the Excess Reactive Demand (KVAR) Policy (Sheet No. 5.1)

Primary Service Discount

A discount of \$0.63 per kW of Billing Demand and 0.13 cent per kWh will be allowed for service taken at 4,160 volts or higher, but less than 69,000 volts, when the customer provides all of the equipment required to take service at JEA's existing primary lines.

Transmission Service Discount

A discount of \$1.93 per kW of Billing Demand and 0.25 cent per kWh will be allowed for service taken at 69,000 volts or higher, but less than 230,000 volts, when the customer provides all of the equipment required to take service at JEA's existing transmission lines. A discount of \$2.56 per kW of Billing Demand and 0.32 cent per kWh will be allowed for service taken at 230,000 volts or higher.

Terms and Conditions

- (a) Service will be made available under this rate schedule upon the execution of a service agreement or upon application for service accompanied by payment of deposit or bond as required by JEA.
- (b) Service hereunder shall be subject to the Rules and Regulations of JEA.

(Continued to Sheet No. 10.11)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015.

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Deleted: RAYMOND E. TULL, MANAGER
FINANCIAL PLANNING AND RATES

JEA

Twenty-~~Second~~ Revised Sheet No. 10.2
 Canceling ~~Twenty-First~~ Revised Sheet No. 10.2

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GSLDT
 Revenue Code IND43TOD

RATE SCHEDULE GSLDT

GENERAL SERVICE LARGE DEMAND TIME OF DAY
 (OPTIONAL)

Available

In all territory served by JEA where service can be rendered from the transmission facilities of JEA.

Applicable

To any customer where the measured monthly On-Peak billing demand is 1,000 kW or more four (4) or more months out of twelve consecutive monthly billing periods ending with the current billing period. Also, at the option of the customer, to any customer with demands of less than 1,000 kW, but more than 699 kW. Resale of energy purchased under this rate schedule is not permitted.

Character of Service

JEA's standard voltage levels.

Rate Per Month

The charge per month shall consist of the total of the basic monthly, demand, and energy charges as follows:

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Basic Monthly Charge:

Deleted: Customer

\$350.00 per month

Demand Charge:

\$12.31 per kW of On-Peak Demand
 \$ 7.13 per kW of Excess Off-Peak Demand

Excess Reactive Demand Charge:

As stated in the Excess Reactive Demand (KVAR) Policy (Sheet No. 5.1).

Energy Charge:

4.839 cent per kWh during On-Peak hours
1.534 cent per kWh during Off-Peak hours
 plus applicable Fuel and Environmental Charges

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(Continued to Sheet No. 10.3)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

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 FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

~~Twenty-First~~ Revised Sheet No. 10.3
Canceling ~~Twentieth~~ Revised Sheet No. 10.3

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(Continued from Sheet No. 10.2)

Definition of Billing Periods

On-Peak periods shall be defined as follows:

- 6 a.m.-10 a.m. - November through March; weekdays only
- 6 p.m.-10 p.m. - November through March; weekdays only
- 12 Noon - 9 p.m. - April through October; weekdays only

All other periods shall be defined as Off-Peak, including weekends, New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day.

Fuel Charge

As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0)

Environmental Charge

As stated in the Environmental Charge (Sheet No. 5.1)

Minimum Bill

\$350.00 Basic Monthly Charge plus the demand charges computed above, plus any special service charges as defined in the agreement.

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Determination of Billing Demand

The Billing Demand for the month shall be the maximum integrated 15- minute metered kW demand, but not less than any applicable contract demand.

Determination of On-Peak and Off-Peak Demand

The On-Peak Demand for the month shall be the maximum integrated 15-minute metered kW demand during the On-Peak period. The Off-Peak Demand for the month shall be the maximum integrated 15-minute metered kW demand during the Off-Peak period.

Determination of Excess Off-Peak Demand

The Excess Off-Peak Demand for the month shall be the amount by which the Off-Peak Demand, as may be adjusted per sheet No. 5.1, exceeds the On-Peak Demand.

(Continued to Sheet No. 10.4)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015.

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FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

Twenty-~~Second~~ Revised Sheet No. 11.0
Canceling ~~Twenty-First~~ Revised Sheet No. 11.0

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GSLDHLF
Revenue Codes IND40HLF

RATE SCHEDULE GSLD-HLF
GENERAL SERVICE LARGE DEMAND - HIGH LOAD FACTOR
(EXPERIMENTAL)

AVAILABLE:

In all territory served by JEA.

APPLICABLE:

To any customer that meets the following conditions:

- a) Measured monthly billing demand is 700 kW or greater and;
- b) Customer uses 475 kWh per kW of Ratcheted Demand or greater for six (6) or more billing periods out of the last twelve (12) consecutive billing periods.

Resale of energy purchased under this rate schedule is not permitted.

CHARACTER OF SERVICE:

JEA's standard voltage levels.

RATE PER MONTH:

The charge per month shall consist of the basic monthly, demand, energy, fuel, and environmental charges as follows:

Deleted: customer

Basic Monthly Charge: \$335.00 per month

Deleted: Customer

Demand Charge: \$12.16 per kW for all kW of Billing Demand

Excess Reactive Demand Charge: \$12.16 for all Excess Reactive Demand as defined below

Energy Charge:

- For the first 350 kWh per kW of Ratcheted Demand: 2.456 cent per kWh
- For the next 200 kWh per kW of Ratcheted Demand: 1.362 cent per kWh
- For all energy above 550 kWh per kW of Ratcheted Demand: 0.695 cent per kWh

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Fuel Charge: as stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0), where all energy up to 350 kWh per kW of Ratcheted Demand is priced at the GSLD levelized charge and all additional energy is priced at the GSLD off-peak charge.

Environmental Charge: as stated in the Environmental Charge (Sheet No. 5.1).

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FINANCIAL PLANNING AND RATES

(Continued on Sheet 11.1)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

EXHIBIT V

JEA

Canceling ~~Thirteenth~~ Revised Sheet No. 11.1
~~Fourteenth~~ Revised Sheet No. 11.1

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(Continued from Sheet 11.0)

Primary Service Discount: A discount of \$0.63 per kW of Billing Demand and 0.13 cent per kWh will be allowed for service taken at 4,160 volts or higher, but less than 69,000 volts, when the customer provides all of the equipment required to take service at JEA's existing primary lines.

Transmission Service Discount: A discount of \$1.93 per kW of Billing Demand and 0.25 cent per kWh will be allowed for service taken at 69,000 volts or higher, but less than 230,000 volts, when the customer provides all of the equipment required to take service at JEA's existing transmission lines. A discount of \$2.56 per kW of Billing Demand and 0.32 cent per kWh will be allowed for service taken at 230,000 volts or higher.

Minimum Bill: \$335.00 Basic Monthly Charge.

Deleted: Customer

Definition of Billing Demand: The maximum integrated 15-minute metered kW demand in the billing period.

Definition of Ratcheted Demand: The greater of the Billing Demand in the current month or the highest Billing Demand occurring in the previous eleven months.

Determination of Reactive Demand: As stated in the Excess Reactive Demand (KVAR) Policy (Sheet No. 5.1)

TERMS AND CONDITIONS:

- (a) Service will be made available under this rate schedule upon application for service accompanied by payment of deposit or bond as required by JEA.
- (b) Service hereunder shall be subject to the Rules and Regulations of JEA.
- (c) Should the Billing Demand fall below 700 KW, the customer may be reclassified to Rate Schedule GSD, at the option of JEA. Should customer use fall below 475 kWh per KW of Ratcheted Demand, the customer may be reclassified to Rate Schedule GSLD, at the option of JEA.

(Continued on Sheet 11.2)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

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FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

~~Seventeenth Revised Sheet No. 12.0~~
~~Canceling Sixteenth Revised Sheet No. 12.0~~

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INTERRUPTIBLE SERVICE EXTRA LARGE DEMAND
Revenue Codes ISXLD

RATE SCHEDULE ISXLD
INTERRUPTIBLE SERVICE EXTRA LARGE DEMAND (OPTIONAL)

AVAILABLE:

In all territory served by JEA where service can be rendered from JEA transmission voltage facilities having adequate capacity to serve the load.

APPLICABLE:

To any customer with measured monthly billing demand of 50,000 kW or greater eight (8) or more billing periods out of the last twelve (12) consecutive billing periods. All service hereunder will be rendered through a single metering installation and may be completely interrupted by JEA. Resale of energy purchased under this rate schedule is not permitted.

Customers taking service under this rate schedule are required to execute a service agreement.

CHARACTER OF SERVICE:

JEA's 69,000 voltage level or higher

LIMITATION OF SERVICE:

Interruptible service is electric service that can be interrupted either automatically or manually at the sole discretion of JEA. Interruptible service under this rate schedule is subject to interruption during any time period that electric power and energy delivered hereunder from JEA's available generating resources is required (a) to maintain service to JEA's firm power customers and firm power sales commitments, (b) to supply emergency Interchange service to another utility for its firm load obligations only, (c) in connection with maintenance outages on JEA's system, or (d) when the price of power available to JEA from any source exceeds 30 cents per kWh.

RATE PER MONTH:

The charge per month shall consist of the total of the basic monthly, demand, energy, peaking, fuel, and environmental charges as follows:

Deleted: customer

Basic Monthly Charge: \$770.00 per month

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Demand Charge: \$6.58 per kW for all kW of Billing Demand

(Continued on Sheet 12.1)

Deleted: August 1, 2014

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FINANCIAL PLANNING AND RATES

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015.

EXHIBIT V

JEA

Canceling ~~Sixteenth Revised Sheet No. 16.0~~
~~Fifteenth Revised Sheet No. 16.0~~

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RIDER MA
 MULTIPLE ACCOUNT LOAD FACTOR
 IMPROVEMENT RIDER

<u>Available</u>	In all territory served by JEA.
<u>Applicable</u>	To customers whose services are eligible for Rate Schedules GS, GSD, GSLD, and GSXLD, and whose combined kW demand meet the minimum requirements of Rate Schedule GSLD. This rider is not available to any pooling or other purchasing arrangement in which entities that would otherwise be individual customers totalize their electricity purchases through any other customer. Resale of energy purchased under this rider is not permitted.
<u>Character of Service</u>	JEA's standard voltage levels.
<u>Rate Per Month</u>	For customers electing to totalize their accounts, the charge per month shall be the energy, demand, and excess reactive demand charges as listed under JEA's GSLD, or GSXLD Rate Schedule plus a \$1,000 per month <u>basic monthly</u> charge and a monthly \$85.00 per account site fee.
<u>Definition of Combination</u>	The combination of meters shall mean the combining of the separate consumption and registered kW demand for the customer with two or more service locations throughout JEA's service territory.
<u>Determination of Billing Demand</u>	The Billing Demand for the month shall be the combined maximum integrated 15-minute metered kW demand in the month.
<u>Terms and Conditions</u>	<ul style="list-style-type: none"> (a) Service hereunder shall be subject to the Rules and Regulations of JEA. (b) JEA will install demand meters on accounts receiving service under JEA's General Service (GS) Rate Schedule who are totalized. (c) Time of Day billing is not available with Rider MA. (d) The customer may add a qualifying account at any time. However, if the customer deletes an account that is under the MA Rider, that account may not be restored to the MA Rider for a period of 12 months. (e) If the customer's aggregate load falls below 699 kW, the customer's participation in this Rider may be terminated. (f) Customer taking service under this rider will be subject to having their coincident peak demand adjusted if there is an indication of a power factor of less than 90% lagging based on metering. Any demand adjustments will be based on the Excess Reactive Demand (KVAR) Policy (Sheet No. 5.1)

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RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

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 FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

Canceling ~~Sixteenth~~ Revised Sheet No. 16.20
~~Fifteenth~~ Revised Sheet No. 16.20

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RIDER GSXLD
 GENERAL SERVICE EXTRA LARGE DEMAND

Available In all territory served by JEA.

Applicable To any customers who have executed a ten (10) year General Service Extra Large Demand Electric Service Agreement with JEA and whose existing account is no less than 25,000 kW demand or whose existing multiple accounts in aggregate are no less than 25,000 kW demand. Resale of energy purchased under this rider/rate schedule is not permitted.

Character of Service JEA's standard voltage levels.

Rate Per Month For customers executing an General Service Extra Large Demand Electric Service Agreement the charges per month listed below will apply to the customer's respective accounts unless the customer elects to totalize. Combined accounts under contract will be subject to the rates listed under the heading "Rates per Month for Combined Accounts".

Rates for Contracted Accounts under Rate Schedules GS, GSD and GSLD:

	<u>GSXLD-GS</u>	<u>GSXLD-GSD</u>	<u>GSXLD-GSLD</u>
<u>Basic Monthly Charge</u>	\$9.25	\$85.00	\$335.00
Demand Charge per kW	Not Applicable	\$6.98	\$10.06
Energy Charge per kWh	4.813 cent	2.356 cent	1.622 cent
Fuel Charge	See Sheet No. 5.0	See Sheet No. 5.0	See Sheet No.5.0
Energy Only Charge per kWh	Not Applicable	6.341 cent	Not Applicable
Excess kVar Charge per Excess kVar	Not Applicable	Not Applicable	Per Sheet 5.1
Environmental charge	See Sheet No. 5.1	See Sheet No. 5.1	See Sheet No.5.1

Deleted: Customer Charge per month

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(Continued to Sheet No. 16.21)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

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 FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

~~Thirteenth~~ Revised Sheet No. 16.21
 Canceling ~~Twelfth~~ Revised Sheet No. 16.21

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(Continued from Sheet No.16.20)

Rate per Month for Combined Accounts:

~~Basic Monthly~~ Charge: \$ 1,000.00 per month

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~~Deleted: .~~

Demand Charge: \$10.06 per kW

Energy Charge : ~~1.622~~ cent per kWh plus the applicable Fuel Charge

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Excess Reactive Demand Charge: As stated in the Excess Reactive Demand (KVAR) Policy (Sheet No. 5.1).

Site Fee: \$85.00 per site

~~Deleted: Street Lighting* and Traffic Signals~~ - Street lighting and traffic signal accounts shall receive a 20% discount from their electric bill. The discount will be applied to the total lighting electric bill before the application of any credits, penalties, service charges, or taxes if applicable.

Fuel Charge As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0).

Environmental Charge As stated in the Environmental Charge (Sheet No. 5.1)

Minimum Bill Will be the applicable ~~Basic Monthly~~ Charge as listed above, plus any special service charges as defined in the agreement.

~~Deleted: Customer~~

Multiple Account Option Customers with two (2) or more existing accounts with an Aggregate Load totaling 25,000 kW or more are eligible for service under this rate schedule. The accounts will be combined according to the terms and conditions of JEA's Multiple Account Load Factor Improvement Rider.

Definition of Aggregated Load The sum of the highest billing demands for each account for the past 12 months.

(Continued to Sheet No.16.22)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

~~Deleted: January 1, 2013~~
~~Deleted: FIN~~
~~Deleted: RAYMOND E. TULL, MANAGER* FINANCIAL PLANNING AND RATES~~

JEA

Canceling ~~Eleventh~~ Revised Sheet No. 16.40
~~Twelfth~~ Revised Sheet No. 16.40

Deleted: Eleventh

Deleted: Tenth

IS
 Revenue Codes
 INT513A,3B,5A,5B

RIDER IS
 INTERRUPTIBLE SERVICE

Available In all territory served by JEA .

Applicable To customers eligible for Rate Schedules SS or GSLD, whose accounts have an average load factor equal to or exceeding 35%, and who have executed an Interruptible Service Agreement with JEA. JEA reserves the right to limit the total load served under this rider. All service hereunder will be rendered through a single metering installation and may be completely interrupted by JEA. Resale of energy purchased under this rider is not permitted.

Character of Service JEA's standard voltage levels.

Limitation of Service Interruptible service under this rider is subject to interruption during any time period that electric power and energy delivered hereunder from JEA's available generating resources is required to (a) maintain service to JEA's firm power customers and firm power sales commitments, or (b) supply emergency Interchange service to another utility for its firm load obligations only, or (c) when the price of power available to JEA from other sources exceeds 30 cents per kWh.

Rate Per Month The charge per month shall consist of the total of the ~~basic monthly~~ demand and energy charge as follows:

Deleted: customer

~~Basic Monthly~~ Charge:

Deleted: Customer

\$ 770.00 per month

(Continued to Sheet No. 16.41)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective ~~October 1, 2015~~

Deleted: January 1, 2013

Deleted: FIN

Deleted: RAYMOND E. TULL, MANAGER*
 FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

~~Thirteenth~~ Revised Sheet No. 16.41
 Canceling ~~Twelfth~~ Revised Sheet No. 16.41

Deleted: Twelfth

Deleted: Eleventh

(Continued from Sheet No. 16.40)
 The customer may elect either of the following two price options:

Option A - Single Price with Peaking Price Rolled- In:

Demand Charge: \$6.58 per kW for all kW of Billing Demand.

Energy Charge: 2.222 cent per kWh plus applicable Fuel and Environmental Charges

Option B - Peak Price Separately Listed:

Demand Charge: \$6.58 per kW for all kW of Billing Demand.

Energy Charge: 1.603 cent per kWh plus applicable Fuel and Environmental Charges

Peaking Price: 18.917 cent per kWh plus applicable Fuel Charge

Every day customers will be notified electronically by 4:00 p.m. Eastern Time of the time periods the "peaking price" will be in effect for the following day. Customers are required to notify JEA by 5:00 p.m. Eastern Time on the day of scheduled communication if the prices are not received.

Excess Reactive Demand Charge: As stated in the Reactive Demand (KVAR) policy (Sheet 5.1).

Fuel Charge: As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0).

Environmental Charge: As stated in the Environmental Charge (Sheet No. 5.1)

Minimum Bill: \$770.00 Basic Monthly Charge, plus any special service charges as defined in the agreement.

Deleted: Customer

Determination of Billing Demand: The Billing Demand for the month shall be the maximum integrated 15-minute metered kW demand in the month, as may be adjusted per sheet No. 5.1.

Definition of Average Load Factor: Average load factor = $\frac{12\text{-month average consumption (kWh)}}{12\text{-month average demand (kW)} \times 730 \text{ (hrs/month)}}$

Definition of Interruptible Service: Interruptible Service is electric service that can be interrupted either automatically or manually at the discretion of JEA.

Definition of Peaking Price: JEA will activate the Peaking Price when JEA's marginal price meets or exceeds JEA's Combustion Turbine Price as listed in JEA's monthly Schedule A interchange report.

(Continued to Sheet No. 16.42)

Deleted: January 1, 2013

Deleted: FIN

Deleted: RAYMOND E. TULL, MANAGER
 FINANCIAL PLANNING AND RATES

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective October 1, 2015

JEA

~~Eleventh~~ Revised Sheet No. 16.50
 Canceling ~~Tenth~~ Revised Sheet No. 16.50

Deleted: Tenth

Deleted: Ninth

CS
 Revenue Codes
 CURT543A,3B,5A,5B

RIDER CS
 CURTAILABLE SERVICE

Available In all territory served by JEA.

Applicable To customers eligible for Rate Schedules SS or GSLD who have executed a Curtailable Service Agreement with JEA. The customer agrees during a period of requested curtailment to curtail a minimum load of 200 kW. All service hereunder will be rendered through a single metering installation. Resale of energy purchased under this rider is not permitted. JEA reserves the right to limit the total load served under this rider.

Character of Service JEA's standard voltage levels.

Limitation of Service Curtailable service under this rate schedule is subject to curtailment during any time period that electric power and energy delivered hereunder from JEA's available generating resources is required to (a) maintain service to JEA's firm power customers and firm power sales commitments, or (b) supply emergency interchange service to another utility for its firm load obligations only, and (c) when the price of power available to JEA from other sources exceeds 30 cents per kWh.

Rate Per Month The following charges are applicable to the curtailable portion of the customer's load only. The kW demand and kWh consumption not exceeding the Contracted Non-Curtailable demand shall be billed according to the terms and conditions of JEA's standard General Service Large Demand Rate Schedule.

~~Basic Monthly~~ Charge:

\$ 735.00 per month

Deleted: Customer

(Continued to Sheet No. 16.51)

~~RYAN WANNEMACHER, DIRECTOR
 FINANCIAL PLANNING, BUDGETS, AND RATES.~~

Effective ~~October 1, 2015~~

Deleted: January 1, 2013

Deleted: FIN

Deleted: RAYMOND E. TULL, MANAGER
 FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

~~Thirteenth~~ Revised Sheet No. 16.51
 Canceling ~~Twelfth~~ Revised Sheet No. 16.51

Deleted: Twelfth

Deleted: Eleventh

(Continued from Sheet No. 16.50)

The customer may elect either of the following two price options:

Option A - Single Price with Peaking Price Rolled-In:

Demand Charge: \$9.27 per kW for all kW of Billing Demand.

Energy Charge: 2.148 cent per kWh plus applicable Fuel and Environmental Charges

Option B - Peaking Price Separately Listed:

Demand Charge: \$9.27 per kW for all kW of Billing Demand.

Energy Charge: 1.556 cent per kWh plus applicable Fuel and Environmental Charges

Peaking Price: 18.101 cent per kWh plus applicable Fuel Charge

Every day customers will be notified electronically by 4:00 p.m. Eastern Time of the time periods the "peaking price" will be in effect for the following day. Customers are required to notify JEA by 5:00 p.m. Eastern Time on the day of scheduled communication if the prices are not received.

Excess Reactive Demand Charge:

As stated in the Excess Reactive Demand (KVAR) Policy (Sheet No. 5.1)

Fuel Charge

As stated in the Fuel and Purchased Power Cost Recovery Charge Policy (Sheet No. 5.0).

Environmental Charge

As stated in the Environmental Charge (Sheet No. 5.1)

Minimum Bill

\$735.00 ~~Basic Monthly~~ Charge, plus any special charges as defined in the agreement.

Deleted: Customer

Definition of Billing Demand

The Billing Demand for the month shall be the maximum integrated 15-minute metered kW demand in the month, as may be adjusted per sheet No. 5.1.

Definition of Curtailable Service

Curtailable Service is the electric service that can be reduced or interrupted upon request of JEA but solely at the discretion of the customer.

Definition of Contracted Non-Curtailable Demand

The Contracted Non-Curtailable Demand for the month shall be the maximum integrated 15-minute metered kW demand that the Customer shall have requested and JEA shall have agreed to supply.

(Continued to Sheet No. 16.52)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES.

Effective October 1, 2015.

Deleted: January 1, 2013

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Deleted: RAYMOND E. TULL, MANAGER
 FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

~~Seventeenth Revised Sheet No. 17.0~~
~~Canceling ~~Sixteenth Revised Sheet No. 17.0~~~~

Deleted: Sixteenth

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RIDER EDP
 ECONOMIC DEVELOPMENT PROGRAM RIDER

(Experimental)

Available

To new and existing customers receiving service in all territory served by JEA. Application for service under this Rider will not be accepted after September 30, ~~2018~~.

Deleted: 2015

Applicable

To new or existing Customers who have executed an Economic Development Program Electric Service Agreement with JEA on or after October 1, 2013 and whose new or modified account qualifies for electric service under Rate Schedule GSD, GSDT, GSLD, GSLDT, or GSLDHLF. New or incremental existing metered demand under this rider must be a minimum of 300 kW at a single site of delivery and the Customer must employ an additional work force of at least 15 full-time employees in JEA's service territory. This rider applies to new or incremental metered demand and additional employees on or after October 1, 2013. JEA reserves the right to accept or not accept any application for the Economic Development Program Rider.

Character of Service

JEA's standard voltage levels.

Rate Per Month

Customers executing an Economic Development Program Electric Service Agreement on or after October 1, 2013 shall receive a discount for new or incremental metered demand based on the percentages listed below. The discounts below will be applied to the electric charges including demand, energy, and environmental charges. The adjustment will not apply to other charges, including ~~basic monthly~~ charges, fuel charge, excess KVAR charge, penalties, service charges, Gross Receipts Tax or other applicable taxes including franchise fees. For existing Customers, the adjustment will only be applied to the charges above the base metered demand and energy as defined in "Definition of Baseline."

Deleted: customer

Year	Discount	Discount in Load Density Improvement Areas
Year 1*	30%	35%
Year 2	25%	30%
Year 3	20%	25%
Year 4	15%	20%
Year 5	10%	15%
Year 6	5%	10%
Year 7	0%	0%

*Year 1 can be extended as outlined in General Provisions (g) below

(Continued to Sheet No. 17.1)

RYAN WANNEMACHER, DIRECTOR
FINANCIAL PLANNING, BUDGETS, AND RATES

Effective ~~October 1, 2015~~

Deleted: April 1, 2015

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Deleted: RAYMOND E. TULL, MANAGER
 FINANCIAL PLANNING AND RATES

EXHIBIT V

JEA

Rates for Water, Sewer and Reclaimed Service

201 - Residential Rates

Basic Monthly Charge

Deleted: Service Availability Charge

<u>Meter Size</u>	<u>Water</u>	<u>Sewer</u>	<u>Irrigation</u>	<u>Reclaimed</u> ⁽¹⁾
5/8"	\$12.60	\$14.10	\$12.60	\$12.60
3/4"	\$18.90	\$21.15	\$18.90	\$18.90
1"	\$31.50	\$35.25	\$31.50	\$31.50
1 1/2"	\$63.00	\$70.50	\$63.00	\$63.00
2"	\$100.80	\$112.80	\$100.80	\$100.80
3"	\$201.60	\$225.60	\$201.60	\$201.60

(1) Non-bulk reclaimed customers will be charged an additional \$6.00 regardless of meter size to cover costs due to regulatory requirements.

Volume Charges per Thousand Gallons (kgal)

<u>Tier</u>	<u>Water</u>	<u>Sewer</u>	<u>Irrigation</u>	<u>Reclaimed</u>
1 – 6 kgal	\$0.93			
7 – 20 kgal	\$2.60			
>20 kgal	\$5.60			
1 – 6 kgal		\$4.94		
7 – 20 kgal		\$6.02		
1 – 14 kgal			\$2.60	\$2.60
>14 kgal			\$5.60	\$5.60

Environmental Charge per Thousand Gallons (kgal)

See Section 204 for environmental charge

Deleted: Raymond E. Tull, Manager

Deleted: Financial Planning and Rates

Deleted: February 1, 2015

Ryan Wannemacher, Director
Financial Planning, Budgets and Rates

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Effective October 1, 2015

JEA

202 - Commercial Rates

Basic Monthly Charge

Deleted: Service Availability Charge

<u>Meter Size</u>	<u>Water</u>	<u>Sewer</u>	<u>Irrigation</u> ⁽¹⁾	<u>Reclaimed</u> ⁽¹⁾⁽²⁾
5/8"	\$12.60	\$21.15	\$12.60	\$12.60
3/4"	\$18.90	\$31.73	\$18.90	\$18.90
1"	\$31.50	\$52.88	\$31.50	\$31.50
1 1/2"	\$63.00	\$105.75	\$63.00	\$63.00
2"	\$100.80	\$169.20	\$100.80	\$100.80
3"	\$201.60	\$338.40	\$201.60	\$201.60
4"	\$315.00	\$528.75	\$315.00	\$315.00
6"	\$630.00	\$1,057.50	\$630.00	\$630.00
8"	\$1,008.00	\$1,692.00	\$1,008.00	\$1,008.00
10"	\$1,974.55	\$2,432.25		
12"	\$3,691.55	\$4,547.25		
20"	\$7,726.50	\$9,517.50		

- (1) Includes Multi-Family Irrigation and Multi-Family Reclaimed Service
- (2) Non-bulk reclaimed customers will be charged an additional \$6.00 regardless of meter size to cover costs due to regulatory requirements.

Volume Charges per Thousand Gallons (kgal)

<u>Tier</u>	<u>Water</u>	<u>Sewer</u>	<u>Irrigation</u> ⁽¹⁾	<u>Reclaimed</u> ⁽¹⁾
≤ 8" All kgal	\$1.49			
≥ 10 " All kgal	\$1.24			
All kgal		\$6.02		
1 – 14 kgal			\$3.44	\$3.44
>14 kgal			\$3.96	\$3.96

Limited Service Sewer⁽²⁾

All kgal \$4.74

Bulk Reclaimed

All kgal \$0.14⁽³⁾
 All kgal \$0.28⁽⁴⁾

- (1) Includes Multi-Family Irrigation and Multi-Family Reclaimed Service
- (2) No new Limited Service Sewer accounts shall be allowed.
- (3) Bulk Reclaimed rate per kgal for bulk reclaimed irrigation customers that are relinquishing, suspending, or foregoing an application for a Consumptive Use Permit or ground water withdrawals from SJRWMD. Rates apply in accordance with JEA standard bulk reclaimed water service agreement until such time as JEA may no longer offer reclaimed water service under such agreement.
- (4) Bulk Reclaimed rate per kgal for all other bulk reclaimed irrigation customers. Rates apply in accordance with JEA standard bulk reclaimed water service agreement until such time as JEA may no longer offer reclaimed water service under such agreement.

Environmental Charges per Thousand Gallons (kgal)

See Section 204 for environmental charge

Deleted: Raymond E. Tull, Manager
 Deleted: Financial Planning and Rates
 Deleted: February 1, 2015

Ryan Wannemacher, Director
Financial Planning, Budgets and Rates

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JEA

203 – Multi-Family Rates

Basic Monthly Charge

Deleted: Service Availability Charge

<u>Meter Size</u>	<u>Water</u>	<u>Sewer</u>
5/8"	\$18.41	\$24.68
3/4"	\$27.62	\$37.01
1"	\$46.03	\$61.69
1 1/2"	\$92.05	\$123.38
2"	\$147.28	\$197.40
3"	\$294.56	\$394.80
4"	\$460.25	\$616.88
6"	\$920.50	\$1,233.75
8"	\$1,472.80	\$1,974.00
10"	\$2,117.15	\$2,837.63
12"	\$3,958.15	\$5,305.13
20"	\$8,284.50	\$11,103.75

Note: For Multi-Family Irrigation and Multi-Family Reclaimed basic monthly charge, Section 202 Commercial Irrigation and Reclaimed rates will apply

Deleted: service availability charges

Volume Charges per Thousand Gallons (kgal)

<u>Tier</u>	<u>Water</u>	<u>Sewer</u>
All kgal	\$1.00	
All kgal		\$6.02

Note: For Multi-Family Irrigation and Multi-Family Reclaimed volume charges, Section 202 Commercial Irrigation and Reclaimed rates will apply

Environmental Charges per Thousand Gallons (kgal)

See Section 204 for environmental charge

Deleted: Raymond E. Tull, Manager

Deleted: Financial Planning and Rates

Deleted: January 1, 2013

Ryan Wannemacher, Director
Financial Planning, Budgets and Rates

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John Hazen

Senior Director

J.D. Power

John Hazen is a Senior Director in the Energy Practice at J.D. Power. He is responsible for working with utilities across the United States to help them understand the importance of customer satisfaction and how to improve their customers' experience.

Mr. Hazen joined J.D. Power in 2008 as director, Voice of the Customer. Prior to that, he was the director of Guest Services at the Disney Internet Group. Previously, he led award-winning call center sites for Saturn, DirecTV and OnStar. He also has international experience in managing offshore teams.

Mr. Hazen earned a bachelor's degree in marketing from Western Michigan University.

IV. A.

J.D. POWER RESIDENTIAL END OF YEAR 2015 FINAL RESULTS

The J.D. Power End of Year 2015 Final Results have not been released. A hard copy of the presentation with results will be placed on the dais. A presentation will be provided by John Hazen, Senior Director of J.D. Power

Marla Murnahan
Manager of Benefits
Human Resource - Employee Services

Length of Time at JEA: 1 year, Date of Hire: 3/2/2014

Reporting To: Pat Maillis, Director of Employee Services and Angie Hiers, Chief Human Resource Officer

Present Position and Responsibilities:

Responsible for the comprehensive suite of employee benefits at JEA. This includes the research, design, implementation and management of all employee benefits components. Provides executive management with market research and benefits strategy options that will assist JEA in hiring and maintaining a qualified workforce. Also includes championing wellness programs directed at improving employee health and reducing shared medical expenses.

Past Experience:

21 years at University of Florida Jacksonville Healthcare, Inc. @ Shands
Manager of Benefits and Compensation

Responsible for the administration of all employee benefit and compensation programs. Ensure timely completion of various compliance-related tasks.

Education & Expertise:

- Professional in Human Resources designation from SHRM;
- Certified Compensation Professional designation from World at Work;
- Bachelor of Science degree in Business from Nova Southeastern.

Personal:

- Married to the Love of my Life for 32 years
- We have two grown beautiful daughters
- We have two wonderful adorable grandsons (ages 2 and 3)
- Active member of Gardenview Baptist Church
- Love to cruise
- Recent breast cancer survivor

JEA
BOARD MINUTES
June 16, 2015

The JEA Board held a Pre-Board Meeting at 12:06 PM on Tuesday, May 19, 2015, in the Conference Room on the 8th Floor, 21 W. Church Street, Jacksonville, Florida. Present were Helen Albee, Peter Bower, Lisa Weatherby, Wyman Winbush, Husein Cumber, John Hirabayashi, Robert Heekin, Paul McElroy, Bill Bishop, JEA City Council Liaison, Jody Brooks, Office of General Counsel, Leah Donelan, Nonprofit Center of Northeast Florida and Nate Monroe, Florida Times-Union. Staff attendees included Bud Para and Geri Boyce.

The Pre-Board discussion consisted of the following topics:

1. Board Retreat Follow-up – Ms. Donelan’s presentation covered the Board Policy Manual and Carver Governance Model.
2. APPA National Conference Review – Minneapolis, MN, June 5 -10, 2015 – Mr. Bower reviewed a list of his key learnings from the conference. Due to time constraints, the Board agreed to continue the discussion in the regular Board meeting during “New Business.”
3. Today’s Meeting – Mr. McElroy provided the Board Members with a schedule of today’s meetings and presentations.

With no action taken and no further business claiming the attention of the Board, the Pre-Board Meeting was adjourned at 12:57 PM and the Board moved to the 8th Floor Board Meeting Room for the regularly scheduled meeting.

The JEA Board met in regular session on Tuesday, June 16, 2015, in the 8th Floor Board Meeting Room, 21 W. Church Street, Jacksonville, Florida. Present were Helen Albee, Peter Bower, Lisa Weatherby, Wyman Winbush, Husein Cumber, John Hirabayashi, and Robert Heekin.

Agenda Item I – Welcome

- A. The meeting was **called to order** at 1:01 PM by Chair Albee.
- B. A **Moment of Reflection** was observed by all.
- C. The **Pledge of Allegiance** was led by Ms. Weatherby.
- D. **Adoption of Agenda** – The amended agenda was approved on **motion** by Mr. Cumber and second by Mr. Winbush.
- E. The **Safety Briefing** was given by Timothy Carter, Power Plant Operator.

Agenda Item II – Presentations and Comments

- A. **Comments from the Public** – None
- B. **Council Liaison’s Comments** – Chair Albee noted that this is the last official Board Meeting for Council Member Bill Bishop. She thanked him for his service to the Board, JEA, City Council and the community. Council Member Bishop thanked the Board, noting that it has been an honor and a privilege to serve as Council Liaison.

Agenda Item III – For Board Consideration

A. Consent Agenda – used for items that require no explanation, discussion or presentation and are approved by one motion and vote. Upon **motion** by Ms. Weatherby and second by Mr. Winbush, items 1 through 3 on the Consent Agenda were unanimously approved and items 4 through 9 were received for information.

1. Approval of Board Meeting Minutes May 19, 2015 – approved.
2. Approval of Board Planning Retreat Minutes May 4, 2015 – approved.
3. Appointment of Helen Kehrt to Civil Service Board – approved.
4. Draft Workforce Committee Minutes June 3, 2015 – received for information.
5. Article: “Net Metering: The Dark Cloud in a Sunny Sky” – received for information.
6. Monthly JEA Operations Report – received for information.
7. Monthly JEA Financial Review & Statements – received for information.
8. FY15 Communications & Community Engagement Update – received for information.
9. JEA Community Engagement Calendar – received for information.

B. Strategic Discussions/Action

1. Follow-up Memo from Bond Counsel Regarding Disclosure Policy – Jody Brooks, Office of General Counsel, provided clarification regarding whether additional language is needed in the Disclosure Policies and Procedures addressing potential Board Member Conflicts of Interest. Ms. Brooks advised the Board that the Board Policy Manual adequately addresses Board Member conflicts; therefore the recommendation from Bond Counsel is to not include additional language in the Board-approved JEA Disclosure Policies and Procedures. Ms. Brook’s clarification was received for information.
2. Recommendation to Call a Public Hearing to Modify the Electric Tariff Documentation and the Water and Sewer Rate Document – Melissa Dykes, Chief Financial Officer, presented a proposal to eliminate the General Service Extra Large Demand (GSXLD) streetlight discount, which affords the opportunity to decrease rates for the General Service Large Demand (GSLD) commercial customer class. Ms. Dykes advised the Board that eliminating the GSLD discount improves JEA’s competitive position for commercial rates and supports economic development. Administrative changes would include extending the Economic Development Program through September 2018 and re-naming the electric customer charge and water service availability charge to “Basic Monthly Charge”. Also included in the proposal is a modification of streetlight rates to reflect current energy standards and inclusion of an additional streetlight offering for LED lighting. Finally, Ms. Dykes advised the Board that Staff plans to recommend a Fuel Charge Reduction at the next Board Meeting. Ms. Dykes asked the Board to take action and call a Public Hearing during the July 21, 2015 Board Meeting. On **motion** by Mr. Heekin and second by Ms. Weatherby, the Board followed staff recommendation and unanimously approved calling a Public Hearing to occur during the July 21, 2015 Board meeting.

3. Strategy Implementation Update – Vickie Cavey, Director Strategy Development & Execution, presented the Strategy Implementation update to the Board. JEA launched its initial Strategic Plan in October 2013 and re-launched in October 2014. The plan is a focused strategy and engages all areas of JEA. Through this implementation, JEA has made significant progress on our Strategic Areas of Focus: Earn Customer Loyalty, Deliver Business Excellence and Develop an Unbeatable Team. Among the many benefits derived from the plan have been increased customer satisfaction, decreased or leveled costs and increased revenue. The presentation was received for information.
4. Proposed FY2016 Operating and Capital Budgets – Melissa Dykes, Chief Financial Officer, delivered a presentation outlining JEA’s proposed FY2016 Operating and Capital Budgets. JEA must submit its proposed budget to City Council by July 1 each year. The budget is the plan and basis for appropriating revenues and expenses, as well as capital expenditures and debt financing. The budget affects customers and the City of Jacksonville and is integral to JEA’s strategic planning, financial performance, and resulting metrics. Staff recommends the Board approve the proposed FY2016 Operating and Capital Budgets with regulatory accounting, authorize staff to transmit it to the City Council, approve JEA’s share of SJRPP and Plant Scherer Operating and Capital Budgets, and authorize the Managing Director/CEO to make minor modifications within the total approved amounts, if necessary. On **motion** by Mr. Winbush and second by Mr. Cumber, the Board unanimously approved the FY2016 Operating and Capital Budgets.
5. Bi-Monthly Financial Presentation – Melissa Dykes, Chief Financial Officer – Ms. Dykes reviewed key financial metrics, sales for both Electric and Water and Sewer Systems, debt to asset ratios, debt risk analysis and utility rates in Florida as of May 31, 2015. The presentation was received for information.

C. Other New Business

1. Recognition of P.G. “Bud” Para – Mr. Para was recognized by Chair Albee. Mr. Para will be retiring June 26th, after 34 years of service to JEA. Mrs. Albee stated Bud has been a tremendous asset to JEA working with both stakeholders and regulators. Chair Albee read and presented Bud with a resolution recognizing his service to JEA.
2. American Public Power Association Conference (APPA) Highlights – Mr. Bower shared some of his key learnings from the sessions he attended during the recent conference. Included in his highlights was the realization that low income does not necessarily equate to low usage. Mr. Bower also noted that cost of service studies should be done frequently, with rates unbundled whenever possible, and that a utilities rate structure should make revenues more stable. Mr. Bower reported that JEA’s base rate appears to be significantly lower than average, based on responses of those attending the conference. He encouraged staff to consider the impacts of raising the current base charge, with small incremental increases over time. Mr. Bower noted that distributed power should be accepted, and encouraged staff to conduct periodic value of solar studies.

D. Old Business – none

Agenda Item IV – Reports

- A. Workforce Readiness Committee Report** – Committee Chair, Wyman Winbush reviewed the Workforce Readiness Committee meeting held on June 3, 2015, bringing items to the Board for action and information.
1. Approval of January 13, 2015 Committee Minutes – Chair Winbush reported that the minutes were discussed in the Committee; however, no action was taken due to lack of quorum. Chair Winbush called for a motion to approve the minutes of the January 13, 2015 Workforce Readiness Committee. On **motion** by Mr. Heekin and second by Ms. Weatherby, the minutes were unanimously approved.
 2. Review and approval of the revised Workforce Readiness Committee Charter – Chair Winbush reported that revisions were made to the Committee Charter to be better aligned with other JEA Committee Charters. The item was discussed in the Committee; however, no action was taken due to lack of quorum. Chair Winbush called for a motion to approve the revised Workforce Readiness Committee Charter. On **motion** by Ms. Weatherby and second by Chair Albee, the revised Workforce Readiness Committee Charter was unanimously approved.
- B. American Association of Blacks in Energy (AABE)** – Mr. Winbush provided a report on his attendance at the national conference held May 5-8, 2015, which included over 400 attendees, five of which were JEA representatives. Mr. Winbush stated that he was a panelist in a session that included Board members, and noted that he was the only panelist sitting on a not-for-profit Board. During the conference Mr. Winbush was elected to the National Board of AABE.
- C. Managing Director/CEO’s Report** – Mr. McElroy stated he is currently participating, with senior members of JEA, in meetings with the Mayor’s Transition Task Force. Council Member orientation will be Thursday June 18, 2015 for a 3-hour broad overview of JEA. A meeting will be held next Tuesday June 23, 2015 to provide contribution/transfer policies and also to address any concerns. Presentation of the JEA FY2016 Budget to the Council Finance Committee will be scheduled for mid-August 2015. The budget is scheduled for full Council review in September 2015. Mr. McElroy invited Board members to attend the August Council Finance Committee meeting in support of JEA.
- D. Chair’s Report** – Chair Albee reminded all in attendance to make preparations for the increasing hot temperatures, encouraging neighbors to have energy audits conducted and to apply for budget plans where necessary. She also encouraged everyone to be cognizant of the needs of neighbors and family members.
- A. Announcements** – none
- B. Adjournment**

With no further business claiming the attention of the Board, Chair Albee adjourned the meeting at 2:30 PM.

APPROVED BY:

SECRETARY

DATE: _____

Board Meeting recorded by:

Gina Kyle
Executive Assistant



JEA
Building Community
AGENDA ITEM SUMMARY

July 6, 2015

SUBJECT:	REAL ESTATE ACQUISITION STATUS REPORT
-----------------	--

Purpose:	<input checked="" type="checkbox"/> Information Only	<input type="checkbox"/> Action Required	<input type="checkbox"/> Advice/Direction
-----------------	--	--	---

Issue: Provide the JEA Board with an update of Real Estate activities where use of Condemnation Authority has previously been granted. Since there is no new condemnation activity at this time, this report is placed within the consent agenda.

Significance: Timely acquisition of property rights provides for continued service reliability.

Effect: Property owners whose real property is impacted by specific JEA work.

Cost or Benefit: The cost to acquire property rights is a one-time fee supported by certified appraisals with appropriate legal and other fees and expenses.

Recommended Board action: No action required. The Real Estate Acquisition Status Report is for informational purposes only.

For additional information, contact: Hamid Zahir, 665-6068

Submitted by: PEM/MHD/HAZ/DLB



MISSION
Energizing our community through high-value energy and water solutions.

VISION
JEA is a premier service provider, valued asset and vital partner in advancing our community.

VALUES
• Safety
• Service
• Growth
• Accountability
• Integrity

Commitments to Action

- 1 Earn Customer Loyalty
- 2 Deliver Business Excellence
- 3 Develop an Unbeatable Team



INTER-OFFICE MEMORANDUM

July 6, 2015

SUBJECT: REAL ESTATE ACQUISITION STATUS REPORT

FROM: Paul E. McElroy, Managing Director/CEO

TO: JEA Board of Directors

BACKGROUND:

The JEA Board of Directors periodically grants the use of Condemnation Authority for specific work which is critical to JEA's operations. This authority provides for property rights to be acquired in a timely manner which ensures continued service reliability. Every effort is made to negotiate a settlement before proceeding with this action.

DISCUSSION:

The Real Estate Acquisition Status Report is submitted to the Board quarterly, and is intended to provide the Board with an overview of activities for which Condemnation Authority has been granted.

RECOMMENDATION:

No action is required. The Real Estate Acquisition Status Report is for informational purposes only.

Paul E. McElroy, Managing Director/CEO

PEM/MHD/HAZ/DLB



Real Estate Services Quarterly Report

Board of Directors Meeting July 21, 2015



Real Estate Services Quarterly Report

Earn Customer Loyalty

Deliver Business Excellence

Develop an Unbeatable Team

1. Real Estate Services is responsible for handling Acquisition, Management, and Disposition of interest in real property for system expansion or for other uses in an expeditious, economical manner while minimizing JEA's risk.
2. Real Estate Services follows an established, Board mandated, procurement directive governing real property.
3. No outstanding condemnation items for the last quarter.

Customer Escalation Summary

Reporting Period: April through June 2015

During the third quarter of 2015, 23 customers routed issues through JEA Executive Offices, the JEA Board or through City Administrative Offices. This is more than last quarter's 9 customers. In 2014, quarterly escalations ranged from 14 – 27 per quarter.

As of this report, there is only one outstanding issue as we continue to try and make contact with the customer. Another customer did choose to go to an impartial hearing because he did not agree with JEA's findings concerning a water billing issue. The decision by the Office of General Counsel ruled in favor of JEA that the customer was responsible for water use at the property. All other escalations were resolved through the normal escalation process.

TRENDS

Key themes in this quarter's escalations included water leaks and/or high water bills, deposit increases, fraud related issues, claims for property damage, reliability issues and other varied financial or billing transactions such as returned payments and billing details. In some cases issues escalated dated back to events more than one year ago. More than the technical or process issues at hand in these escalations, a key trend in most of this quarter's escalations were missed opportunities in First Contact Resolution and reviewing a particular customer's history and unique circumstances to find the appropriate resolution.

The following process improvements have been implemented or are in the process of implementation to address identified opportunities from past and recent escalations:

- Continued one-on-one coaching of employees as the root cause of each escalation was discovered
- Closer collaboration and meetings between various departments where process handoffs occur
- Improved communication around the methodology and account documentation of billing adjustments
- Improvements to processes and training material related to:
 - Electric trouble shooting and reporting,
 - Outage or service reliability calls,
 - Starting service at a premise with past fraud
 - Water adjustments
 - My Budget & JEA My Way
 - Returned payment process
- Additional focus and training on reviewing complete account history to identify an appropriate solution.



JEA Monthly Financial Summary

as of June 30, 2015

Board of Directors
July 21, 2015



Key Financial Metrics

Electric System	Year-to-Date		FY2015 Full Year		Result
	FY2015	FY2014	Forecast	Target	
Debt Service Coverage	2.6x	2.5x	2.6x	≥ 2.2x	✓
Days Liquidity	259	237	277	150 to 250 days ¹	✓
<i>Days Cash on Hand</i>	144	129	160		✓
Debt to Asset %	71%	74%	72%	72% ²	✓

Water and Sewer System	Year-to-Date		FY2015 Full Year		Result
	FY2015	FY2014	Forecast	Target	
Debt Service Coverage	3.0x	2.4x	2.8x	≥ 1.8x	✓
Days Liquidity	239	203	235	≥ 100 days	✓
<i>Days Cash on Hand</i>	125	95	119		✓
Debt to Asset %	54%	58%	54%	55% ³	✓

¹ Moody's Aa benchmark: 150 to 250 days

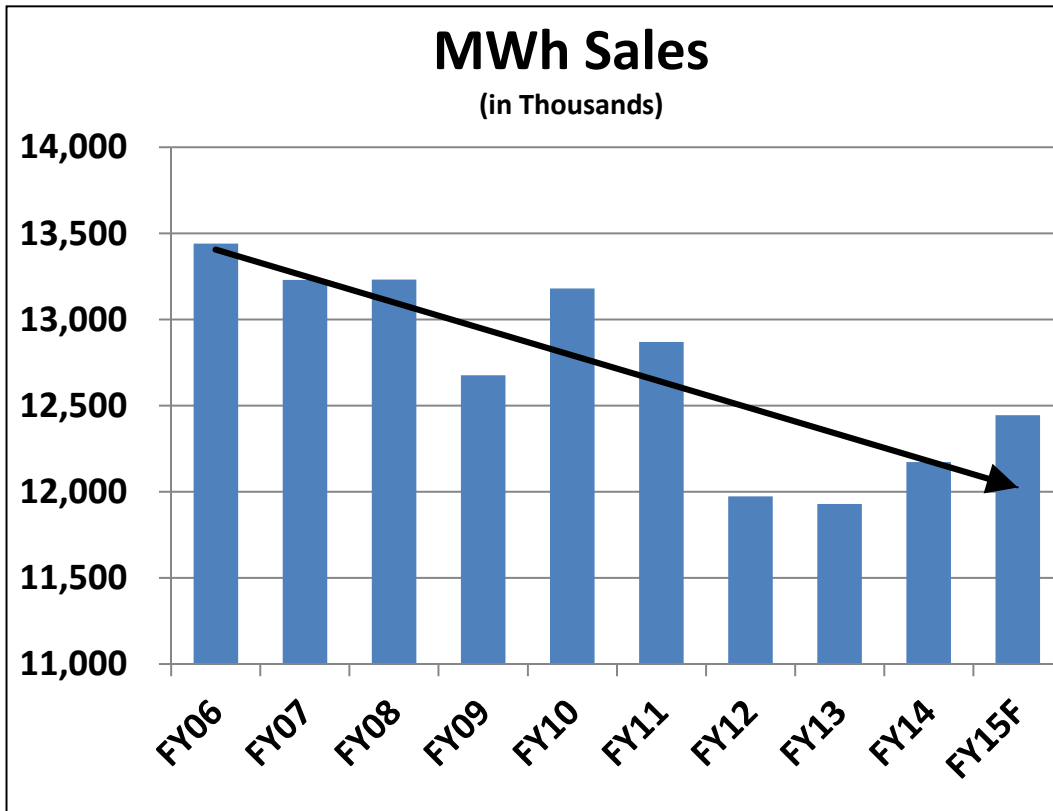
² Long-term target is 60%

³ Long-term target is 50%: calculated peer group from Moody's large Aa rated public water-sewer utilities



JEA Electric System

MWh Sales



Month	FY14	FY15	% Change
Oct	959,319	971,595	1.3%
Nov	835,344	895,617	7.2%
Dec	914,615	943,753	3.2%
Jan	1,104,547	1,035,621	(6.2%)
Feb	843,507	934,102	10.7%
Mar	933,671	898,524	(3.8%)
Apr	900,972	954,803	6.0%
May	1,028,801	1,062,459	3.3%
Jun	1,124,764	1,187,741	5.6%
Year-to-Date	8,645,540	8,884,215	2.8%
Jul	1,207,001		
Aug	1,255,262		
Sep	1,064,186		
Total/Forecast	12,171,989	12,444,377	2.2%

Unit Sales Driver: YTD degree days were 5% higher than last year.

YTD Degree Days		
30-yr. Avg.	FY14	FY15
2,561	2,548	2,685

Total System	2.8%
Residential	4.2%
Comm./Industrial	1.4%
Interruptible	4.8%
Wholesale (FPU)	(0.7%)



JEA Electric System

Financial Results and Cost Metrics

(\$ in thousands)

Revenues	FY15 Forecast	FY14 Actual	FY15 Budget	FY15F vs FY14 (\$)	Variance (%)
Fuel Revenue	\$ 486,399 ¹	\$ 498,930 ²	\$ 516,398	\$ (12,531)	-2.5%
Base Revenue	742,990	725,203	711,462	17,787	2.5%
Other Revenue	38,288	39,571	42,626	(1,283)	-3.2%
Total Revenues	\$ 1,267,677	\$ 1,263,704	\$ 1,270,486	\$ 3,973	0.3%
<div style="border: 1px solid black; padding: 2px; display: inline-block;">\$(3M)</div>					
Select Expenses					
Fuel Expense	\$ 442,041	\$ 501,763	\$ 503,519	\$ 59,722	11.9%
Fuel Fund Transfers	44,358	(2,833)	12,879	(47,191)	
O & M Expense	196,196	168,688	207,337	(27,508)	-16.3%
Non-fuel Purchased Power	100,991	194,030	123,663	93,039	48.0%
Net Revenues	\$ 471,515	\$ 389,604	\$ 414,571	\$ 81,911	21.0%
<div style="border: 1px solid black; padding: 2px; display: inline-block;">\$57M</div>					
Capital Expenditures	\$ 128,196	\$ 86,155	\$ 129,000 ³	\$ (42,041)	-48.8%
Debt Service	\$ 180,545	\$ 161,509	\$ 196,591	\$ (19,036)	-11.8%

Electric Costs / MWh	Non-Fuel
Target	\$ 54.73
Forecast	49.73
Difference	<u>\$ 5.00</u>

Fuel Fund (\$ in millions)	
Beginning Balance	\$ 105
Surplus/(Deficit)	95
Fuel Credit	(50)
Ending Balance	\$ 150

¹ Net of \$50 million fuel credit in April bill

² Net of \$26 million fuel credit in FY14

³ Council approved limit for capital expenditures in FY15 is \$150 million



JEA Electric System

Financial Results and Cost Metrics

Operations Page

(\$ in thousands)

Revenues	FY15 Forecast	FY14 Actual	FY15 Budget	FY15F vs FY14 (\$)	Variance (%)
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Debt Service	\$ 180,545	\$ 161,509	\$ 196,591	\$ (19,036)	-11.8%

Financial Metrics	FY15 Forecast
Coverage:	2.6x
Days Cash/Liquidity:	160 / 277
Debt/Asset:	72% (2% lower)
Total Debt:	\$3.2B (\$215M lower)

Electric Costs / MWh	Non-Fuel
Target	\$ 54.73
Forecast	49.73
Difference	\$ 5.00

Fuel Fund	(\$ in millions)
Beginning Balance	\$ 105
Surplus/(Deficit)	95
Fuel Credit	(50)
Ending Balance	\$ 150

¹ Net of \$50 million fuel credit in April bill

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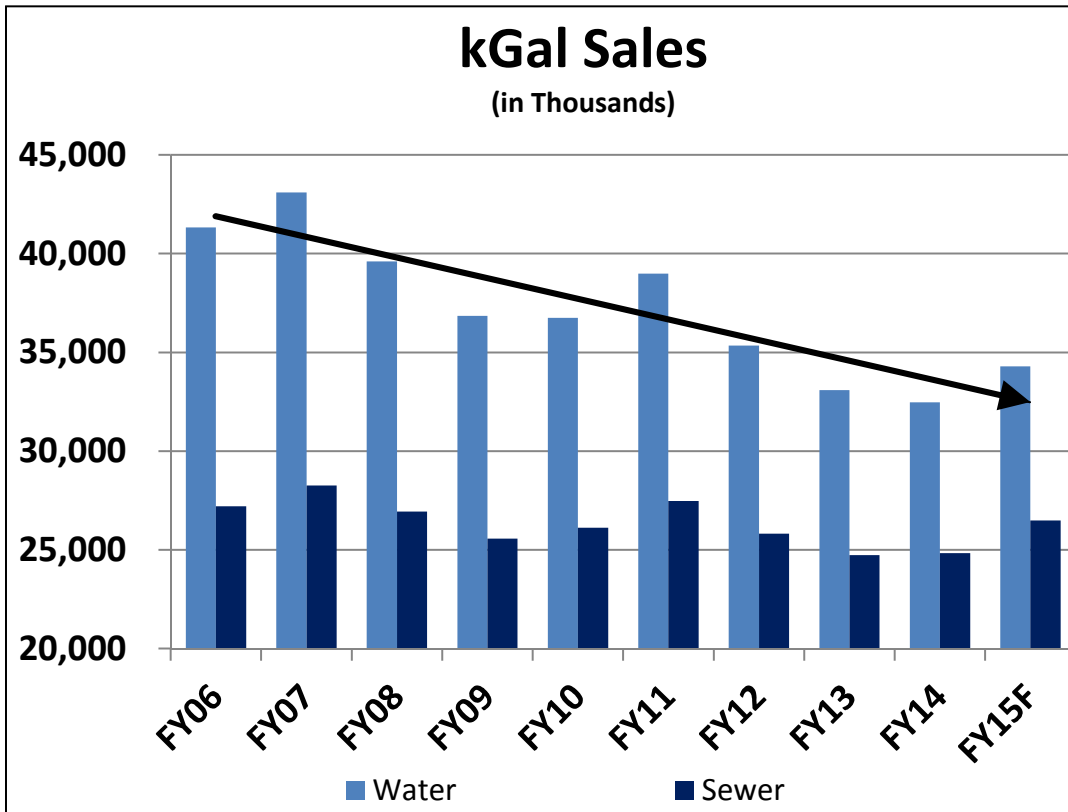
³ Council approved limit for capital expenditures in FY15 is \$150 million



JEA Water and Sewer System

kGal Sales

(in Thousands)



Month	FY14	FY15	% Change
Oct	2,794	3,052	9.2%
Nov	2,381	2,597	9.1%
Dec	2,662	2,708	1.7%
Jan	2,475	2,502	1.1%
Feb	2,130	2,238	5.1%
Mar	2,387	2,732	14.4%
Apr	2,691	2,765	2.7%
May	3,088	3,509	13.7%
Jun	2,897	3,382	16.8%
Year-to-Date	23,505	25,485	8.4%
Jul	2,992		
Aug	3,221		
Sep	2,750		
Total/Forecast	32,468	34,299	5.6%

Unit Sales Driver: Rainfall is down 8 inches; rain days are down 15 from prior year.

YTD Rain			
	30-Yr. Avg.	FY14	FY15
Inches	31	36	28
Days	73	81	66

Total System	8.4%
Residential	7.3%
Comm./Industrial	4.9%
Irrigation	22.0%



JEA Water and Sewer System

Financial Results and Cost Metrics

(\$ in thousands)

Revenues	FY15 Forecast	FY14 Actual	FY15 Budget	FY15F vs FY14 (\$)	Variance (%)
Water & Sewer Revenues	\$ 391,085	\$ 375,372	\$ 390,392	\$ 15,713	4.2%
Other Revenue	32,285	32,518	28,868	(233)	-0.7%
Total Revenues	\$ 423,370	\$ 407,890	\$ 419,260	\$ 15,480	3.8%
		\$4M			
Select Expenses					
O & M Expense	\$ 126,306	\$ 119,466	\$ 136,523	\$ (6,840)	-5.7%
Net Revenues	\$ 293,584	\$ 281,727	\$ 279,426	\$ 11,857	4.2%
		\$14M			
Capital Expenditures	\$ 106,447	\$ 76,852	\$ 130,900	\$ (29,595)	-38.5%
Debt Service	\$ 103,266	\$ 114,372	\$ 124,443	\$ 11,106	9.7%

Cost / KGal	Water	Sewer
Target	\$ 4.47	\$ 7.96
Forecast	4.09	7.39
Difference	\$ 0.38	\$ 0.57



JEA Water and Sewer System

Financial Results and Cost Metrics

Operations Page

(\$ in thousands)

Revenues	FY15 Forecast	FY14 Actual	FY15 Budget	FY15F vs FY14 (\$)	Variance (%)
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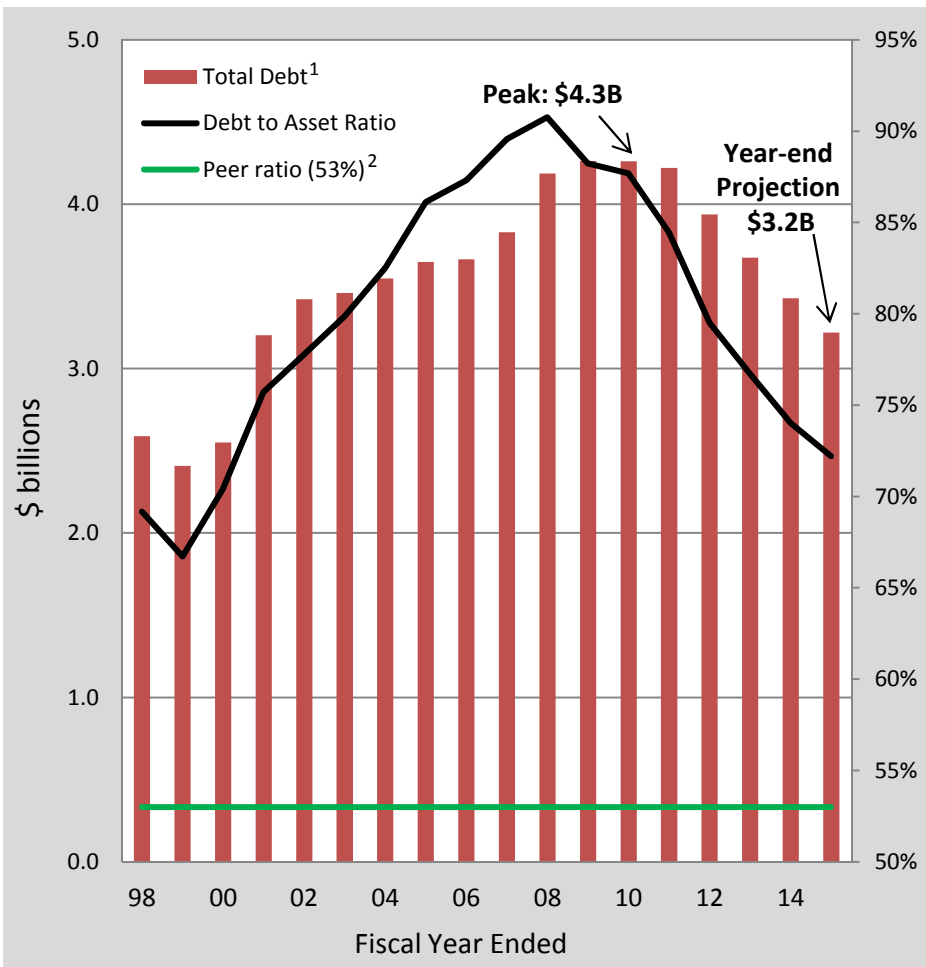
Metrics	FY15 Forecast
Coverage:	2.8x
Days Cash/Liquidity:	119 / 235
Debt/Asset:	54% (2% lower)
Total Debt:	\$1.8B (\$44M lower)

Cost / KGal	Water	Sewer
Target	\$ 4.47	\$ 7.96
Forecast	4.09	7.39
Difference	\$ 0.38	\$ 0.57

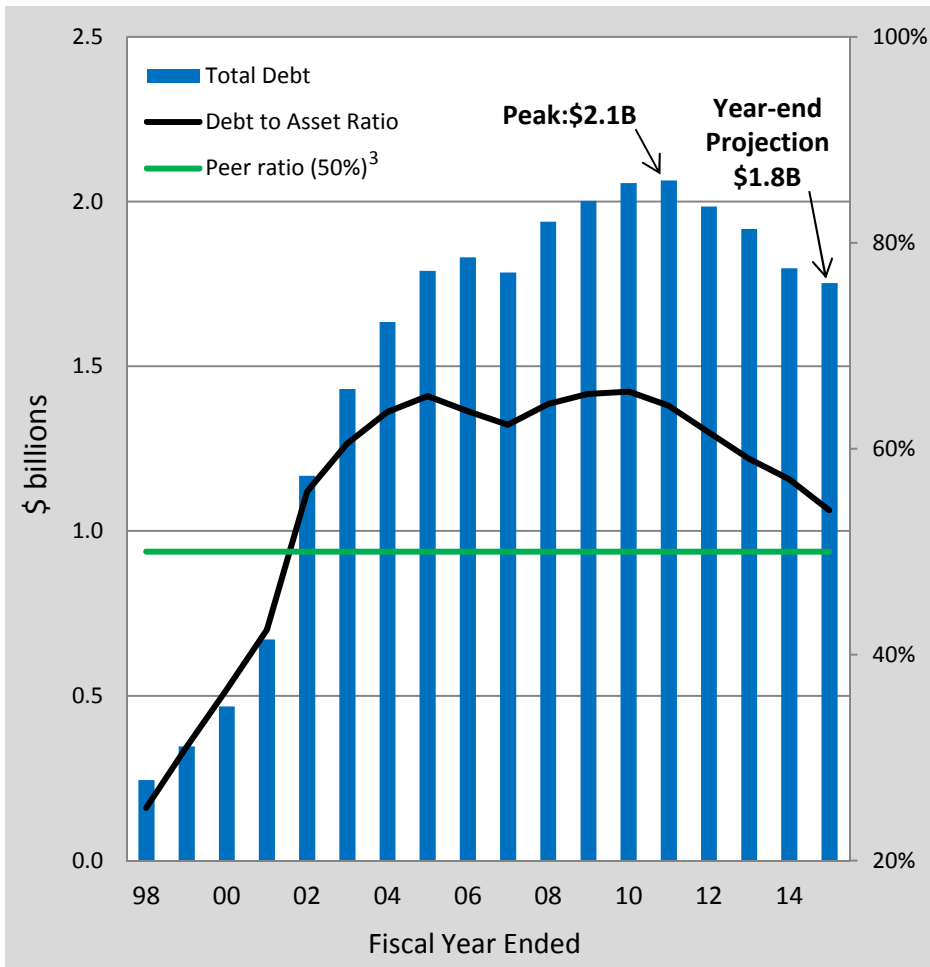


JEA Debt and Debt to Asset Ratios

Electric System



Water and Sewer System



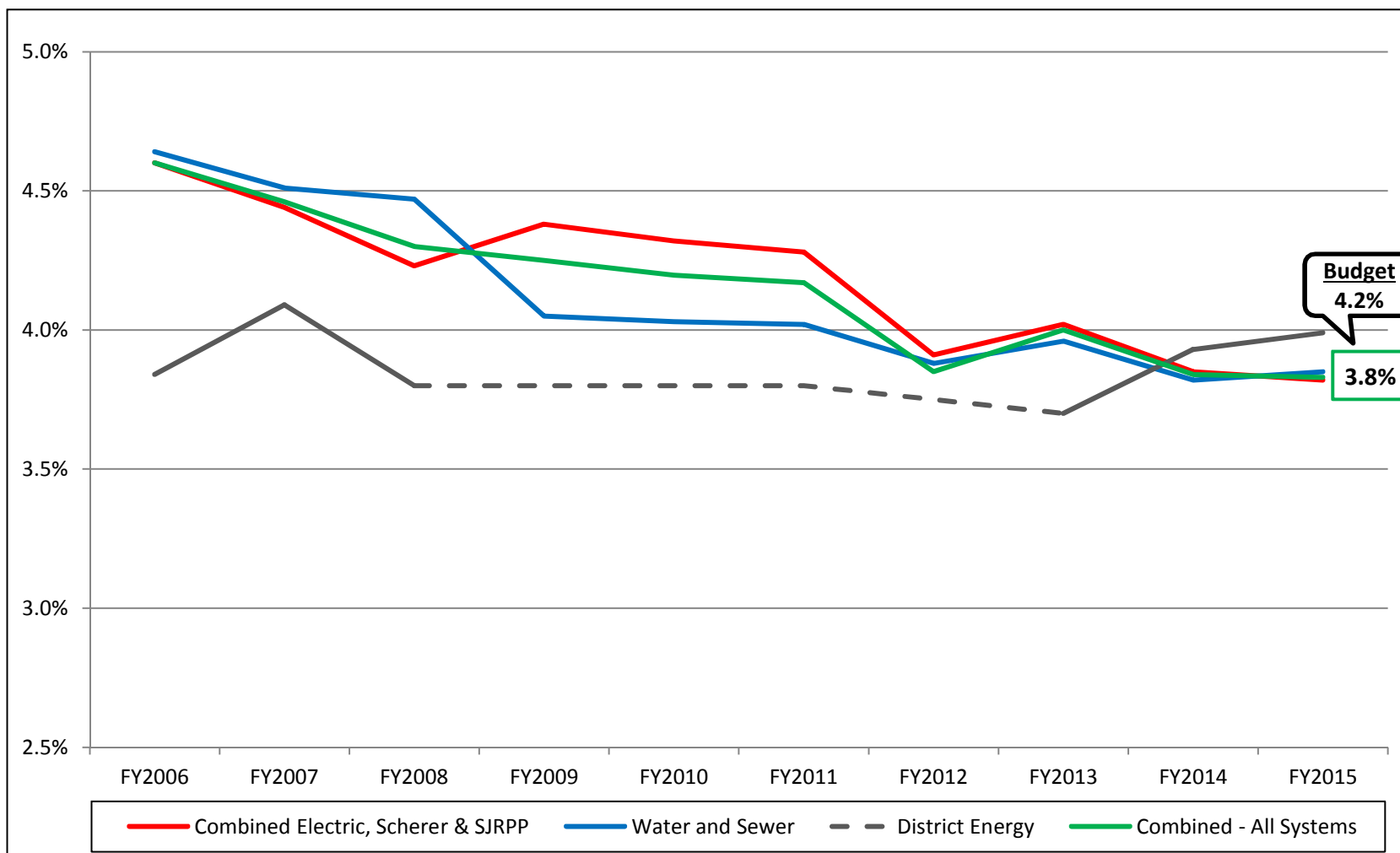
¹ Includes JEA, Scherer and SJRPP

² Per Moody's Special Comment, June 2014

³ As calculated from Moody's data for large Aa rated public water-sewer utilities



Combined Debt Outstanding Weighted Average Interest Rates*

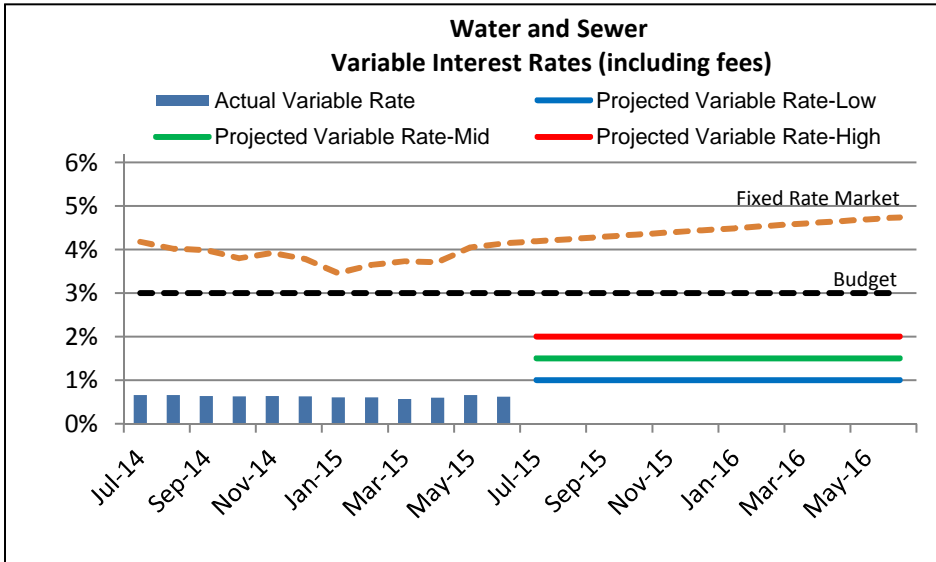
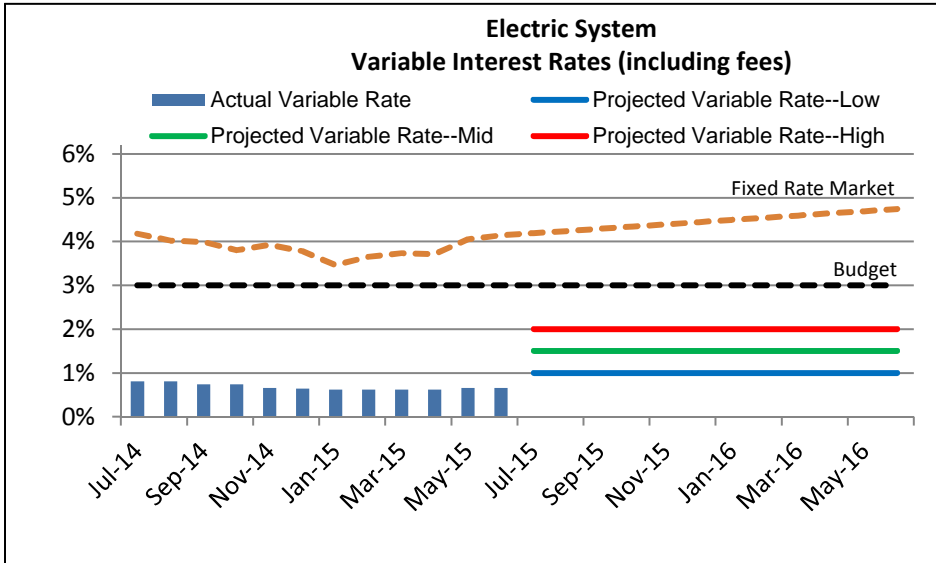


- Fiscal year end interest rates are net of BABs subsidy, original issue premiums / discounts and includes variable debt liquidity / remarketing fees and interest rate swap payments.
- - - - During FY2008 – FY2013 DES was funded with variable rate debt at an average of 1 percent.



Variable Rate Debt Risk Analysis

(\$ in millions)



Total variable rate debt of \$931 with \$532 swapped to fixed rate

Liquidity Facilities and Direct Purchase Bonds (DPBs)			
Bank	Long-Term Ratings Moody's/S&P/Fitch	\$ (in millions)	%
JP Morgan Chase Bank N.A.	Aa3/A+/AA-	\$240	27
Wells Fargo Bank N.A. (100% DPBs)	Aa2/AA-/AA	228	25
Royal Bank of Canada	Aa3/AA-/AA	193	22
US Bank, N.A.	A1/AA-/AA-	149	17
Sumitomo	A1/A+/A-	52	6
State Street Bank	A1/AA-/AA	31	3
Total		\$893	

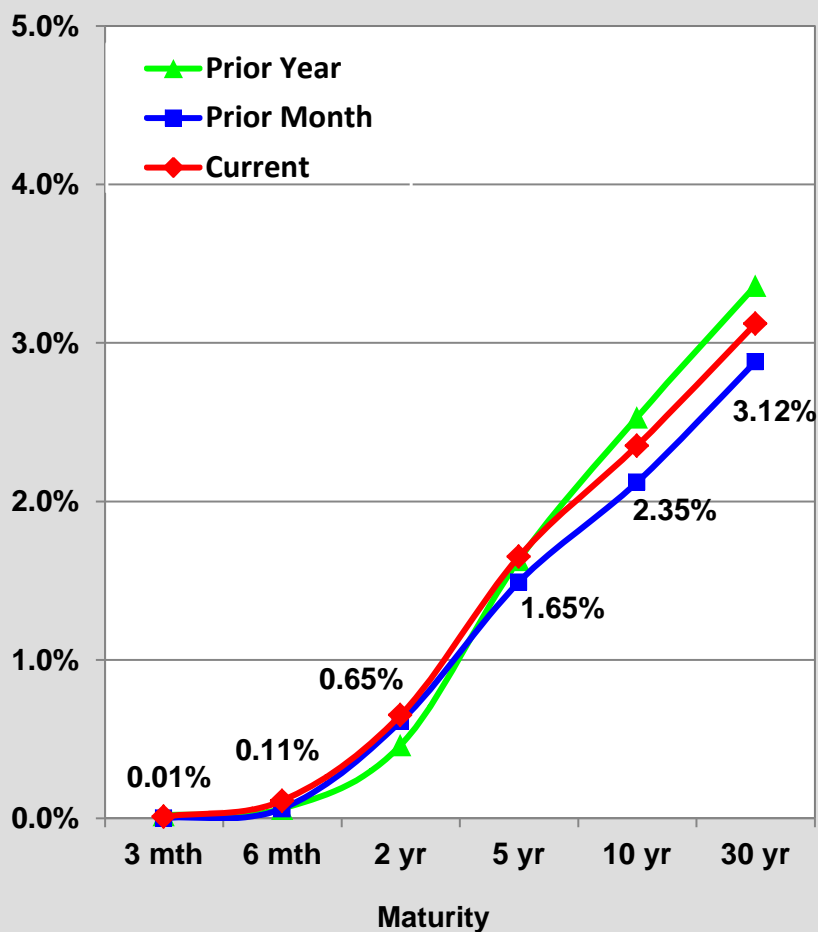
Swap Providers			
Bank	Long-Term Ratings Moody's/S&P/Fitch	\$ (in millions)	%
Morgan Stanley Capital Services	A3/A-/A	\$184	35
Goldman Sachs Mitsui Marine Derivative Products	Aa2/AAA /NR	136	25
JP Morgan Chase Bank N.A.	Aa3/A+/AA-	127	24
Merrill Lynch	Baa1/A-/A	85	16
Total		\$532	

- Items of Interest**
- Variable debt as a percentage of total debt:
 - Unhedged variable at 7% for Electric and 9% for Water & Sewer.
 - Hedged variable at 13% for Electric and 7% for Water & Sewer.
 - Liquidity facilities / direct purchase bonds are with highly rated providers.
 - No change in swap counterparty credit quality.
 - Wells Fargo direct purchase bonds up for renewal in Fall 2015.
 - State Street liquidity facility renewed in Feb 2015 through March 2018.
 - Variable rate reserve to mitigate risk of higher rates – \$62 million.

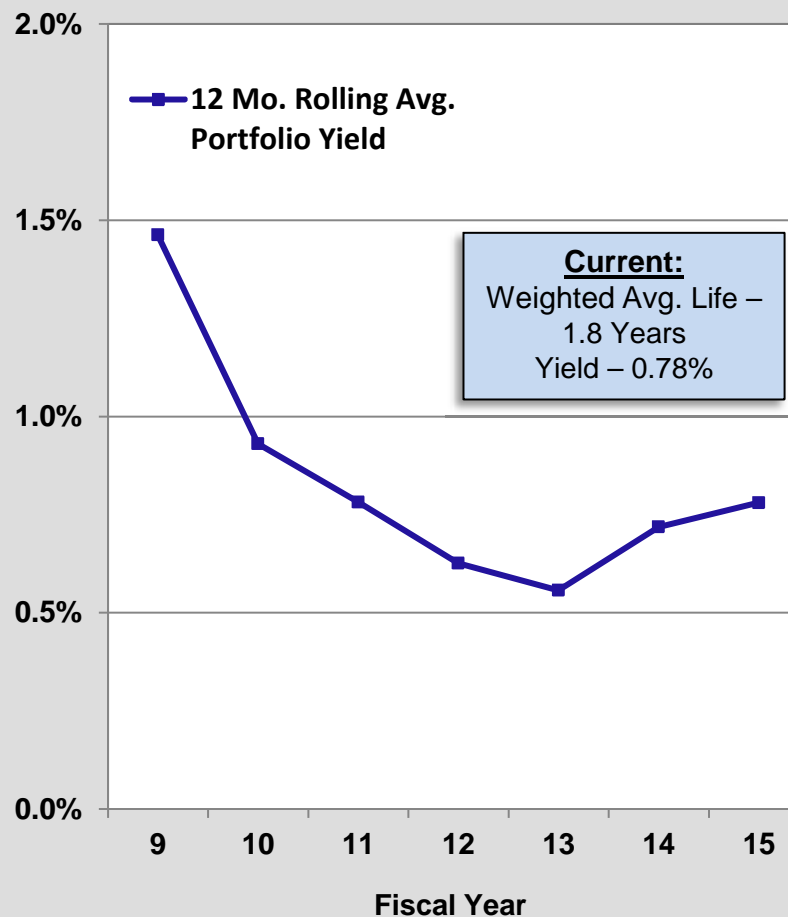


JEA Combined Investments Outstanding

U. S. Treasury Yield Curve



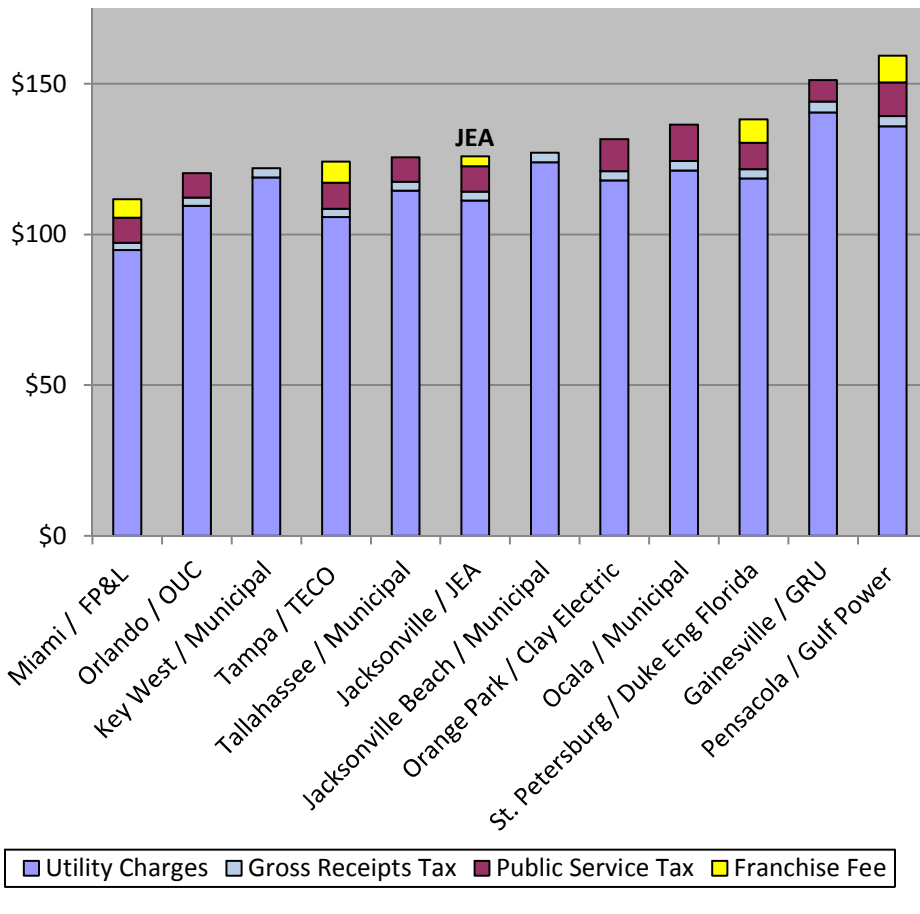
Investment Portfolio Yield



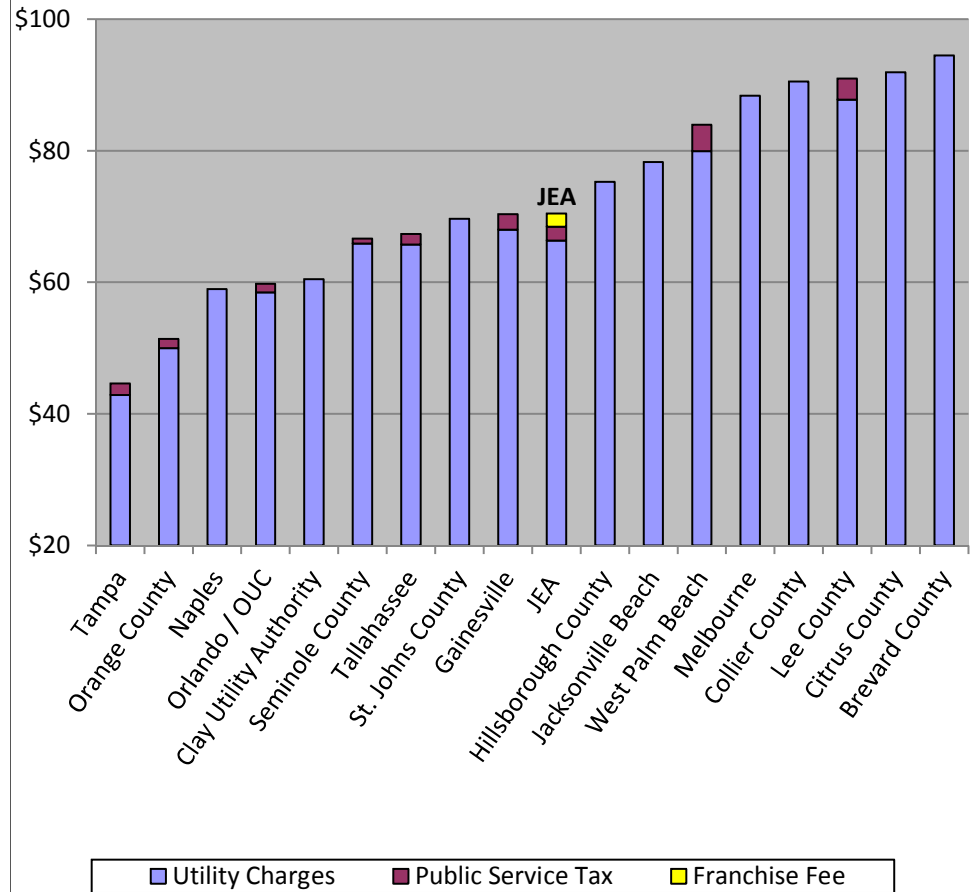


Florida Utilities Monthly Bill Comparison

Monthly Residential Electric Bills
Consumption @ 1,000 kWh



Monthly Residential Water Bills
5/8" meter and 6 kgal of Consumption





Monthly Financial Statements

JUNE 2015

JEA Board Meeting - V. A. Consent Agenda

Monthly Financial Statements June 30, 2015

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JEA

Page 2

Statements of Net Position**(in thousands - unaudited) June 30, 2015 and 2014**

ASSETS AND DEFERRED OUTFLOWS OF RESOURCES	2015	2014
Current assets:		
Cash and cash equivalents	\$ 180,080	\$ 135,871
Investments	262,370	256,702
Customer accounts receivable, less allowance for doubtful accounts - \$ 4,228 in 2015 and \$ 4,658 in 2014	218,554	208,021
Miscellaneous accounts receivable	33,415	60,850
Interest receivable	2,420	1,983
Inventories, less reserve of \$471 in 2015 and \$1,874 in 2014:		
Fuel inventory - Electric System	58,843	53,962
Fuel inventory - Plant Scherer	4,018	5,316
Materials and supplies - Electric System	19,352	20,019
Materials and supplies - Plant Scherer	2,104	2,143
Materials and supplies - Water and Sewer	43,205	47,493
Total current assets	824,361	792,360
Restricted assets:		
Cash and cash equivalents	29,177	115,412
Investments	988,115	911,128
Accounts and interest receivable	4,192	4,107
Total restricted assets	1,021,484	1,030,647
Noncurrent assets:		
Other assets	18,845	20,887
Notes receivable - City of Jacksonville	95	189
Investment in The Energy Authority	7,470	8,239
Total noncurrent assets	26,410	29,315
Capital assets:		
Land and easements	167,395	136,796
Plant in service	10,598,242	10,461,843
Less accumulated depreciation	(4,855,668)	(4,536,503)
Plant in service, net	5,909,969	6,062,136
Construction work in progress	178,638	195,487
Capital assets, net	6,088,607	6,257,623
Total assets	7,960,862	8,109,945
Deferred outflows of resources:		
Costs to be recovered from future revenues	18,731	19,389
Unamortized losses on refundings	157,538	166,013
Accumulated decrease in fair value of fuel hedging derivatives	1,365	-
Accumulated decrease in fair value of interest swaps derivatives	124,665	100,391
Total deferred outflows of resources	302,299	285,793
Total assets and deferred outflows of resources	\$ 8,263,161	\$ 8,395,738

JEA**Statements of Net Position****(in thousands - unaudited) June 30, 2015 and 2014**

LIABILITIES, DEFERRED INFLOWS OF RESOURCES AND NET POSITION	2015	2014
Current liabilities:		
Accounts and accrued expenses payable	\$ 84,320	\$ 103,393
State utility taxes payable	2,975	2,798
City of Jacksonville payable	9,369	9,166
Compensated absences due within one year	6,152	6,241
Customer deposits	55,853	55,965
Total current liabilities	158,669	177,563
Current liabilities payable from restricted assets:		
Revenue bonds and line of credit due within one year	187,500	257,276
Interest payable	47,346	51,395
Construction contracts and accounts payable	7,027	13,515
Renewal and replacement reserve	82,779	84,071
Total current liabilities payable from restricted assets	324,652	406,257
Noncurrent liabilities:		
OPEB liability	1,725	4,125
Compensated absences due after one year	21,205	20,553
Environmental liabilities	18,662	18,662
Other liabilities	3,804	282
Total noncurrent liabilities	45,396	43,622
Long-term debt:		
Bonds payable, less current portion	4,779,520	5,078,871
Commercial notes payable	40,800	40,800
Unamortized premium (discount)	178,070	177,229
Fair value of debt management strategy instruments	124,665	100,391
Total long-term debt	5,123,055	5,397,291
Total liabilities	5,651,772	6,024,733
Deferred inflows of resources:		
Revenues to be used for future costs	223,521	226,548
Total deferred inflows of resources	223,521	226,548
Net position:		
Net investment in capital assets	1,146,334	944,703
Restricted	593,464	599,265
Unrestricted	648,070	600,489
Total net position	2,387,868	2,144,457
Total liabilities, deferred inflows of resources, and net position	\$ 8,263,161	\$ 8,395,738

JEA
 Combining Statement of Net Position
 (in thousands - unaudited) June 30, 2015

ASSETS AND DEFERRED OUTFLOWS OF RESOURCES

Current assets:	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Inter-company transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Cash and cash equivalents	\$ 97,230	\$ 33,418	\$ -	\$ 130,648	\$ 45,089	\$ 4,343	\$ -	\$ 180,080
Investments	229,953	32,417	-	262,370	-	-	-	262,370
Customer accounts receivable, less allowance for doubtful accounts of \$ 4,228	178,111	-	-	178,111	40,316	127	-	218,554
Miscellaneous accounts receivable	14,935	29,246	(13,990)	30,191	3,224	-	-	33,415
Interest receivable	1,415	53	-	1,468	952	-	-	2,420
Inventories, less reserve of \$ 471:								
Fuel inventory - Electric System	33,398	25,445	-	58,843	-	-	-	58,843
Fuel inventory - Plant Scherer	4,018	-	-	4,018	-	-	-	4,018
Materials and supplies - Electric System	-	19,352	-	19,352	-	-	-	19,352
Materials and supplies - Plant Scherer	2,104	-	-	2,104	-	-	-	2,104
Materials and supplies - Water and Sewer	-	-	-	-	43,205	-	-	43,205
Total current assets	561,164	139,931	(13,990)	687,105	132,786	4,470	-	824,361
Restricted assets:								
Cash and cash equivalents	301	19,793	-	20,094	4,945	4,138	-	29,177
Investments	375,429	252,576	-	628,005	360,110	-	-	988,115
Accounts and interest receivable	1,740	787	-	2,527	1,665	-	-	4,192
Total restricted assets	377,470	273,156	-	650,626	366,720	4,138	-	1,021,484
Noncurrent assets:								
Other assets	8,759	-	-	8,759	10,086	-	-	18,845
Notes receivable - City of Jacksonville	-	-	-	-	95	-	-	95
Investment in The Energy Authority	7,470	-	-	7,470	-	-	-	7,470
Total noncurrent assets	16,229	-	-	16,229	10,181	-	-	26,410
Capital assets:								
Land and easements	95,412	6,660	-	102,072	62,272	3,051	-	167,395
Plant in service	5,055,145	1,369,326	-	6,424,471	4,121,180	52,591	-	10,598,242
Less accumulated depreciation	(2,452,713)	(802,298)	-	(3,255,011)	(1,581,707)	(18,950)	-	(4,855,668)
Plant in service, net	2,697,844	573,688	-	3,271,532	2,601,745	36,692	-	5,909,969
Construction work in progress	84,850	11,569	-	96,419	81,859	360	-	178,638
Capital assets, net	2,782,694	585,257	-	3,367,951	2,683,604	37,052	-	6,088,607
Total assets	3,737,557	998,344	(13,990)	4,721,911	3,193,291	45,660	-	7,960,862
Deferred outflows of resources:								
Costs to be recovered from future revenues	14,167	4,564	-	18,731	-	-	-	18,731
Unamortized losses on refundings	86,231	21,459	-	107,690	49,627	221	-	157,538
Accumulated decrease in fair value of fuel hedging derivatives	1,365	-	-	1,365	-	-	-	1,365
Accumulated decrease in fair value of interest swaps derivatives	101,725	-	-	101,725	22,940	-	-	124,665
Total deferred outflows of resources	203,488	26,023	-	229,511	72,567	221	-	302,299
Total assets and deferred outflows of resources	\$ 3,941,045	\$ 1,024,367	\$ (13,990)	\$ 4,951,422	\$ 3,265,858	\$ 45,881	\$ -	\$ 8,263,161

JEA
 Combining Statement of Net Position
 (In thousands - unaudited) June 30, 2015

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Inter-company Transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
LIABILITIES, DEFERRED INFLOWS OF RESOURCES AND NET POSITION								
Current liabilities:								
Accounts and accrued expenses payable	\$ 74,983	\$ 4,470	\$ (3,898)	\$ 75,555	\$ 8,751	\$ 14	\$ -	\$ 84,320
State utility taxes payable	2,975	-	-	2,975	-	-	-	2,975
City of Jacksonville payable	7,509	-	-	7,509	1,860	-	-	9,369
Compensated absences due within one year	3,950	1,486	-	5,436	710	6	-	6,152
Customer deposits	42,419	-	-	42,419	13,434	-	-	55,853
Total current liabilities	131,836	5,956	(3,898)	133,894	24,755	20	-	158,669
Current liabilities payable from restricted assets:								
Revenue bonds and line of credit due within one year	98,765	50,945	-	149,710	36,180	1,610	-	187,500
Interest payable	23,677	6,123	-	29,800	17,194	352	-	47,346
Construction contracts and accounts payable	1,442	12,053	(10,092)	3,403	3,611	13	-	7,027
Renewal and replacement reserve	-	82,779	-	82,779	-	-	-	82,779
Total current liabilities payable from restricted assets	123,884	151,900	(10,092)	265,692	56,985	1,975	-	324,652
Noncurrent liabilities:								
OPEB liability	1,088	-	-	1,088	637	-	-	1,725
Compensated absences due after one year	13,517	1,279	-	14,796	6,353	56	-	21,205
Environmental liabilities	18,662	-	-	18,662	-	-	-	18,662
Other liabilities	1,365	-	-	1,365	2,439	-	-	3,804
Total noncurrent liabilities	34,632	1,279	-	35,911	9,429	56	-	45,396
Long-term debt:								
Bonds payable, less current portion	2,498,685	524,205	-	3,022,890	1,716,880	39,750	-	4,779,520
Commercial notes payable	40,800	-	-	40,800	-	-	-	40,800
Unamortized premium (discount)	85,480	28,908	-	114,388	63,731	(49)	-	178,070
Fair value of debt management strategy instruments	101,725	-	-	101,725	22,940	-	-	124,665
Total long-term debt	2,726,690	553,113	-	3,279,803	1,803,551	39,701	-	5,123,055
Total liabilities	3,017,042	712,248	(13,990)	3,715,300	1,894,720	41,752	-	5,651,772
Deferred inflows of resources:								
Revenues to be used for future costs	50,163	173,358	-	223,521	-	-	-	223,521
Accumulated increase in fair value of fuel derivatives	-	-	-	-	-	-	-	-
Total deferred inflows of resources	50,163	173,358	-	223,521	-	-	-	223,521
Net position:								
Net investment in capital assets	177,166	(40,958)	-	136,208	1,014,177	(4,051)	-	1,146,334
Restricted	284,384	47,023	10,092	341,499	248,179	3,786	-	593,464
Unrestricted	412,290	132,696	(10,092)	534,894	108,782	4,394	-	648,070
Total net position	873,840	138,761	-	1,012,601	1,371,138	4,129	-	2,387,868
Total liabilities, deferred inflows of resources, and net position	\$ 3,941,045	\$ 1,024,367	\$ (13,990)	\$ 4,951,422	\$ 3,265,858	\$ 45,881	\$ -	\$ 8,263,161

JEA
 Combining Statement of Net Position
 (in thousands - unaudited) June 30, 2014

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Inter-company Transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
ASSETS AND DEFERRED OUTFLOWS OF RESOURCES								
Current assets:								
Cash and cash equivalents	\$ 54,420	\$ 42,156	\$ -	\$ 96,576	\$ 35,261	\$ 4,034	\$ -	\$ 135,871
Investments	256,692	-	-	256,692	-	10	-	256,702
Customer accounts receivable, less allowance for doubtful accounts of \$ 4,658	169,549	-	-	169,549	37,942	530	-	208,021
Miscellaneous accounts receivable	24,704	51,838	(16,926)	59,616	1,234	-	-	60,850
Interest receivable	1,092	-	-	1,092	891	-	-	1,983
Inventories, less reserve of \$ 1,874:								
Fuel inventory - Electric System	34,968	18,994	-	53,962	-	-	-	53,962
Fuel inventory - Plant Scherer	5,316	-	-	5,316	-	-	-	5,316
Materials and supplies - Electric System	-	20,019	-	20,019	-	-	-	20,019
Materials and supplies - Plant Scherer	2,143	-	-	2,143	-	-	-	2,143
Materials and supplies - Water and Sewer	-	-	-	-	47,493	-	-	47,493
Total current assets	548,884	133,007	(16,926)	664,965	122,821	4,574	-	792,360
Restricted assets:								
Cash and cash equivalents	983	62,937	-	63,920	47,531	3,961	-	115,412
Investments	329,773	280,741	-	610,514	300,614	-	-	911,128
Accounts and interest receivable	1,411	726	-	2,137	1,970	-	-	4,107
Total restricted assets	332,167	344,404	-	676,571	350,115	3,961	-	1,030,647
Noncurrent assets:								
Other assets	9,261	-	-	9,261	11,626	-	-	20,887
Notes receivable - City of Jacksonville	-	-	-	-	189	-	-	189
Investment in The Energy Authority	8,239	-	-	8,239	-	-	-	8,239
Total noncurrent assets	17,500	-	-	17,500	11,815	-	-	29,315
Capital assets:								
Land and easements	73,603	6,660	-	80,263	53,482	3,051	-	136,796
Plant in service	5,036,645	1,346,718	-	6,383,363	4,026,564	51,916	-	10,461,843
Less accumulated depreciation	(2,282,236)	(781,420)	-	(3,063,656)	(1,456,175)	(16,672)	-	(4,536,503)
Plant in service, net	2,828,012	571,958	-	3,399,970	2,623,871	38,295	-	6,062,136
Construction work in progress	50,380	71,437	-	121,817	73,241	429	-	195,487
Capital assets, net	2,878,392	643,395	-	3,521,787	2,697,112	38,724	-	6,257,623
Total assets	3,776,943	1,120,806	(16,926)	4,880,823	3,181,863	47,259	-	8,109,945
Deferred outflows of resources:								
Costs to be recovered from future revenues	14,227	5,162	-	19,389	-	-	-	19,389
Unamortized losses on refundings	92,193	25,604	-	117,797	47,987	229	-	166,013
Accumulated decrease in fair value of fuel hedging derivatives	-	-	-	-	-	-	-	-
Accumulated decrease in fair value of interest swaps derivatives	84,648	-	-	84,648	15,743	-	-	100,391
Total deferred outflows of resources	191,068	30,766	-	221,834	63,730	229	-	285,793
Total assets and deferred outflows of resources	\$ 3,968,011	\$ 1,151,572	\$ (16,926)	\$ 5,102,657	\$ 3,245,593	\$ 47,488	\$ -	\$ 8,395,738

JEA
 Combining Statement of Net Position
 (in thousands - unaudited) June 30, 2014

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Inter-company Transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
LIABILITIES, DEFERRED INFLOWS OF RESOURCES AND NET POSITION								
Current liabilities:								
Accounts and accrued expenses payable	\$ 75,595	\$ 16,776	\$ (225)	\$ 92,146	\$ 11,231	\$ 16	\$ -	\$ 103,393
State utility taxes payable	2,798	-	-	2,798	-	-	-	2,798
City of Jacksonville payable	7,277	-	-	7,277	1,889	-	-	9,166
Compensated absences due within one year	4,152	1,296	-	5,448	785	8	-	6,241
Customer deposits	43,305	-	-	43,305	12,660	-	-	55,965
Total current liabilities	133,127	18,072	(225)	150,974	26,565	24	-	177,563
Current liabilities payable from restricted assets:								
Revenue bonds and line of credit due within one year	78,615	132,025	-	210,640	45,031	1,605	-	257,276
Interest payable	24,885	7,600	-	32,485	18,556	354	-	51,395
Construction contracts and accounts payable	2,671	22,954	(16,701)	8,924	4,441	150	-	13,515
Renewal and replacement reserve	-	84,071	-	84,071	-	-	-	84,071
Total current liabilities payable from restricted assets	106,171	246,650	(16,701)	336,120	68,028	2,109	-	406,257
Noncurrent liabilities:								
OPEB liability	2,600	-	-	2,600	1,525	-	-	4,125
Compensated absences due after one year	12,865	1,417	-	14,282	6,230	41	-	20,553
Environmental liabilities	18,662	-	-	18,662	-	-	-	18,662
Other liabilities	-	-	-	-	282	-	-	282
Total noncurrent liabilities	34,127	1,417	-	35,544	8,037	41	-	43,622
Long-term debt:								
Bonds payable, less current portion	2,633,450	578,085	-	3,211,535	1,825,976	41,360	-	5,078,871
Commercial notes payable	40,800	-	-	40,800	-	-	-	40,800
Unamortized premium (discount)	103,038	27,825	-	130,863	46,420	(54)	-	177,229
Fair value of debt management strategy instruments	84,648	-	-	84,648	15,743	-	-	100,391
Total long-term debt	2,861,936	605,910	-	3,467,846	1,888,139	41,306	-	5,397,291
Total liabilities	3,135,361	872,049	(16,926)	3,990,484	1,990,769	43,480	-	6,024,733
Deferred inflows of resources:								
Revenues to be used for future costs	54,041	172,507	-	226,548	-	-	-	226,548
Total deferred inflows of resources	54,041	172,507	-	226,548	-	-	-	226,548
Net position:								
Net investment in capital assets	142,492	(118,260)	-	24,232	924,579	(4,108)	-	944,703
Restricted	236,987	111,759	16,701	365,447	230,211	3,607	-	599,265
Unrestricted	399,130	113,517	(16,701)	495,946	100,034	4,509	-	600,489
Total net position	778,609	107,016	-	885,625	1,254,824	4,008	-	2,144,457
Total liabilities, deferred inflows of resources, and net position	\$ 3,968,011	\$ 1,151,572	\$ (16,926)	\$ 5,102,657	\$ 3,245,593	\$ 47,488	\$ -	\$ 8,395,738

JEA
Schedule of Cash and Investments
(in thousands - unaudited) June 30, 2015

	Electric System and Bulk Power Supply System	SJRPP System	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Total JEA
Unrestricted cash and investments:						
Operations	\$ 53,098	\$ 7,413	\$ 60,511	\$ 11,365	\$ 1,606	\$ 73,482
Debt management strategy reserve	-	-	-	-	-	-
Self insurance reserve funds:						
Self funded health plan	7,763	-	7,763	-	-	7,763
Property insurance reserve	10,000	-	10,000	-	-	10,000
Total self insurance reserve funds	17,763	-	17,763	-	-	17,763
Rate stabilization:						
DSM/Conservation	3,193	-	3,193	-	-	3,193
Debt management	42,126	-	42,126	20,290	2,737	65,153
Environmental	21,644	-	21,644	-	-	21,644
Fuel	116,451	-	116,451	-	-	116,451
Purchased Power	12,000	-	12,000	-	-	12,000
Total rate stabilization funds	195,414	-	195,414	20,290	2,737	218,441
Environmental liability reserve	18,662	-	18,662	-	-	18,662
General reserve	-	58,422	58,422	-	-	58,422
Customer deposits	42,246	-	42,246	13,434	-	55,680
Total unrestricted cash and investments	\$ 327,183	\$ 65,835	\$ 393,018	\$ 45,089	\$ 4,343	\$ 442,450
Restricted assets:						
Debt service funds	\$ 96,135	\$ 39,436	\$ 135,571	\$ 43,755	\$ 1,560	\$ 180,886
Debt service reserve account	69,446	136,366	205,812	114,182	-	319,994
Renewal and replacement funds	206,288	82,601	288,889	203,406	2,578	494,873
Construction funds	(33)	229	196	664	-	860
Subtotal	371,836	258,632	630,468	362,007	4,138	996,613
Other funds	309	15,331	15,640	70	-	15,710
Unrealized holding gain (loss) on investments	3,585	(1,594)	1,991	2,978	-	4,969
Total restricted cash and investments	\$ 375,730	\$ 272,369	\$ 648,099	\$ 365,055	\$ 4,138	\$ 1,017,292

JEA
Schedule of Cash and Investments
(in thousands - unaudited) June 30, 2014

	Electric System and Bulk Power Supply System	SJRPP System	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Total JEA
Unrestricted cash and investments:						
Operations	\$ 39,287	\$ 17,069	\$ 56,356	\$ 2,006	\$ 1,307	\$ 59,669
Debt management strategy reserve	-	-	-	304	-	304
Self insurance reserve funds:						
Self funded health plan	19,072	-	19,072	-	-	19,072
Property insurance reserve	10,000	-	10,000	-	-	10,000
Total self insurance reserve funds	29,072	-	29,072	-	-	29,072
Rate stabilization:						
DSM/Conservation	3,604	-	3,604	-	-	3,604
Debt management	42,126	-	42,126	20,290	2,737	65,153
Environmental	14,894	-	14,894	-	-	14,894
Fuel	120,322	-	120,322	-	-	120,322
Purchased Power	-	-	-	-	-	-
Total rate stabilization funds	180,946	-	180,946	20,290	2,737	203,973
Environmental liability reserve	18,662	-	18,662	-	-	18,662
General reserve	-	25,087	25,087	-	-	25,087
Customer deposits	43,145	-	43,145	12,661	-	55,806
Total unrestricted cash and investments	\$ 311,112	\$ 42,156	\$ 353,268	\$ 35,261	\$ 4,044	\$ 392,573
Restricted assets:						
Debt service funds	\$ 81,415	\$ 93,581	\$ 174,996	\$ 51,473	\$ 1,558	\$ 228,027
Debt service reserve account	69,693	140,023	209,716	119,207	-	328,923
Renewal and replacement funds	175,549	83,993	259,542	173,926	2,403	435,871
Construction funds	602	303	905	289	-	1,194
Subtotal	327,259	317,900	645,159	344,895	3,961	994,015
Other funds	404	26,959	27,363	-	-	27,363
Unrealized holding gain (loss) on investments	3,093	(1,181)	1,912	3,250	-	5,162
Total restricted cash and investments	\$ 330,756	\$ 343,678	\$ 674,434	\$ 348,145	\$ 3,961	\$ 1,026,540

JEA
Statements of Revenues, Expenses and Changes in Net Position
(in thousands - unaudited)

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	Month June		Year-To-Date June	
	2015	2014	2015	2014
Operating revenues (net of allowances and discounts) :				
Electric - base	\$ 75,133	\$ 70,803	\$ 571,534	\$ 557,965
Electric - fuel and purchased power	62,912	63,491	419,137	483,227
Water and Sewer	36,565	33,114	298,453	283,102
District Energy	798	758	6,093	6,102
Other, net of allowances	2,859	3,075	26,873	28,376
Total operating revenues	178,267	171,241	1,322,090	1,358,772
Operating expenses:				
Operations:				
Fuel	44,100	52,125	339,540	384,153
Purchased power	4,727	3,610	37,018	33,527
Other	20,809	23,107	183,018	199,068
Maintenance	8,122	8,047	80,888	70,369
Depreciation	30,456	31,442	275,320	281,888
State utility taxes and franchise fees	6,789	6,310	51,179	52,394
Recognition of deferred costs and revenues, net	(1,033)	5,452	(8,152)	40,936
Total operating expenses	113,970	130,093	958,811	1,062,335
Operating income	64,297	41,148	363,279	296,437
Nonoperating revenues (expenses):				
Earnings from The Energy Authority	411	144	1,351	3,437
Investment income	1,095	860	8,195	8,015
Net increase (decrease) in fair value of investments	(4,147)	3,421	(578)	9,520
Other revenue	1,708	607	8,240	5,458
Other expense	(10)	-	(23)	-
Interest on debt	(15,125)	(16,877)	(134,562)	(151,506)
Debt management strategy	(1,657)	(1,611)	(14,581)	(14,410)
Other interest, net	(2)	(2)	(52)	(23)
Allowance for funds used during construction	532	291	3,733	2,518
Loss on sale of asset	-	-	(78)	-
Total nonoperating revenues (expenses), net	(17,195)	(13,167)	(128,355)	(136,991)
Income before contributions	47,102	27,981	234,924	159,446
Contributions (to) from:				
General fund, City of Jacksonville	(9,307)	(9,099)	(83,765)	(81,891)
Developers and other	5,137	3,992	40,703	27,165
Total contributions	(4,170)	(5,107)	(43,062)	(54,726)
Change in net position	42,932	22,874	191,862	104,720
Net position - beginning of period	2,344,936	2,121,583	2,196,006	2,039,737
Net position - end of period	\$ 2,387,868	\$ 2,144,457	\$ 2,387,868	\$ 2,144,457

JEA Board Meeting - V. A. Consent Agenda

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Combining Statement of Revenues, Expenses and Changes in Net Position
(in thousands - unaudited) for the month ended June 30, 2015

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Inter- company transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating revenues (net of allowances and discounts) :								
Electric - base	\$ 75,454	\$ -	\$ -	\$ 75,454	\$ -	\$ -	\$ (321)	\$ 75,133
Electric - fuel and purchased power	52,490	26,670	(15,040)	64,120	-	-	(1,208)	62,912
Water and Sewer	-	-	-	-	36,605	-	(40)	36,565
District Energy	-	-	-	-	-	798	-	798
Other, net of allowances	2,165	-	-	2,165	901	-	(207)	2,859
Total operating revenues	130,109	26,670	(15,040)	141,739	37,506	798	(1,776)	178,267
Operating expenses:								
Operations:								
Fuel	27,239	16,861	-	44,100	-	-	-	44,100
Purchased power	19,767	-	(15,040)	4,727	-	-	-	4,727
Other	11,064	1,948	-	13,012	9,188	385	(1,776)	20,809
Maintenance	4,718	2,091	-	6,809	1,257	56	-	8,122
Depreciation	15,616	3,601	-	19,217	11,049	190	-	30,456
State utility taxes and franchise fees	5,838	-	-	5,838	951	-	-	6,789
Recognition of deferred costs and revenues, net	(312)	(721)	-	(1,033)	-	-	-	(1,033)
Total operating expenses	83,930	23,780	(15,040)	92,670	22,445	631	(1,776)	113,970
Operating income	46,179	2,890	-	49,069	15,061	167	-	64,297
Nonoperating revenues (expenses):								
Earnings from The Energy Authority	411	-	-	411	-	-	-	411
Investment income	450	381	-	831	264	-	-	1,095
Net increase (decrease) in fair value of investments	(1,344)	(1,047)	-	(2,391)	(1,756)	-	-	(4,147)
Other revenue	364	34	-	398	1,310	-	-	1,708
Other expense	(10)	-	-	(10)	-	-	-	(10)
Interest on debt	(7,157)	(2,459)	-	(9,616)	(5,390)	(119)	-	(15,125)
Debt management strategy	(1,284)	-	-	(1,284)	(373)	-	-	(1,657)
Other interest, net	(1)	-	-	(1)	(1)	-	-	(2)
Allowance for funds used during construction	259	-	-	259	272	1	-	532
Loss on sale of asset	-	-	-	-	-	-	-	-
Total nonoperating revenues (expenses), net	(8,312)	(3,091)	-	(11,403)	(5,674)	(118)	-	(17,195)
Income before contributions	37,867	(201)	-	37,666	9,387	49	-	47,102
Contributions (to) from:								
General fund, City of Jacksonville	(7,509)	-	-	(7,509)	(1,798)	-	-	(9,307)
Developers and other	-	-	-	-	5,137	-	-	5,137
Total contributions	(7,509)	-	-	(7,509)	3,339	-	-	(4,170)
Change in net position	30,358	(201)	-	30,157	12,726	49	-	42,932
Net position - beginning of period	843,482	138,962	-	982,444	1,358,412	4,080	-	2,344,936
Net position - end of period	\$ 873,840	\$ 138,761	\$ -	\$ 1,012,601	\$ 1,371,138	\$ 4,129	\$ -	\$ 2,387,868

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Combining Statement of Revenues, Expenses and Changes in Net Position
(in thousands - unaudited) for the month ended June 30, 2014

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Inter- company transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating revenues (net of allowances and discounts) :								
Electric - base	\$ 71,121	\$ -	\$ -	\$ 71,121	\$ -	\$ -	(318)	\$ 70,803
Electric - fuel and purchased power	49,039	37,295	(21,647)	64,687	-	-	(1,196)	63,491
Water and Sewer	-	-	-	-	33,184	-	(70)	33,114
District Energy	-	-	-	-	-	758	-	758
Other, net of allowances	2,358	-	-	2,358	924	-	(207)	3,075
Total operating revenues	122,518	37,295	(21,647)	138,166	34,108	758	(1,791)	171,241
Operating expenses:								
Operations:								
Fuel	33,052	19,073	-	52,125	-	-	-	52,125
Purchased power	25,257	-	(21,647)	3,610	-	-	-	3,610
Other	12,351	2,563	-	14,914	9,618	366	(1,791)	23,107
Maintenance	4,692	2,269	-	6,961	1,015	71	-	8,047
Depreciation	16,427	3,490	-	19,917	11,336	189	-	31,442
State utility taxes and franchise fees	5,434	-	-	5,434	876	-	-	6,310
Recognition of deferred costs and revenues, net	(451)	5,903	-	5,452	-	-	-	5,452
Total operating expenses	96,762	33,298	(21,647)	108,413	22,845	626	(1,791)	130,093
Operating income	25,756	3,997	-	29,753	11,263	132	-	41,148
Nonoperating revenues (expenses):								
Earnings from The Energy Authority	144	-	-	144	-	-	-	144
Investment income	324	294	-	618	241	1	-	860
Net increase (decrease) in fair value of investments	1,365	1,026	-	2,391	1,029	1	-	3,421
Other revenue	365	34	-	399	208	-	-	607
Other expense	-	-	-	-	-	-	-	-
Interest on debt	(7,496)	(3,333)	-	(10,829)	(5,929)	(119)	-	(16,877)
Debt management strategy	(1,291)	-	-	(1,291)	(320)	-	-	(1,611)
Other interest, net	(2)	-	-	(2)	-	-	-	(2)
Allowance for funds used during construction	124	-	-	124	166	1	-	291
Loss on sale of asset	-	-	-	-	-	-	-	-
Total nonoperating revenues (expenses), net	(6,467)	(1,979)	-	(8,446)	(4,605)	(116)	-	(13,167)
Income before contributions	19,289	2,018	-	21,307	6,658	16	-	27,981
Contributions (to) from:								
General fund, City of Jacksonville	(7,277)	-	-	(7,277)	(1,822)	-	-	(9,099)
Developers and other	-	-	-	-	3,992	-	-	3,992
Total contributions	(7,277)	-	-	(7,277)	2,170	-	-	(5,107)
Change in net position	12,012	2,018	-	14,030	8,828	16	-	22,874
Net position - beginning of period	766,597	104,998	-	871,595	1,245,996	3,992	-	2,121,583
Net position - end of period	\$ 778,609	\$ 107,016	\$ -	\$ 885,625	\$ 1,254,824	\$ 4,008	\$ -	\$ 2,144,457

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Combining Statement of Revenues, Expenses and Changes in Net Position
(in thousands - unaudited) for the nine month(s) ended June 30, 2015

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Inter- company Transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating revenues (net of allowances and discounts) :								
Electric - base	\$ 573,944	\$ -	\$ -	\$ 573,944	\$ -	\$ -	(2,410)	\$ 571,534
Electric - fuel and purchased power	335,175	210,498	(117,470)	428,203	-	-	(9,066)	419,137
Water and Sewer	-	-	-	-	298,836	-	(383)	298,453
District Energy	-	-	-	-	-	6,093	-	6,093
Other, net of allowances	22,067	-	-	22,067	6,684	-	(1,878)	26,873
Total operating revenues	931,186	210,498	(117,470)	1,024,214	305,520	6,093	(13,737)	1,322,090
Operating expenses:								
Operations:								
Fuel	218,925	120,615	-	339,540	-	-	-	339,540
Purchased power	154,488	-	(117,470)	37,018	-	-	-	37,018
Other	97,167	16,882	-	114,049	80,139	2,567	(13,737)	183,018
Maintenance	50,924	19,161	-	70,085	10,017	786	-	80,888
Depreciation	142,773	32,017	-	174,790	98,818	1,712	-	275,320
State utility taxes and franchise fees	43,736	-	-	43,736	7,443	-	-	51,179
Recognition of deferred costs and revenues, net	(2,812)	(5,340)	-	(8,152)	-	-	-	(8,152)
Total operating expenses	705,201	183,335	(117,470)	771,066	196,417	5,065	(13,737)	958,811
Operating income	225,985	27,163	-	253,148	109,103	1,028	-	363,279
Nonoperating revenues (expenses):								
Earnings from The Energy Authority	1,351	-	-	1,351	-	-	-	1,351
Investment income	3,101	2,797	-	5,898	2,293	4	-	8,195
Net increase (decrease) in fair value of investments	386	(411)	-	(25)	(553)	-	-	(578)
Other revenue	3,295	306	-	3,601	4,639	-	-	8,240
Other expense	(23)	-	-	(23)	-	-	-	(23)
Interest on debt	(62,640)	(23,812)	-	(86,452)	(47,043)	(1,067)	-	(134,562)
Debt management strategy	(11,613)	-	-	(11,613)	(2,968)	-	-	(14,581)
Other interest, net	(51)	-	-	(51)	(1)	-	-	(52)
Allowance for funds used during construction	1,727	-	-	1,727	1,998	8	-	3,733
Loss on sale of asset	(78)	-	-	(78)	-	-	-	(78)
Total nonoperating revenues (expenses), net	(64,545)	(21,120)	-	(85,665)	(41,635)	(1,055)	-	(128,355)
Income before contributions	161,440	6,043	-	167,483	67,468	(27)	-	234,924
Contributions (to) from:								
General fund, City of Jacksonville	(67,581)	-	-	(67,581)	(16,184)	-	-	(83,765)
Developers and other	-	-	-	-	40,703	-	-	40,703
Total contributions	(67,581)	-	-	(67,581)	24,519	-	-	(43,062)
Change in net position	93,859	6,043	-	99,902	91,987	(27)	-	191,862
Net position - beginning of period	779,981	132,718	-	912,699	1,279,151	4,156	-	2,196,006
Net position - end of period	\$ 873,840	\$ 138,761	\$ -	\$ 1,012,601	\$ 1,371,138	\$ 4,129	\$ -	\$ 2,387,868

Combining Statement of Revenues, Expenses and Changes in Net Position
(in thousands - unaudited) for the nine month(s) ended June 30, 2014

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Inter- company Transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating revenues (net of allowances and discounts) :								
Electric - base	\$ 560,534	\$ -	\$ -	\$ 560,534	\$ -	\$ -	(2,569)	\$ 557,965
Electric - fuel and purchased power	374,949	294,885	(176,941)	492,893	-	-	(9,666)	483,227
Water and Sewer	-	-	-	-	283,594	-	(492)	283,102
District Energy	-	-	-	-	-	6,102	-	6,102
Other, net of allowances	23,523	-	-	23,523	6,718	7	(1,872)	28,376
Total operating revenues	959,006	294,885	(176,941)	1,076,950	290,312	6,109	(14,599)	1,358,772
Operating expenses:								
Operations:								
Fuel	245,500	138,653	-	384,153	-	-	-	384,153
Purchased power	210,468	-	(176,941)	33,527	-	-	-	33,527
Other	104,562	25,019	-	129,581	81,443	2,643	(14,599)	199,068
Maintenance	41,644	18,884	-	60,528	9,189	652	-	70,369
Depreciation	150,196	31,270	-	181,466	98,801	1,621	-	281,888
State utility taxes and franchise fees	45,200	-	-	45,200	7,194	-	-	52,394
Recognition of deferred costs and revenues, net	(4,310)	45,246	-	40,936	-	-	-	40,936
Total operating expenses	793,260	259,072	(176,941)	875,391	196,627	4,916	(14,599)	1,062,335
Operating income	165,746	35,813	-	201,559	93,685	1,193	-	296,437
Nonoperating revenues (expenses):								
Earnings from The Energy Authority	3,437	-	-	3,437	-	-	-	3,437
Investment income	3,132	2,848	-	5,980	2,032	3	-	8,015
Net increase (decrease) in fair value of investments	4,054	2,637	-	6,691	2,827	2	-	9,520
Other revenue	3,284	306	-	3,590	1,868	-	-	5,458
Other expense	-	-	-	-	-	-	-	-
Interest on debt	(67,766)	(30,248)	-	(98,014)	(52,420)	(1,072)	-	(151,506)
Debt management strategy	(11,607)	-	-	(11,607)	(2,803)	-	-	(14,410)
Other interest, net	(32)	-	-	(32)	9	-	-	(23)
Allowance for funds used during construction	850	-	-	850	1,656	12	-	2,518
Loss on sale of asset	-	-	-	-	-	-	-	-
Total nonoperating revenues (expenses), net	(64,648)	(24,457)	-	(89,105)	(46,831)	(1,055)	-	(136,991)
Income before contributions	101,098	11,356	-	112,454	46,854	138	-	159,446
Contributions (to) from:								
General fund, City of Jacksonville	(65,489)	-	-	(65,489)	(16,402)	-	-	(81,891)
Developers and other	-	-	-	-	27,165	-	-	27,165
Total contributions	(65,489)	-	-	(65,489)	10,763	-	-	(54,726)
Change in net position	35,609	11,356	-	46,965	57,617	138	-	104,720
Net position - beginning of period	743,000	95,660	-	838,660	1,197,207	3,870	-	2,039,737
Net position - end of period	\$ 778,609	\$ 107,016	\$ -	\$ 885,625	\$ 1,254,824	\$ 4,008	\$ -	\$ 2,144,457

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Statement of Cash Flows**(in thousands - unaudited) for the nine month(s) ended June 30, 2015**

Operations:	
Receipts from customers	\$ 1,300,888
Other receipts	27,093
Payments to suppliers	(577,999)
Payments to employees	(161,595)
Net cash provided by operating activities	588,387
Noncapital and related financing activities:	
Contribution to General Fund, City of Jacksonville, Florida	(83,545)
Other revenues, net	2,775
Build America Bonds subsidies	3,628
Net cash used in noncapital financing activities	(77,142)
Capital and related financing activities:	
Acquisition and construction of capital assets	(138,441)
Proceeds from sales of property	190
Loss on disposal of assets	(511)
Proceeds from issuance of debt	156,450
Debt issue costs and discounts	10,243
Defeasance of debt	(160,968)
Repayment of debt principal	(257,869)
Interest paid on debt	(203,513)
Contribution from developers and others	14,482
Net cash used in capital and related financing activities	(579,937)
Investing activities:	
Purchase of investments	(1,389,383)
Proceeds from sale and maturities of investments	1,068,309
Investment income	7,449
Distributions from The Energy Authority	1,952
Net cash used in investing activities	(311,673)
Net change in cash and cash equivalents	(380,365)
Cash and cash equivalents at October 1, 2014	589,622
Cash and cash equivalents at June 30, 2015	\$ 209,257
Reconciliation of operating income to net cash provided by operating activities:	
Operating Income:	\$ 363,279
Adjustments to reconcile operating income to net cash provided by operating activities:	
Depreciation and amortization	276,429
Recognition of deferred costs and revenues, net	(8,152)
Changes in noncash assets and noncash liabilities:	
Decrease (increase) accounts receivable	(16,270)
Decrease (increase) accounts receivable, restricted	153
Decrease (increase) in inventories	9,367
Increase (decrease) in other assets	(236)
Increase (decrease) in accounts and expenses payable	(26,921)
Increase (decrease) in liabilities payable, restricted	(8,837)
Increase (decrease) in other liabilities	(425)
Net cash provided by operating activities	\$ 588,387
Non-cash activity:	
Contribution of capital assets from developers	<u>\$ 26,221</u>

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Combining Statement of Cash Flows
(in thousands - unaudited) for the nine month(s) ended June 30, 2015

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	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Inter-company Transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operations:								
Receipts from customers	\$ 915,403	\$ 210,498	\$ (112,874)	\$ 1,013,027	\$ 292,855	\$ 6,865	\$ (11,859)	\$ 1,300,888
Other receipts	21,537	-	-	21,537	7,434	-	(1,878)	27,093
Payments to suppliers	(461,871)	(183,421)	112,874	(532,418)	(56,355)	(2,963)	13,737	(577,999)
Payments to employees	(104,263)	(18,799)	-	(123,062)	(38,144)	(389)	-	(161,595)
Net cash provided by operating activities	370,806	8,278	-	379,084	205,790	3,513	-	588,387
Noncapital and related financing activities:								
Contribution to General Fund, City of Jacksonville, Florida	(67,349)	-	-	(67,349)	(16,196)	-	-	(83,545)
Other revenues, net	2	-	-	2	2,773	-	-	2,775
Build America Bonds subsidies	2,180	204	-	2,384	1,244	-	-	3,628
Net cash used in noncapital financing activities	(65,167)	204	-	(64,963)	(12,179)	-	-	(77,142)
Capital and related financing activities:								
Acquisition and construction of capital assets	(71,573)	-	-	(71,573)	(66,520)	(348)	-	(138,441)
Proceeds from sales of property	-	-	-	-	190	-	-	190
Loss on disposal of assets	(511)	-	-	(511)	-	-	-	(511)
Proceeds from issuance of debt	83,325	73,125	-	156,450	-	-	-	156,450
Debt issue costs and discounts	4	10,497	-	10,501	(258)	-	-	10,243
Defeasance of debt	(83,169)	(77,801)	-	(160,970)	2	-	-	(160,968)
Repayment of debt principal	(79,854)	(132,085)	-	(211,939)	(44,325)	(1,605)	-	(257,869)
Interest paid on debt	(106,265)	(27,246)	-	(133,511)	(68,589)	(1,413)	-	(203,513)
Contribution from developers and others	-	-	-	-	14,482	-	-	14,482
Net cash used in capital and related financing activities	(258,043)	(153,510)	-	(411,553)	(165,018)	(3,366)	-	(579,937)
Investing activities:								
Purchase of investments	(512,990)	(506,459)	-	(1,019,449)	(369,934)	-	-	(1,389,383)
Proceeds from sale and maturities of investments	380,899	433,886	-	814,785	253,524	-	-	1,068,309
Investment income	2,642	2,872	-	5,514	1,931	4	-	7,449
Distributions from The Energy Authority	1,952	-	-	1,952	-	-	-	1,952
Net cash used in investing activities	(127,497)	(69,701)	-	(197,198)	(114,479)	4	-	(311,673)
Net change in cash and cash equivalents	(79,901)	(214,729)	-	(294,630)	(85,886)	151	-	(380,365)
Cash and cash equivalents at October 1, 2014	177,432	267,940	-	445,372	135,920	8,330	-	589,622
Cash and cash equivalents at June 30, 2015	\$ 97,531	\$ 53,211	\$ -	\$ 150,742	\$ 50,034	\$ 8,481	\$ -	\$ 209,257

Reconciliation of operating income to net cash provided by operating activities:

Operating Income: \$ 225,985 \$ 27,163 \$ - \$ 253,148 \$ 109,103 \$ 1,028 \$ - \$ 363,279

Adjustments to reconcile operating income to net cash provided by operating activities:

Depreciation and amortization	142,773	32,017	-	174,790	99,927	1,712	-	276,429
Recognition of deferred costs and revenues, net	(2,812)	(5,340)	-	(8,152)	-	-	-	(8,152)
Changes in noncash assets and noncash liabilities:								
Decrease (increase) accounts receivable	6,284	(17,345)	-	(11,061)	(5,981)	772	-	(16,270)
Decrease (increase) accounts receivable, restricted	(539)	-	-	(539)	692	-	-	153
Decrease (increase) in inventories	1,655	5,145	-	6,800	2,567	-	-	9,367
Increase (decrease) in other assets	(181)	-	-	(181)	(55)	-	-	(236)
Increase (decrease) in accounts and expenses payable	(1,336)	(24,478)	-	(25,814)	(1,099)	(8)	-	(26,921)
Increase (decrease) in liabilities payable, restricted	-	(8,837)	-	(8,837)	-	-	-	(8,837)
Increase (decrease) in other liabilities	(1,023)	(47)	-	(1,070)	636	9	-	(425)
Net cash provided by operating activities	\$ 370,806	\$ 8,278	\$ -	\$ 379,084	\$ 205,790	\$ 3,513	\$ -	\$ 588,387

Non-cash activity:

Contribution of capital assets from developers \$ 26,221

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Statement of Cash Flows
(in thousands - unaudited) for the nine month(s) ended June 30, 2014

Operations:	
Receipts from customers	\$ 1,342,441
Other receipts	30,608
Payments to suppliers	(650,232)
Payments to employees	(158,743)
Net cash provided by operating activities	564,074
Noncapital and related financing activities:	
Contribution to General Fund, City of Jacksonville, Florida	(81,650)
Other revenues, net	-
Build America Bonds subsidies	3,639
Net cash used in noncapital financing activities	(78,011)
Capital and related financing activities:	
Acquisition and construction of capital assets	(116,693)
Proceeds from sales of property	939
Loss on disposal of assets	-
Proceeds from issuance of debt	449,170
Debt issue costs and discounts	21,357
Defeasance of debt	(471,073)
Repayment of debt principal	(239,697)
Interest paid on debt	(220,444)
Contribution from developers and others	13,422
Net cash used in capital and related financing activities	(563,019)
Investing activities:	
Purchase of investments	(1,379,860)
Proceeds from sale and maturities of investments	1,113,512
Investment income	7,212
Distributions from The Energy Authority	1,487
Net cash used in investing activities	(257,649)
Net change in cash and cash equivalents	(334,605)
Cash and cash equivalents at October 1, 2013	585,888
Cash and cash equivalents at June 30, 2014	\$ 251,283
Reconciliation of operating income to net cash provided by operating activities:	
Operating Income:	\$ 296,437
Adjustments to reconcile operating income to net cash provided by operating activities:	
Depreciation and amortization	283,117
Recognition of deferred costs and revenues, net	40,936
Changes in noncash assets and noncash liabilities:	
Decrease (increase) accounts receivable	(29,770)
Decrease (increase) accounts receivable, restricted	2,232
Decrease (increase) in inventories	13,089
Increase (decrease) in other assets	(8,867)
Increase (decrease) in accounts and expenses payable	(24,809)
Increase (decrease) in liabilities payable, restricted	(5,319)
Increase (decrease) in other liabilities	(2,972)
Net cash provided by operating activities	\$ 564,074
Non-cash activity:	
Contribution of capital assets from developers	\$ 13,743

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 Combining Statement of Cash Flows
 (in thousands - unaudited) for the nine month(s) ended June 30, 2014

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	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Inter-company Transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operations:								
Receipts from customers	\$ 946,250	\$ 294,885	\$ (176,085)	\$ 1,065,050	\$ 283,724	\$ 6,394	\$ (12,727)	\$ 1,342,441
Other receipts	24,493	-	-	24,493	7,980	7	(1,872)	30,608
Payments to suppliers	(568,653)	(204,608)	176,085	(597,176)	(64,714)	(2,941)	14,599	(650,232)
Payments to employees	(102,368)	(20,330)	-	(122,698)	(35,675)	(370)	-	(158,743)
Net cash provided by operating activities	299,722	69,947	-	369,669	191,315	3,090	-	564,074
Noncapital and related financing activities:								
Contribution to General Fund, City of Jacksonville, Florida	(65,209)	-	-	(65,209)	(16,441)	-	-	(81,650)
Other revenues, net	-	-	-	-	-	-	-	-
Build America Bonds subsidies	2,189	204	-	2,393	1,246	-	-	3,639
Net cash used in noncapital financing activities	(63,020)	204	-	(62,816)	(15,195)	-	-	(78,011)
Capital and related financing activities:								
Acquisition and construction of capital assets	(54,463)	-	-	(54,463)	(61,527)	(703)	-	(116,693)
Proceeds from sales of property	638	-	-	638	301	-	-	939
Loss on disposal of assets	-	-	-	-	-	-	-	-
Proceeds from issuance of debt	360,380	88,790	-	449,170	-	-	-	449,170
Debt issue costs and discounts	20,436	921	-	21,357	-	-	-	21,357
Defeasance of debt	(382,247)	(88,826)	-	(471,073)	-	-	-	(471,073)
Repayment of debt principal	(65,450)	(127,390)	-	(192,840)	(46,492)	(365)	-	(239,697)
Interest paid on debt	(106,441)	(37,613)	-	(144,054)	(75,280)	(1,110)	-	(220,444)
Contribution from developers and others	-	-	-	-	13,422	-	-	13,422
Net cash used in capital and related financing activities	(227,147)	(164,118)	-	(391,265)	(169,576)	(2,178)	-	(563,019)
Investing activities:								
Purchase of investments	(504,189)	(472,227)	-	(976,416)	(403,444)	-	-	(1,379,860)
Proceeds from sale and maturities of investments	384,455	409,595	-	794,050	319,445	17	-	1,113,512
Investment income	2,589	3,112	-	5,701	1,508	3	-	7,212
Distributions from The Energy Authority	1,487	-	-	1,487	-	-	-	1,487
Net cash used in investing activities	(115,658)	(59,520)	-	(175,178)	(82,491)	20	-	(257,649)
Net change in cash and cash equivalents	(106,103)	(153,487)	-	(259,590)	(75,947)	932	-	(334,605)
Cash and cash equivalents at October 1, 2013	161,506	258,580	-	420,086	158,739	7,063	-	585,888
Cash and cash equivalents at June 30, 2014	\$ 55,403	\$ 105,093	\$ -	\$ 160,496	\$ 82,792	\$ 7,995	\$ -	\$ 251,283
Reconciliation of operating income to net cash provided by operating activities:								
Operating Income:	\$ 165,746	\$ 35,813	\$ -	\$ 201,559	\$ 93,685	\$ 1,193	\$ -	\$ 296,437
Adjustments to reconcile operating income to net cash provided by operating activities:								
Depreciation and amortization	150,196	31,270	-	181,466	100,030	1,621	-	283,117
Recognition of deferred costs and revenues, net	(4,310)	45,246	-	40,936	-	-	-	40,936
Changes in noncash assets and noncash liabilities:								
Decrease (increase) accounts receivable	10,767	(40,959)	-	(30,192)	130	292	-	(29,770)
Decrease (increase) accounts receivable, restricted	970	-	-	970	1,262	-	-	2,232
Decrease (increase) in inventories	(183)	13,887	-	13,704	(615)	-	-	13,089
Increase (decrease) in other assets	(8,669)	-	-	(8,669)	(198)	-	-	(8,867)
Increase (decrease) in accounts and expenses payable	(12,990)	(8,532)	-	(21,522)	(3,268)	(19)	-	(24,809)
Increase (decrease) in liabilities payable, restricted	-	(5,319)	-	(5,319)	-	-	-	(5,319)
Increase (decrease) in other liabilities	(1,805)	(1,459)	-	(3,264)	289	3	-	(2,972)
Net cash provided by operating activities	\$ 299,722	\$ 69,947	\$ -	\$ 369,669	\$ 191,315	\$ 3,090	\$ -	\$ 564,074
Non-cash activity:								
Contribution of capital assets from developers					\$ 13,743			

JEA

Electric System

Changes in Debt Service, R & R and Construction Funds

(in thousands - unaudited) for the nine month(s) ended June 30, 2015 and June 30, 2014

	June 30, 2015			June 30, 2014		
	Debt service funds	Renewal and replacement funds	Construction funds	Debt service funds	Renewal and replacement funds	Construction funds
Beginning balance	\$ 194,776	\$ 148,110	\$ 43	\$ 178,886	\$ 142,868	\$ 5,185
Additions:						
Debt issuance:						
Bonds	-	-	-	-	-	360,380
Transfer from:						
Revenue fund	140,979	131,856	-	127,373	91,327	665
Debt Service	-	-	-	-	-	1,619
Proceeds from property sales	-	-	-	-	638	-
Increase in accounts payable	-	-	-	-	-	195
Debt issue premiums	-	-	-	-	-	21,987
Total additions	140,979	131,856	-	127,373	91,965	384,846
Deductions:						
Increase in utility plant	-	64,724	66	-	43,058	4,184
Interest/principal payments from sinking funds	169,929	-	-	153,532	-	-
Defeasance	-	-	-	-	-	383,745
Transfer to:						
Revenue fund	245	-	-	-	-	906
Construction fund	-	-	-	1,619	-	-
Deposits	-	-	-	-	7,500	-
Debt issue costs and discounts	-	-	-	-	-	593
Decrease in accounts payable	-	6,780	10	-	7,315	-
Loss from property sales	-	433	-	-	-	-
Total deductions	170,174	71,937	76	155,151	57,873	389,428
Ending balance	\$ 165,581	\$ 208,029	\$ (33)	\$ 151,108	\$ 176,960	\$ 603

Renewal and replacement fund:

Cash & investments	\$ 206,288	\$ 175,549
Accounts / notes receivable:		
Accounts receivable	1,583	1,198
Street light & other customer loans	158	213
	<u>\$ 208,029</u>	<u>\$ 176,960</u>

Construction fund:

Generation projects	\$ 4	\$ 294
T & D and other capital projects	(37)	308
Accounts receivable	-	1
	<u>\$ (33)</u>	<u>\$ 603</u>

Water and Sewer System

Changes in Debt Service, R & R and Construction Funds

(in thousands - unaudited) for the nine month(s) ended June 30, 2015 and June 30, 2014

	June 30, 2015			June 30, 2014		
	Debt Service Funds	Renewal and Replacement Funds	Construction Funds	Debt Service Funds	Renewal and Replacement Funds	Construction Funds
Beginning balance	\$ 191,848	\$ 142,417	\$ 670	\$ 200,232	\$ 131,128	\$ 2,305
Additions:						
Debt issuance:						
Bonds	-	-	-	-	-	-
Transfer from:						
Revenue fund	77,443	113,716	-	88,500	89,524	-
R & R fund	-	-	-	-	-	1,893
Construction fund	-	-	-	-	172	-
Proceeds from property sales	-	190	-	-	301	-
Contribution in aid of construction	-	14,483	-	-	13,422	-
Total additions	77,443	128,389	-	88,500	103,419	1,893
Deductions:						
Increase in utility plant	-	56,439	-	-	49,654	1,058
Interest/principal payments from sinking funds	108,707	-	-	117,343	-	-
Transfer to:						
Revenue fund	2,647	-	-	709	-	-
R&R fund	-	-	-	-	-	172
Construction fund	-	-	-	-	1,893	-
Debt issuance costs and discounts	-	-	-	-	-	48
Decrease in accounts payable	-	10,075	6	-	8,184	2,631
Total deductions	111,354	66,514	6	118,052	59,731	3,909
Ending balance	\$ 157,937	\$ 204,292	\$ 664	\$ 170,680	\$ 174,816	\$ 289

Recap:

Renewal and replacement fund:

Cash & investments	\$ 203,406	\$ 173,926
Accounts / notes receivable:		
Accounts receivable	862	860
Notes receivable	24	30
	<u>\$ 204,292</u>	<u>\$ 174,816</u>

Construction fund:

Construction reserves	\$ -	\$ -
Accounts receivable	-	-
Project funds	664	289
	<u>\$ 664</u>	<u>\$ 289</u>

JEA		Month			Prior Year Month	
Electric System						
Budget vs. Actual	ANNUAL BUDGET	BUDGET	ACTUAL	Variance	ACTUAL	Variance
June 30, 2015 and 2014	2014-15	2014-15	2014-15	%	2013-14	%
Fuel Related Revenues & Expenses						
Fuel Rate Revenues	\$ 542,218,303	\$ 50,563,804	\$ 52,507,139	3.84%	48,473,577	8.32%
Fuel Expense and Purchased Power:						
Fuel Expense - Electric System	308,686,899	28,250,040	24,058,224		29,060,368	
Fuel Expense - SJRPP	129,171,400	11,429,900	10,422,372		11,627,326	
Other Purchased Power	90,396,444	7,812,079	6,866,621		6,272,359	
Subtotal Energy Expense	528,254,744	47,492,019	41,347,217	12.94%	46,960,053	11.95%
Transfer to (from) Rate Stabilization, Net	12,879,123	-	11,086,313		-	
Fuel Related Uncollectibles	1,084,437	90,370	73,609		73,377	
Total	542,218,303	47,582,389	52,507,139	-10.35%	47,033,430	-11.64%
Fuel Balance	-	2,981,415	0		1,440,147	
Nonfuel Related Revenues						
Base Rate Revenues	738,359,977	68,854,719	69,004,153		65,151,900	
Conservation Charge Revenue	989,059	92,233	100,215		71,402	
Environmental Charge Revenue	7,686,000	716,747	725,289		680,960	
Investment Income	2,941,782	245,149	444,955		318,011	
Other Revenues	39,684,121	3,307,010	2,469,162		2,664,142	
Total	789,660,939	73,215,858	72,743,774	-0.64%	68,886,414	5.60%
Nonfuel Related Expenses						
Non-Fuel O&M	196,099,082	15,660,080	13,402,505		13,839,901	
DSM / Conservation O&M	9,202,382	761,222	743,544		548,598	
Environmental O&M	2,228,500	185,708	(144)		40,684	
Net Transfer to Rate Stabilization - DSM	(1,925,041)	(158,605)	(78,578)		56,471	
Transfer to Environmental Fund/RSF	5,457,500	454,792	725,433		640,276	
Debt Principal - Electric System	94,955,000	7,912,917	7,928,385		6,656,377	
Debt Interest - Electric System	113,174,619	9,431,218	8,970,122		9,394,249	
R&R - Electric System	67,286,054	5,607,171	5,460,179		5,258,521	
Operating Capital Outlay	82,713,946	20,142,631	20,142,631		12,000,000	
City Contribution Expense	90,108,598	7,509,050	7,509,050		7,276,502	
Taxes & Uncollectibles	1,697,349	141,446	114,035		116,323	
Emergency Reserve	5,000,000	-	-		-	
<i>Nonfuel Purchased Power:</i>						
* SJRPP D/S Principal	46,090,484	3,840,874	2,988,645		7,180,526	
* SJRPP D/S Interest	22,734,025	1,894,502	1,565,559		2,102,973	
** Other Non-Fuel Purchased Power	54,838,443	4,158,785	2,685,450		4,338,729	
Total Nonfuel Expenses	789,660,939	77,541,789	72,156,817	6.94%	69,450,130	-3.90%
Non-Fuel Balance	-	(4,325,931)	586,957		(563,715)	
Total Balance	-	(1,344,517)	586,957		876,432	
Total Revenues	1,331,879,242	123,779,661	125,250,913	1.19%	117,359,991	6.72%
Total Expenses	1,331,879,242	125,124,178	124,663,956	0.37%	116,483,559	-7.02%
KWH Sold - Territorial	12,600,000,000	1,174,995,202	1,187,741,000	1.08%	1,124,764,000	5.60%
KWH Sold - Off System	-	-	1,080,000		17,973,000	
	12,600,000,000	1,174,995,202	1,188,821,000	1.18%	1,142,737,000	4.03%

* Gross debt service

** Includes transmission capacity, SJRPP and Scherer R & R, O & M and Investment Income

JEA		Year-To-Date			Prior Year-To-Date	
Electric System		BUDGET	ACTUAL	Variance	ACTUAL	Variance
Budget vs. Actual		2014-15	2014-15	%	2013-14	%
June 30, 2015 and 2014						
Fuel Related Revenues & Expenses						
Fuel Rate Revenues	542,218,303	380,967,690	333,193,487	-12.54%	372,176,635	-10.47%
Fuel Expense and Purchased Power:						
Fuel Expense - Electric System	308,686,899	213,668,349	192,013,621		222,270,154	
Fuel Expense - SJRPP	129,171,400	92,821,400	74,687,103		89,189,239	
Other Purchased Power	90,396,444	65,135,988	54,990,547		45,327,576	
Subtotal Energy Expense	528,254,744	371,625,737	321,691,272	13.44%	356,786,969	9.84%
Transfer to (from) Rate Stabilization, Net	12,879,123	-	10,994,024		12,032,418	
Fuel Related Uncollectibles	1,084,437	813,327	508,192		588,977	
Total	542,218,303	372,439,064	333,193,487	10.54%	369,408,364	9.80%
Fuel Balance	-	8,528,625	(0)		2,768,271	
Nonfuel Related Revenues						
Base Rate Revenues	738,359,977	518,778,678	526,061,343		511,584,990	
Conservation Charge Revenue	989,059	694,922	435,185		438,178	
Environmental Charge Revenue	7,686,000	5,400,256	5,416,454		5,244,423	
Investment Income	2,941,782	2,206,337	3,052,872		3,075,578	
Other Revenues	39,684,121	29,763,091	24,578,512		26,203,993	
Total	789,660,939	556,843,284	559,544,365	0.49%	546,547,162	2.38%
Nonfuel Related Expenses						
Non-Fuel O&M	196,099,082	139,541,158	131,179,624		120,217,467	
DSM / Conservation O&M	9,202,382	6,895,749	5,183,806		5,013,655	
Environmental O&M	2,228,500	1,671,375	411,234		372,476	
Net Transfer to Rate Stabilization - DSM	(1,925,041)	(1,437,508)	(376,454)		(287,037)	
Transfer to Environmental Fund/RSF	5,457,500	4,093,125	5,005,220		4,871,947	
Debt Principal - Electric System	94,955,000	71,216,250	71,268,844		56,465,869	
Debt Interest - Electric System	113,174,619	84,880,964	78,540,075		81,971,781	
R&R - Electric System	67,286,054	50,464,540	49,141,613		47,326,687	
Operating Capital Outlay	82,713,946	82,713,946	82,713,946		44,000,000	
City Contribution Expense	90,108,598	67,581,448	67,581,448		65,488,515	
Taxes & Uncollectibles	1,697,349	1,273,011	953,275		967,933	
Emergency Reserve	5,000,000	-	-		-	
<i>Nonfuel Purchased Power:</i>						
* SJRPP D/S Principal	46,090,484	34,567,863	26,654,062		64,478,422	
* SJRPP D/S Interest	22,734,025	17,050,519	15,130,235		19,594,576	
** Other Non-Fuel Purchased Power	54,838,443	37,429,061	24,590,847		34,599,501	
Total Nonfuel Expenses	789,660,939	597,941,501	557,977,776	6.68%	545,081,794	-2.37%
Non-Fuel Balance	-	(41,098,217)	1,566,590		1,465,368	
Total Balance	-	(32,569,592)	1,566,590		4,233,639	
Total Revenues	1,331,879,242	937,810,974	892,737,853	-4.81%	918,723,797	-2.83%
Total Expenses	1,331,879,242	970,380,566	891,171,263	8.16%	914,490,158	2.55%
KWH Sold - Territorial	12,600,000,000	8,852,878,471	8,884,215,000	0.35%	8,645,540,000	2.76%
KWH Sold - Off System	-	-	70,873,000		98,719,000	
	12,600,000,000	8,852,878,471	8,955,088,000	1.15%	8,744,259,000	2.41%

* Gross debt service

** Includes transmission capacity, SJRPP and Scherer R & R, O & M and Investment Income

JEA Water and Sewer System		Month			Prior Year Month	
Budget vs. Actual June 30, 2015 and 2014	ANNUAL BUDGET 2014-15	BUDGET 2014-15	ACTUAL 2014-15	Variance %	ACTUAL 2013-14	Variance %
REVENUES						
Water & Sewer Revenues	\$ 401,527,942	\$ 33,404,198	\$ 35,715,788		\$ 32,372,447	
Capacity & Extension Fees	15,000,000	1,250,000	1,623,192		1,477,704	
Capital Contributions	-	-	5,634		15,537	
Investment Income	2,484,863	566,647	260,102		236,364	
Other Income	11,383,371	948,614	2,133,578		1,136,034	
Total	430,396,176	36,169,459	39,738,294	9.87%	35,238,086	12.77%
EXPENSES						
O & M Expenses	136,523,219	11,195,822	10,164,608		10,102,992	
Debt Principal - Water & Sewer	49,111,097	4,092,591	3,015,000		3,752,198	
Debt Interest - Water & Sewer	80,741,791	6,728,483	6,284,471		6,669,395	
R&R - Water & Sewer	20,670,050	1,722,504	1,722,504		1,711,625	
Operating Capital Outlay	82,157,618	11,276,897	11,276,897		8,304,863	
Operating Capital Outlay - Capacity/Extension	15,000,000	4,199,529	1,623,192		1,477,704	
Operating Capital Outlay - Contributions	-	-	5,634		15,537	
Operating Capital Outlay - Environmental	22,137,705	1,844,809	2,244,184		1,990,682	
City Contribution Expense	21,578,940	1,798,245	1,798,245		1,822,460	
Uncollectibles & Fees	845,756	70,480	62,000		63,559	
Interlocal Agreements	630,000	-	-		-	
Emergency Reserve	1,000,000	-	-		-	
Total Expenses	430,396,176	42,929,360	38,196,735	11.02%	35,911,015	-6.36%
Total Balance	\$ -	\$ (6,759,901)	\$ 1,541,559		\$ (672,929)	
Sales kgals						
Water	36,750,000	3,108,943	3,381,924	8.78%	2,896,718	16.75%
Sewer	27,012,394	2,423,336	2,430,927	0.31%	2,134,682	13.88%
Total	63,762,394	5,532,279	5,812,851	5.07%	5,031,400	15.53%

		Year-To-Date			Prior Year to Date	
	ANNUAL BUDGET 2014-15	BUDGET 2014-15	ACTUAL 2014-15	Variance %	ACTUAL 2013-14	Variance %
REVENUES						
Water & Sewer Revenues	\$ 401,527,942	\$ 297,444,035	\$ 291,894,674		\$ 277,094,517	
Capacity & Extension Fees	15,000,000	11,250,000	14,199,529		12,454,074	
Capital Contributions	-	-	282,887		969,498	
Investment Income	2,484,863	1,959,287	2,251,686		1,988,032	
Other Income	11,383,371	8,537,528	11,271,191		8,630,855	
Total	430,396,176	319,190,850	319,899,967	0.22%	301,136,976	6.23%
EXPENSES						
O & M Expenses	136,523,219	99,334,447	89,117,558		87,921,303	
Debt Principal - Water & Sewer	49,111,097	36,833,323	27,135,000		33,762,816	
Debt Interest - Water & Sewer	80,741,791	60,556,344	54,228,243		58,930,835	
R&R - Water & Sewer	20,670,050	15,502,537	15,502,537		15,404,625	
Operating Capital Outlay	82,157,618	82,157,618	82,157,618		58,914,588	
Operating Capital Outlay - Capacity/Extension	15,000,000	14,199,529	14,199,529		12,454,074	
Operating Capital Outlay - Contributions	-	-	282,887		969,498	
Operating Capital Outlay - Environmental	22,137,705	16,603,279	16,057,019		15,204,874	
City Contribution Expense	21,578,940	16,184,205	16,184,205		16,402,138	
Uncollectibles & Fees	845,756	634,317	501,867		694,534	
Interlocal Agreements	630,000	-	-		-	
Emergency Reserve	1,000,000	-	-		-	
Total Expenses	430,396,176	342,005,599	315,366,463	7.79%	300,659,285	-4.89%
Total Balance	\$ -	\$ (22,814,749)	\$ 4,533,504		\$ 477,691	
Sales kgals						
Water	36,750,000	26,934,258	25,484,516	-5.38%	23,505,018	8.42%
Sewer	27,012,394	19,827,315	19,726,456	-0.51%	18,208,971	8.33%
Total	63,762,394	46,761,573	45,210,972	-3.32%	41,713,989	8.38%

JEA District Energy System		Month			Prior Year Month	
Budget vs. Actual June 30, 2015 and 2014	ANNUAL BUDGET 2014-15	BUDGET 2014-15	ACTUAL 2014-15	Variance %	ACTUAL 2013-14	Variance %
REVENUES						
Revenues	\$ 9,444,887	\$ 862,227	\$ 797,718		\$ 758,348	
Investment Income	-	-	364		-	
Total	<u>9,444,887</u>	<u>862,227</u>	<u>798,082</u>	-7.44%	<u>758,348</u>	5.24%
EXPENSES						
O & M Expenses	5,397,311	506,232	440,051		438,779	
Debt Principal - DES	1,610,000	134,167	134,167		133,750	
Debt Interest - DES	1,409,300	117,442	117,442		117,977	
R&R - DES	449,570	37,464	36,229		32,883	
Operating Capital Outlay	578,706	48,226	-		-	
Total Expenses	<u>9,444,887</u>	<u>843,531</u>	<u>727,889</u>	13.71%	<u>723,389</u>	-0.62%
Total Balance	<u>\$ -</u>	<u>\$ 18,696</u>	<u>\$ 70,193</u>		<u>\$ 34,959</u>	

	ANNUAL BUDGET 2014-15	BUDGET 2014-15	ACTUAL 2014-15	Variance %	ACTUAL 2013-14	Variance %
REVENUES						
Revenues	\$ 9,444,887	\$6,614,325	\$ 6,093,204		\$ 6,108,816	
Investment Income	-	-	3,729		201	
Total	<u>9,444,887</u>	<u>6,614,325</u>	<u>6,096,933</u>	-7.82%	<u>6,109,017</u>	-0.20%
EXPENSES						
O & M Expenses	5,397,311	3,572,386	3,347,240		3,295,062	
Debt Principal - DES	1,610,000	1,207,500	1,207,500		1,203,750	
Debt Interest - DES	1,409,300	1,056,975	1,056,975		1,061,790	
R&R - DES	449,570	337,178	326,063		295,950	
Operating Capital Outlay	578,706	434,030	-		-	
Total Expenses	<u>9,444,887</u>	<u>6,608,069</u>	<u>5,937,778</u>	10.14%	<u>5,856,552</u>	-1.39%
Total Balance	<u>\$ -</u>	<u>\$ 6,256</u>	<u>\$ 159,155</u>		<u>\$ 252,465</u>	

JEA

Electric System

Schedules of Debt Service Coverage

(in thousands - unaudited)

	Month		Year-To-Date	
	2015	2014	2015	2014
Revenues:				
Electric	\$ 127,944	\$ 120,160	\$ 909,119	\$ 935,483
Investment income (1)	302	194	1,899	1,935
Earnings from The Energy Authority	411	144	1,351	3,437
Other, net (2)	2,156	2,358	22,069	23,523
Plus: amounts paid from the rate stabilization fund into the revenue fund	750	549	55,092	5,014
Less: amounts paid from the revenue fund into the rate stabilization fund	(12,483)	(1,245)	(70,715)	(21,632)
Total revenues	119,080	122,160	918,815	947,760
Operating expenses (3):				
Fuel	24,058	29,060	192,013	222,270
Purchased power (4)	24,978	32,289	199,793	259,857
Other operations and maintenance	14,587	14,706	137,184	126,718
State utility taxes and franchise fees	5,756	5,349	43,027	44,358
Total operating expenses	69,379	81,404	572,017	653,203
Net revenues	\$ 49,701	\$ 40,756	\$ 346,798	\$ 294,557
Debt service:	\$ 6,896	\$ 6,286	\$ 62,323	\$ 56,413
Less: investment income on sinking fund	(148)	(130)	(1,202)	(1,197)
Less: Build America Bonds subsidy	(126)	(126)	(1,132)	(1,133)
Debt service requirement	\$ 6,622	\$ 6,030	\$ 59,989	\$ 54,083
Senior debt service coverage (5), (min 1.20x)	7.51 x	6.76 x	5.78 x	5.45 x
Net revenues (from above):	\$ 49,701	\$ 40,756	\$ 346,798	\$ 294,557
Debt service requirement (from above):	\$ 6,622	\$ 6,030	\$ 59,989	\$ 54,083
Plus: aggregate subordinated debt service on outstanding subordinated bonds	8,195	7,928	73,731	67,748
Less: Build America Bonds subsidy	(174)	(174)	(1,564)	(1,570)
Total debt service requirement and aggregate subordinated debt service	\$ 14,643	\$ 13,784	\$ 132,156	\$ 120,261
Senior and subordinated debt service coverage (6), (min 1.15x)	3.39 x	2.96 x	2.62 x	2.45 x
Fixed charge coverage (7)	2.38 x	1.83 x	1.81 x	1.52 x

(1) Excludes investment income on sinking funds.

(2) Excludes the Build America Bonds subsidy.

(3) Excludes depreciation.

(4) In accordance with the requirements of the Electric System Resolution, all the contract debt payments from the Electric System to the SJRPP and Bulk Power Supply System with respect to the use by the Electric System of the capacity and output of the SJRPP and Bulk Power Systems are reflected as a purchased power expense on these schedules. These schedules do not include revenues of the SJRPP and Bulk Power Supply System, except that the purchased power expense is net of interest income on funds maintained under the SJRPP and Bulk Power Supply System resolutions.

(5) Net revenues divided by debt service requirement. Minimum annual coverage is 1.20x.

(6) Net revenues divided by total debt service requirement and aggregate subordinated debt service. Minimum annual coverage is 1.15x.

(7) Net revenues plus JEA's share of SJRPP's and Bulk Power Supply System's debt service less city contribution divided by the sum of the adjusted debt service requirement and JEA's share of SJRPP's and Bulk Power Supply System's debt service.

JEA
Bulk Power Supply System
Schedules of Debt Service Coverage
(in thousands - unaudited)

	Month		Year-To-Date	
	2015	June 2014	2015	June 2014
Revenues:				
JEA	\$ 5,210	\$ 7,031	\$ 45,306	\$ 49,390
Investment income	9	8	82	60
Other, net (1)	-	-	-	-
Total revenues	5,219	7,039	45,388	49,450
Operating expenses (2):				
Fuel	3,181	3,992	26,912	23,230
Other operations and maintenance	970	1,212	10,422	12,445
Total operating expenses	4,151	5,204	37,334	35,675
Net revenues	\$ 1,068	\$ 1,835	\$ 8,054	\$ 13,775
Aggregate Debt Service	\$ 817	\$ 682	\$ 7,351	\$ 6,410
Less: Build America Bonds subsidy	(64)	(65)	(573)	(581)
Aggregate debt service	\$ 753	\$ 617	\$ 6,778	\$ 5,829
Debt service coverage (3)	1.42 x	2.97 x	1.19 x	2.36 x

(1) Excludes the Build America Bonds subsidy.

(2) Excludes all current expenses paid or accrued to the extent that such expenses are to be paid from revenues.

(3) Net revenues divided by aggregate debt service. Minimum annual coverage is 1.15x.

JEA

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**St. Johns River Power Park System
Schedule of Debt Service Coverage - 1st Resolution
(in thousands - unaudited)**

	Month June		Year-To-Date June	
	2015	2014	2015	2014
Revenues:				
JEA	\$ 14,778	\$ 24,080	\$ 105,382	\$ 180,888
FPL	11,630	15,648	93,029	117,944
Investment income	381	286	2,797	2,333
Total revenues	26,789	40,014	201,208	301,165
Operating expenses (1):				
Fuel	16,861	19,073	120,615	138,653
Other operations and maintenance	3,506	3,366	31,091	30,723
Total operating expenses	20,367	22,439	151,706	169,376
Net revenues	\$ 6,422	\$ 17,575	\$ 49,502	\$ 131,789
Aggregate debt service	\$ 4,260	\$ 11,715	\$ 39,611	\$ 105,432
Debt service coverage (2)	1.51 x	1.50 x	1.25 x	1.25 x

(1) Excludes depreciation.

(2) Net revenues divided by aggregate debt service. Semiannual minimum coverage is 1.25x.

JEA

**St. Johns River Power Park System
Schedule of Debt Service Coverage - 2nd Resolution
(in thousands - unaudited)**

	Month June		Year-To-Date June	
	2015	2014	2015	2014
Revenues:				
JEA	\$ 2,759	\$ 2,879	\$ 19,627	\$ 20,949
Investment income	-	-	-	-
Other, net (1)	-	34	-	306
Total revenues	2,759	2,913	19,627	21,255
Operating expenses (2):				
Fuel	-	-	-	-
Other operations and maintenance	-	-	-	-
Total operating expenses	-	-	-	-
Net revenues	\$ 2,759	\$ 2,913	\$ 19,627	\$ 21,255
Aggregate debt service	\$ 1,926	\$ 1,996	\$ 17,332	\$ 18,483
Less: Build America Bonds subsidy	(34)	-	(306)	-
Aggregate debt service (3)	\$ 1,892	\$ 1,996	\$ 17,026	\$ 18,483
Debt service coverage (4), (5)	1.46 x	1.46 x	1.15 x	1.15 x

(1) Effective July 14, 2014, the St. Johns River Power Park System Second Revenue Bond Resolution was amended to exclude from revenues the subsidy related to Build America Bonds.

(2) Excludes all current expenses paid or accrued to the extent that such expenses are to be paid from revenues under the 1st Resolution.

(3) Effective July 14, 2014, the St. Johns River Power Park System Second Revenue Bond Resolution was amended to exclude from interest in aggregate debt service the subsidy related to Build America Bonds.

(4) Net revenues divided by aggregate debt service. Semiannual minimum coverage is 1.15x.

(5) Had the Build America Bonds subsidy not been excluded from revenues and not been excluded from interest in aggregate debt service, current year-to-date debt service coverage would have been 1.13x.

JEA
 Water and Sewer System
 Schedule of Debt Service Coverage
 (in thousands - unaudited)

	Month		Year-To-Date	
	2015	2014	2015	2014
Revenues:				
Water	\$ 15,963	\$ 14,028	\$ 121,190	\$ 114,279
Water capacity fees (1)	639	553	5,142	4,559
Sewer	20,642	19,156	177,646	169,315
Sewer capacity fees (1)	984	923	9,057	7,893
Investment Income	264	241	2,293	2,032
Other (2)	2,004	924	9,456	6,718
Plus: amounts paid from the rate stabilization fund into the revenue fund	2,244	1,991	16,057	15,205
Less: amounts paid from the revenue fund into the rate stabilization fund	(2,244)	(1,991)	(16,057)	(15,205)
Total revenues	40,496	35,825	324,784	304,796
Operating & Maintenance Expenses:				
Operations and maintenance (3)	11,395	11,508	97,598	97,826
Total operating expenses	11,395	11,508	97,598	97,826
Net revenues	\$ 29,101	\$ 24,317	\$ 227,186	\$ 206,970
Aggregate debt service:	\$ 7,648	\$ 8,906	\$ 68,788	\$ 80,162
Less: Build America Bonds subsidy	(207)	(208)	(1,867)	(1,869)
Aggregate debt service:	\$ 7,441	\$ 8,698	\$ 66,921	\$ 78,293
Senior debt service coverage (4), (min 1.25x)	3.91 x	2.80 x	3.39 x	2.64 x
Net revenues (from above)	\$ 29,101	\$ 24,317	\$ 227,186	\$ 206,970
Aggregate debt service (from above)	\$ 7,441	\$ 8,698	\$ 66,921	\$ 78,293
Plus: aggregate subordinated debt service on outstanding subordinated debt	1,020	874	9,160	7,860
Total aggregate debt service and aggregate subordinated debt service	\$ 8,461	\$ 9,572	\$ 76,081	\$ 86,153
Senior and subordinated debt service coverage (5)	3.44 x	2.54 x	2.99 x	2.40 x
Fixed charge coverage	3.23 x	2.35 x	2.77 x	2.21 x

- (1) Effective October 1, 2001, the Water and Sewer Bond Resolution was amended to include capacity fees in total revenues. Had such capacity fees not been included in the calculation for the year-to-date periods ending June 2015 and 2014, then the debt service coverage would have been 2.80x and 2.26x.
- (2) Excludes the Build America Bonds subsidy.
- (3) Excludes depreciation.
- (4) Net revenues divided by aggregate debt service. Minimum annual coverage is 1.25x.
- (5) Net revenues divided by total aggregate debt service and aggregate subordinated debt service. Minimum annual coverage is either 1.00x aggregate debt service and aggregate subordinated debt service (excluding capacity charges) or the sum of 1.00x aggregate debt service and 1.20x aggregate subordinated debt service (including capacity charges). Based on the first requirement, minimum annual coverage is 2.80x and 2.26x. Based on the second requirement, net revenues must exceed 100% of aggregate debt service and 120% of aggregate subordinated debt service, or \$77,913 and \$87,725 for the year-to-date period ending June 2015 and 2014.

JEA
 District Energy System
 Schedule of Debt Service Coverage
 (in thousands - unaudited)

	Month		Year-To-Date	
	2015	June	2014	June
Revenues:				
Service revenues	\$	798	\$	758
Investment income		-		1
Other		-		-
Plus: amounts paid from the rate stabilization fund into the revenue fund		-		-
Less: amounts paid from the revenue fund into the rate stabilization fund		-		-
Total revenues		798		759
Operating expenses (1):		441		437
Total operating expenses		441		437
Net revenues	\$	357	\$	322
Aggregate debt service (2)	\$	252	\$	252
Debt service coverage (3) (min 1.15x)		1.42 x		1.28 x
				1.21 x
				1.24 x

(1) Excludes depreciation.

(2) On June 19, 2013, the closing date of the District Energy System Refunding Revenue Bonds, 2013 Series A, the JEA covenanted to deposit into the 2013 Series A Bonds Subaccount from Available Water and Sewer System Revenues an amount equal to the Aggregate DES Debt Service Deficiency that exists with respect to the 2013 Series A Bonds, in the event that the amount on deposit in the Debt Service Account in the Debt Service Fund in accordance with the District Energy System Resolution is less than Accrued Aggregate Debt Service as of the last Business Day of the then current month.

(3) Net Revenues divided by aggregate debt service. Minimum annual coverage is 1.15x.

JEA Board Meeting - V. A. Consent Agenda

JEA
Electric System, St. Johns River Power Park System and Scherer
Principal Amount of Debt Outstanding and Average Interest Rates
June 30, 2015

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Schedule of Outstanding Indebtedness

Issue/Average Coupon Rate	Interest Rates	Principal Payment Dates	Par Amount Principal Outstanding	Current Portion of Long-Term Debt
Electric System - Fixed Rate Bonds				
Series Three 2004 A	5.000%	2039	\$ 5,000	\$ -
Series Three 2005 B	4.750%	2033	100,000	-
Series Three 2005 D	3.625%	2015	1,335,000	1,335,000
Series Three 2008 E	5.000%	2015	14,560,000	14,560,000
Series Three 2009 C	5.000%	2016-2017	15,730,000	-
Series Three 2009 D	6.056%	2033-2044	45,955,000	-
Series Three 2010 A	4.000%	2015-2020	29,715,000	4,755,000
Series Three 2010 B	2.000 - 4.500%	2015-2030	5,535,000	450,000
Series Three 2010 C	4.000 - 4.500%	2021-2031	11,420,000	-
Series Three 2010 D	3.000 - 5.000%	2015-2038	162,470,000	5,870,000
Series Three 2010 E	5.350 - 5.482%	2028-2040	34,255,000	-
Series Three 2012A	4.000 - 4.500%	2023-2033	60,750,000	-
Series Three 2012B	2.000 - 5.000%	2015-2039	133,990,000	600,000
Series Three 2013A	2.500 - 5.000%	2015-2026	119,080,000	7,950,000
Series Three 2013B	1.875 - 5.000%	2021-2038	7,600,000	-
Series Three 2013C	3.000 - 5.000%	2015-2030	33,170,000	2,230,000
Series Three 2014A	2.800 - 5.000%	2015-2034	49,420,000	1,855,000
Series Three 2015A	1.000 - 5.000%	2015-2041	83,325,000	1,515,000
Total Fixed Rate Senior Bonds			808,415,000	41,120,000
2005 Series C	3.500%	2015	875,000	875,000
2009 Series A	5.625%	2029-2032	21,140,000	-
2009 Series D	5.000%	2017-2018	23,925,000	-
2009 Series E	4.000%	2015-2018	4,835,000	770,000
2009 Series F	3.875 - 6.406%	2015-2034	66,600,000	1,000,000
2009 Series G	3.750 - 5.000%	2015-2021	27,675,000	4,700,000
2010 Series A	3.000 - 5.000%	2015-2017	10,830,000	5,870,000
2010 Series B	3.000 - 5.000%	2015-2024	36,210,000	830,000
2010 Series C	3.125 - 4.000%	2020-2027	15,925,000	-
2010 Series D	3.500 - 5.582%	2017-2027	45,575,000	-
2010 Series E	4.000%	2015-2016	7,570,000	3,065,000
2012 Series A	3.000 - 5.000%	2015-2033	112,645,000	1,865,000
2012 Series B	2.250 - 5.000%	2015-2037	108,020,000	2,220,000
2013 Series A	2.500 - 5.000%	2017-2030	59,330,000	-
2013 Series B	2.500 - 5.000%	2015-2026	50,875,000	9,660,000
2013 Series C	1.375 - 5.000%	2015-2038	88,625,000	20,000
2013 Series D	2.625 - 5.250%	2015-2035	155,670,000	10,615,000
2014 Series A	3.000 - 5.000%	2015-2039	231,950,000	8,180,000
Total Fixed Rate Subordinated Bonds			1,068,275,000	49,670,000
Total Fixed Rate Electric System Bonds/4.537%			1,876,690,000	90,790,000
Electric System - Variable Rate Bonds				
	Current Interest Rates (1)			
Series Three 2008 A	0.074%	2027-2036	51,680,000	-
Series Three 2008 B-1	0.675%	2015-2040	61,095,000	350,000
Series Three 2008 B-2	0.074%	2025-2040	41,900,000	-
Series Three 2008 B-3	0.074%	2024-2036	37,000,000	-
Series Three 2008 B-4	0.675%	2015-2036	50,535,000	350,000
Series Three 2008 C-1	0.095%	2024-2034	44,145,000	-
Series Three 2008 C-2	0.086%	2024-2034	43,900,000	-
Series Three 2008 C-3	0.080%	2030-2038	25,000,000	-
Series Three 2008 D-1	0.675%	2015-2036	116,165,000	2,325,000
Total Variable Rate Senior Bonds			471,420,000	3,025,000
Series 2000 A	0.095%	2021-2035	30,965,000	-
Series 2000 F-1	0.090%	2026-2030	37,200,000	-
Series 2000 F-2	0.100%	2026-2030	24,800,000	-
Series 2008 D	0.040%	2024-2038	39,455,000	-
Series C Commercial Paper	0.074%	2022-2027	40,800,000	-
Total Variable Rate Subordinated Bonds			173,220,000	-
Total Variable Rate Bonds			644,640,000	3,025,000
Total Electric System Bonds			2,521,330,000	93,815,000
St. Johns River Power Park - Fixed Rate Bonds				
Issue 2 Series 17	4.700%	2019	100,000	-
Issue 2 Series 18	4.500%	2018	50,000	-
Issue 2 Series 19	4.600%	2017	100,000	-
Issue 2 Series 20	4.500%	2021	100,000	-
Issue 2 Series 21	5.000%	2021	5,000	-
Issue 2 Series 22	4.000%	2019	5,000	-
Issue 2 Series 23	3.000 - 5.000%	2015-2021	92,830,000	27,920,000
Issue 2 Series 24	3.000 - 4.000%	2015-2021	42,550,000	12,925,000
Issue 2 Series 25	3.000 - 5.000%	2016-2021	42,195,000	-
Issue 2 Series 26	2.000 - 5.000%	2019-2021	65,970,000	-
Issue 2 Series 27	0.600 - 2.505%	2015-2021	7,155,000	130,000
Issue 3 Series 1	4.500%	2037	100,000	-
Issue 3 Series 2	5.000%	2034-2037	29,370,000	-
Issue 3 Series 4	3.875 - 5.450%	2016-2028	25,720,000	-
Issue 3 Series 5	4.000%	2015	1,595,000	1,595,000
Issue 3 Series 6	2.000 - 5.000%	2015-2037	114,725,000	7,155,000
Issue 3 Series 7	2.000 - 5.000%	2015-2033	88,715,000	220,000
Issue 3 Series 8	2.000 - 5.000%	2015-2039	63,865,000	1,000,000
Total Fixed Rate St. Johns River Power Park Bonds/4.107%			575,150,000	50,945,000
Bulk Power Supply System, Scherer 4 Project - Fixed Rate Bonds				
Series 2010A	3.350 - 5.920%	2015-2030	45,640,000	2,855,000
Series 2014A	2.000 - 5.000%	2015-2038	71,280,000	2,095,000
Total Fixed Rate Bulk Power Supply System Bonds/4.280%			116,920,000	4,950,000
Weighted Average Cost(2) / Total Outstanding Debt			3.279%	\$ 3,213,400,000

(1) Current month interest rate excluding variable debt fees.
(2) Weighted Average Cost of debt is net of BABs subsidy, original issue premiums/discounts and excludes variable debt liquidity/restructuring fees and interest rate swap payments.

	Electric System	Power Park	Issue Three
• Remaining New Money Authorization	\$ 465,160,992	\$ 103,865,000	
• Remaining Senior Refunding Authorization	\$ 1,281,957,381	\$ 250,810,000	
• Remaining Subordinated Refunding Authorization	\$ 892,378,000		n/a

JEA
Water and Sewer System
Principal Amount of Debt Outstanding and Average Interest Rates
June 30, 2015

Schedule of Outstanding Indebtedness

Issue/Average Coupon Rate	Interest Rates	Principal Payment Dates	Par Amount Principal Outstanding	Current Portion of Long-Term Debt
Fixed Rate Bonds				
2009 Series B	3.750 - 5.000%	2017-2019	\$ 25,565,000	\$ -
2010 Series A	6.210 - 6.310%	2026-2044	83,115,000	-
2010 Series B	3.750 - 5.700%	2015-2025	19,030,000	1,730,000
2010 Series C	3.500 - 5.000%	2015-2040	20,795,000	5,495,000
2010 Series D	3.000 - 5.000%	2015-2039	173,755,000	3,190,000
2010 Series E	4.000 - 5.000%	2021-2039	60,990,000	-
2010 Series F	3.200 - 5.887%	2017-2040	45,520,000	-
2010 Series G	2.000 - 3.000%	2015-2016	1,525,000	740,000
2012 Series A	3.000 - 5.000%	2017-2041	317,935,000	-
2012 Series B	2.000 - 5.000%	2015-2041	133,425,000	1,660,000
2013 Series A	3.000 - 5.000%	2015-2027	92,385,000	1,300,000
2013 Series B	0.776 - 1.882%	2015-2017	23,205,000	6,475,000
2014 Series A	2.000 - 5.000%	2015-2040	300,200,000	10,635,000
Total Fixed Rate Senior Bonds			1,297,445,000	31,225,000
2010 Series A	3.000 - 5.000%	2015-2022	14,950,000	885,000
2010 Series B	3.000 - 5.000%	2020-2025	12,770,000	-
2012 Series A	3.000 - 4.000%	2021-2033	20,320,000	-
2012 Series B	3.250 - 5.000%	2030-2043	41,640,000	-
2013 Series A	2.125 - 5.000%	2015-2029	79,660,000	3,620,000
Total Fixed Rate Subordinated Bonds			169,340,000	4,505,000
Total Fixed Rate Bonds/4.611%			1,466,785,000	35,730,000
Variable Rate Bonds				
	Current Interest Rates (1)			
2006 Series B - CPI Bonds	0.867% (2)	2016-2022	38,730,000	-
2008 Series A-2	0.083%	2028-2042	51,820,000	-
2008 Series B	0.106%	2023-2041	85,290,000	-
Total Variable Rate Senior Bonds			175,840,000	-
2008 Series A-1	0.040%	2015-2038	53,950,000	450,000
2008 Series A-2	0.108%	2030-2038	25,600,000	-
2008 Series B-1	0.080%	2030-2036	30,885,000	-
Total Variable Rate Subordinated Bonds			110,435,000	450,000
Total Variable Rate Bonds			286,275,000	450,000
Weighted Average Cost(3) / Total Outstanding Debt			3.615%	\$ 1,753,060,000

(1) Current month interest rate excluding variable debt fees.

(2) Designated swap obligation. The rate shown is the weighted average of the variable CPI Index rates for the 6 month re-set period.

(3) Weighted Average Cost of debt is net of BABs subsidy, original issue premiums/discounts and excludes variable debt liquidity/restructuring fees and interest rate swap payments.

• Remaining New Money Authorization	\$ 218,078,023
• Remaining Refunding Authorization	\$ 1,231,973,942

**JEA
District Energy System
Principal Amount of Debt Outstanding and Average Interest Rates
June 30, 2015**

Schedule of Outstanding Indebtedness

Issue/Average Coupon	Interest Rates	Principal Payment Dates	Par Amount Principal Outstanding	Current Portion of Long-Term Debt
Fixed Rate Bonds				
2013 Series A/3.982%	0.6410 - 4.538%	2015-2034	\$ 41,360,000	\$ 1,610,000
Weighted Average Cost(1) / Total Outstanding Debt		3.987%	\$ 41,360,000	\$ 1,610,000

(1) Weighted Average Cost of debt is net of original issue premiums/discounts.

- Remaining New Money Authorization \$ 54,321,245
- Remaining Refunding Authorization \$ 106,670,000

**JEA
INVESTMENT PORTFOLIO REPORT
June 2015
All Funds**

<u>INVESTMENT</u>	<u>BOOK VALUE</u>	<u>YIELD</u>	<u>% OF TOTAL</u>	<u>LAST MONTH</u>	<u>6 MONTH AVERAGE</u>
* Treasuries	\$ 67,305,761	0.18%	4.62%	4.73%	3.86%
<u>Agencies</u>					
Federal Farm Credit Bank	210,638,498	0.76%	14.45%	15.70%	16.64%
Federal Home Loan Bank	448,902,671	0.81%	30.80%	31.22%	29.79%
Total	659,541,169	0.79%	45.25%	46.92%	46.43%
Municipal Bonds	287,108,642	2.09%	19.70%	20.79%	20.33%
Commercial Paper	325,943,500	0.18%	22.36%	19.48%	19.70%
U.S. Treasury Money Market Funds (1)	10,703,359	0.03%	0.73%	0.72%	0.90%
Agency Money Market Funds (2)	12,925,000	0.04%	0.89%	0.91%	1.24%
Wells Fargo Bank Accounts (3)					
Electric, Scherer	60,065,992	0.05%	4.12%	3.04%	3.48%
SJRPP	20,515,543	0.05%	1.41%	2.55%	2.57%
Water & Sewer, DES	13,564,697	0.05%	0.93%	0.85%	1.49%
Total Portfolio	\$ 1,457,673,662	0.83%	100.00%	100.00%	100.00%

* Backed by Full Faith and Credit of U. S. Government

Weighted Avg. Annual Yield for June 2015, Excluding Bank & Money Market Funds: 0.90%

Weighted Avg. Annual Yield for June 2015, Including Bank & Money Market Funds: 0.83%

Some investments listed above may be classified as Cash Equivalents on the Statements of Net Position in accordance with generally accepted accounting principles.

(1) Morgan Stanley Treasury Fund; Fidelity Treasury Fund; Federated Treasury Fund

(2) Morgan Stanley Government Fund

(3) Month-end bank balances

**JEA
Interest Rate Swap Position Report
June 2015**

JEA Debt Management Swaps Variable to Fixed (BMA Index) (2)

Electric										
ID	Dealer	Effective Date	Terminat'n Date	System Allocation	Water/Sewer Allocation	Fixed Rate	Floating Rate (1)	Spread	Rate Cap	Index
1	Goldman Sachs	9/18/2003	9/18/2033	\$ 84,800,000	\$ -	3.717	0.125	3.592	n/a	68% 1 mth Libor
3	Morgan Stanley	1/27/2005	10/1/2039	82,575,000	-	4.351	0.075	4.275	n/a	BMA
4	JPMorgan	1/27/2005	10/1/2035	86,725,000	-	3.661	0.125	3.536	n/a	68% 1 mth Libor
6	JPMorgan	1/27/2005	10/1/2037	39,175,000	-	3.716	0.125	3.591	n/a	68% 1 mth Libor
7	Morgan Stanley	10/31/2006	10/1/2022	-	38,730,000	3.996	0.867	3.129	n/a	CPI
8	Morgan Stanley	1/31/2007	10/1/2031	62,980,000	-	3.907	0.075	3.832	n/a	BMA
9	Merrill Lynch	3/8/2007	10/1/2041	-	85,290,000	3.895	0.075	3.820	n/a	BMA
10	Goldman Sachs	1/31/2008	10/1/2036	51,680,000	-	3.836	0.075	3.761	n/a	BMA
Total				\$ 407,935,000	\$ 124,020,000	Wtd Avg Spread		3.736		

Notes: (1) The "Floating Rate" column is the average of the floating rate for each instrument for this month.
 (2) The Current BMA rate is .07% (reset date is 6/25/15)

JEA
Electric System
Operating Statistics

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	Month June			Year-To-Date June		
	2015	2014	Variance	2015	2014	Variance
Electric revenue sales (000's omitted):						
Residential	\$ 62,252	\$ 57,392	8.47%	\$ 430,023	\$ 432,239	-0.51%
Commerical	39,538	38,061	3.88%	289,158	297,708	-2.87%
Industrial	20,816	20,318	2.45%	158,979	170,637	-6.83%
Public street lighting	1,084	1,173	-7.59%	8,880	10,841	-18.09%
Sales for resale - territorial	4,385	2,766	58.53%	20,938	22,218	-5.76%
Electric revenues - territorial	128,075	119,710	6.99%	907,978	933,643	-2.75%
Sales for resale - off system	39	622	-93.73%	2,395	3,232	-25.90%
Electric revenues	128,114	120,332	6.47%	910,373	936,875	-2.83%
Less: allowance for doubtful accounts	(170)	(172)	-1.16%	(1,254)	(1,392)	-9.91%
Electric revenues - net	127,944	120,160	6.48%	909,119	935,483	-2.82%
MWh sales:						
Residential	516,136	474,482	8.78%	3,676,629	3,529,399	4.17%
Commercial	371,513	358,797	3.54%	2,840,045	2,759,378	2.92%
Industrial	257,699	250,867	2.72%	2,063,800	2,031,977	1.57%
Public street lighting	7,760	9,048	-14.24%	67,316	86,630	-22.29%
Sales for resale - territorial	34,633	31,570	9.70%	236,425	238,156	-0.73%
Total MWh sales - territorial	1,187,741	1,124,764	5.60%	8,884,215	8,645,540	2.76%
Sales for resale - off system	1,080	17,973	-93.99%	70,873	98,719	-28.21%
Total MWh sales	1,188,821	1,142,737	4.03%	8,955,088	8,744,259	2.41%
Number of accounts (1):						
Residential	391,105	383,856	1.89%	388,309	381,606	1.76%
Commercial	50,870	49,333	3.12%	50,583	48,430	4.45%
Industrial	207	215	-3.72%	210	216	-2.78%
Public street lighting	3,560	3,479	2.33%	3,537	3,473	1.84%
Sales for resale	2	2	0.00%	2	2	0.00%
Total average accounts	445,744	436,885	2.03%	442,641	433,727	2.06%
Residential averages:						
Revenue per account - \$	159.17	149.51	6.46%	1,107.42	1,132.68	-2.23%
kWh per account	1,320	1,236	6.80%	9,468	9,249	2.37%
Revenue per kWh - ¢	12.06	12.10	-0.33%	11.70	12.25	-4.49%
Degree days:						
Heating degree days	-	-	-	1,337	1,309	28
Cooling degree days	479	445	34	1,348	1,239	109
Total degree days	479	445	34	2,685	2,548	137
Degree days - 30 year average		449			2,561	

(1) The year-to-date column represents a fiscal year-to-date average.

**JEA
Water and Sewer System
Operating Statistics**

	Month June			Year-To-Date June		
	2015	2014	Variance	2015	2014	Variance
Water						
Revenues (000's omitted):						
Residential	\$ 8,208	\$ 7,305	12.36%	\$ 64,257	\$ 61,276	4.86%
Commercial and industrial	3,609	3,535	2.09%	33,249	32,348	2.79%
Irrigation	4,171	3,213	29.82%	23,885	20,933	14.10%
Water revenues	15,988	14,053	13.77%	121,391	114,557	5.97%
Less: allowance for doubtful accounts	(25)	(25)	-0.80%	(201)	(278)	-27.79%
Water revenues, net	\$ 15,963	\$ 14,028	13.80%	\$ 121,190	\$ 114,279	6.05%
Water Sales (kgals*):						
Residential	1,610,845	1,362,629	18.22%	12,213,620	11,379,081	7.33%
Commercial and industrial	989,205	964,621	2.55%	9,325,395	8,892,102	4.87%
Irrigation	781,874	569,468	37.30%	3,945,501	3,233,835	22.01%
Total kgals sales	3,381,924	2,896,718	16.75%	25,484,516	23,505,018	8.42%
Number of accounts (1):						
Residential	266,865	260,370	2.49%	264,524	258,371	2.38%
Commercial and industrial	23,992	23,768	0.94%	23,910	23,691	0.92%
Irrigation	36,190	35,908	0.79%	35,954	35,798	0.44%
Total average accounts	327,047	320,046	2.19%	324,388	317,860	2.05%
Residential averages:						
Revenue per account - \$	30.76	28.06	9.63%	242.92	237.16	2.43%
kgals per account	6.04	5.23	15.34%	46.17	44.04	4.84%
Revenue per kgals - \$	5.10	5.36	-4.95%	5.26	5.38	-2.30%
Reuse						
Revenues (000's omitted):						
Reuse revenues	\$ 926	\$ 693	33.62%	\$ 5,070	\$ 3,769	34.52%
Reuse Sales (kgals*):						
Reuse sales (kgals)	237,206	166,551	42.42%	1,209,970	798,257	51.58%
Number of accounts:						
Reuse accounts	6,165	4,840	27.38%	5,715	4,314	32.48%
Sewer						
Revenues (000's omitted):						
Residential	\$ 11,772	\$ 10,712	9.90%	\$ 97,672	\$ 93,171	4.83%
Commercial and industrial	7,981	7,789	2.47%	75,205	72,792	3.31%
Sewer revenues	19,753	18,501	6.77%	172,877	165,963	4.17%
Less: allowance for doubtful accounts	(37)	(38)	-2.63%	(301)	(417)	-27.82%
Sewer revenues, net	\$ 19,716	\$ 18,463	6.79%	\$ 172,576	\$ 165,546	4.25%
Sewer Sales (kgals*):						
Residential	1,364,486	1,160,281	17.60%	10,473,017	9,759,917	7.31%
Commercial and industrial	829,235	807,850	2.65%	8,043,469	7,650,797	5.13%
Total kgals sales	2,193,721	1,968,131	11.46%	18,516,486	17,410,714	6.35%
Number of accounts (1):						
Residential	234,656	228,367	2.75%	232,375	226,469	2.61%
Commercial and industrial	17,815	17,636	1.01%	17,747	17,603	0.82%
Total average accounts	252,471	246,003	2.63%	250,122	244,072	2.48%
Residential averages:						
Revenue per account - \$	50.17	46.91	6.95%	420.32	411.41	2.17%
kgals per account	5.81	5.08	14.45%	45.07	43.10	4.58%
Revenue per kgals - \$	8.63	9.23	-6.55%	9.33	9.55	-2.31%
*kgals = 1000 gallons						
Rainfall	(YTD IS BASED ON CUMULATIVE FIGURE)			Diff in Inches		Diff in Inches
Normal	6.45	6.45		30.85	30.85	
Actual	6.32	4.48	1.84	28.33	35.59	(7.26)
Rain Days	14	12		66	81	

JEA
Electric System
Production Statistics

	Month			Year-To-Date		
	2015	June 2014	Variance	2015	June 2014	Variance
Generated power:						
Steam:						
Fuel oil						
Fuel expense	\$ -	\$ 99,617	-100.00%	\$ 1,262,985	\$ 1,618,418	-21.96%
Barrels #6 oil consumed	-	921	-100.00%	11,680	14,971	-21.98%
\$/ per barrel consumed				\$ 108.13	\$ 108.10	0.03%
kWh oil generated (1)				4,480,583	7,084,456	-36.75%
Cost per MWh - oil				\$ 281.88	\$ 228.45	23.39%
Natural gas units #1-3						
Gas expense - variable	\$ 5,859,431	\$ 2,966,814	97.50%	\$ 20,175,340	\$ 14,405,283	40.06%
MMBTU's consumed	1,756,541	525,094	234.52%	6,259,353	2,955,628	111.78%
\$/ per MMBTU consumed	\$ 3.34	\$ 5.65	-40.88%	\$ 3.22	\$ 4.87	-33.88%
kWh - gas generated (1)	140,979,221	39,609,570	255.92%	520,864,112	238,044,031	118.81%
Cost per MWh - gas	\$ 41.56	\$ 74.90	-44.51%	\$ 38.73	\$ 60.52	-36.00%
Coal						
Coal expense	\$ 1,966,818	\$ 3,992,693	-50.74%	\$ 31,019,836	\$ 26,549,401	16.84%
kWh generated	78,200,989	121,935,167	-35.87%	986,460,323	730,356,925	35.07%
Cost per MWh - coal	\$ 25.15	\$ 32.74	-23.18%	\$ 31.45	\$ 36.35	-13.48%
Pet coke and limestone						
Expense	\$ 3,890,362	\$ 6,207,537	-37.33%	\$ 27,512,525	\$ 49,476,566	-44.39%
kWh generated	141,095,911	189,904,066	-25.70%	893,593,201	1,531,805,257	-41.66%
Cost per MWh - pet coke and limestone	\$ 27.57	\$ 32.69	-15.66%	\$ 30.79	\$ 32.30	-4.67%
Cost per MWh - coal & petcoke - steam	\$ 26.71	\$ 32.71	-18.34%	\$ 31.13	\$ 33.61	-7.38%
Combustion turbine:						
Fuel oil						
Fuel expense	\$ 42,072	\$ (65,902)	-163.84%	\$ 474,090	\$ 658,242	-27.98%
Barrels #2 oil consumed	282	(953)	-129.59%	3,577	4,955	-27.81%
\$/ per barrel consumed	\$ 149.19	\$ 69.15	115.75%	\$ 132.54	\$ 132.84	-0.23%
kWh - oil generated	37,851	78,760	-51.94%	921,000	2,093,154	-56.00%
Cost per MWh - oil	\$ 1,111.52	\$ (836.74)	-232.84%	\$ 514.76	\$ 314.47	63.69%
Natural gas (includes landfill)						
Gas expense Kennedy & landfill - variable	\$ 25,492	\$ 132,428	-80.75%	\$ 792,264	\$ 2,839,643	-72.10%
MMBTU's consumed	7,588	23,441	-67.63%	230,300	580,526	-60.33%
\$/ per MMBTU consumed	\$ 3.36	\$ 5.65	-40.53%	\$ 3.44	\$ 4.89	-29.65%
kWh - gas generated (1)	159,695	1,364,915	-88.30%	16,182,725	44,243,479	-63.42%
Cost per MWh - gas	\$ 159.63	\$ 97.02	64.53%	\$ 48.96	\$ 64.18	-23.71%
Gas expense BB simple - variable	\$ 105,312	\$ 371,148	-71.63%	\$ 1,080,238	\$ 1,448,252	-25.41%
MMBTU's consumed	42,289	81,629	-48.19%	373,895	314,713	18.81%
\$/ per MMBTU consumed	\$ 2.49	\$ 4.55	-45.27%	\$ 2.89	\$ 4.60	-37.17%
kWh - gas generated (1)	3,623,801	5,082,009	-28.69%	31,697,500	22,832,509	38.83%
Cost per MWh - gas simple	\$ 29.06	\$ 73.03	-60.21%	\$ 34.08	\$ 63.43	-46.27%
Gas expense BB combined - variable	\$ 6,624,964	\$ 9,783,603	-32.29%	\$ 65,430,408	\$ 81,412,670	-19.63%
MMBTU's consumed	2,372,636	2,181,521	8.76%	20,353,641	18,238,415	11.60%
\$/ per MMBTU consumed	\$ 2.79	\$ 4.48	-37.72%	\$ 3.21	\$ 4.46	-28.03%
kWh - gas generated (1)	330,507,610	306,417,635	7.86%	2,867,074,419	2,548,851,386	12.48%
Cost per MWh - gas combined	\$ 20.04	\$ 31.93	-37.24%	\$ 22.82	\$ 31.94	-28.55%
Gas expense GEC simple - variable	\$ 564,712	\$ 66,031	755.22%	\$ 1,980,927	\$ 697,401	184.04%
MMBTU's consumed	256,533	8,017	3099.86%	780,021	220,281	254.10%
\$/ per MMBTU consumed	\$ 2.20	\$ 8.24	-73.30%	\$ 2.54	\$ 3.17	-19.87%
kWh - gas generated	23,123,567	109,588	21000.46%	66,875,543	14,141,202	372.91%
Cost per MWh - gas simple	\$ 24.42	\$ 602.54	-95.95%	\$ 29.62	\$ 49.32	-39.94%
Natural gas expense - fixed	\$ 2,966,486	\$ 2,735,166	8.46%	\$ 23,348,971	\$ 21,652,486	7.84%
Total generated power:						
Fuels expense	\$ 22,045,649	\$ 26,289,135	-16.14%	\$ 173,077,584	\$ 200,758,362	-13.79%
kWh generated	717,728,645	664,501,710	8.01%	5,388,149,406	5,139,452,399	4.84%
Cost per MWh	\$ 30.72	\$ 39.56	-22.36%	\$ 32.12	\$ 39.06	-17.77%

(1) Allocation of kWh generated is based upon a ratio of gas MBTU's (adjusted to oil equivalent - 95.5%) and oil MBTU's.

Cost of fuels						
Fuel oil #6	\$ -	\$ 99,617		\$ 1,262,985	\$ 1,618,418	
Natural gas units #1-3 with landfill - variable	5,859,431	2,966,814		20,175,340	14,405,283	
Coal	1,966,818	3,992,693		31,019,836	26,549,401	
Petcoke	3,890,362	6,207,537		27,512,525	49,476,566	
Fuel oil #2	42,072	(65,902)		474,090	658,242	
Natural gas - simple cycle (BB & GEC) - variable	695,516	569,607		3,853,429	4,985,296	
Natural gas - combined (BB) - variable	6,624,964	9,783,603		65,430,408	81,412,670	
Natural gas - fixed	2,966,486	2,735,166		23,348,971	21,652,486	
Total	\$ 22,045,649	\$ 26,289,135		\$ 173,077,584	\$ 200,758,362	

JEA
Electric System
Production Statistics (Con't.)

	Month			Year-To-Date		
	2015	June 2014	Variance	2015	June 2014	Variance
Production Statistics (Con't.)						
Purchased power:						
Plant Scherer						
Purchases	\$ 4,457,194	\$ 6,413,445	-30.50%	\$ 38,528,691	\$ 43,560,419	-11.55%
kWh purchased	120,920,000	139,117,000	-13.08%	966,960,000	818,276,000	18.17%
Cost per MWh	\$ 36.86	\$ 46.10	-20.04%	\$ 39.85	\$ 53.23	-25.15%
TEA & other						
Purchases	\$ 4,726,717	\$ 3,609,969	30.94%	\$ 37,018,492	\$ 33,527,405	10.41%
kWh purchased	99,410,659	52,898,672	87.93%	789,991,004	518,595,435	52.33%
Cost per MWh	\$ 47.55	\$ 68.24	-30.33%	\$ 46.86	\$ 64.65	-27.52%
SJRPP						
Purchases	\$ 15,039,898	\$ 21,646,727	-30.52%	\$ 117,469,595	\$ 176,940,657	-33.61%
kWh purchased	294,175,000	328,471,000	-10.44%	2,122,221,000	2,565,098,000	-17.27%
Cost per MWh	\$ 51.13	\$ 65.90	-22.42%	\$ 55.35	\$ 68.98	-19.76%
Total purchased power:						
Purchases	\$ 24,223,809	\$ 31,670,141	-23.51%	\$ 193,016,778	\$ 254,028,481	-24.02%
kWh purchased	514,505,659	520,486,672	-1.15%	3,879,172,004	3,901,969,435	-0.58%
Cost per MWh	\$ 47.08	\$ 60.85	-22.62%	\$ 49.76	\$ 65.10	-23.57%
Subtotal - generated and purchased power:						
	\$ 46,269,458	\$ 57,959,276	-20.17%	\$ 366,094,362	\$ 454,786,843	-19.50%
Fuel interchange sales	(38,920)	(621,814)	-93.74%	(2,394,792)	(3,231,931)	-25.90%
Earnings of The Energy Authority	(410,645)	(144,170)	184.83%	(1,350,840)	(3,437,468)	-60.70%
EPA Allowance Purchases	135,000	-		135,000	-	
Fuel procurement and handling	746,680	774,535	-3.60%	8,350,911	7,716,760	8.22%
By product reuse	1,130,896	1,996,697	-43.36%	10,450,127	13,795,033	-24.25%
Total generated and net purchased power:						
Cost, net	47,832,469	59,964,524	-20.23%	381,284,768	469,629,237	-18.81%
kWh generated and purchased	1,232,234,304	1,184,988,382	3.99%	9,267,321,410	9,041,421,834	2.50%
Cost per MWh	\$ 38.82	\$ 50.60	-23.29%	\$ 41.14	\$ 51.94	-20.79%
Reconciliation:						
Generated and purchased power per above	\$ 47,832,469	\$ 38.82		\$ 381,284,768	\$ 41.14	
SJRPP operating expenses:						
SJRPP O & M	(2,189,684)	(1.78)		(19,414,574)	(2.09)	
SJRPP debt service	(4,134,721)	(3.36)		(38,579,749)	(4.16)	
SJRPP R & R	1,706,879	1.39		15,211,832	1.64	
SCHERER operating expenses:						
Scherer power production	(660,335)	(0.54)		(6,095,274)	(0.66)	
Scherer R & R	(306,635)	(0.25)		(1,195,306)	(0.13)	
Scherer transmission	(227,589)	(0.18)		(3,617,061)	(0.39)	
Scherer taxes	(81,814)	(0.07)		(709,335)	(0.08)	
Florida and other capacity	(591,352)	(0.48)		(5,194,028)	(0.56)	
Rounding	(1)	-		(1)	-	
	\$ 41,347,217	\$ 33.55		\$ 321,691,272	\$ 34.71	

**JEA
Electric System
Purchased Power from SJRPP**

	Month June		Year-To-Date June	
	2015	2014	2015	2014
Fuel costs :	\$ 10,423,833	\$ 11,629,341	\$ 74,705,340	\$ 89,212,556
(Includes fuel handling expenses)				
Less interest credits: inventory bank	(1,438)	(1,998)	(18,174)	(23,021)
Plus (less): true-up interest	(22)	(18)	(63)	(296)
Total	<u>10,422,372</u>	<u>11,627,325</u>	<u>74,687,103</u>	<u>89,189,239</u>
Cost per MWh	\$ 35.43	\$ 35.40	\$ 35.19	\$ 34.77
Operating and maintenance expenses:	2,190,006	2,099,689	19,419,658	19,248,737
Less: operations bank interest	(322)	(344)	(3,900)	(4,342)
Less: annual variable o & m true-up	-	-	(1,184)	(15,256)
Total	<u>2,189,684</u>	<u>2,099,345</u>	<u>19,414,574</u>	<u>19,229,139</u>
Cost per MWh	\$ 7.44	\$ 6.39	\$ 9.15	\$ 7.50
Debt service contribution:	P 2,988,645	7,180,526	26,654,062	64,478,422
	I 1,599,566	2,137,017	15,436,296	14,309,967
Less credits:				
Reserve units 1 & 2	(338,944)	(245,504)	(2,302,098)	(1,902,845)
Debt service units 1 & 2	(2,134)	(2)	(25,496)	(8,340)
Bond proceeds COB	(975)	(750)	(10,143)	(6,805)
General reserve	(19,569)	(4,310)	(61,511)	(30,871)
Build america bonds subsidy	(34,007)	(34,043)	(306,061)	(306,391)
Inventory carrying costs	(54,841)	(58,016)	(500,594)	(501,962)
Total	<u>4,137,743</u>	<u>8,974,918</u>	<u>38,884,455</u>	<u>76,031,175</u>
Cost per MWh	\$ 14.07	\$ 27.32	\$ 18.32	\$ 29.64
R & R contribution:	332,777	915,207	3,094,548	8,236,867
Less: interest credit	(17,678)	(32,568)	(373,057)	(355,225)
Less: cumulative capital recovery amount	(2,025,000)	(1,937,500)	(18,238,028)	(15,390,538)
Accrued transfer to jea 253203	-	-	-	-
	<u>(1,709,901)</u>	<u>(1,054,861)</u>	<u>(15,516,537)</u>	<u>(7,508,896)</u>
Cost per MWh	\$ (5.81)	\$ (3.21)	\$ (7.31)	\$ (2.93)
Debt service coverage:	2,497,000	5,312,000	7,540,000	24,897,000
Less: rebate from sjrpp gen reserve fund	-	-	-	-
Transfer to JEA	(2,497,000)	(5,312,000)	(7,540,000)	(24,897,000)
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Cost per MWh	-	-	-	-
Total	<u>\$ 15,039,898</u>	<u>\$ 21,646,727</u>	<u>\$ 117,469,595</u>	<u>\$ 176,940,657</u>
kWh purchased	294,175,000	328,471,000	2,122,221,000	2,565,098,000
Cost per MWh	\$ 51.13	\$ 65.90	\$ 55.35	\$ 68.98



**FY15 Communications & Community Engagement
May/June Update**

Communications: In June we began putting extra emphasis on preparing for storm season. This included encouraging customers to update their contact information so that we can communicate with them should we have a storm. All through June we have also been promoting the new look and ease of use of our jea.com homepage. We have also been promoting the use of Tracker now that the bills are going up with hotter weather. All convenience billing and payment options as well as rebates have been part of our ongoing communications which address the drivers of satisfaction. All paid and owned messaging are supported by social media, using Twitter, Facebook, LinkedIn, Google+ and YouTube to provide additional timely, relevant information. Proactive media for the period continued on changes to the Move-Over Law that include utility workers, properly disposing of fats, oils and greases as well as summer savings tips and Bud Para’s retirement. Outages from the storms, generator safety and water quality were in the news in June.

Community Engagement: July volunteer activities include support of Aging True, Feeding NE Florida Food Bank, Jax Community and Family Awareness Expo and Hubbard House. Ambassador activities continue to increase. In June they included speaking engagements for US Green Building Coalition, Masonic Lodge, Smart Grid Summit, NE Florida Regional Planning Council, Drive Electric Meeting, and the Home Buyers Expo. Ambassador events included Lutheran Services Health Fair, Home Buyers Expo, and Hosting FCMA Meeting at SJRPP.

Communications Contacts Generated Year to Date	318,382,874
• Number of Paid Communications Contacts (Radio, Television, Out of Home, Online, Print)	89,855,103
• Number of Other Communications Contacts (Bill Insert, Bill Envelop, Brochure, Earned Media etc.)	209,615,285
• Number of E-communications Contacts (jea.com Visitors, Email, Social Media, Videos)	18,511,685
• Number of Community Engagement Communications Contacts (Events, Public Speaking, Presentations, Training, Workshops, etc.)	400,801

JEA Community Engagement Calendar - June - October 2015
(Events highlighted in blue are either JEA sponsored or corporate events)

	A	B	C	D	E	F
1	Date	Event/Activity	Location	Time	Type	Opportunity for Public to Attend or Participate
2	Jun-15					
3	6/3/&4/2015	Lutheran Social Services Food Fight	EverBank Field	12 - 9pm	Volunteer Event	Yes
4	6/4/2015	Sulzbacher Feeding the Homeless	Sulzbacher Center	9am - 1pm	Volunteer Event	Yes
5	6/17/2015	US Green Building	1028 Park St	6-8pm	Ambassador Speaker	Yes
6	6/19/2015	Feeding NE FL Food Bank	NE FL Food Bank	1 - 3:30pm	Volunteer Event	Yes
7	6/20/2015	Masonic Lodge	5917 Old Timuquana Road	4pm	Ambassador Speaker	No
8	6/23/2015	Smart Grid Summit	Palm Beach, FL	8am	Ambassador Speaker	No
9	6/24/2015	NE Florida Regional Planning Council	TPO	10am	Ambassador Speaker	No
10	6/24/2015	Hubbard House Volunteering	Hubbard House	10am - 1pm	Volunteer Event	No
11	6/25/2015	Drive Electric Meeting	Cocoa Beach, FL	9am	Ambassador Speaker	No
12	6/26/2015	Lutheran Social Services Health Fair	1096 A Phillip Randolph Blvd	10am - 1pm	Ambassador Event	Yes
13	6/27/2015	Home Buyers Expo	UNF University Center	9am - 3pm	Ambassador Speaker	Yes
14	6/27/2015	Home Buyers Expo	UNF University Center	9am - 3pm	Ambassador Event	Yes
15	6/29/2015	Sulzbacher Feeding the Homeless	Sulzbacher Center	9am - 1pm	Volunteer Event	Yes
16	6/29/2015	Hosting FCMA Meeting	SJRPP - 11201 New Berlin Road	4 - 6pm	Ambassador Event	No
17	6/29/2015	FCMA Group	SJRPP - 11201 New Berlin Road	6pm	Ambassador Tour	No
18						
19						
20	Jul-15					
21	7/2/2015	Emergency Preparedness For Persons With Disabilities	303 N Laura St.	8:30 - 1pm	Ambassador Event	Yes

JEA Community Engagement Calendar - June - October 2015

(Events highlighted in blue are either JEA sponsored or corporate events)

	A	B	C	D	E	F
	Date	Event/Activity	Location	Time	Type	Opportunity for Public to Attend or Participate
22						
23	7/2/2015	The Bridge Facility Tour	Arlington East	10am - 12pm	Ambassador Facility Tour	No
24	7/6/2015	ShadCo Zone 4 Meeting	6710 Wiley St	7pm	Ambassador Speaker	Yes
25	7/6/2015	AP Environmental Science Teachers	NGS Tour	9am	Ambassador Facility Tour	No
26	7/7/2015	EV Lunch & Learn - NE FL Advancing Women in Transportation	2198 Edison Avenue	11:30 - 1:30	Ambassador Speaker	Yes
27	7/16/2015	Aging True	Cathedral Terrace	10am - 1pm	Volunteer Event	Yes
28	7/17/2015	Feeding NE FL Food Bank	Food Bank	1 - 4pm	Volunteer Event	Yes
29	7/18/2015	Jax Family & Community Awareness Expo	Jax Ice & Sports Complex	9am	Volunteer Event	Yes
30	7/22 - 8/5/2015	Back to School Drive - Family Support Services	JEA Facilities	All Day	Employee Giving	Yes
31	7/23/2015	Aging True	Cathedral Terrace	10am - 1pm	Volunteer Event	Yes
32	7/24/2015	COJ - Fortuna Senior Center Open House	11751 McCormick Rd	10am - 12pm	Ambassador Event	Yes
33	Aug-15					
34						
35						
36						
37						
38	Sep-15					
39	9/12/2015	TEACH Conference	Hyatt Riverfront	8am	Ambassador Event	Yes
40						
41						
42						
43						

JEA Community Engagement Calendar - June - October 2015
(Events highlighted in blue are either JEA sponsored or corporate events)

	A	B	C	D	E	F
44	Oct-15					
45	10/1 -4/2015	2015 Fall Home & Patio Show	Prime Osborn	10am - 9pm	Ambassador Event	Yes
46	Date	Event/Activity	Location	Time	Type	Opportunity for Public to Attend or Participate
47	10/14/2015	Deutsche Bank Lunch & Learn	SouthPoint	12noon	Ambassador Speaker	Yes
48	10/15 - 18/2015	2015 Southern Women's Show	Prime Osborn	11am - 0pm	Ambassador Event	Yes
49						
50						
51						
52						
53						
54						
55						
56						



Building Community

AGENDA ITEM SUMMARY

July 13, 2015

SUBJECT:	AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) COUNCIL 79 COLLECTIVE BARGAINING AGREEMENT (OCTOBER 1, 2012 TO SEPTEMBER 30, 2015)
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Purpose:	<input type="checkbox"/> Information Only	<input checked="" type="checkbox"/> Action Required	<input type="checkbox"/> Advice/Direction
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Issue: The collective bargaining agreement for American Federation of State, County and Municipal Employees (AFSCME) Council 79 is offered to the Board for approval. Negotiations have been ongoing since 2013. The negotiations were concluded with the acceptance of a Special Magistrate recommendation by both parties on May 21, 2015. AFSCME Council 79 held a ratification vote on June 19, 2015, at which time the membership approved the proposed agreement. The Board action will become effective in accordance with Board procedures.

Significance: This collective bargaining agreement represents the finalization of negotiations for a contract that will cover the period from October 1, 2012 to September 30, 2015.

Effect: Approximately 202 JEA civil service employees are covered by AFSCME Council 79 which primarily consists of clerical, semi-skilled technical and call center classifications.

Cost or Benefit: The total additional cost over the three-year term is approximately \$230,050.

Recommended Board action: Staff recommends that the Board approve the attached ratified agreement between JEA and AFSCME Council 79.

For additional information, contact: Angelia Hiers, Chief Human Resources Officer, 665-7474

Submitted by: PEM/ ARH/ MDE



Commitments to Action

- 1 Earn Customer Loyalty
- 2 Deliver Business Excellence
- 3 Develop an Unbeatable Team



INTER-OFFICE MEMORANDUM

July 13, 2015

SUBJECT: AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) COUNCIL 79 COLLECTIVE BARGAINING AGREEMENT (OCTOBER 1, 2012 TO SEPTEMBER 30, 2015)

FROM: Paul E. McElroy, Managing Director/CEO

TO: JEA Board of Directors

BACKGROUND:

The current agreement between JEA and American Federation of State, County and Municipal Employees (AFSCME) Council 79 expired on September 30, 2012. The parties have met extensively to negotiate a new agreement and the process has recently been completed. AFSCME conducted a ratification vote on June 19, 2015, and the proposed agreement was approved by the bargaining unit employees. The Agreement is subject to approval by the JEA Board of Directors. The Board action will become effective in accordance with Board procedures.

DISCUSSION:

Significant changes to the existing *status quo* include the following:

- General Base Pay Increases: Fiscal Year 2012/2013 – 0.0%; Fiscal Year 2013/2014 – 0.0%; Fiscal Year 2014/2015 – 1.5% effective October 1, 2014.
- Standardized grievance response timelines.
- Ability to redeploy take-home vehicles, with prior notice, based on operational needs.
- Three-year agreement effective October 1, 2012 through September 30, 2015.

RECOMMENDATION:

Staff recommends that the Board approve the attached ratified agreement between JEA and AFSCME Council 79.

Paul E. McElroy, Managing Director/CEO

PEM/ARH/MDE

AGREEMENT BETWEEN

JEA

and the

**American Federation of State, County
and Municipal Employees (AFSCME)**

**Florida Council 79
Local 429**

October 1, 2009~~12~~ – September 30, 2012~~15~~

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PREAMBLE

This Agreement is entered into between JEA (**the Employer**), and AFSCME Florida Council 79, (**the Union**). The intent of the parties and purpose of this Agreement is to assure sound and mutually beneficial working and economic relationships between the parties, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth basic and full agreement between the parties concerning rates of pay, wages, hours, and other terms and conditions of employment. There are and shall be no individual arrangements contrary to the terms herein provided. It is mutually understood and declared to be the public policy of the **Employer** and the **Union** to promote harmonious and cooperative relationships between the **Employer** and its employees and to protect the public by assuring at all times, the orderly and uninterrupted operations and functions of government.

The **Employer** and the **Union** recognize the moral principles involved in the area of civil rights and affirm by this Agreement their commitment not to discriminate because of race, religion, color, age, sex, disability, or national origin.

The **Union** agrees to support federal, state and local laws requiring affirmative action to ensure equal employment opportunity.

ARTICLE 1: UNION RECOGNITION

- 1.1** (a) Pursuant to and in accordance with all applicable provisions of Chapter 447, Part II, Florida Statutes, the **Employer** recognizes that the Union is the exclusive collective bargaining representative for those employees in the defined bargaining unit (PERC Certification Number 1190 as it may be amended from time to time) for the purpose of bargaining collectively in the determination of wages, hours, and terms and conditions of employment of the public employees within the unit. "Employee" shall be defined to include all classified employees who are employed by JEA, whose classifications appear in Appendix A of this Agreement.
- (b) The term "employee" in 1.1 (a) shall also refer to those employees designated as temporary employees who hold the same classification and work the same hours under common supervision as the employees listed in Appendix A. The temporary, grant, or contract employees referred to in this section are subject to the same terms and conditions of employment set out in Appendix B of this Agreement. The term "temporary employee" as used in this section is not the same as the labor law term of art "temporary employee" which traditionally refers to employees who have no reasonable expectation of continued employment, usually receive no benefits other than hourly wage, and are traditionally excluded from bargaining units of regular employees.
- 1.2** It is further understood and agreed that the President of AFSCME, Florida Council 79, or an alternate officially designated in writing, will be the official spokesperson for the **Union** in any matter between the **Union** and the **Employer**.
- 1.3** (a) The Employer will notify the Union when a classification is created in which the Employer believes should not be included in the Bargaining Unit.
- (b) When the **Employer** establishes a new classification that would be included within a bargaining unit, the **Union** will be given notice in writing as to the **Employer's** determination of the unit to which the new classification will be assigned and whether the classification is competitive or non-competitive.

The **Employer** shall notify the **Union** of the class specification and pay range revisions to any classification that is presently in the certified bargaining unit for which the **Union** is the **representative**, prior to the implementation of those revisions. The **Employer** will provide this notice to the Regional Director **and President** of the **Union** in Jacksonville, Florida. The **Union** shall submit intent to comment about the revisions within ten (10) calendar days of the date of the **Employer's** notice and may submit comments about the revision within thirty (30) calendar days of the date the **Employer's** notice.

ARTICLE 2: UNION SECURITY

- 2.1** In accordance with Chapter 447.301, Florida Statutes, employees shall have the right to form, join or assist labor unions or labor organizations or to refrain from such activity, to bargain collectively through representatives of their own choosing, and to engage in concerted activities for the purpose of collective bargaining or other mutual aid or protection.
- 2.2** (a) A copy of this Agreement shall be provided to all members of the bargaining unit in the following manner:
- (1) When the Agreement has been ratified by all parties, the Agreement will be reproduced by JEA in a quantity sufficient for all bargaining unit members. The **Union** will reimburse the **Employer** for one-half (1/2) of the cost of reproduction. The **Union** shall be responsible for distributing the agreement to all members of the bargaining unit.
 - (2) The **Employer** agrees to have an electronic version with any amendments, Memorandum of Agreements and Memorandum of Understandings available, for reference by bargaining unit employees.
 - (3) The **Employer** agrees to provide all persons hired into a job classification represented by the **Union** a copy of the current Agreement.
- (b) The **Employer** will notify all persons hired into job classifications that are represented by the AFSCME bargaining unit that their job classification is within the bargaining unit and that their job is governed by a collective bargaining agreement between the Employer and the Union. The Employer will also give the employee the name, address, and phone number of the Union and notify the employee that he or she may call the Union for additional information.
- (c) The Employer will make available to the employee's information as provided by the Union.

The information packet will contain the following:

- Brief explanation of AFSCME Structure with point of contact numbers.
- AFSCME Public Employee Magazine
- Business card of appropriate Representatives.
- Notification of collective bargaining agreement on the JEA intranet.

Any changes to the packet will be made by mutual agreement of AFSCME and JEA.

- 2.3 (a) Upon receipt of a written authorization from an employee covered by this Agreement, the **Employer** will deduct from the employee's pay the amount owed to the **Union** by such employee. This provision will provide for at least twenty-six (26) deductions per year from those employees. **The Employer** will remit to the **Union** such sums no later than the tenth (10th) day of each month following such deductions. A charge not to exceed the cost of six (6) cents per deduction per pay period will be assessed. Changes in the **Union** membership dues rate will be certified to the **Employer** in writing over the signature of the authorized officer(s) of the **Union**, and shall be done at least thirty (30) calendar days in advance of the effective date of such change. The **Employer's** remittance will be deemed correct if the **Union** does not give written notice to the **Employer** within two (2) calendar weeks after a remittance is received, of its belief, which the remittance is incorrect, with reason(s) stated therefore.
- (b) Deductions for **Union** dues and/or uniform assessments shall continue until either: (1) the employee revokes his/her authorization for dues deduction by submitting a signed form to the Paymaster revoking such authorization, with a copy to the **Union** with advance notice as provided by law; (2) authorization for dues deduction on is revoked pursuant to Section 447.507, Florida Statutes; (3) the termination of employment; or (4) the transfer, promotion or demotion of the employee out of the bargaining unit. The Employer will notify AFSCME Council 79 of all additions to and deletions from the dues deduction roster within two weeks following the close of each pay period.
- (c) No deduction shall be made from the pay of any employee for any payroll period in which the employee's net earnings for that payroll period are less than the amount of dues to be deducted. Net earnings shall mean earnings after required deductions are made for Federal Taxes, Social Security, Pensions, Credit Union, and Health and Life Insurance.
- (d) The **Union** will indemnify, defend, and hold the **Employer** harmless, against any claim made and against any suit instituted against the **Employer** on account of any deductions for **Union** dues or uniform assessments deductions.
- 2.4 Upon request of the **Union** the **Employer** will, on a quarterly basis, provide the **Union** with a list of all employees in the bargaining unit. The list will include the name, home address, and employee number, and occupational code, date of birth, home telephone, and gross salary of each employee. The list will be provided at no cost to the **Union**.

ARTICLE 3: UNION RIGHTS

- 3.1 The **Employer** and the **Union** recognize that it is in the best interest of both parties, the employees, and the public for all dealings between them to be characterized by mutual responsibility and respect, and acknowledge with this Agreement that a bond of common interest exists and is a basis for the development of sound **Union-Management** cooperation to promote the business of government and the welfare of its employees. The **Union** recognizes that in consideration of the commitments undertaken by the **Employer** in this Agreement, every employee is obligated to give honest, efficient, and economical service in the performance of his/her duties. To insure that this relationship continues and improves, the **Employer** and the **Union** and their respective representatives at all levels will apply the terms of this Agreement fairly in accordance with its intent and meaning and consistent with the **Union's** status as exclusive bargaining representative of all employees as defined in Article 1 of this Agreement. Each party shall bring to the attention of all employees in the unit, including new employees, their duty to conduct themselves in a spirit of responsibility and respect. To ensure adherence to this purpose, the parties shall also make all employees aware of the measures to which they have agreed.

ARTICLE 4: MANAGEMENT SECURITY

- 4.1 Subject to the specific provisions of this Agreement and Chapter 447, Florida Statutes, the **Union** and its officers, agents, and members agree that they shall have no right to instigate, promote, sponsor, engage in, or condone any strike, slow-down, concerted stoppage of work, intentional interruption of **Employer** operations, or similar activities during the term of this Agreement, for any reason.

Management shall have the right to discharge or otherwise discipline any or all employees who violate the provision of this paragraph. The only question that may be raised in any proceeding (grievance, judicial or other) contesting such action is whether the provision preventing strikes, slow-downs, concerted stoppages of work, intentional interruptions of **Employer** operations, or similar activities was violated by the employee to be discharged or otherwise disciplined.

- 4.2 (a) The **Union**, its representatives, agents, members, and any persons acting on their behalf, agree that the following "other unlawful acts" as defined in Chapter 447, Florida Statutes, are expressly prohibited:
- (1) Soliciting public employees during the working hours of any employee who is involved in the solicitation.
 - (2) Distributing literature during working hours in areas where the actual work of public employees is performed, such as offices, warehouses, and any similar public installation. This section shall not be construed to prohibit the distribution of literature during the employee's lunch hour or in areas not specifically devoted to the performance of any employee's official duties.
- (b) No employee organization shall directly or indirectly pay any fines or penalties assessed against individuals pursuant to the provisions of this article.
- (c) Notwithstanding further provisions of any collective bargaining agreement, a public employee who is found to have violated any provision of this article may be discharged or otherwise disciplined by the **Employer**.
- 4.3 The **Employer** and the **Union** agree that the basic intent of this Agreement is to provide a fair day's pay in return for a fair day's work and to provide conditions of employment suitable to maintaining a competent work force. The **Employer** and the **Union** agree that all provisions of this Agreement shall be applied equally to all employees covered by it.
- 4.4 It is understood that the **Employer** is required to comply with the Americans with Disabilities Act and nothing in this Agreement shall be construed to prevent the **Employer** from carrying out this obligation. Any claimed violation of this provision shall not be subject to arbitration. If the parties cannot resolve the matter using the grievance procedure, the employee may refer the matter to the appropriate governmental agency.

ARTICLE 5: MANAGEMENT RIGHTS

- 5.1 It is the right of the Employer to determine unilaterally the purpose of each of its constituent agencies, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations, including the right to sub-contract. It is also the right of the Employer to direct its employees, take disciplinary action for proper cause, and to relieve its employees from duty because of lack of work or for other legitimate reasons; provided, however, that the exercise of such rights shall not preclude employees or their representatives from raising grievances, should decisions on the above matters have the practical consequences of violating the terms and conditions of this collective bargaining agreement.

ARTICLE 6: LABOR/MANAGEMENT SPECIAL MEETINGS

- 6.1 The **Employer** and the **Union** agree to meet and confer on matters of interest upon the written request of either party. The written request shall state the nature of the matters to be discussed and the reason(s) for requesting the meeting. Discussion shall be limited to matters set forth in the request, or other subjects mutually agreed to, but it is understood that these special meetings shall not be used to renegotiate this Agreement. Such special meetings shall be held within ten (10) calendar days of the receipt of the written request and at a time and place mutually agreeable to the parties. The **Union** shall have the right at these special meetings to recommend to the Employer corrections of any inequities known to the **Union**. The **Employer** or the **Union** will respond to the other party concerning matter(s) discussed within thirty (30) calendar days of the meeting.

- 6.2 The **Union** recognizes that it is JEA objective to provide services to its customers and stakeholders through the most efficient and cost-effective means possible. From time to time, this may require evaluations of alternative means of providing such services, including contracting with external providers.

 JEA recognizes that the **Union** desires to make bargaining unit employees competitive with external providers of such services where possible. Accordingly, once a function has been identified as a candidate but prior to receipt of official proposals, JEA agrees to permit the **Union** an opportunity to present options for more efficient and/or cost-effective service provision by bargaining unit employees prior to reaching any final decision to contract with an external provider for services currently provided by bargaining unit employees.

 This provision shall not apply to situations in which funding is discontinued by an external source such as the state or federal government.

 No bargaining unit employee shall be transferred, reassigned, or demoted, have his/her work week reduced, or be laid off, as a result of the contracting out of any of its present work or services, except as provided for in the Civil Service and Personnel Rules and Regulations.

- 6.3 Should there be any proposed changes in the corporate structure that will have an impact upon the wages, hours, or terms and conditions of employment of the employees in the bargaining unit (as that term is understood in Florida public sector labor relations), the **Employer** will negotiate the impact of those proposed changes in accordance with Chapter 447, Part II, Florida Statutes.

ARTICLE 7: UNION ACTIVITY

- 7.1 Stewards and Representation:
 - (a) The employees covered by this Agreement will be represented by stewards. A steward assigned to more than one geographical location will be considered a roving steward to function properly under the stewardship procedure. A written list of stewards and alternates will be submitted to the **Employer**, together with the specific areas in which they will function. The alternate steward will only become active in the event of the physical absence of the regular steward and upon prior notification by the **Union**. Alternate Stewards are subject to the same rules and regulations that govern the conduct of stewards.
 - (b) The **Employer** recognizes and shall work with the appropriate **Union** stewards and representative of AFSCME Florida Council 79 in matters relating to grievances and interpretation of this contract, including promoting harmonious working relationships
 - (c) **Union** stewards shall be active employees as designated by AFSCME Florida Council 79 and ~~hall~~ ~~shall~~ be members of the bargaining unit.
 - (d) **Union** representatives and stewards are subject to the same rules of JEA as are all other JEA employees, except as specifically outlined in this Agreement.

- (e) While on leave of absence, no employee shall function as a **Union** steward without mutual consent of the **Union** and the **Employer**.
- (f) A written list of **Union** stewards and officers shall be furnished to the **Employer** prior to the effective date for their assuming duties of office. AFSCME Florida Council 79 shall notify the **Employer** promptly of any changes of such **Union** stewards. No **Union** steward shall perform any **Union** work unless the **Union** has complied with this requirement.
- (g) A **Union** steward shall be granted time off during working hours without loss of pay to investigate and settle grievances on the job site which is within his/her jurisdiction. The steward must secure approval from his/her immediate supervisor prior to performing such duty. The steward receiving time off under this provision shall record his/her time before leaving the job and upon returning. When entering the area of a supervisor other than his/her own, the steward shall notify that supervisor of his/her presence and purpose.

A steward will only be granted time off under this provision when requested by an employee in the bargaining unit for assistance with a grievance, or when requested by the **Union** in writing. Stewards may receive and discuss grievances of employees on the premises or in the field during working hours, to the extent that such discussions do not interfere with the work of other employees. **Union** Stewards shall not conduct any grievance work on overtime or holiday time except in emergency situations. It is acknowledged that only one (1) steward will work on grievances from any employee. A **Union** officer may substitute for a **Union** steward for all purposes set forth in this paragraph.

- 7.2 When an employee is questioned by management, and the employee reasonably believes that the questioning may lead to disciplinary action against him, the employee has the right to request that a union representative be present at the meeting. When an employee requests union representation pursuant to this section, a union representative is not immediately available and less than 24 hours notice of the meeting was given, the Employer shall postpone the meeting for a reasonable time (at least 24 hours) in order for the employee to obtain union representation.
- 7.3 Nothing in this Agreement shall prevent any employee from presenting, at any time, his/her own grievances, in person or by legal counsel to the **Employer**, or from having such grievance adjusted without the intervention of the bargaining agent, if the adjustment is not inconsistent with terms of the collective bargaining agreement when in effect, and if the bargaining agent has been given reasonable opportunity to be present at any meeting called for the resolution of such grievance.
- 7.4 Employees designated in the bargaining unit shall have the right to join, or to refrain from joining, the **Union**, to engage in lawful concerted activities for the purpose of collective bargaining or negotiation or any other mutual aid and protection, and to express opinions related to the conditions of employment, all free from restraint, discrimination, intimidation, or reprisal because of that employee's membership or lack of membership in the **Union** or by virtue of that employee's holding office or not holding office in the **Union**. This provision shall be applied to all employees in this bargaining unit.
- 7.5 The **Union** shall neither actively solicit grievances nor collect **Union** monies on **Employer** property.
- 7.6 Officials of the **Union**, as designated in Section 1.2 of this Agreement may, with proper authorization, which will not be unreasonably withheld, be admitted to the property of the **Employer**. Officials as designated above shall be able to talk with employees before or after regular working hours or during lunch hours of said employees on **Employer** property in areas mutually agreed on by the **Union** and the Employer.
- 7.7 The Local **Union** President or one alternate officially designated by the Local **Union** President shall be granted reasonable time off during working hours without loss of pay for the purpose of attending to appropriate **Union** activities requiring his/her presence. This shall not be interpreted to limit the **Union** to the resolution of only one issue at a time JEA wide, but is intended to limit the number of **Union**

representatives being granted time off to attend to a single specific issue. The local **Union** President or alternate must secure approval from his/her immediate supervisor prior to performing such duty. An aggrieved employee shall use his/her personal leave to attend any grievance or arbitration preparatory or post hearing meetings. Should the aggrieved employee or the Union call JEA employees as witnesses, those witnesses shall use their personal leave to attend preparatory or post grievance and arbitration hearing meetings. If no personal leave is available, leave without pay shall be authorized. Actual time spent in a grievance or arbitration hearing shall be without loss of pay during the employee's regularly scheduled hours.

- 7.8 Arrangements will be made for officers or an accredited representative of the **Union** to be admitted to the property of the **Employer** during working hours for the purpose of ascertaining whether or not this Agreement is being observed by the parties, provided such visitation is not disruptive to the work force. When an area or building belonging to the **Employer** is not normally open for visitation, then the **Employer** shall provide a responsible escort to that **Union** Officer or accredited representative; provided, this service must be arranged by the **Union** in advance of the visitation.
- 7.9 Two (2) members of the **Union**, elected to local **Union** positions or selected by the **Union** to do **Union** work, may upon written request of the **Union**, and when approved by the **Employer**, subject to applicable Civil Service and Personnel Rules and Regulations governing employees' rights and benefits, be granted a leave of absence without pay for a period of one (1) year, which may be extended during the term of this Agreement, and upon expiration of the leave, shall be re-employed without loss of status. It is understood that employees taking leave under these conditions will only be utilized for service within the JEA service area.
- 7.10 JEA will authorize up to six (6) employees to attend, without loss of pay, as union negotiation team members for collective bargaining sessions.

ARTICLE 8: BULLETIN BOARDS

- 8.1 The **Union** shall be provided adequate space on bulletin boards, including at least one (1) at each location so designated by the **Employer**. Bulletin boards will be located in employee break rooms or other non-public areas. The **Union** may, if it so desires, provide a bulletin board of standard size for its own exclusive use, in keeping with the decor of the above locations, and with the approval of the **Employer**.
- 8.2 The **Union** agrees that it shall use its space on bulletin boards provided for in Section 8.1 above, for the following purposes:
- Notices of **Union** Meetings
 - Union** Elections
 - Reports of **Union** Committees
 - Rulings and Policies of the **Union**
 - Recreational and Social Affairs of the **Union**
 - Union** Bulletins
- Any conforming notices posted shall only be removed by a representative of the **Union** or as provided in Article 8.3 and 8.4 of this Agreement.
- 8.3 No material, notices, or announcements shall be posted by the **Union** which contains anything adversely reflecting upon JEA, its employees, or any certified labor organization among its employees. Any proven violation of this section by the **Union** shall entitle the **Employer** to cancel immediately the provisions of this section and remove that bulletin board or the partial use thereof.
- 8.4 Alleged abuse of the bulletin boards will be a matter for a special meeting or conference between the proper official of the **Union**, and Director of Employee Services, or designee. Such meeting or conference shall be held within one (1) working day after receipt of a written complaint by either the Employer or the Union that a violation exists.

ARTICLE 9: HOURS OF WORK AND OVERTIME PAYMENT

- 9.1 The purpose of this article is to define hours of work, but nothing in this Agreement shall be a guarantee or limitation on the number of hours to be worked per day, days per week, or for any other period of time, except as specifically provided herein.
- 9.2 This article shall define and describe the hours of work of bargaining unit employees.

- (a) The standard workweek for employees shall be from 0000 Monday through 2400 Sunday.

- (b) **Shift Employees**

A shift employee is defined as an employee whose normal schedule of work changes on a regular or rotating basis. (Staggered starting times, alone do not define shift employees.) The standard work week of those activities requiring a twenty-four (24) hour per day, seven (7) day per week operation shall be eight (8) hours or twelve (12) for any twenty-four (24) hour period and that normally result in forty (40) hours per work week or at least 80 hour equivalent pay bi-weekly. Days and shifts of work shall be scheduled consecutively without alteration during the shift or work week. The Employer may alter a shift for the purpose of staffing, if a shift is demonstrated by the Employer to be understaffed to the point that additional personnel are required to work the shift to avoid suspension of production.

- (c) **NON-SHIFT EMPLOYEES**

- (1) The normal workweek for non-shift employees consists of forty (40) hours.
- (2) **Eight Hour Work Schedule**
The work week assignments for employees may be scheduled five (5) consecutive eight (8) hour days, Monday through Friday.
- (3) **Ten Hour Work Schedule**
The work week assignments for employees may be scheduled four (4) ten (10) hour days, Monday through Friday

- (d) **ODD WORK WEEK SCHEDULE**

In those activities requiring work schedules other than the regular 8 hour work schedule [9.2 (c) 2], the ten-hour-day work schedule [9.2 (c) (3)],the eight (8) hour rotating-shift or the twelve-hour-rotating-shift schedule [9.2 (b)], the work schedule shall consist of forty (40) hours or eighty (80) hour equivalent pay bi-weekly which may begin on any day of the week. No employee assigned to this odd work week shall be required to work any hours in excess of twelve (12) hours (in any twenty-four hour period as part of the regular schedule work day. The twenty-four (24) hour period constitutes twenty-four (24) hours from the beginning of the employee's usual schedule starting time.

- (e) **~~GENERAL~~ GENERAL PROVISIONS**

- (1) Should **JEA** determine to set work schedule assignments other than as provided above, the **Union** shall be given the opportunity to bargain the impact of the changes. Except as provided by law, any proposed changes will not be implemented until negotiations have been completed in accordance with Chapter 447, Part II, and Florida Statutes.
- (2) **JEA** will give employees at least seven (7) days notice before permanently changing an employee's regular work schedule. JEA will give at least forty-eight (48) hours notice before temporarily changing an employee's regular work schedule; however, the employee may voluntarily waive the forty-eight hours notice. For temporary schedule change, JEA will first seek volunteers to accept the schedule change. If more than the

required number of qualified employees volunteers, selection will be made by seniority. If less than the necessary number of qualified employees volunteer, then additional selection shall be made from the least senior qualified employees. This notice shall not be required in case of an emergency. For the purpose of this agreement, the word Seniority will be defined as the Adjusted Service Date which is the date of hire plus any time connection minus leave without pay. When two or more persons have the same length of seniority, the senior employee shall be determined by HR.

- (3) Approved leave requests will be honored to the extent practicable when changing the work schedules of employees.
- (4) Schedules showing the employees' work days and hours will be posted on the appropriate bulletin boards no less than 10 days in advance, and will reflect at least a fourteen (14) day work schedule. **JEA** will make a good faith effort to post a 28 day schedule.
- (5) Upon prior written approval by the manager, employees of the same classification working regularly-scheduled hours may exchange hours of work within the work week with one another provided no overtime is caused **JEA** , and it does not adversely affect efficient operations.

9.3 OVERTIME COMPENSATION

- (a) Except as otherwise specified herein, overtime will be paid at the rate of time and one-half (1-1/2) for all hours worked in excess of the employee's normal workday unless the employee has leave without pay during the work week, and for all hours worked in excess of forty (40) hours per work week for which overtime compensation has not been previously paid. Double time shall be paid as provided in 9.3(b) for continuous hours worked in excess of sixteen (16). All compensated time shall be included when calculating the forty (40) hour threshold. Compensation for overtime shall be in the form of cash. However, the employee may elect compensatory time with the approval of the department head. Requests for compensatory time in lieu of cash shall be submitted on forms provided by the **Employer**. Employees may accrue up to two hundred-forty (240) hours of compensatory time. When the maximum amount of compensatory time has been reached, compensation for additional overtime hours worked shall be in the form of cash. The **Employer** may pay off any amount of accrued compensatory time at any time, provided that any approved requests for compensatory leave time will continue to be honored.
- (b) An employee who has worked sixteen (16) hours or more continuously, or eight (8) hours or more overtime in the sixteen (16) hour period immediately preceding his/her regular workday, shall upon release be entitled to an eight (8) hour rest period, before he/she returns to work. If the rest period under the provisions of this section overlaps into the regular workday, the employee shall lose no time thereby. If an employee is called back to work without completing his/her eight (8) hour rest period, he/she shall be compensated at the rate of two (2) times ending when he/she is released for another eight (8) hour rest period. Paid rest time shall be considered as time worked for the purpose of determining overtime (one and one-half times the employee's regular rate of pay). Paid rest time shall not count towards determining eligibility for overtime double time pay.
- (c) Any employee who has left his/her normal place of work for his/her residence and is called back for overtime shall be compensated for such overtime in accordance with this article, provided that he/she shall receive compensation for a minimum of four (4) hours at time and one-half (1-1/2) his/her regular rate. If an employee is called out or assigned to more than one job before the end of the basic four (4) hour work period, it will be covered by the original minimum payment of four (4) hours and no extra payment will be allowed. The minimum time provided herein does not apply if any early call-in period extends into the start of the employee's regular work day.

- (d) In the event that a JEA employee is required to perform work outside of and not contiguous with his/her regularly scheduled working hours, and in the event that such employee does not have to report to a JEA facility to complete such work, then the following guidelines shall apply:
1. An employee who is authorized by management to do work from his/her home outside of and not contiguous with his/her regularly scheduled working hours in lieu of reporting to work at the designated time and place shall be compensated for all such authorized time worked.
 2. The minimum amount to be paid under this provision for an employee performing authorized work while at his/her home is one (1) hour at time and one-half (1-1/2) his/her regular rate.
- (e) No employee may authorize overtime for himself/herself, but shall be entitled to receive overtime as appropriately authorized by his/her manager.

9.4 Premium payments shall not be duplicated for the same hours under any of the terms of this Agreement.

9.5 Management shall determine the necessity for overtime work, and employees are obliged to work overtime as assigned. It is the responsibility of the **Employer** to distribute the opportunity for overtime work equally among employees in the classifications normally performing the same types of work in each assigned shift, crew, or work area. It is understood that the sharing of overtime shall not delay nor increase the **cost** of operation. The **Employer** recognizes that it may be inconvenient for individuals to work overtime and it will give due consideration to each request for relief from overtime. Overtime records of the **Employer** shall be made available to **Union** officials when requested to resolve a question involving distribution of overtime. It is understood that nothing in this article shall require overtime payment for hours not actually worked.

9.6 LIMITED AND SYSTEM EMERGENCY

- (A) Definitions:
1. Emergency: A situation of urgent nature or sudden occurrence that requires immediate action..
 2. System Emergency: A situation of urgent nature that adversely affects all or a vast majority of JEA operations.
 3. Limited Emergency: A situation of urgent nature that adversely affects JEA operations of specific department, section, or a facility.
 4. Non-essential Employees: are employees who may be released during any type of declared emergency and are not required to work, JEA management determines who is non-essential employee. However, they may be deemed essential at later time during the Emergency.
 5. Essential Employees: Employees who are assigned to work during any type of declared emergency. JEA management determines who essential employee is. However, they may be deemed non-essential at a later time during the Emergency.
- (B) Declaration of System or Limited Emergency
The Managing Director of JEA, or designee, has the authority to declare either a system or limited emergency. In the event that the Managing Director or designee declares either of the emergencies, the provisions of this section take effect.
- (C) Non-Essential Employees

These employees will be subjected to the following:

1. Non-essential employees shall be released from duty and shall be granted administrative leave with pay for the balance of their normal schedule, and any additional days when they are not required by the Employer to report to work due to the emergency.
2. Non-essential employees who are already on previously approved leave with pay at the time of the emergency, or who are scheduled to take authorized leave with pay during the time of the emergency shall not be charged for the leave for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.
3. Non-essential employees who are already on previously approved leave without pay at the time of the emergency, or who are scheduled to take authorized leave without pay during the time of the emergency shall not be paid for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.
4. If a scheduled holiday falls within the time that non-essential employees are on administrative leave with pay due to an emergency, the employees will be paid for the holiday, but will not receive any additional holiday leave or pay for that day.

(D) Essential Employees

Essential employees will be subjected to the following:

1. Essential employees will be required by the JEA management to work during the emergency. Management will consider volunteers.
2. To the maximum extent possible, when residents are required to evacuate their residence in anticipation of a hurricane, tropical storm, or similar situation that result in declaration of emergency, JEA will allow essential employees reasonable time, determined by JEA management to return to their residence and make plans for the safety of their family. After a reasonable time, determined by JEA management, to accomplish the security of their families essential employees shall return to work.
3. Essential employees who are required to work during the emergency shall be compensated for the time worked, as provided for in the hours of work and overtime provision of this agreement. In addition to any compensation payable under that article, essential employees will be paid straight time hourly pay unless compensatory time is mutually agreed to by the employee and his/her manager for the time that they would have been on administrative leave with pay if they had been designated a non-essential employee. The maximum amount payable under this provision is forty (40) hours per work week.
4. During an emergency, employees who are required to report for work shall be provided with a meal. If JEA is unable to provide a meal, a meal allowance will be substituted. Employees with special circumstances will be given an option of taking a meal allowance: these will be addressed on a case-by-case basis (medical condition or religious belief). The employee must notify management in writing as soon as practical.
5. Essential employees who are already on previously approved leave at the time of the emergency, or who are scheduled to take authorized leave during the time of the emergency may be required to work during the emergency.

- (E) Alteration of Annual, Vacation, or Personal Leave Schedules JEA has the unilateral right to alter the annual, vacation, or personal leave schedule of any employee in emergencies. This right includes the right to require employees who are on leave at the time of the emergency to return to work. In such cases, the JEA will reimburse the employee for any non-refundable expenses incurred as a result of the cancellation of the employee's annual, vacation, or personal leave plans.

- (F) JEA Communication with Employees during the Emergency any employee who is released from work during an emergency is expected to resume his/her regular work schedule when directed to do so by JEA. In order to assist employees in determining when they are expected to return to work, JEA will take reasonable steps to keep employees advised about the status of JEA operations, including the dates and times that employees are expected to resume their regular work schedule. For example, JEA will release information via the JEA voice mail or email systems, through use of employee pagers, through release of information to the news media, and any other appropriate means of communication with employees. To the extent that an employee relies on information released via local news media to determine when he or she is expected to return to work, JEA employees are to follow instructions related to JEA, not those issued regarding City of Jacksonville employees.

ARTICLE 10: WAGES

- 10.1 (a) The rates of pay for the classifications in the Unit are shown in Appendix "A" to this Agreement.
 - (b) General Increases
All employees in the bargaining unit shall receive a general increase as follows:
 - (1) Zero percent (0%); Effective October 1, 2009~~12~~
 - (2) Zero percent (0%); Effective October 1, 2010~~13~~
 - (3) One and one-half percent (1.5%), Effective October 1, 2011~~14~~

The increase outlined in (3) is retroactive to October 1, 2014 and will be distributed as soon as administratively possible following Board approval.
 - (c) Performance evaluations of employees in this bargaining unit shall be in writing and shall use a standardized format and procedure. An employee who believes that his/her evaluation has not been conducted in accordance with established procedure may appeal the alleged violation beginning at step 1 through step 2 of the Grievance Procedure set forth in this Agreement.
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- 10.2 When an employee is returned to his/her former class during the probationary period following a promotion (reverted), his/her pay shall be restored to the rate in effect prior to promotion, as though the promotion had not been granted. In such event, the employee shall be eligible for any increases the employee normally would have received had the employee not been promoted. When a reassignment is made, the base pay of the reassigned employee shall remain the same.
-
- 10.3 The following administrative procedures shall be adhered to by the **Chief Human Resources Officer** in the implementation of the pay plan for employees in the bargaining unit:
 - (a) An original appointment to any classified position shall be made at the starting rate of the range for the Pay Grade.
 - (b) When an employee is promoted to a classification in a higher Pay Grade, the employee's base salary shall be advanced to the next step that provides an increase that is approximately 5% or to the minimum rate of the range whichever is greater. In no circumstances shall an employee's base salary exceed the maximum of the pay range as a result of promotion. Upon satisfactory completion of the probationary period following promotion, the base salary of the employee shall

be advanced one step that is approximately 5% or to the maximum of the range, whichever is less.

- (c) When an employee is demoted, except for cause or voluntary demotion, the base salary of the employee may be placed within the range of the lower Pay Grade without reduction, except that the base salary may not exceed the maximum of the range of the lower Pay Grade, in which case, the base salary will be placed at the maximum of the range. If the employee is promoted again within a 12-month period following the demotion, he/she will not receive a promotional increase or end of probation increase, unless his/her salary was reduced at the time of demotion to the maximum of the range. In such cases, upon the successful completion of the probationary period, the employee's salary shall be increased to the rate received prior to demotion.
- (d) In the case of voluntary demotions, the base salary of the employee will be placed within the range of the lower Pay Grade at a rate that results in a 5% reduction in salary, or to the maximum of the range, whichever results in the larger reduction. If the employee is promoted again within a 12-month period following the demotion, he/she will receive a promotional increase of 5% upon promotion, but will not receive an end of probation increase unless his/her salary was reduced at the time of demotion to the maximum of the range. In such cases, upon the successful completion of the probationary period, the employee's salary shall be increased to the rate received prior to demotion.
- (e) When an employee is demoted for disciplinary reasons, the rate of pay in the lower range shall be no less than that which the employee received prior to promotion. The employee shall not be eligible for a step raise for one (1) year after the demotion.
- (f) The language in Article 10.3 (c) and (d) shall apply when an employee is demoted within the line of promotion. The following language shall apply when an employee is demoted not in the line of promotion.

When any JEA employee is reclassified to a position in the AFSCME bargaining unit which is not within the line of promotion, the base pay of the reclassified employee shall be the entry level rate of pay for the new position.

- (g) Classification other than Customer Care Consultant and Customer Care Consultant Trainees
 - (1) Upon satisfactory completion of the probationary period, the base salary of the employee shall be advanced one step or to the maximum of the range, whichever is less.
 - (2) After an employee receives his/her increase upon completion of the probationary period, he/she shall be granted step increases, except for unsatisfactory performance no sooner than twelve (12) months from his/her date of last increase, until he/she reaches the maximum rate of pay for his/her classification. For the purpose of this Agreement, the date of the last increase shall be the most recent date upon which any of the following action occurred to an employee: date on which employee received his/her end of probation increase; or date on which employee received a step increase.
- (h) Customer Care Consultant Series
 - (1) Customer Care Trainees—
 - A. Customer Care Trainees will be **rated** every six (6) months.
 - 1. If the employee's performance is satisfactory or higher, the employee will be moved to the next higher step of the pay plan.
 - 2. If the employee's performance is below satisfactory, the employee will not receive the step increase, may be required to take remedial training,

and may be subject to termination. When a customer Care Trainee is required to take remedial training; he/she will be reevaluated after three (3) months. Customer Care Trainees will not be eligible for step increase at that time, even if their performance is rated satisfactory or above satisfactory. Instead, the Customer Care **Trainee** is required to wait until the next regularly scheduled review cycle before they are eligible for a step increase.

B When the Customer Care Trainee has satisfactory completed the training program, the employee will be promoted to Customer Care Consultant.

(2) Customer Care Consultant—

A. Customer Care Consultants will be rated on April 1 of each year.

1. Eligible* Customer Care Consultants who are rated above satisfactory on the review will receive a two-step pay increase.
2. Eligible* Customer Care Consultants who are rated satisfactory on their review will receive a one-step pay increase.

* In order to be eligible for the increases provided for in subsections 1 and 2, the Customer Care Consultant must have worked at least 1000 hours in the previous 12 month period. In addition, the Customer Care Consultants who were promoted to that position after October 1 are not eligible for any step increase on April 1. For example, an employee who has promoted from Customer Care Trainee to Customer Care Consultant on October 10, 2009 would not be eligible to receive a step increase on April 1, 2010; the employee would be eligible for a step increase on April 1, 2011 (assuming that the employee had worked at least 1000 hours from April 1, 2009 to April 1, 2010).

3. Customer Care Consultants who are rated below satisfactory on their review will not receive any step increase, may be required to take remedial training and may be subject to termination. When a Customer Care Consultant is required to take remedial training he/she will be reevaluated after three (3) months. Customer Care Consultants will not be eligible for step increases at that time, even if their performance is rated satisfactory or above satisfactory. Instead, Customer Care Consultants are required to wait until the next scheduled annual review cycle before they are eligible for a step increase.

(3) Customer Care Specialists —

After the probationary period is complete, Customer Care Specialists will be reviewed annually.

1. Customer Care Specialists who are rated above satisfactory on the annual review will receive a two-step pay increase. Customer Care Specialists who are rated satisfactory on the annual review will receive a one-step pay increase.
2. Customer Care Specialists who are rated below satisfactory on their review will not receive any step increase, may be required to take remedial training and may be subject to termination. When a Customer Care Specialist is required to take remedial training; he/she will be re-evaluated after three (3) months. Customer Care Specialists will not be eligible for step increases at that time, even if their performance is rated

satisfactory, or above satisfactory. Instead, Customer Care Specialists are required to wait until the next scheduled annual review cycle before they are eligible for a step increase.

- 10.4** The parties recognize that relationships between classifications may change over time as the nature of work evolves and changes. As a result of such changes, those relationships should be reviewed periodically to determine if revisions in pay grade assignments are appropriate.

The parties agree that assignment of work to particular classifications, evaluation of classifications and resulting pay grade assignments are management prerogatives. The **Employer** recognizes the **Union's** interest in maintaining equity among classifications in the bargaining unit. Accordingly, during the life of this Agreement the **Union** may notify the Director of Employee Services, of its belief that sufficient material changes have occurred in the nature of work assigned to one or more classifications, such that the relationship of that classification(s) to other classes should be reviewed for possible realignment.

- 10.5** At its sole discretion, the **Employer** may from time to time elect to establish incentive programs for individuals or groups which may consist of cash or other awards in recognition of improved job performance, improved safety records, innovative ideas that in savings or other benefits, or other similar work-related improvements, provided the Union is informed in writing of any such programs.

- 10.6** The parties understand that during the life of this Agreement the Employer may, at its option, offer a voluntary severance plan to certain classifications of bargaining unit employees. Such plan would be on terms proposed by the Employer and any decision to accept such a plan would be made on an individual basis by each individual employee. The Union will be notified in writing of any such severance plan. In the event that execution of such a plan required a reorganization or redeployment by the Employer, the Union would have the right to request impact bargaining to the extent provided by law.

10.7 Pagers-Electronic Devices

- (a) At its sole discretion, JEA may provide employees with a pager. The employee during their normal work shift or when the employee is on standby status must wear and respond to a page.
- (b) The employee may use the pager for personal use, as long as it does not with their assigned work duties.
- (c) The employee will exercise due caution in the care of the pager assigned to him/her, and will take appropriate action to protect them from damage or being lost or stolen. If an employee's pager is lost, stolen, or damaged through negligence of the employee, they will be replaced at the employee's expense.

10.8 Assigned Vehicles:

The Union recognizes that AFSCME represented employees may be assigned take home vehicles. Assignment of vehicles is based upon operational needs and is subject to change from time-to-time as needed. Should a vehicle assignment be ended, the employee will be given thirty (30) calendar days' notice.

ARTICLE 11: SUPPLEMENTAL PAY

- 11.1** For each five (5) years of continuous service with the Employer, (computed from the date of initial employment) an employee shall receive an annual increase in salary of \$300.00. This increase shall be in addition to any general or special raises which may be granted from time to time.

11.2 STAND BY COMPENSATION

- (a) Any employee who is required by the Employer to be on standby duty will receive standby compensation as provided in this Article.
- (b) Standby time shall be that time when an employee is required to keep the Employer advised as to his/her whereabouts and be available to report for duty no more than forty-five (45) minutes after such notification.
- (c) For the purpose of this Article, an employee is on standby if the employee has been directed to carry an Employer furnished electronic paging device or leave a telephone number so the employee can be reached, and the employee must be available to return to work within a reasonable time if called. Employees, who merely carry electronic paging devices and who are not required to be available to return to work within a reasonable time if called, are not on standby.
- (d) The standard rate of standby compensation shall be twenty-five dollars (\$25.00) for each day the employee is on standby. Standby pay shall be paid no later than the end of the first pay period after the pay period in which the standby pay is earned.
- (e) Any employee who fails to comply with the provisions of Section 11.2 of this Agreement shall not be entitled to standby compensation for that day, and shall be subject to discipline.
- (f) Employees may arrange substitution of standby duty among themselves, provided the substitution is approved by Management.

11.3 SCHEDULE PREMIUM

- (a) A one dollar and fifty cents (\$1.50) schedule premium shall be paid for all regular hours actually worked on any schedule after 19:00 and prior 07:00 for work days other than Saturday or Sunday. (not including overtime or schedule premium of any type).
- (b) A two dollars (\$2.00) schedule premium shall be paid for all regular hours actually worked on any schedule after 00:00 on Saturday and prior 24:00 on Saturday and/or after 00:00 on Sunday and prior 24:00 on Sunday (not including overtime or schedule premium of any type). (Cash handling wage supplements stated below are not considered a schedule premium.)

11.4 UPGRADE PAY

- (a) When an employee is qualified for and is required by the **Employer** to accept the responsibility for work in a higher class or position for at least one (1) hour on continuous duty, unless the employee is assigned to a higher classification for the purpose of **on**-the-job training for definite advancement purposes, such employee shall be compensated at the minimum of the range of the higher classification or shall receive a 5% increase, whichever is greater, for the time actually worked in the higher class. In no case, however, can the adjusted salary level exceed the maximum rate of the salary range of the higher position. An employee may be temporarily assigned to the work of any position of the same or lower classification without any change in pay. No on-the-job training without out-of-classification pay shall exceed twenty (20) work days.

11.5 MEAL ALLOWANCE

- (a) **The Employer will provide** a meal **or** meal allowance in the sum of **fifteen** dollars (**\$15.00**) when an employee is required to work unscheduled overtime, thereby missing a normal meal.

Unscheduled overtime shall be defined as notification of less than 12 hours prior to the reporting time for the overtime work. Normal meal times shall be considered as two (2) hours before the scheduled starting time, four (4) hours after the scheduled starting time, and two (2) hours after the scheduled quitting time. Meal allowances shall be paid no later than the end of the first pay period after the pay period in which the meal allowance was earned.

- (b) A meal or meal allowance will be provided under the following conditions:
 - (1) When an employee is called out on unscheduled overtime and required to report to work two (2) hours or more before his/her scheduled starting time for that day and continues work into his/her regular schedule, he/she will qualify for a meal or meal allowance four (4) hours from the time he/she commenced work and additional meals or meal allowance at five (5) hour intervals.
 - (2) When an employee is required to work beyond his/her scheduled quitting time for two (2) hours or more on unscheduled overtime, he/she shall be entitled to a meal or meal allowance two (2) hours after his/her quitting time and at five (5) hour intervals thereafter if he/she continues to work.
 - (3) If an employee is called out to work unscheduled overtime for a period of more than four (4) consecutive hours and he/she is released prior to the starting time of his/her next regular workday, he/she will qualify for a meal allowance four (4) hours from the time he/she commenced work and at five (5) hour intervals thereafter, if he/she continues to work.
- (c) When an employee is required to work unscheduled overtime on his/her day off, and at least twelve (12) hours previous notice has been given, the hours worked shall be considered as scheduled overtime. On scheduled overtime, an employee shall provide for his/her mid-day or mid-shift meal.
- (d) **JEA** shall permit employees on emergency overtime and shift employees whose duties require them to eat while performing their work, to eat earned meals while on the clock. The time taken for such meals generally shall not exceed thirty (30) minutes. However, the time taken may extend beyond thirty (30) minutes, subject to a supervisor's prior approval.
- (e) Every reasonable effort will be made to observe the employee's normal meal time.

11.6 In addition to their regular wages customer service employees will receive a five percent (5%) wage supplement for all time spent in a position where they are required to have their own cash drawer. Therefore, at all times this supplement shall be paid, regardless of the day or time which it is worked.

ARTICLE 12: EMPLOYEE BENEFITS

12.1 The **Employer** agrees to provide comprehensive medical coverage for each employee at no expense to the employee. In addition, the **Employer** will pay **at least** fifty percent (50%) of the actual cost of comprehensive medical coverage of eligible dependents. The employee will pay the remaining fifty percent (50%) **or less** of the actual cost.

12.2 The **Employer** shall, at no expense to the employee, secure and provide group term life insurance coverage in the amount of one times annual salary, with a double indemnity clause for accidental death and dismemberment for employees covered by this Agreement. It shall further allow the employee, at his/her option to purchase group term life insurance, at the expense of the employee, under the same policy, for

one, two, or three times annual salary, with a double indemnity clause for accidental death and dismemberment.

Employees who have retired from classifications in this bargaining unit and who are already covered by the group term life insurance policy may purchase life insurance coverage **at the retiree's expense**. Employees under age 70, who retire after the effective date of this Agreement, may purchase additional **coverage**.

- 12.3** The **employer** will provide an optional group Dental Health Insurance Program at the employee's expense, through payroll deduction.
- 12.4** The **Employer** agrees to provide a payroll deduction process that is to be available to the employees in the bargaining unit for various benefit plans or programs. These plans or programs shall be administered by an "Agent of Record" designated by the **Union**. The **Employer** may assess an administrative charge not to exceed six cents per deduction per payroll. The **Union** agrees to indemnify and hold the **Employer** harmless against any claims made, and against any lawsuits brought, against the **Employer** as a result of this payroll deduction process.
- 12.5** An employee will be reimbursed at the rate stipulated in the Internal Revenue Service Regulations when requested or required to use his/her privately owned vehicle on official business for all miles actually driven but for no more than the usual travel route between assigned destinations. However, no reimbursement will be paid for mileage to a work location when an employee is notified before reporting to his/her usual work location to report to a different work location.

12.6 Personal Property Damage

- (a) The **Employer** will repair or replace personal property, including tool boxes, of employees covered by this Agreement that is damaged while on duty, subject to the limitations provided in Sections 12.6 (b) through 12.6
- (b) The **Employer** will repair or replace a bargaining unit employee's personal property, if all of the following conditions have been met:
- (1) The personal property was damaged as a result of the employee's performance of his/her duties;
 - (2) The damage was not the result of the employee's own negligence;
 - (3) The employee reports the damage to the appropriate manager within two (2) working days after the occurrence of the damage on a form provided for this purpose.
- (c) The **Employer** reserves the right to determine whether to repair or replace damaged property.
- (d) The Employer will not repair or replace rings or other jewelry.
- (e) In no event will the **Employer** pay more than two hundred fifty dollars (\$250.00) to repair or replace any damaged property.
- (f) When an employee is entitled to payment under this section, the **Employer** shall make every reasonable effort to reimburse the employee within thirty (30) days of the report of damage.

- 12.7** The **Union** recognizes that the **Employer** has developed a Section 125 I.R.C. Cafeteria Plan for the benefit

of employees.

- 12.8** During any primary or general election, an employee whose hours of work do not allow sufficient time for voting shall be allowed necessary time off with pay for this purpose, provided the employee furnishes proof that he is a registered voter. Where the polls are open two (2) hours before or two (2) after the regular scheduled work period, or when early voting is available, it shall be considered sufficient time for voting.

12.9 TRAINING AND CAREER LADDERS

- (a) The **Employer** and the Union recognize the importance of training and continuing education programs in the development of career ladders and equitable employment opportunities and agree to a mutual commitment of training and education for employees in this bargaining unit.
- (b) All Training Bulletins and Calendars pertinent to this Article shall be available to the Union and Employees. The **Employer** shall place such bulletins and calendars on the JEA intranet.
- (c) The **Employer** has established a Continuing Education Program to meet the following objectives:
 - (1) To enable eligible employees to participate in educational self-development programs;
 - (2) To encourage employees to acquire knowledge and skills essential to personal professional growth;
 - (3) To provide a coordinated program; and
 - (4) To encourage employees to increase their value to the organization through education and training
- (d) **JEA Education Reimbursement Program**
 - (1) **Eligible Employees**
 - A. Civil Service employees who have been continuously employed by JEA since completing their initial probationary period.
 - B. This definition excludes temporary employees, contract employees and employees in their initial probationary period and employees in provisional status for their initial employment.
 - (2) **Courses Eligible for Reimbursement**
 - A. The course must be of value to the **Employer** and not solely benefit the employee. The requested course or degree contribute to increasing the skills and talents of each Employee in his/her current position or elsewhere in the company or
 - B. The requested course is required to maintain a certification.
 - C. Time spent in attending classes or on home study work shall be during the employee's off-duty hours, and the Employee will not be paid for this time, and
 - D. Employees are not permitted to use any JEA personnel, equipment or supplies for course work.
 - (3) **Costs and Reimbursements**

- A. Tuition reimbursement will be made for class work at a school, or home study work programs pre-approved by the Employer.
- B. Reimbursement will be made at the least costly rate if Employees take classes from a more expensive source.
- C. Accelerated degree programs yield benefits sooner to JEA and are therefore reimbursable at the least costly rate for identical accelerated courses of study.
- D. JEA will pay for registration fees, tuition, laboratory fees, and books required (need to furnish proof) for the course taken. Parking fees and late fees are not reimbursable.
- E. JEA will reimburse Employees who earn a "C" grade or better in undergraduate classes, and a "B" or better in graduate classes.
- F. When letter grades are not given attendance records or other verification (e.g., a letter attesting to the satisfactory completion of course hours for which the Employee requests reimbursement) shall satisfy the grade requirement.
- G. Employees who leave the JEA two years (24 months) or less after receiving tuition reimbursement are required to repay all reimbursement (books and tuition) received during that period.
- H. Final determination of the amount of reimbursement to be granted will be made by the Employer.

ARTICLE 13: INJURY-IN-LINE-OF-DUTY

- 13.1** (a) Any permanent employee covered by this Agreement who sustains a temporary disability as a result of accidental injury arising out of the course and scope of employment with the Employer shall, in addition to compensation payable pursuant to the Workers Compensation Law of the State of Florida, be entitled to a supplemental benefit under the conditions set out in Section 13.2.
- (b) The amount of the supplemental benefit payable under this article shall be calculated as follows: the Employer will calculate seventy-five percent of the employee's net take home pay after taxes and social security deductions based upon the employee's regular straight time wages. This amount shall be reduced by the amount of Workers' Compensation indemnity payable to the employee. The remainder is the amount of the supplemental benefit payable to the employee.
- 13.2** The supplemental benefit provided for in Section 13.1(b) is payable under the following circumstances:
 - (a) During the first twenty (20) working days of such disability, the employee shall receive the supplemental benefit after the employee begins receiving Workers' Compensation indemnity payments.
 - (c) Thereafter, the Employer at its sole discretion, (which discretion shall not be subject to arbitration), grant addition supplemental benefit, but shall not exceed one (1) year.
 - (d) If the employee brings litigation or administrative action under the Worker's Compensation Law while receiving Workers' Compensation supplemented by the benefits herein provided, entitlement to the supplemental benefits shall immediately terminate.
- 13.3** If an employee, due to an on-the-job injury, is temporarily partially disabled from performing the duties of

his classification, he may be temporarily reassigned without reduction in pay for a period not to exceed 90 calendar days, to other duties commensurate with medical and mental fitness, availability of suitable work, and his qualifications for the position. The Employer will make a reasonable effort to temporarily reassign the employee, in accordance with the provisions of this section, provided that failure to do so shall not be the basis for grievance or arbitration.

- 13.4** (a) When an employee who has been on leave of absence or light duty due to a disabling on-the-job injury is released by the employee's treating physician(s) to return to work, the employee shall be returned to the same job if:
- (1) The employee is capable of doing the job satisfactorily;
 - (2) The employee would have retained the job had the employee not been injured, and
 - (3) Such work still exists.
- (b) When an employee who has been on a leave of absence or light duty due to a disabling on-the-job injury is released by the employee's treating physician(s) to return to work, but the employee is not physically or mentally capable of performing his former job, the Employer shall place the employee in a comparable job for which the employee is qualified, provided there is an opening. If there is no opening, the employee shall be offered the best available job for which he is qualified; if necessary, appointing the employee to a lower classification. The employee shall be considered for any job openings for which the employee is qualified that occur within one (1) year after the employee has been reclassified to the lower classification. Refusal on the part of the employee to accept a job for which he is qualified and able to perform may be considered a resignation.
- 13.5** (a) When an employee is off the payroll (not receiving JEA compensation) due to an on-the job injury, JEA will continue to pay life insurance and medical insurance premiums normally paid by JEA, which includes JEA's portion of the dependent medical insurance premiums. The employee is responsible for the optional life insurance premiums and his/her portion of the dependent medical insurance premium. The employee may elect to contribute to the pension fund amount equal to the employee's pension contribution prior to the on-the-job injury.
- (b) If an employee who is temporarily totally disabled due to an on-the-job injury receives partial wage payments from JEA, JEA will continue to pay the premium noted in subsection (a) above. The optional life insurance premium and the employee's portion of the dependent medical insurance premium and pension contribution will be deducted from his/her partial wage payments.
- 13.6** Any provisional or probationary employee who is temporarily, totally disabled as a result of an injury received in the course of employment with JEA shall receive the benefits to which he/she is entitled under the Workers' Compensation Laws of the State of Florida and such benefits above legal requirements as JEA may deem reasonable.

ARTICLE 14: LEAVE USAGE

14.1 Leave Usage (Generic)

- (a) Employees, when eligible and authorized, may use their annual, or personal leave upon written application to their immediate manager or designee. Approval may be based upon the nature of the request if needed. Extensions may be granted at the option of the manager or designee. The approval of leave and extensions shall not be unreasonably denied.
- (b) Annual, or personal leave will be charged against an employee's regular workday, and shall not be charged for absences on a prearranged overtime workday, unscheduled call-in overtime days, or holidays.

(c) **Unscheduled leave**

- (1) Annual or personal leave may be taken for emergency, illness, or injury of the employee or employee's immediate family.
 - A. Employees are required to notify the appropriate designated individual of the employee's intent to use annual or personal leave for emergency, illness, or injury in the following manner:
 - (1) Non-shift employees must provide notification to the appropriate designated individual as early as possible as and no later than one-half hour before the start of the employee's normal workday. An employee who has a starting time earlier than the designated individual he/she is to notify, shall notify that individual as soon as possible after the normal starting time for that designated individual.
 - (2)
 - a. Shift employees must provide notification to the appropriate designated individual no later than one (1) hour prior to the starting time of the employee's shift.
 - b. Shift employees shall notify the appropriate manager at least four (4) hours in advance of the employee's intent to return to work following an emergency, illness, or injury. However, employees on the day shift need only provide one (1) hour advance notice before returning to work.
 - B. Employees who fail to notify the appropriate designated individual as required by Article 14.1(c) (1) (A) may not be allowed to charge their absence to annual or personal leave unless waived by the manager or designee.
 - C. Absences for illness under annual or personal leave conditions may be subject to investigation. (This section is not intended to require an employee to provide a physician's certified statement of illness after each absence. It is intended to correct suspected abuse of annual or personal leave for illness.) An employee will be counseled whenever a pattern clearly develops where an employee is abusing leave.
 - D. Employees failing to comply with the provisions of Section 14.1 will be subject to disciplinary action. Authorized use of leave shall not be grounds for disciplinary action.

(d) **Scheduled leave**

- (1) In order to insure the health and welfare of the employee, JEA encourages employees to take a minimum of ten (10) days annual leave per contract year. Employees are encouraged to retain eighty (80) hours in their leave account in case of serious personal illness.
- (2)
 - A. Accrued annual or personal leave may be taken at any time when authorized.

- B. Scheduling for the primary vacation period will be accomplished on a seniority basis, with full-time Civil Service employees taking precedence, in classification within a cost center or group of cost centers for the first request only provided that the request is submitted between January 2 and January 31 and is subject to JEA's exclusive authority to determine the number of employees in any given classification, shift, crew, section, or office who may be on leave at the same time. Where possible, employees shall have access to the days to choose from when selecting days for leave. Denial of requested leave must be substantiated on the basis that granting of such leave would unduly increase the cost of operations and/or would otherwise be detrimental to the efficient operations of the system. Once the primary vacation periods have been scheduled, additional leave authorizations may be made as in 14.1(d) (2) (c.) below. The primary leave schedule will be posted by February 15, for the period of April 1 through March 31.
- C. In scheduling annual or personal leave, full-time Civil Service employees with seniority in a classification, a shift, a crew, a section, or an office shall be given first preference; provided, however, that such preference shall be subject to JEA's exclusive authority to determine the number of employees in any given classification, shift, crew, section, or office who may be on leave at the same time. Secondary vacation (leave) request(s) may be submitted from February 15th through March 15th and will be posted by March 31st. Employees will be submit as many as 25 days as long as the employee has or will have accrued leave available. An employee will not be allowed to cancel leave without the approval of the appropriate designated individual. Any additional request(s) after March 31 will be scheduled on a first come – first served basis. Denial of requested leave must be substantiated on the basis that granting of such leave would unduly increase the cost of operations and/or would otherwise be detrimental to the efficient operations of the system.
 - (A) All employees will be given the opportunity to change their vacations during the primary vacation and secondary vacation periods, as outlined in the AFSCME contract. However, once the employee has made their original selection and later wants to make a modification/change to their vacation date(s), this employee will be placed next in line and allowed to pick from the available dates remaining at the time.
 - (B) When an employee is out during the vacation pick period, they will be allowed to select from the periods that were available at the time their seniority allowed. The selection process will continue as scheduled. JEA will consider exceptions to the number of employees allowed off in this situation, if necessary.
- (3) JEA employees may split their annual or personal leave in any manner desired and approved by their manager or his/her designee. The splitting of leave must be consistent with the operational requirements of the system.
- (4) Requests for leave of less than five (5) consecutive days must be submitted at least twenty-four (24) hours in advance unless the leave is for illness or emergency
- (e) (1) The minimum amount of annual or personal leave to be taken and charged shall be in one-half (1/2) hour increments.

- (2) Employees shall be charged for their normal hours worked, respectively, for a day off.
- (f) If a legal holiday falls within a scheduled annual or personal, leave period, annual or personal leave shall not be charged for that day. When a scheduled overtime day, for rotating shift workers falls within a scheduled annual or personal leave period, annual or personal leave shall not be charged nor overtime paid for that day.
- (g) Once leave has been approved, the employee shall take the leave unless that employee's request to cancel is approved by the appropriate designated individual.
- (h) Notwithstanding any other provision of this Agreement, JEA shall have the unilateral right to alter annual or personal leave schedules for proper cause or emergencies that might occur. In such cases, the employee will be reimbursed for any costs forfeited due to cancellation of reservations, excess travel, etc., provided action is taken by the employee to minimize the forfeited cost, and provided further that satisfactory documentation of the employee's payment of forfeited costs is furnished to JEA.
- (i) Upon written request, and with at least thirty (30) days advance notice, an employee taking at least two (2) weeks or more of authorized paid annual personal leave may have the amount of compensation due for the requested annual leave period advanced to him/her on the last regular payday prior to the beginning of the paid annual leave.
- (j)
 - (1) An eligible employee who is out of work because of an on-the-job injury may use annual leave, personal leave and/or compensatory time to remain on the payroll, under the conditions established in this section.
 - (2) In order to be eligible to use accrued leave for this purpose the employee must meet all of the following eligibility requirements:
 - A. The employee is away from work due to an on-the-job injury;
 - B. The employee is either receiving workers' compensation payments or has exhausted the allowable period of workers' compensation;
 - C. The employee provides the employer with a written request to use his/her accrued leave to remain on the payroll.
 - (3) When employees are eligible to use accrued leave for this purpose, the amount of annual leave or personal leave or compensatory time so charged shall be the minimum amount in one-half of an hour increments to equal the difference between the employee's regular pay and the amount that the employee is receiving from workers' compensation and workers' compensation supplement.
 - (4) If the employee receives only partial salary or wage payment, the normal required employee pension contribution shall be deducted from the employee's partial salary or wage payment and the employee shall continue to receive full retirement credit for the period during which workers' compensation payments are received.

14.2 Annual and Retirement Leave Usage

- (a) If an employee has exhausted all of the accrued, unused annual leave, and then said employee suffers an illness which requires time off, then said employee shall be allowed to use the credited retirement leave for the purpose of illness only.

- (b) If an employee, due to an extended, continuous illness, requires eighty (80) hours or more for such illness, then such leave, may at the employee's option be deducted from the retirement leave account of such employee.

14.3 Leave Donation and Forfeiture

- (a) Employees may forfeit annual leave, personal leave, and retirement leave (but not compensatory leave) to regular, full-time JEA employees who are critically ill, critically injured, or require an extended leave of absence for medical reasons. Employees may donate annual, personal, and retirement leave but not compensatory leave, to the United Way.
- (b) Forfeitures to critically ill or critically injured employees or employees who require an extended leave of absence for medical reasons shall be subject to the following requirements:
 - (1) The critically ill or critically injured employee and employees who require an extended medical leave of absence must submit a statement of need to the Director of Employee Services or his/her designee. The employee who requires an extended medical leave of absence must include a physician's statement documenting the need for an extended medical leave of absence. The Director of Employee Services or his/her designee shall determine the employee's eligibility to receive leave donations in accordance with the provisions of this Section 14.03.
 - (2) Forfeitures may not be made in respect of an ordinary illness, but rather may be made only in respect of a serious or major illness, hospitalization of five (5) days or more, or a medical leave of absence of ten (10) days or more.
 - (3) The employee forfeiting the leave must complete the appropriate form and submit it to the Employee Services.
 - (4) The employee receiving the forfeited leave must have exhausted all other available leave, and may receive only enough donated leave to cover the period of the absence. Upon returning to work, the employee receiving the forfeited leave may have a positive leave balance of up to twenty four (24) hours as a result of any donation(s).
- (c) Donations or forfeitures of leave under this Section 14.3 shall be accounted for according to the dollar value of the leave, to be determined by multiplying the number of hours donated or forfeited by the hourly rate of the employee donating or forfeiting the leave.

ARTICLE 15: ANNUAL LEAVE (PLAN E)

15.1 This article shall apply to all permanent, probationary, and provisional employees of the following categories:

- Employees hired on or after October 1, 1968, and before October 1, 1987;
- Employees hired prior to October 1, 1968, but chose not to remain subject to former sick leave and terminal leave policies in April, 1969;
- Employees hired prior to October 1, 1968, who chose on or before December 15, 1979, to become subject to this provision.

15.2 Employees shall accrue annual leave with pay according to the following schedule on a bi-weekly basis:

(a) YEARS OF SERVICE	HOURS PER YEAR
Upon completion of 0 months thru 4 years.....	160
Upon completion of 4 years thru 9 years	184
Upon completion of 9 years thru 14 years.....	208
Upon completion of 14 years thru 19 years.....	232
Upon completion of 19 years thru 24 years	256
Upon completion of 24 years or more.....	280

(b) Annual leave will accrue bi-weekly to the credit of the employee, at the rate stated above and shall be credited on the last day of the pay period. In order to receive full credit, the employee must work a full schedule or be on approved leave with pay. The accrual will be reduced pro rata for hours on leave without pay.

(c) The rate of accrual shall change to the higher rate on the anniversary day or adjusted date of employment.

(D) Annual leave shall be earned during the first year of employment.

15.3 Annual leave shall accrue to a maximum of 960 hours. The Employer will compensate the employee on an hour-for-hour basis for any accrued amount over nine hundred sixty (960) hours as of September 30th each year. These payments will be made on the second payday in November, at the September 30th rate of pay.

- (a) Beginning with leave earned during the fiscal year, an employee who does not use all of their Annual Leave accrued in a fiscal year, may be paid the difference between the amount used and the amount accrued for that fiscal year on an hour-for-hour basis.

- (b) To receive such payment, the employee must make an irrevocable election in the fiscal year preceding the fiscal year in which the leave is accrued.
- (c) This payment is not available to an employee who would have less than eighty (80) hours of annual leave remaining after such payment. Such payments will be made no later than the first payday in December at the September 30th rate of pay.

15.4 For the purpose of this Article, retirement is defined pursuant to Ordinance provisions of the pension program of the City. Vesting is considered as retirement. Upon retirement, the employees' annual leave account and retirement leave account shall be used or paid on an hour-for-hour basis, up to maximum of nine-hundred sixty (960) hours in each account under the following provision:

- (a) Retirement leave may be taken either immediately prior to desire eligible retirement date, which leave may be used for the fulfillment of time service requirements; or retirement leave may be taken following fulfillment of time service requirements.
- (b) Employee on retirement leave shall be maintained on the regular payroll, thereby continuing to avail the employee of payroll deductions, pension contributions and insurance deductions.
- (c) Upon placement on retirement leave, such status shall be considered irrevocable.
- (d) While on retirement leave, an employee shall not accrue annual leave, but shall be eligible for legal holidays; and any general salary increases, but not performance/step increases.
- (e) At the employee's option, retirement leave may either be taken, or paid for in one lump sum on an hour-for-hour basis.
- (f) If an employee terminates prior to retirement as defined in the Annual Leave Ordinance, said employee shall be paid for any retirement leave credited, on the basis of one (1) hour's pay for every two (2) hours of said retirement leave credited.

15.5 Upon termination, which includes resignation and discharge not for cause, the employee shall be paid for all unused annual leave credits on an hour-for-hour basis. However, employees who are discharged for stealing, sabotage, or illegal possession or use of drugs, may forfeit pay for their unused accrued annual leave earned during the contract year.

15.6 When an employee is placed on retirement leave, the lump sum payment for the annual leave shall be paid at the beginning of the retirement leave.

15.7 Upon the death of an employee, the employee's next of kin or estate, as determined in accordance with law, shall be paid for all accrued personal and retirement leave on the basis of hour for hour in said accounts.

ARTICLE 16: ANNUAL LEAVE (PLAN H)

16.1 This article shall apply to all permanent, probationary, and provisional employees hired on or after October 1, 1987

16.2 Employees shall accrue personal leave with pay for all straight time hours worked according to the following schedule on a bi-weekly basis:

- | (a) | YEARS OF SERVICE | HOURS PER YEAR |
|-----|---|----------------|
| | Upon completion of 0 months thru 4 years | 160 |
| | Upon completion of 4 years thru 9 years | 184 |
| | Upon completion of 9 years thru 14 years | 208 |
| | Upon completion of 14 years thru 19 years | 232 |
| | Upon completion of 19 years thru 24 years | 256 |
| | Upon completion of 24 years or more | 280 |
- (b) Annual leave will accrue to the credit of the employee, at the rate stated above and shall be credited on the last day of the pay period. In order to receive full credit, the employee must work a full schedule or be on approved leave with pay. The accrual will be reduced pro rata for hours on leave without pay.
- (c) The rate of accrual shall change to the higher rate on the anniversary day or adjusted date of employment.
- (d) Annual leave shall be earned during the first year of employment.

16.3 Annual leave shall accrue to a maximum of 480 hours. The employer will compensate the employee on an hour-for-hour basis for any accrued amount over four hundred eighty (480) hours as of September 30th each year. These payments will be made on the second payday in November, at September 30th rate of pay.

- (a) Beginning with leave earned during the fiscal year, an employee who does not use all of their annual leave accrued in a fiscal year, may be paid the difference between the amount used and the amount accrued for that fiscal year on an hour-for-hour basis.
- (b) To receive such payment, the employee must make an irrevocable election in the fiscal year preceding the fiscal year in which the leave is accrued.
- (c) This payment is not available to an employee who would have less than eighty (80) hours of annual leave remaining after such payment. Such payments will be made no later than the first payday in December at the September 30th rate of pay.

- (d) Beginning with leave earned during the fiscal year, an employee who does not use all of their annual leave accrued in a fiscal year, may be paid the difference between the amount used and the amount accrued for that fiscal year on an hour-for-hour basis.
- (e) Upon termination of an employee for other than retirement, which includes resignation or discharge not for cause the employee shall be paid 100% of their unused annual leave accrued on an hour-for-hour basis.
- (e) Employees, who are discharged for stealing, sabotage, or illegal possession or use of drugs, shall forfeit their unused personal leave accrued during the contract year.

~~16.4 The Critical Emergency Leave Bank (CELB) will be eliminated. All employees who currently have an account will be compensated for all leave held in the account. This payout will take place within two pay periods of contract resolution.~~

- 16.54**
- (a) When an employee who has been on a leave of absence or light duty due to a disabling on-the-job injury is released by his/her treating physician(s) to return to work, the employee shall be returned to the same job if:
 - (1) The employee is capable of satisfactorily performing the job;
 - (2) The employee would have retained the job had he/she not been injured, and;
 - (3) The job still exists.
 - (b) When an employee who has been on a leave of absence or light duty due to a disabling on-the-job injury is released by his/her treating physician(s) to return to work, but the employee is not physically or mentally capable of performing his/her former job, JEA shall place the employee in a comparable job for which the employee is qualified provided there is an opening. If there is no opening, the employee shall be offered the best job for which he/she is qualified, if necessary reclassifying the employee to a lower classification. In that event, the employee shall be considered for any job openings for which the employee is qualified that occur within one (1) year after the employee has been reclassified to the lower classification. Refusal on the part of the employee to accept a job for which he/she is qualified and able to perform may be considered a resignation

ARTICLE 17: OTHER LEAVES

17.1 JURY DUTY

Any employee in the bargaining unit who is required to perform jury service during his/her normal working hours in any court shall be paid his/her regular salary for the time spent in jury service. The employee summoned as a juror shall notify his/her manager of the need to take leave for jury service as soon as the employee receives a summons for jury service. Notification shall be by memorandum (in duplicate) with a copy of the summons attached. An employee who is released from jury service prior to four (4) hours from the scheduled end of his/her work day, shall be required to report to his/her work site within one and one-half (1-1/2) hours after release from jury service.

17.2 WITNESS SERVICE

Any employee, who is called to testify while off duty in any court proceeding as a result of his or her normal JEA duties, shall be entitled to compensation for all hours on such special duty. The employee will be compensated for these special duty hours at the appropriate rate. The employee will be compensated for a minimum of four (4) hours.

17.3 BEREAVEMENT LEAVE

- (a) Upon notification of the death of an immediate family member, an employee may be granted the day or remainder of the day, if at work, off without loss of pay and may be granted an additional three (3) work days within the next eight (8) **working** days off without loss of pay, as Bereavement Leave. Working days are defined as Monday through Friday.
- (b) For the purpose of this Agreement immediate family is defined as spouse, children, stepchildren, parents, step-parents, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparents, grandchildren, aunts, uncles, nieces, nephews, spouse's grandparents, **individuals for which the employee is designated as acting in loco parentis (as interpreted under the FMLA)**, and relatives who permanently reside with the employee.
- (c) If an employee requires additional time to attend matters related to the death of a family member of the employee's immediate family, the employer will permit the employee to use a reasonable period annual/personal leave time.
- (d) Should an employee be on vacation at the time of death, the three (3) working days that normally would be granted as bereavement leave shall be charged as bereavement leave instead of annual/personal leave.
- (e) Employees covered by this Agreement shall be granted up to four (4) hours leave, without loss of pay, to either attend or serve as an active pallbearer at the funeral of a co-worker from the same department (active or retired), unless the employee is required to work to maintain system integrity.

17.4 MILITARY LEAVE

Leaves of absence and re-employment rights of employees inducted into the military service shall be as described under the Uniformed Services Employment and Re -employment Rights Act of 1994 and Chapter 115, Florida Statutes.

(a) Training

- (1) Employees who are members of the National Guard, or organized military reserves of the United States, who are ordered to attend an annual training period shall, upon presentation of their official orders or appropriate military certification, be granted not more than seventeen ~~(17) working days~~ **two hundred forty (240) hours** with pay to attend such training period, in one (1) calendar year (January – December) in accordance with the official orders to active duty for training, including travel time authorized by such orders. The training leave shall not be deducted from annual/personal leave or in any other way that may result in privileges or compensation to said employee. Employees are responsible to notify their manager as soon as possible of the dates for the training period and provide a competent set of orders.
- (2) Employees who are members of the reserve components mentioned above and ~~who are~~ **required** to attend regularly scheduled training assemblies throughout the year may, upon

due notice request, apply for annual/personal leave to attend the military training assemblies when they are scheduled to be on duty. Employees who request time off for this purpose are responsible to advise their manager at the earliest possible time of the dates when they are scheduled for the training assemblies which conflict with their normal schedule.

(b) **Military Duty**

An employee who volunteers or is inducted into the Armed Services shall be granted a leave of absence without pay beginning with the date of induction and ending upon return to duty with JEA or one (1) year after his/her date of separation from military service or hospitalization continuing after discharge, whichever occurs last. Leave of absence for military purposes shall be filed in the employee's personal file.

ARTICLE 18: HOLIDAYS

18.1 Employees in the bargaining unit shall be entitled to twelve (12) holidays with pay each year as follows:

Date	Event
January First (1st)	(New Year's Day)
Third Monday in January	(Martin Luther King's Birthday)
Third Monday in February	(Presidents Day)
Last Monday in May	(Memorial Day)
July Fourth (4th)	(Independence Day)
First Monday in September	(Labor Day)
November Eleventh (11th)	(Veterans Day)
Fourth Thursday in November	(Thanksgiving)
Friday After Thanksgiving	
December Twenty-Fourth (24th)	(Christmas Eve)
December Twenty-Fifth (25th)	(Christmas Day) Special Leave Day*

*The Special Leave Day shall be arranged so as to be mutually convenient to both the employee and the **Employer**.

18.2 For non-shift workers, when a holiday falls on Saturday, the Friday prior thereto shall be considered the holiday, and when a holiday falls on Sunday, the Monday following shall be considered a holiday. If either Christmas Eve or Christmas Day falls on a Saturday or Sunday, the provisions in the City of Jacksonville Ordinance Code shall apply. When a holiday falls on a normal day off, another work day within the same calendar week as the holiday shall be designated as the holiday. When the holiday falls on a normal day off that is midway between work days, the next scheduled work day will be the holiday.

18.3 Shift workers will observe all holidays on the dates they occur. Provided, however, that any shift employee who has been temporarily assigned to a non-shift schedule for a period of at least one (1) week will observe holidays in the manner provided for non-shift employees (as set forth in Article 18.2) for any holiday that occurs during the period of such assignment.

18.4 Employees shall be compensated for holidays at their respective rates of pay for the number of hours they would have ordinarily worked on the holiday. Should a holiday fall or be observed on a regular work day that is less than 8 hours, the holiday will be observed as an eight (8) hour straight time holiday

18.5 When an employee is required to work on a day observed as his/her holiday, the employee shall be compensated normal work day hours straight time pay, dependent on work day assignment, as holiday pay. In addition, the employee shall receive one and one half (1 ½) times his/her straight time hourly rate for all

hours worked up normal work day assignment and two and one-half (2 ½) times his straight time hourly rate for all hours worked on the holiday over normal work day assignment.

- 18.6 The Special Leave Day may be taken on any date during the budget year by mutual agreement of the employee and the manager. The Special Leave Day shall not apply until the employee has completed probation or after they have completed six month of employment whichever occurs first. Approval of the Special Leave Day shall not be unreasonably withheld. Failure of the employee to take the Special Leave Day during the fiscal year shall result in the payment of eight (8) hours regular pay at the end of the fiscal year.

ARTICLE 19 **JOB POSTING/INTERNAL RECRUITING**

- 19.1 Whenever a civil service job opening occurs that the **Employer** intends to fill by examination, the **Employer** shall publish notice of the examination schedule on all appropriate bulletin boards in accordance with Civil Service and Personnel Rules & Regulations.
- 19.2 Employees, who wish to apply for the examination, including eligible employees covered by Schedule B of this Agreement, must do so in writing within the period provided above.
- 19.3 The **Employer** may assign or reassign employees to temporarily fill job openings. These temporary assignments shall be considered as training assignments by which an employee may obtain experience that will enable him/her to qualify for future promotion.
- 19.4 **INTERNAL RECRUITMENT:**

Employees in Bargaining Unit 79 shall be eligible for internal recruitment if they have worked a minimum of 1040 hours in the 12-month period immediately preceding the examination date.

ARTICLE 20: **SAFETY AND HEALTH**

- 20.1 The **Employer** agrees that it will conform to and comply with safety, health, sanitation, and working conditions properly required by federal, state and local law. The **Employer** and the **Union** will cooperate in the continuing objective of eliminating safety and health hazards due to unsafe working conditions and inadequate restroom facilities where they are shown to exist.
- 20.2 The Employer will provide protective devices, wearing apparel, and other equipment necessary to protect employees from injury, in accordance with established safety practices. Such practices may be improved from time to time by the **Employer's** in-house safety representatives. The **Union** may submit safety recommendations from time to time. When protective devices, apparel, and equipment are provided, they must be used. The **Union** agrees that willful neglect and failure by the employee to obey safety regulations and to use safety devices shall be just cause for disciplinary action.
- 20.3 **Safety Shoes**
- (a) Employees who are newly hired or who transfer for the first time into a job whose duties require safety shoes will be provided two pair of safety shoes in their first year in the applicable job.
 - (b) The Employer will provide one replacement pair of safety shoes to each employee whose job duties require their use and who return the pair needing replacing (as determined by management).
 - (c) Those employees will be required to wear safety shoes when assigned duties requiring their use.

ARTICLE 21: COMPREHENSIVE DRUG/ALCOHOL ABUSE POLICY AND PROCEDURES

PRELUDE

JEA and the Union agree that education and communication about the Employee Assistance Program (EAP) is a very important tool toward having a drug free work force. JEA will see that information about the EAP is available for employees and their families. It should be every employee's goal to help those co-workers, whom they know have some type of problem with substance abuse, to seek help through the EAP.

21.1 DEFINITIONS

- (a) "Drug abuse" means:
 - (1) The use of any controlled substance as defined in Section 893.03, Florida Statutes, as amended not pursuant to a lawful prescription. A "lawful prescription" is defined as a prescription issued in the name of the employee by a licensed health care practitioner in full compliance with the practitioner's practice act.
 - (2) The commission of any act prohibited by Chapter 893, Florida Statutes
 - (3) Abusing a lawful prescription.
 - (4) Substituting or adulterating any specimen during a drug test.
 - (5) Refusing to submit to a drug test.
 - (6) Drug test with positive results
- (b) "Illegal drug" means any controlled substance as defined in Section 893.03, Florida Statutes, not possessed or taken in accordance with a lawful prescription.
- (c) "Department of Health and Human Services (HHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs" (the HHS Guidelines) means those guidelines as printed in the June 9, 1994, Federal Register (59 FR 29908), and as amended from time to time.
- (d) "Reasonable belief" means an opinion which a reasonably prudent person would form based on observation and information from reliable and credible sources. Observation includes, but is not limited to, sensory facts (what a person saw, heard, smelled, tasted, or touched). Objective factors that should be taken into consideration in determining reasonable belief are:
 - (1) The nature of the information;
 - (2) The reliability of the person or source providing the information;
 - (3) The extent of any confirmation; and,
 - (4) Any other factors contributing to the belief or the lack thereof.

Not all of these factors must exist to find reasonable belief, but all must be examined.

- (e) "Alcohol" means ethyl alcohol (ethanol). References to use of alcohol include use of a beverage, mixture, or preparation containing ethyl alcohol.
- (f) "Alcohol Abuse" means:
 - (1) Using or being under the influence of alcohol or alcoholic beverages on the job.
 - (2) Substituting or adulterating any specimen during an alcohol test.
 - (3) Refusing to submit to an alcohol test.
 - (4) Alcohol test with positive results

21.2 CIRCUMSTANCES WHEN TESTING MAY BE REQUIRED

JEA may require an employee to submit to drug and/or alcohol testing under any of the following circumstances:

- (a) Whenever two (2) managerial/supervisory employees concur that there is a reasonable belief that an employee is using, under the influence of, or in possession of illegal drugs and/or alcohol while on duty, or that the employee is abusing illegal drugs and/or alcohol and the abuse either adversely affects his job performance or represents a threat to the safety of the employee, his co-workers, or the public and the reasons for such concurrence have been stated to a Union representative.
 - (1) Whenever an employee is involved in an accident involving personal injury or property damage which could result in liability to JEA, loss or damage to JEA property, or involving a personal injury that requires treatment beyond first aid (i.e. OSHA Recordable), urine specimens will be collected from all employees directly involved in the accident and stored for future testing. For purposes of this provision, an employee is considered directly involved in the accident if the employee was in a position or situation where his/her action or inaction could cause, contribute to, contribute after (squeals) or impact on the accident which includes any injuries (regardless of whether the employee was at the location of the accident) If the accident/damage investigation reveals that employee negligence was a cause, the negligent employee's(s') specimen(s) will be tested. All samples not tested will be destroyed within ten (10) calendar days of the accident/damage investigation team report or within twenty (20) calendar days of the accident if no investigation is held. The accident/damage investigation team shall include a Union executive board member or designee.
 - (2) The employee will also be subject to an alcohol breathalyzer test.
- (c) Whenever an employee in a safety sensitive classification (including CDL) is involved in a vehicular accident that results in a fatality; or the employee receives a citation moving traffic violation and the accident involved bodily injury requiring medical treatment away from the scene; or one or more vehicles are damaged and disabled requiring towing away from the scene, the employee will be tested for drugs and alcohol.
- (d) Any time within one (1) year after an employee has voluntarily admitted a substance problem during the amnesty period or tested positive for the presence of illegal drugs taken from a lawful prescription issued to the employee's spouse or family member permanently residing with the employee and/or alcohol or one (1) year after completing initial rehabilitation, whichever is later. (The rehabilitation counselor shall direct a letter to both JEA and to the employee establishing the date on which rehabilitation was completed.)

- (e) All employees may be tested annually based on the following conditions:
 - (1) Employees will be given a minimum of thirty (30) days written notice, by the Vice President, Director, or Manager or designee of the week in which testing will occur. If an employee is transferred after receiving notice, the initial notice shall determine the date and site of testing.
 - (2) The test will be given any time during the week of testing on the employee's normal workday with no additional notice.
 - (3) If an employee is absent during the week specified for testing, the employee will be tested at anytime within ten (10) work days of the employee's return to work, without prior notice.
 - (4) If, after notice is given, the test is canceled, the employees will be given written notice of the cancellation and the reason therefore. In that instance, another thirty (30) day written notice will be given when the test is rescheduled. The annual test can be canceled and rescheduled one (1) time each year pursuant to this subparagraph.
 - (5) Employees who are subject to testing, under, and (g) 21.2(e) (f) (g) below shall not be subject to testing under this subparagraph (e).
- (f) As required by the Federal Highway Administration (FHWA) Controlled Substances & Alcohol Use & Testing Program, 49 CFR 382, et seq. (This federal regulation, also known as "CDL Testing", requires testing for alcohol as well as for controlled substances.)
- (g) Upon completion of the JEA State Certified Apprenticeship Program, prior to promotion to a State Certified journeyman classification.
- (h) As part of a random drug and alcohol testing program applicable to employees in safety sensitive positions. Management's designation of a position as "safety sensitive" shall be subject to appeal to the Vice President Employee Services or designee, whose decision may be subject to arbitration. An employee who disputes the safety sensitive designation of his position shall be required to submit a sample in accordance with testing procedures but the results of the test shall be sealed until the dispute has been resolved.
- (i) In determining a position to be "safety sensitive", consideration will be given to "safety sensitive", as defined in Section 112.0455(5) (m) and 440.102(1) (o), Florida Statutes.

21.3 TESTING PROCEDURES

(a) Drug

Whenever an employee is required to provide a urine specimen for these testing procedures, the specimen will be divided into two samples at the time of collection in order to facilitate the testing procedures described in this section. The collection facility and the Substance Abuse and Mental Health Services Administration (SAMHSA) certified tester shall follow specimen collection and testing procedures consistent with the HHS Guidelines, except as specifically amended herein.

The threshold level or cut-off limit and substances shall be as set forth below or as established by HHS and/or SAMHSA. The following levels have been established as of the effective date of this Agreement. However, the levels established by HHS and/or SAMHSA which are in effect as of the date of any given test shall govern. Provided, however, that in the case of the annual test provided for in 21.2 (d) above, the Union shall be given prior written notice of any change in established levels prior to issuance of the written notice of the test. If the written notice of annual

testing was issued prior to the Union being notified, the affected employees shall be given another thirty (30) day written notice of such test.

INITIAL SCREENING THRESHOLDS	SUBSTANCE THRESHOLD IN NG/ML
Amphetamines	500
Marijuana metabolites	50
Cocaine metabolites	150
Opiate metabolites	2000
Phencyclidine	25
CONFIRMATION TEST THRESHOLDS	SUBSTANCE THRESHOLD IN NG/ML
Amphetamines	250
Marijuana metabolites	15
Cocaine metabolites	100
Opiate metabolites	2000*
Phencyclidine	25

* The confirmation test will also include a test for 6-monacety/morphine (MAM)

The SAMHSA certified tester shall utilize the following procedures to the extent that they are not inconsistent with the HHS Guidelines:

- (A) The SAMHSA certified tester shall submit the first of the samples to an immunochemical assay or radioimmunoassay test. If the results of this test are negative, no further testing will be required and all collected specimens will be disposed.
- (B) If the results of the initial test provided for in Section 21.3 (a) (1) are positive, the SAMHSA certified tester will submit the same sample for further testing using the gas chromatography/mass spectrometry (GC/MS) method to verify the initial test results. JEA will not be notified about the initial positive result until it has been confirmed as provided for in this section.
- (C) If the specimen provided is unsuitable for testing due to no fault of the employee being tested, or if the chain of custody is violated, the employee will be advised of those circumstances and will be requested to provide another specimen for testing. In the case of the annual test provided for in Section 21.2 (d), no advance notice of the test will be provided. Provided the employee was not at fault, an additional specimen will be requested not more than one (1) additional time because of chain of custody violations.

Should the employee provide specimen which is unsuitable for testing a third consecutive time, the employee will be subject to providing a blood sample.

- (D) Specimens that are adulterated or substituted will be reported as a “refusal to test,” and the employee will not be offered the opportunity for a test of the second sample as provided for in (4) below. If the results of the confirmation test provided for in Section 21.3 (a) (2) are positive, as confirmed by a qualified (HHS Guidelines) medical review officer (MRO), the HHS Guidelines shall be followed for confirmation and notification of the employee and JEA. At that time, the employee may elect to have the second sample subjected to further testing by a SAMHSA certified tester at the employee’s expense. If the second sample tests negative, JEA will reimburse the employee for the cost of the test. If the tests on the second sample are positive, or if the employee does not

request testing of the second sample, JEA may take appropriate action in accordance with this article.

TESTING PROCEDURES

Applicable to Safety Sensitive Random Testing:

- (A) Management will administer random drug tests ~~to~~ up to 50% of all employees who are designated as safety sensitive each year. (The “50%” can be rounded up to include the nearest “whole” person.)
- (B) Management will administer random alcohol tests ~~to~~ up to 10% of all employees who are designated as safety sensitive each year. (The “10%” can be rounded up to include the nearest “whole” person.)
- (C) The drug and alcohol threshold levels and procedures applicable to CDL random testing shall apply to safety sensitive random testing.
- (D) Employees who are subject to CDL random testing shall not be subject to safety sensitive random testing.

(b) Alcohol

In testing for the present of alcohol, the JEA shall utilize a generally accepted blood test procedure or breathalyzer that provides quantitative results showing the amount of alcohol present in the blood.

The threshold level or cut-off limit shall be as set forth below or as established by HHS and/or SAMHSA and/or by Florida Statute. The following levels have been established as of the effective date of this Agreement. However, the levels established by HHS and/or SAMHSA and/or by Florida Statute which are in effect as of the date of any given test shall govern.

Breath or Blood Alcohol Threshold Levels

HHS and/or SAMHSA

0.020 to 0.039

0.040 to 0.079

0.08 and above

Florida Statute

>0.05 to 0.079

0.08 and above

21.4 DISCIPLINARY ACTION

- (a) Drug Abuse shall subject the employee to the following discipline:
 - (1) Any employee who uses a controlled substance pursuant to a prescription lawfully issued to a member of the employee’s family or household, or to a person residing with the employee shall be given a single last chance notice – provided the prescription was taken for the employee’s

bona fide medical condition. Subsequent violations of the policy shall result in immediate termination.

- (2) Drug abuse, other than described in (1) above shall result in immediate termination.
- (b) Alcohol Abuse shall subject the employee to the following discipline:
- (1) If an employee tests positive for a breath or blood alcohol level equal to or greater than 0.04 but less than or equal to 0.05, the employee will be given a letter of “Required Action and Consequences of Noncompliance” considered discipline. A second positive test in level described above will result in a Last Chance Notice and a third positive will result in termination.
 - (2) If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08, and there is no other competent evidence of impairment, the employee will be given a Last Chance Notice. Any subsequent positive test producing a breath or blood alcohol level in excess of 0.05 will result in the employee being terminated from employment.
 - (3) If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08 and there is other competent evidence of impairment, the employee will be terminated from employment.
 - (4) If an employee tests positive for a breath or blood alcohol level at 0.08 or higher, the employee will be terminated from employment.
- (c) Any employee who refuses to submit to substance abuse or alcohol testing (including adulterating or substituting a sample) as required by this article or a refusal to sign an authorization for the release of the records of such testing shall be considered as a refusal to submit to a drug or alcohol test and shall be subject to termination from employment.
- (d) Taking any lawful prescription, which has the potential to affect the employee’s physical or mental capacity, without notifying the appropriate manager prior to commencing work, shall be treated as a safety violation subject to discipline.

21.5 REHABILITATIVE/CORRECTIVE ACTION

Amnesty

- (a) Any employee is eligible one time only to notify the employer that he/she has a drug and/or alcohol problem, and upon such notification the employee shall be permitted to enter rehabilitation, subject to a single last chance agreement. In order to be eligible for this one time opportunity for rehabilitation, the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day before the employee is notified that he/she is scheduled for testing pursuant to section 21.2 (a) (reasonable suspicion testing), section 21.2(e) (safety sensitive testing), or section 21.2 (d) (CDL testing). In the case of testing under sections 21.2 (b) and 21.2 (c) (2) (testing following an accident), the employee must notify the employer that he/she has a drug and/or alcohol problem at least one day in advance of any accident that gives rise to the need for testing in order to be eligible for this one time opportunity for rehabilitation. In the case of testing pursuant to section 21.4 (the week that the employee is scheduled to be tested in order to be eligible for this one time opportunity for rehabilitation.
- (b) JEA may require an employee who has tested positive for the presence of alcohol or illegal drugs and to which subparagraphs 21.4 (a) (1) or 21.4 (b) (1) applies, or who has elected to come under subparagraph 21.5 (a) to submit to counseling, or other rehabilitative treatment as a condition of continued employment. This section shall not be construed to limit JEA’s rights to take

appropriate disciplinary action when an employee tests positive for the presence of alcohol or illegal drugs.

- (c) Any employee who is required to submit to counseling or other rehabilitative treatment as a condition of continued employment shall sign a release, authorizing the release of information to JEA sufficient to determine whether the employee can safely perform his job duties. The decision as to whether the employee can safely perform his job duties shall be made by the Vice President, Director, or Manager in conjunction with a physician or Substance Abuse Professional associated with the rehabilitation/treatment facility. The information provided to JEA shall be limited to the following:
 - (1) Whether the employee has regularly attended counseling and/or treatment sessions, as directed.
 - (2) Whether the employee has satisfactorily participated in counseling and/or treatment sessions.
 - (3) Whether the employee has complied with all requests for substance abuse tests, and whether the employee has passed all of those tests.
 - (4) Whether the employee has admitted to using alcohol or illegal drugs subsequent to the test which resulted in the referral to counseling and/or rehabilitative treatment.
 - (5) Whether there is any reason to believe that the employee's return to work could result in a risk to persons or property.
 - (6) Whether JEA should impose any work related limitations or requirements upon the employee in the event that JEA determines to permit the employee to return to work.
- (d) Driving restriction for employees with CDL shall be as stipulated in the Federal Highway Administration Controlled Substance & Alcohol Use & Testing Program, 49 CFR 382, et seq. The same restriction will be used for other safety sensitive employees.

21.6 EXAMINATION AND TEST

- (a) Except as provided in paragraph 21.3 (d), JEA will pay the cost of any test required by Section 21.2. Provided, however, that in the case of alcohol testing conducted pursuant to Section 21.2 (f), any employee who is subject to dismissal will be given the opportunity for an independent blood alcohol test conducted at the same time at his own expense.
- (b) Urine specimens required by this article will be obtained while the employee is on duty. JEA may extend the employee's duty period for the purpose of drug testing.
- (c) In the case of alcohol testing conducted pursuant to Section 21.2 (f), any employee who tests 0.039 breath alcohol content or less (but in excess of 0.02 breath alcohol content) in any test conducted before 10:00 a.m. will be permitted to test again within one hour from the first test. This waiting period will be on the employee's own time. The first test will be used to determine appropriate discipline, in conjunction with any further test results.
- (d) Drug tests will be performed by a SAMHSA certified facility selected by JEA.
- (e) Alcohol tests will be performed by a licensed medical facility selected by JEA
- (f) Employees who are required by this article to take a test shall be required to sign an authorization form releasing the records of such tests to the Director of Employee Services ~~Labor Relations~~. The Director of Employee Services or designee shall release relevant information contained in those

records only to The employee's Vice President, Director, or Manager, and to those JEA Management officials and representatives directly involved in employment related decisions involving that employee. This shall not limit JEA from providing work-related information regarding the employee to the employee's supervisors, including work-related limitations or requirements and the reasons therefore. Each individual receiving such information will be instructed regarding the confidential nature of that information.

- (e) JEA will, unless prohibited by law, and as otherwise provided in this Agreement, keep the results of any testing provided for in this article confidential. Any results of positive testing which JEA later determines have been refuted will be destroyed. Test results shall be considered confidential medical records unless they become part of a disciplinary action.

21.7 TRAINING

JEA and bargaining unit members shall receive training to ensure that they understand their roles and responsibilities in implementing this article. The sufficiency or adequacy of such training shall not be grounds to challenge the validity of any reasonable belief determination or disciplinary action taken as a result of a positive drug or alcohol test, nor shall it preclude disciplinary action where otherwise appropriate.

21.8 EMPLOYEE SUPPORT

The Union representatives and officers will serve as an Employee Support Team. Any member of this support team may be a liaison between the employee and referral to EAP to make employees aware of available help.

21.9 EMPLOYER INITIATION

This testing program was initiated at the request of JEA. The Union has participated only to the extent of protecting the rights of workers arising from administration of the testing program. It is intended that JEA shall be solely liable for any legal obligations and costs arising out of the provisions and/or application of this article.

ARTICLE 22: DISCIPLINE AND DISCHARGE

- 22.1** The procedure for dismissals, demotions, and suspensions shall be as outlined in the Civil Service and Personnel Rules and Regulations. Progressive disciplinary action will be taken for repeated similar or related offenses, except where the course of conduct or severity of the offense justifies otherwise. Any action instituted under this section shall be implemented within a reasonable period of time after the event giving rise to such disciplinary action or knowledge thereof. Normally, a written statement of charges shall be given the employee within forty-five (45) calendar days from any investigatory meeting. However, all time limits established in this section may at management's discretion, be extended during the pendency of a criminal investigation into an employee's conduct.
- 22.2** No permanent employee shall be removed, discharged, reduced in rank or pay, suspended, or otherwise disciplined except for just cause, and in no event until he/she has been furnished with a written statement of the charges and the reasons for such actions. A copy of the statement is to be sent to the **Union**. The statement will notify the employee of his/her right either to appeal the discipline to the Civil Service Board of the City of Jacksonville, or to grieve the discipline, pursuant to the provisions of Article 23 of this Agreement.
- 22.3** Any written reprimand shall be furnished to the employee and shall outline the reason for the reprimand. The employee will be requested to sign this statement. If he/she refuses to do so, this refusal shall be noted and placed in the employee's personnel file. If the employee signs this statement, such signature shall only

acknowledge receipt of a copy of the reprimand, and shall not mean that the employee agrees or disagrees with the reprimand. The employee's responding statement, if any, will be attached to the reprimand. The reprimand and the responding statement will be placed in the employee's personnel file.

22.4 Disciplinary entries in an employee's personnel file shall not be used as a basis for future disciplinary action after twenty-four (24) months from the date of the entry. The union recognizes that the Employer is required to retain copies of all disciplinary entries in order to comply with Chapter 119, Florida Statutes, as it may be amended from time to time.

22.5 Personnel Records

There shall be only one official personnel file for each employee, which shall be maintained in the Employee Services office. Employees have the right to review their own personnel file at reasonable times under supervision of the designated record custodian. Employees have the right to respond to any material included in their official personnel file. Only those disciplinary actions recorded in an employee's official personnel file may be used as the basis for progressive discipline. When a document has been placed in an employee's personnel file in error, or is otherwise invalid, such document shall be removed and placed in the appropriate file.

22.6 Options for Appealing Disciplinary Action:

- (a) Any employee shall have the right to either grieve a disciplinary action pursuant to the terms of this Agreement, or to appeal the decision to the Civil Service Board. No employee may use both the Civil Service Board appeal process and the grievance procedure to review the same matter.
- (b) An employee who elects to pursue the grievance procedure provided for in this Agreement shall follow the procedures for filing a grievance outlined in Article 23.
- (c) An employee who elects to appeal to the Civil Service Board shall initiate proceeding by filing a notice of appeal with the Civil Service Board.

ARTICLE 23: GRIEVANCE PROCEDURE

23.1 It is intended this grievance procedure will provide a means of resolving complaints and grievances at the lowest level possible, and the Employer and the Union agree to work toward this end. The grievance will systematically follow the steps of the grievance procedure contained in this article, except as otherwise provided for in Section 447.401, Florida Statutes.

23.2 The purpose of this grievance procedure is to provide a method of processing grievance(s) involving the interpretation or application of this Agreement. It will be the exclusive procedure available to the parties of this Agreement for such matters.

23.3 Any employer groups of employees may process a grievance concerning the interpretation or application of this Agreement through this procedure without the intervention of the Union provided:

- (a) A signed statement, refusing Union representation, is executed by the employee.
- (b) The employee may represent himself or may be represented by legal counsel at his own expense.
- (c) Any adjustment must not be inconsistent with the terms of this Agreement, and the Union must be given reasonable opportunity to be present at any meeting called for the resolution of such grievance.

- 23.4** During the processing of a grievance under this Article, if a question cannot be resolved by the parties concerning the interpretation of City government policy, provisions of law or regulations of appropriate authority outside JEA, the grievance will be delayed no more than thirty (30) calendar days to provide time for the questioned policy, law or regulation to be interpreted by the proper authority.
- 23.5** A grievance must be taken up with the Employer within fifteen (15) calendar days after the occurrence of the matter out of which the grievance arose. In the event the Employer fails to observe the time limits prescribed in each step, the employee or the Union may be advanced the grievance to the next step of the procedure. In the event the employee or the Union fails to meet the time limits prescribed at any step of the grievance procedure, the grievance shall be deemed withdrawn and as having been settled on the basis of the decision most recently given and not be subject to further appeal except to arbitration to determine the matter of timeliness of the grievance only. Time limits at any level may be extended by mutual agreement between the Employer and the Union or employee.
- 23.6 PROCEDURE**
Informal Complaint Resolution: The Union or any employee covered by this Agreement shall have the right to pursue appropriate informal efforts to resolve problems or complaints that arise in the workplace. The Union and employee are encouraged to seek informal resolution of the problems or complaints prior to using the formal grievance procedure.

STEP 1- FORMAL

The grievance procedure is initiated by the Union, the employee, or the employee and the Union representative submitting the grievance in writing (on mutually agreed upon form) along with any supporting documentation to the employee's Manager. The Manager shall acknowledge receipt of it and the date thereof in writing. The written grievance shall identify the article(s) and section(s) of this Agreement that are at issue, shall specify the corrective action requested by the grievant, and shall include a brief summary of the factual basis for the grievance including that date that the alleged grievance occurred. The immediate Manager or Director or designee shall, within ten (10) calendar days of receipt of the grievance, meet with the employee and/or Union representative to discuss the grievance. The Director or Manager shall provide his written decision and the reason(s) for the decision within fifteen (15) calendar days after the meeting. The written decision shall be provided to the aggrieved employee and the Union. If the Step 1 decision does not resolve the grievance, the grievance may be forwarded to the next step.

STEP 2- FORMAL

- (1) If a satisfactory settlement of the grievance is not reached in Step 1, the party filing the grievance (the Union, an employee, and/or employee and the Union representative) will forward the grievance, in writing, stating any objection to the Step 1 decision to Labor Relations who shall receive the grievance on behalf of the Managing Director. The Managing Director's designated representative shall within fifteen (15) calendar days after receipt of the grievance, either satisfy the grievance or meet with the employee, or the employee and the Union representative. The Managing Director's representative shall provide a written decision to the aggrieved employee with a copy to the Union within fifteen (15) calendar days after the meeting.
 - (2) The Managing Director's Representative shall be a Vice President. A Vice President will not be designated as a representative to hear the grievance in his own Group. Said representative shall have full authority to render a written decision.
 - (3) If the Step 2 decision is not satisfactory it may be referred to as arbitration as provided in this Agreement within ~~fifteen (15)~~ **thirty (30)** calendar days, after receipt of the written decision.
- 23.7** Where a number of substantially identical grievances are submitted, the Union may elect one grievance for procession at Step 1. The decision of the grievance elected will be binding on the combined grievances.

Names of all aggrieved employees will be made part of the record of the grievance processed and each grievant will be notified of the decision.

- 23.8** Upon mutual agreement of the parties, policy grievances filed on behalf of the Union which arises as disputes involving the interpretation or application of this Agreement, as a result of the Employer decisions regarding the interpretation, application or intent of JEA policies and procedures shall be initiated at step two (2)

NOTE: Grievances filed as a result of disciplinary action taken that includes reduction in pay, suspension, demotion or dismissal, may be initiated at step 2.

23.9 Arbitration:

- (a) If the grievance is not settled in accordance with the provisions of Article 23.2, the aggrieved employee, or the **Union** may request arbitration by serving written notice of intent to arbitrate to Labor Relations or his/her designated representative, no later than thirty **calendar** (30) **working** days after receipt of the **Employer's** response in Step 2. The notice of intent to arbitrate must be accompanied by a written statement identifying the specific provision(s) of this Agreement at issue. If the grievance is not appealed to arbitration within thirty (30) **workingcalendar** days, the **Employer's** Step 2 answer shall be final and binding upon the aggrieved employee, the **Union**, and **the Employer**.
- (b) Upon appeal to arbitration, either party may request the Federal Mediation and Conciliation Service (FMCS) to provide a panel of seven (7) arbitrators. Such a request for a panel must be made within nine months of intent of arbitration notice. After the panel has been received from FMCS, the representatives of the **Union** or the employee (as the case may be) and the **Employer** shall meet and alternately strike names until one (1) arbitrator remains. The party requesting arbitration shall strike the first name. The name remaining shall be selected as the arbitrator. The **Union** or employee may in their written request for arbitration include the names of two (2) arbitrators either of whom is acceptable to the **Union** or employee to arbitrate the grievance. If the two (2) parties involved in the selection do not mutually agree upon the selection of one of the persons listed or some other person, then the FMCS procedure will be followed. Either party may request a second panel be provided by FMCS, as long as such request is made before the parties' striking of names, but each party may only do so once. The arbitration hearing must be scheduled within nine months of selection of an arbitrator, unless both parties agree to additional time due to any reasonable scheduling difficulties.
- (c) The arbitration hearing will be scheduled within thirty (30) **workingcalendar** days from the date that the arbitrator is notified of his/her selection.
- (d) At the conclusion of the arbitration hearing, post-hearing briefs may be filed at the request of either party or at the request of the arbitrator. The arbitrator shall have thirty (30) working days after the hearing is concluded, or after receipt of briefs, to render his/her award and findings of fact.
- (e) The decision of the arbitrator relating to the interpretation, enforcement, or application of the provisions of this Agreement shall be final and binding on the **Employer**, the **Union** and the employee. However, the arbitrator shall have no authority to change, amend, add to, subtract from, or otherwise supplement or alter the express terms of this Agreement, or usurp any authority responsibility lawfully granted to the **Employer**.
- (f) The arbitrator shall consider only the specific issue(s) submitted to him/her in writing by the parties. The arbitrator shall have no authority to consider or rule upon any matter which is stated in this Agreement not to be subject to arbitration, or any matter which is not specifically covered by this Agreement. All testimony given at the arbitration hearing will be under oath. The arbitrator

may not issue declaratory or advisory opinions, and shall be confined exclusively to the question(s) presented to him/her, which question(s) must be actual and existing. The decision of the arbitrator shall be exclusively based upon specific findings of fact and conclusions based on those findings of fact. In rendering any decision, the arbitrator shall only consider the written, oral, or documentary evidence submitted to him/her at the arbitration hearing. The decision of the arbitrator shall be final and binding. If any event occurred or failed to occur prior to the effective date of this Agreement, it shall not be the subject of any grievance hereunder nor shall the arbitrator have the power to make any decision concerning such a matter.

- (g) It is specifically and expressly understood that taking a grievance to arbitration constitutes an election of remedies and waiver of any and all rights by the appealing party and all persons it represents.
- (h) The cost and expense incurred by the arbitrator shall be shared equally by the parties involved in the arbitration proceeding. If a transcript of the proceedings is requested, the party so requesting shall pay for it. If an employee acts independently of and in disregard of the position of the Union in matters relating to arbitration, that employee shall pay the Union's share of the arbitrator's costs and expenses.

ARTICLE 24 SEVERABILITY

- 24.1 In the event any article, section, or portion of this Agreement should be held invalid or unenforceable by any court of competent jurisdiction, such decision shall apply only to the specific article, section, or portion thereof specified in the court's decision. Upon request of either party, the parties agree to meet for the purpose of negotiating a substitute for that specific article, section, or portion thereof. All other articles, sections, and portions of this Agreement shall remain valid and enforceable.

ARTICLE 25: RESIDUAL RIGHTS CLAUSE

- 25.1 The **Employer** retains all rights, powers, functions, and authority it had prior to the signing of this Agreement except as such rights, powers, functions, and authority are specifically relinquished or abridged in this Agreement in accordance with Section 447.309(3), Florida Statutes.
- 25.2 All matters pertaining to terms and conditions of employment guaranteed by law to employees within the bargaining unit shall apply except as such matters are specifically abridged or modified by the terms of this Agreement in accordance with Section 447.309(3), Florida Statutes.

ARTICLE 26: ENTIRE AGREEMENT

- 26.1 The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the **Employer** and the **Union** voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, this section shall not be construed to in any way restrict the parties from commencing negotiations under the applicable law on any succeeding Agreement to take effect upon termination of this Agreement.
- 26.2 The **Union** has been provided with a copy of JEA policies and work regulations. A copy of any new or revised JEA policy or work regulations will be forwarded to the **Union** upon adoption.
- 26.3 All JEA policies and work regulations shall be posted in the appropriate areas.

- 26.4 If, during the term of this Agreement, a proposal to increase the rate of employee contributions to the pension system is considered by the **Employer**, the Employer and the **Union** shall meet, upon the request of either party, to consider and discuss the effect of such proposed legislation upon the employees in the bargaining unit
- 26.5 Except as otherwise provided in the Agreement, this Agreement shall be effective from October 1, 2009~~12~~, and shall remain in force until September 30, 2042~~15~~.

Class Code	APPENDIX A Classification Title	Pay Grade
A011	Account Clerk Senior	8
A001	Account Clerk	6
2251	Administrative Support Assistant AFSCME	12
L020	Construction Inspector I	8
L026	Construction Inspector II	14
2502	Customer Care Consultant	25
2504	Customer Care Consultant Trainee	23
2530	Customer Care Specialist	26
1095	Facilities Inspector (1/25/2011)	8
2309	Laboratory Analyst	9
2241	Laboratory Scientist	15
2242	Laboratory Scientist Senior	16
2240	Laboratory Technician	4
G106	Land Surveyor	4
C3622	Mail Clerk	5
C363	Mail Clerk Senior	6
2250	Office Support Associate (3/12/2012)	7
2901	Payroll Practitioner	10
2002	Purchasing Agent	15
2000	Purchasing Assistant	10
2248	Support Specialist	4
U122	Water Quality Technician Senior	10

JEA Board Meeting - IV. B. Strategic Discussions/Action

Job Code	Job Name	Pay Grade	FY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
G106	Land Surveyor	4	12/13	\$ 15.25	\$ 16.02	\$ 16.82	\$ 17.66	\$ 18.54	\$ 19.47	\$ 20.44				
2248	Support Specialist (3/12/2012)		13/14	\$ 15.25	\$ 16.02	\$ 16.82	\$ 17.66	\$ 18.54	\$ 19.47	\$ 20.44				
2240	Laboratory Technician		14/15	\$ 15.48	\$ 16.26	\$ 17.07	\$ 17.92	\$ 18.82	\$ 19.76	\$ 20.75				
C3622	Mail Clerk	5	12/13	\$ 15.26	\$ 16.02	\$ 16.82	\$ 17.66							
			13/14	\$ 15.26	\$ 16.02	\$ 16.82	\$ 17.66							
			14/15	\$ 15.49	\$ 16.26	\$ 17.07	\$ 17.93							
A001	Account Clerk	6	12/13	\$ 16.01	\$ 16.81	\$ 17.65	\$ 18.53							
C363	Mail Clerk Senior		13/14	\$ 16.01	\$ 16.81	\$ 17.65	\$ 18.53							
			14/15	\$ 16.25	\$ 17.06	\$ 17.91	\$ 18.81							
2250	Office Support Associate (3/12/2012)	7	12/13	\$ 18.54	\$ 19.46	\$ 20.44	\$ 21.46	\$ 22.53	\$ 23.66					
			13/14	\$ 18.54	\$ 19.46	\$ 20.44	\$ 21.46	\$ 22.53	\$ 23.66					
			14/15	\$ 18.81	\$ 19.75	\$ 20.74	\$ 21.78	\$ 22.87	\$ 24.02					
A011	Account Clerk Senior	8	12/13	\$ 18.54	\$ 19.46	\$ 20.44	\$ 21.46	\$ 22.53						
L020	Construction Inspector I		13/14	\$ 18.54	\$ 19.46	\$ 20.44	\$ 21.46	\$ 22.53						
1095	Facilities Inspector		14/15	\$ 18.81	\$ 19.75	\$ 20.74	\$ 21.78	\$ 22.87						
2309	Laboratory Analyst	9	12/13	\$ 19.47	\$ 20.45	\$ 21.47	\$ 22.54	\$ 23.67	\$ 24.85					
			13/14	\$ 19.47	\$ 20.45	\$ 21.47	\$ 22.54	\$ 23.67	\$ 24.85					
			14/15	\$ 19.76	\$ 20.75	\$ 21.79	\$ 22.88	\$ 24.02	\$ 25.22					
2901	Payroll Practitioner	10	12/13	\$ 20.45	\$ 21.47	\$ 22.54	\$ 23.67							
2000	Purchasing Assistant		13/14	\$ 20.45	\$ 21.47	\$ 22.54	\$ 23.67							
U122	Water Quality Technician Sr.		14/15	\$ 20.75	\$ 21.79	\$ 22.88	\$ 24.03							
2251	Administrative Support Asst. AFS/SCME	12	12/13	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39							
			13/14	\$ 21.93	\$ 23.03	\$ 24.18	\$ 25.39							
			14/15	\$ 22.26	\$ 23.38	\$ 24.54	\$ 25.77							
L026	Construction Inspector II	14	12/13	\$ 22.55	\$ 23.68	\$ 24.86	\$ 26.11	\$ 27.41	\$ 28.78	\$ 30.22				
			13/14	\$ 22.55	\$ 23.68	\$ 24.86	\$ 26.11	\$ 27.41	\$ 28.78	\$ 30.22				
			14/15	\$ 22.89	\$ 24.03	\$ 25.23	\$ 26.50	\$ 27.82	\$ 29.21	\$ 30.67				
2002	Purchasing Agent	15	12/13	\$ 24.86	\$ 26.10	\$ 27.40	\$ 28.77	\$ 30.21	\$ 31.72	\$ 33.31				
			13/14	\$ 24.86	\$ 26.10	\$ 27.40	\$ 28.77	\$ 30.21	\$ 31.72	\$ 33.31				
2241	Laboratory Scientist		14/15	\$ 25.23	\$ 26.49	\$ 27.82	\$ 29.21	\$ 30.67	\$ 32.20	\$ 33.81				
2242	Laboratory Scientist Senior	16	12/13	\$ 26.24	\$ 27.56	\$ 28.93	\$ 30.38	\$ 31.90	\$ 33.50	\$ 35.17				
			13/14	\$ 26.24	\$ 27.56	\$ 28.93	\$ 30.38	\$ 31.90	\$ 33.50	\$ 35.17				
			14/15	\$ 26.64	\$ 27.97	\$ 29.37	\$ 30.84	\$ 32.38	\$ 34.00	\$ 35.70				
2504	Customer Care Consultant Trainee	23	12/13	\$ 14.03	\$ 14.73	\$ 15.47	\$ 16.24							
			13/14	\$ 14.03	\$ 14.73	\$ 15.47	\$ 16.24							
			14/15	\$ 14.24	\$ 14.95	\$ 15.70	\$ 16.48							
2502	Customer Care Consultant	25	12/13	\$ 17.31	\$ 17.96	\$ 18.63	\$ 19.33	\$ 20.05	\$ 20.81	\$ 21.59	\$ 22.40	\$ 23.24	\$ 24.11	\$ 25.01
			13/14	\$ 17.31	\$ 17.96	\$ 18.63	\$ 19.33	\$ 20.05	\$ 20.81	\$ 21.59	\$ 22.40	\$ 23.24	\$ 24.11	\$ 25.01
			14/15	\$ 17.57	\$ 18.23	\$ 18.91	\$ 19.62	\$ 20.35	\$ 21.12	\$ 21.91	\$ 22.74	\$ 23.59	\$ 24.47	\$ 25.39
2530	Customer Care Specialist	26	12/13	\$ 18.17	\$ 18.85	\$ 19.56	\$ 20.29	\$ 21.06	\$ 21.85	\$ 22.66	\$ 23.51	\$ 24.40	\$ 25.31	\$ 26.26
			13/14	\$ 18.17	\$ 18.85	\$ 19.56	\$ 20.29	\$ 21.06	\$ 21.85	\$ 22.66	\$ 23.51	\$ 24.40	\$ 25.31	\$ 26.26
			14/15	\$ 18.44	\$ 19.13	\$ 19.85	\$ 20.59	\$ 21.38	\$ 22.18	\$ 23.00	\$ 23.86	\$ 24.77	\$ 25.69	\$ 26.65

APPENDIX B: CERTAIN TEMPORARY, PART-TIME OR SPECIAL PURPOSE EMPLOYEES

ARTICLE B-1: ARTICLES ADOPTED BY REFERENCE

The current provisions of Articles listed below of the Agreement reached between the JEA and the American Federation of State, County and Municipal Employees, Florida Council 79, (the Agreement) are hereby adopted by reference and made a part hereof.

- Article 1: Union Recognition**
- Article 2: Union Security**
- Article 3: Union Rights**
- Article 4: Management Security**
- Article 5: Management Rights**
- Article 6: Labor/ Management Special Meetings**
- Article 7: Union Activity**
- Article 8: Bulletin Boards**
- Article 9.6: Limited Emergency**
- Article 14: Leave Usage**
- Article 16: Annual Leave Plan H**
- Article 19: Job Postings/Internal Recruitment**
- Article 20: Safety And Health**
- Article 21: Comprehensive Alcohol & Drug Abuse Policy And Procedures**
- Article 23: Grievance Procedure**
- Article 24: Severability**
- Article 25: Residual Rights Clause**
- Article 26: Entire Agreement**

ARTICLE B-2: GRIEVANCES AND SEPERATIONS

B-2.1 Grievance Procedure

- (a) No eligible ¹ employee has a right to the Civil Service complaint/grievance procedure.

The sole procedure available to eligible employees shall be the Article 23 grievance procedure, provided that grievances of disciplinary actions may be processed only through Step II of the grievance procedure, and may not be taken to arbitration.

(b) Eligible employees may not grieve dismissals or separations from employment.

B-2.2 Separations

An eligible employee may be separated from employment with or without cause. Employees separated without cause shall receive ten (10) days' written notice of separation, or ten (10) days' pay in lieu of notice, or any combination thereof.

¹ certain part-time, temporary, or special purpose employees will be referred as eligible employees.

ARTICLE B-3: HOLIDAYS

B-3.1 Eligible employees shall be entitled to compensation as provided for in sections B-3.2 and B-3.3 for the eleven (11) holidays below:

Date	Event
January First (1st)	(New Year's Day)
Third Monday in January	(Martin Luther King's Birthday)
Third Monday in February	(Presidents' Day)
Last Monday in May	(Memorial Day)
July Fourth (4th)	(Independence Day)
First Monday in September	(Labor Day)
November Eleventh (11th)	(Veterans' Day)
Fourth Thursday in November	(Thanksgiving)
Friday after Thanksgiving	
December Twenty-Fourth (24th)	(Christmas Eve)
December Twenty-Fifth (25th)	(Christmas Day)

B-3.2 Eligible employees who are not required to work on a holiday listed in section B-3.1 will be compensated at their regular hourly rate times the average number of hours they have worked per day during the six weeks before the holiday, (e.g. 40 hours a week worked - 8 hours pay; 30 hours a week worked - 6 hours of pay; 20 hours a week worked - 4 hours pay). However, no eligible employee who works less than forty (40) hours per week will receive compensation for a holiday unless the holiday is observed on a regular scheduled workday of the eligible employee.

B-3.3 Eligible employees who are required to work on a holiday shall be compensated at one and one-half (1-1/2) times their straight time pay for all hours worked on the holiday, in addition to being paid for the holiday pursuant to section B-3.2.

ARTICLE B-4: HOURS OF WORK AND OVERTIME PAYMENT

B-4.1 SCHEDULES

Eligible employees' work schedules shall be set at the sole discretion of the appropriate manager.

B-4.2 OVERTIME

(a) Eligible employees shall be required to work overtime when and as required. The manager or his/her designated representative shall determine the necessity for overtime hours and the composition of the workforce. In order to fairly distribute the benefit of compensable overtime hours among the work-force, the Employer shall provide, as far as practicable, equal distribution of overtime hours among regular and eligible employees.

(b) Eligible employees shall be paid at the rate of one and one-half (1-1/2) times the employee's regular rate of pay for all hours worked in excess of 40 hours per week.

With approval of the manager, the employee may elect to receive compensatory time in lieu of cash. Such election and approval shall be made on forms provided by the Employer. An employee may accrue up to a maximum of 40 hours of compensatory time. When the maximum has been reached, compensation for additional overtime worked shall be in the form of cash. The Employer may pay off any amount of accrued compensatory time at any time, provided that any approved requests for compensatory leave will continue to be honored.

(c) An employee who is called in to work outside of, and not continuous with, his/her regularly scheduled working hours shall be compensated for the time worked at the straight time rate until the employee has worked forty (40) hours for the week, at which time the employee shall be paid at the rate of one and one-half (1-1/2) times the employee's regular rate of pay.

ARTICLE B-5: WAGES

B-5.1 Part-time, temporary, or special purpose employees shall be paid at the hourly rate applicable to step one of the step pay plan shown in Appendix. Part-time, temporary, or special purpose employees are not eligible for a step increase.

B-5.2 Schedule Premium

Part-time, temporary, or special purpose employees will be paid Scheduled Premium as provided for in Article 11.3.

B-5.3 Standby Payment:

Part-time, temporary, or special purpose employees will be paid Standby Payment as provided for in Article 11.2.

B-5.4 Incentive Program At its sole discretion, the **Employer** may from time to time elect to establish incentive programs for individuals or groups which may consist of cash or other awards in recognition of improved job performance, improved safety records, innovative ideas that result in savings or other benefits, or other similar work related improvements, provided the **Union** is informed in writing of any such programs.

ARTICLE B-6: INJURY IN LINE OF DUTY

Any eligible employee who sustains a temporary disability as a result of accidental injury in the course of, and arising out of, employment by the **Employer** shall only be entitled to the benefits

payable under the Workers' Compensation Laws of the State of Florida.

ARTICLE B-7: LIFE INSURANCE

The **Employer** shall provide five thousand dollars (\$5,000.00) group term life insurance for all eligible employees, at no cost to the employee.

Eligible employees who are covered by the group term life insurance policy may purchase additional coverage in the amount of five thousand dollars (\$5,000.00) or ten thousand dollars (\$10,000.00) at their own expense.

ARTICLE B-8: JURY AND WITNESS DUTY

An eligible employee who works less than forty (40) hours per week shall have his/her work schedule adjusted to accommodate jury and witness duty. Forty-hour employees shall be governed by the provisions of Articles 12 and 13 in the Agreement.

ARTICLE B-9: MILITARY LEAVE

Eligible employees shall be paid for military leave at their regular hourly rate times the average number of hours they have worked per day during the six weeks prior to the military leave. (e.g. 40 hours a week worked - 8 hours pay; 30 hours a week worked - 6 hours of pay; 20 hours a week worked - 4 hours pay).

ARTICLE B-10 BEREAVEMENT LEAVE

Eligible employees may be granted up to two (2) days off without loss of pay as bereavement leave not otherwise chargeable upon the death of the employee's spouse, child, mother, father, grandmother or grandfather. Bereavement leave of one (1) day shall be granted upon the death of other members of an eligible employee's immediate household.

ARTICLE B-11: MATTERS NOT ADDRESSED

To the extent any provision of the Agreement reached between the ~~City of Jacksonville~~ **JEA** and the American Federation of State, County, and Municipal Employees, Florida Council 79, is not adopted herein by reference, or is not specifically addressed in this Appendix B, said provision is null and of no effect as it relates to employees covered by this Appendix B.

APPENDIX C - SAFETY SENSITIVE POSITIONS - DEFINITIONS AND KEY

ABBREVIATION	Definition
DISPATCH OF VEHICLE	Responsible for dispatch of emergency vehicles (either emergency response/public safety vehicles or other vehicles in emergency situations).
MAINT OF VEHICLE	Maintenance of the type and kind that if performed improperly could result in danger to the occupants/users or other employees or members of the public near the vehicle/equipment.
CHAUFFEURS OTHER EMPLOYEES	Chauffeurs other employees as part of assigned duties.
HANDLE HAZARDOUS MATERIALS OR EQUIP (INCLUDES GUNS & OTHER SAFETY EQUIPMENT)	Transports, mixes, handles, uses, hazardous materials, or is responsible for equipment carrying current, fluids or gas that could endanger the public or employees.
CDL LICENSE	Operates CDL classified vehicles.
SUPERVISES CHILDREN	Supervises children or is responsible for the security of children.
OPERATES./ DIRECTS LARGE EQUIPMENT	Operates/directs large trucks and/or construction equipment.
HAZARDOUS EQUIPMENT./ CONDITIONS	Performs hazardous/perilous work and/or works where the individual may cause harm to himself or others.
GUARDS SAFETY OF WORKERS AND/OR PUBLIC	Guards the safety of co-workers and/or public.
IMMEDIATE MANAGEMENT RISK	Duties require drug prevention-foreknowledge of identities of individuals to be tested.
SPECIAL LICENSE	Any position that requires specialized licensing by city, state, or federal law or regulation which involves additional medical and/or background investigations. The existence of a special license requirement may be used for the purpose of supporting a safety-sensitive designation but shall not be sufficient in and of itself to require a safety-sensitive designation.
ENFORCE DRUG POLICY	Enforces drug policy (interdiction and discipline).
STORE ILLEGAL SUBSTANCES	Handles, files and/or stores illegal substances.
SYSTEMS OPERATOR	Design, construction, maintenance, inspection & operation of systems carrying current, fluids or gas that could endanger the public or employees or regulates, maintains, repairs traffic signal devices.
SUPV/SAFETY SENSITIVE POSITION	Directly supervises a safety sensitive position.
ACCESS/CRIMINAL INVESTIGATION INFO	Works with or has access to information or documents pertaining to criminal investigations.
EMERGENCY RESPONSE REQUIRED	Responds under emergency conditions.

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Supplemental Compensation for Injury-In -Line-Of-Duty	13.1	23
Supplemental Pay	11	19
T		
Term of Contract	26	48
Termination Pay (Plan E)	15.6	30
.Training and Career Ladders	12.9	22
Travel Reimbursement	12.5	21
U		
Union Activity	7	8
Union Dues	2.3	5
Union Recognition	1	4
Union Rights	3	6
Union Security	2	5
Union Spokes Person	1.2	4
Union Steward Notification	7.1(f)	9
Upgrade Compensation	11.4	19
Usage (Plan E)	14	25
Usage (Plan H)	14	25
V		
Voting Provisions	12. 8	22
W		
Wages	10	15
Wages ... (temporary)	B-5	56
Witness Services	17.2	33
Witness Services ... (temporary)	B-8	57
Work Schedule Change	9.2(e)	11
Workers' Compensation	13.1	23



Building Community

AGENDA ITEM SUMMARY

July 7, 2015

SUBJECT:	FUEL CHARGE REDUCTION OR CREDIT
-----------------	--

Purpose: Information Only Action Required Advice/Direction

Issue: JEA has a separate rate to recover fuel and energy costs. These costs are a pass-through to our customers and are broken out on the bill as the Fuel Charge. According to Federal and State regulatory guidelines, these funds cannot be diverted for any other uses.

Significance: High. Compliance with the Pricing Policy and the JEA Electric Tariff Documentation - Fuel Charge Policy.

Effect: All JEA electric customers and JEA's financial metrics will be affected. Additionally, this will bring JEA's Fuel Reserve closer to the policy target.

Cost or Benefit: The benefit of the Fuel Reserve to customers is greater rate stability. The recommendations afford customers the opportunity to participate in fuel cost savings.

Recommended Board action: Staff recommends the Board approve one of Staff's recommendations to either lower the current \$43.60/MWh Fuel Charge to \$41.00/MWh effective October 1, 2015 or provide a Fuel Charge credit in October 2015.

For additional information, contact: Melissa Dykes

Submitted by: PEM/ MHD/ JEC



Commitments to Action

- 1 Earn Customer Loyalty
- 2 Deliver Business Excellence
- 3 Develop an Unbeatable Team



INTER-OFFICE MEMORANDUM

July 7, 2015

SUBJECT: FUEL CHARGE REDUCTION OR CREDIT

FROM: Paul E. McElroy, Managing Director/CEO

TO: JEA Board of Directors

BACKGROUND:

JEA has a separate rate to recover fuel and energy costs. These costs are a pass-through to our customers and are broken out on the bill as the Fuel Charge. According to Federal and State regulatory guidelines, these funds cannot be diverted for any other uses.

The JEA Pricing Policy stipulates that the Fuel Charge be set annually during the budget process to be effective October 1 of the upcoming fiscal year. The Fuel Charge is based on the forward twelve-month energy cost projection and is structured to fully recover all expected fuel-related costs as well as any requirements for the Fuel Stabilization Fund over the coming fiscal year. The Pricing Policy established a Fuel Stabilization Fund (Fuel Reserve) target amount to be 15% of the greater of: (i) the maximum 12-month historical fuel cost; or, (ii) the projected 12-month fuel cost, in order to manage short-term fluctuations in fuel and purchased power costs. The Policy also specified the philosophy regarding the Fuel Reserve Balance. Should the Fuel Reserve balance reach the 15% level at any point during the twelve month variable fuel rate cycle, the CEO, CFO, CCO, and staff will evaluate the Fuel Rate Balance, projections through year-end, current market prices and volatility, and will recommend to the Board to either continue funding with no change, credit customers with the overfunded amount, or modify the Fuel Rate. The benefit to customers is greater rate stability. It also affords customers the opportunity to participate in fuel cost savings.

DISCUSSION:

As of June 30, 2015, the Fuel Reserve was 18% of the maximum 12-month historical fuel expense, and is projected to reach 24% at the end of the fiscal year if fuel expenses continue to be favorable.

Staff recommends two options to consider for Board approval. Both will continue to recover fuel and energy costs while reducing the projected Fuel Reserve closer to the policy target:

1. Decrease the Fuel Charge moving it from the current rate of \$43.60/MWh to \$41.00/MWh, a decrease of (\$2.60/MWh), to be effective October 1, 2015.
2. Provide a Fuel Charge credit of approximately \$60 million to customers in October 2015. This credit is approximately \$58 per average residential customer (1,000 kWh).

RECOMMENDATION:

The Board approve one of Staff's recommendations to either lower the current \$43.60/MWh Fuel Charge to \$41.00/MWh effective October 1, 2015 or provide a Fuel Charge credit in October 2015.

Paul E. McElroy, Managing Director/CEO

PEM/MHD/JEC



Fuel Charge Reduction

July 7, 2015

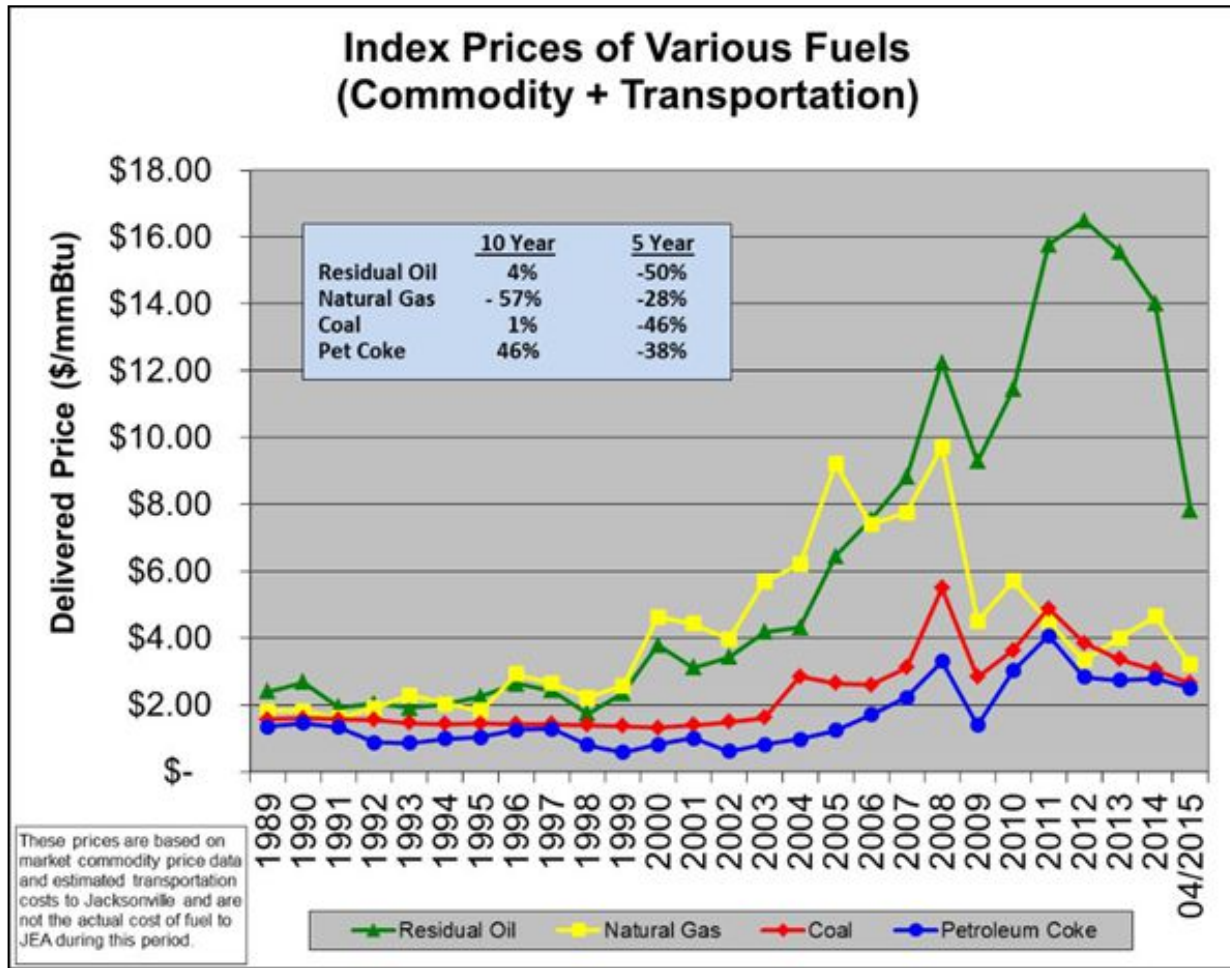
FUEL CHARGE

The Fuel Charge is designed to recover fuel and energy costs. These costs are a pass-through to our customers and cannot be diverted to other uses under Federal and State regulatory guidelines.

According to the Pricing Policy:

- The Fuel Charge is set annually during the budget process to be effective October 1 of the upcoming fiscal year.
- The Fuel Charge is based on the forward twelve-month energy cost projection and will be structured to fully recover all expected fuel-related costs and any amounts for Fuel Stabilization Fund over the coming fiscal year.
- The Fuel Stabilization Charge has a target balance equal to 15% of the greater of the maximum 12-month historical fuel cost or the projected 12-month fuel cost. Should the Fuel Stabilization Fund balance reach the 15% level at any point during the twelve month variable fuel rate cycle, the CEO, CFO, CCO, and staff will...recommend to the Board to either continue funding with no change, credit customers with the overfunded amount, or modify the Fuel Charge.

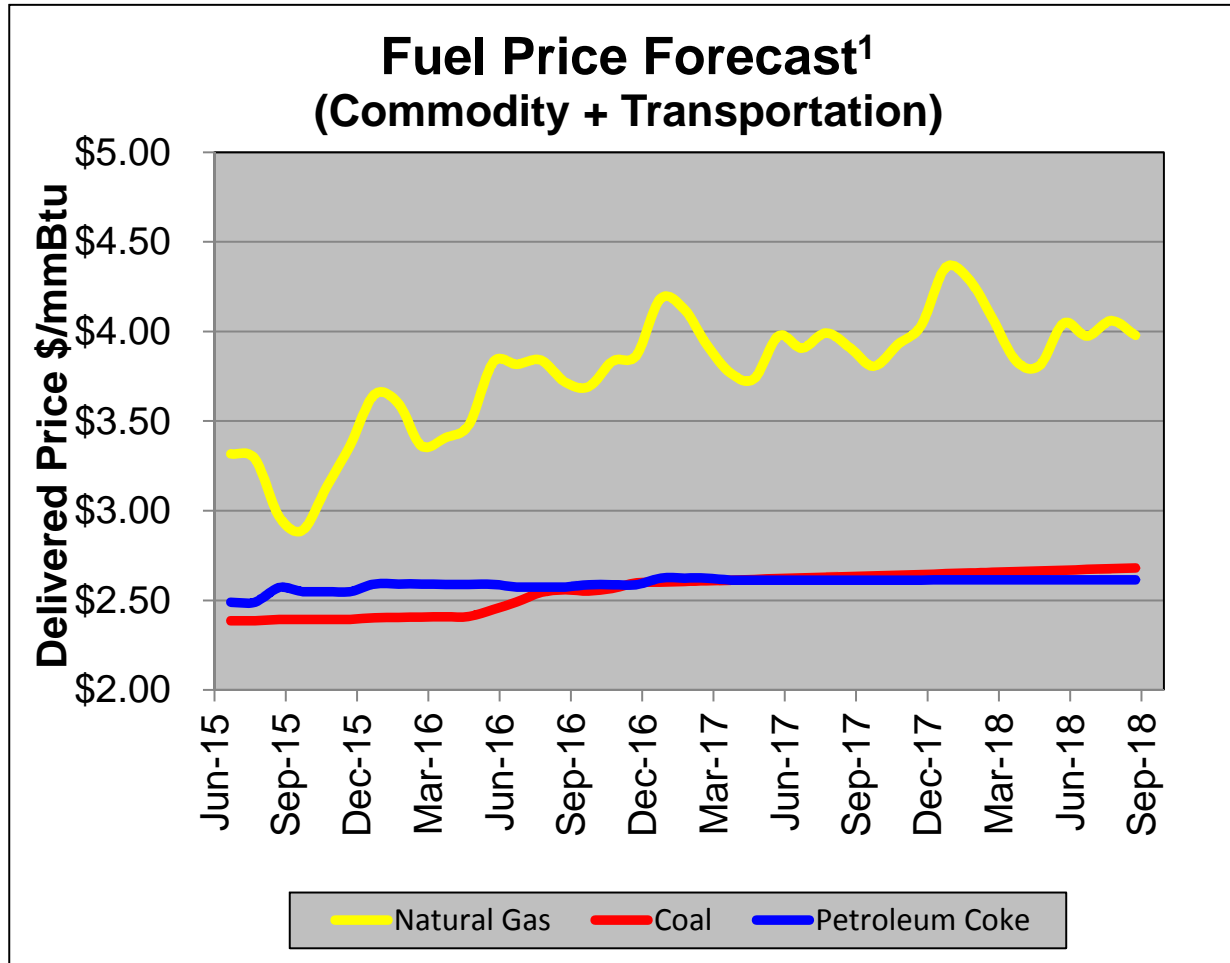
FUEL PRICE VOLATILITY



The Fuel Stabilization Charge is funded for potential short-term negative variances between projected and actual energy costs.



FUEL PRICE VOLATILITY

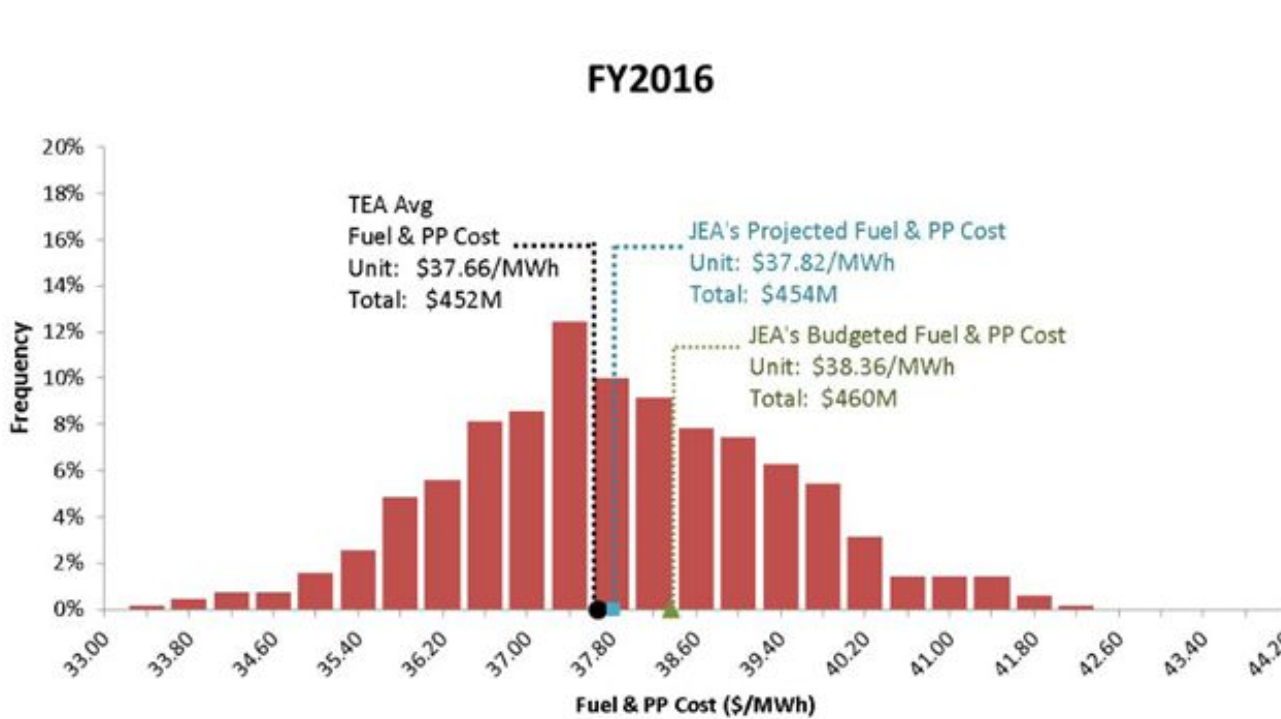


The Fuel Stabilization Charge is funded for potential short-term negative variances between projected and actual energy costs.

¹ Excludes Residual Oil to allow for axis expansion, since Residual Oil is responsible for less than 1% of the fuel budget.



FUEL AND PURCHASED POWER EXPENSE PROJECTIONS



Sources: TEA's Latest Projections June Update
 JEA's Forecast 2015-06-04
 JEA's 2015-06-04 - FY 2015 BOD Fuel Revenue and Expense

If the Fuel Rate is \$41/MWh and the Fuel Expense comes in at Budget, the projected surplus is \$26M, which could be refunded to customers via a fuel credit.

Percentile	Fuel & PP Cost (\$/MWh)
5%	\$35.30
10%	\$35.71
15%	\$36.06
20%	\$36.39
25%	\$36.61
30%	\$36.84
35%	\$37.05
40%	\$37.25
45%	\$37.38
50%	\$37.56
55%	\$37.78
60%	\$37.97
65%	\$38.21
70%	\$38.45
75%	\$38.78
80%	\$38.99
85%	\$39.29
90%	\$39.67
95%	\$40.18
98%	\$41.00
Average	\$38.51
Risk	\$1.68

TEA Projection: \$37.66

JEA Budgeted: 38.36

JEA Fuel Rate: \$41.00



FUEL CHARGE RECOMMENDATION

(in millions)	Forecast	Projection		
	FY 2015	FY 2016	FY 2017	FY2018
MWh Sales	12,373	12,000	12,000	12,000
Rate for Budgeted Fuel Cost	\$43.60	\$41.00	\$41.00	\$41.00
Fuel Reserve Deposit				
Fuel reserve beginning balance		146	172	145
VFR fuel revenues (adjusted for discounts)		486	486	486
Fuel & Purchased Power Expense		460	513	509
surplus/(deficit)		26	(27)	(23)
Fuel reserve ending balance	146	172	145	121
Percent of Expense in Reserve	23%	27%	23%	19%

- Current Fuel Fund Balance is \$106M
- At \$43.60 per MWh, the Fuel Stabilization Fund balance is projected to be above 32% of the maximum annual expense without a Fuel Rate reduction in FY2016
- With a Fuel Rate reduction to \$41.00 per MWh, Fuel Stabilization Fund balance is projected to be 19% of the maximum annual expense in FY2018





JEA
Building Community
AGENDA ITEM SUMMARY

July 6, 2015

SUBJECT:	SOLE SOURCE & EMERGENCY PROCUREMENT/PROCUREMENT APPEALS BOARD REPORT
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Purpose: Information Only Action Required Advice/Direction

Issue: Sections 1-113 and 1-114 of the JEA Purchasing Code require the Chief Purchasing Officer to submit a report on all Sole Source and Emergency procurements and all Procurement Appeals Board decisions to the JEA Board on a quarterly basis.

Significance: Full transparency of these procurement actions is necessary to maintain public confidence in JEA's bidding process and to ensure competition is achieved when in JEA's best interest.

Effect: JEA's Procurement Department is responsible for maintaining these records and reporting to the JEA Board.

Cost or Benefit: To maintain public confidence in JEA's bidding process and to ensure competition is achieved when in JEA's best interest.

Recommended Board action: Provided for information; no action required.

For additional information, contact: John McCarthy, Director Supply Chain Management, 665-5544

Submitted by: PEM/MHD/JPM/RMS



MISSION
Energizing our community through high-value energy and water solutions.

VISION
JEA is a premier service provider, valued asset and vital partner in advancing our community.

VALUES
• Safety
• Service
• Growth
• Accountability
• Integrity

Commitments to Action

- 1 Earn Customer Loyalty
- 2 Deliver Business Excellence
- 3 Develop an Unbeatable Team



INTER-OFFICE MEMORANDUM

July 6, 2015

**SUBJECT: SOLE SOURCE & EMERGENCY PROCUREMENT/PROCUREMENT
APPEALS BOARD REPORT**

FROM: Paul E. McElroy, Managing Director/CEO

TO: JEA Board of Directors

BACKGROUND:

Sections 1-113 and 1-114 of the JEA Purchasing Code require the Chief Procurement Officer to submit a report on all Sole Source and Emergency procurements and all Procurement Appeals Board decisions to the JEA Board on a quarterly basis.

DISCUSSION:

This report is submitted for the quarter ending June 30, 2015. Summary information for all awards is provided below. A detailed listing for the Formal Sole Source and Emergency Awards is attached. Detailed back-up information for all other awards is retained by the Chief Procurement Officer and is available upon request. There were no Procurement Appeals Board actions.

Quarter Ending June 30, 2015

Formal Awards	Number	%	Dollar Amount	%
Total	60		\$ 120,158,401	
Sole Source Awards	2	3.33%	\$ 3,681,189	3.06%
Emergency Awards	0	0%	\$ 0	0%
Informal Awards	Number	%	Dollar Amount	%
Total	1716		\$ 13,316,307	
Sole Source Awards	3	0.17%	\$ 235,300	1.77%
Emergency Awards	4	0.23%	\$ 428,687	3.22%

RECOMMENDATION:

This item is submitted for information. No action by the Board is required.

Paul E. McElroy, Managing Director/CEO

PEM/MHD/JPM/RMS

Total Sole Source & Emergency Procurement Actions

	FY14 Q4	FY15 Q1	FY15 Q2	FY15 Q3
Total Awards	\$62.6M	\$115.5M	\$121.53M	\$133.47M
Sole Source (\$)	\$0.17M	\$0.17M	\$1.86M	\$3.92M
Sole Source (%)	0.27%	0.15%	1.53%	2.94%
Emergency (\$)	\$0.19M	\$1.21M	\$0.27M	\$0.43M
Emergency (%)	0.30%	1.05%	0.22%	0.32%

JEA Board Meeting - IV. B. Strategic Discussions/Action

Formal Emergency Awards by Department -- Detail					
12 months ending June 30, 2015					
Emergency Awards (1 Item totaling \$705,600.00)					
Award Date	Amount	Requesting Dept	Vendor	Description	Sourcing Basis
11/6/2014	\$705,600.00	M. Brost (Electric Systems)	Riley Power	Fabrication and delivery of twelve (12) pivot bracket assemblies for Foster Wheeler MBF22.5 pulverizers.	Emergency - This is an emergency procurement to contract with Riley Power to provide fabrication and delivery of twelve (12) pivot bracket assemblies for Foster Wheeler MBF22.5 pulverizers to be utilized in support of SJRPP's Spring Outage. JEA used its informal bidding process to expedite issuance of a purchase order for this requirement, SJRPP reached out to Riley Power (low bidder) to determine if they could decrease their lead time to fit the outage timeframe. They indicated they could have all brackets onsite before April 1, 2015, at no additional cost, if JEA issued the PO by November 1, 2014.
Total	\$705,600.00				

Formal Sole Source Awards by Department -- Detail

12 months ending June 30, 2015

Sole Source Awards (3 Items totaling \$4,942,142.26)

Award Date	Amount	Requesting Dept	Vendor	Description	Sourcing Basis
3/26/2015	\$1,260,953.26	P. Cosgrave (TS)	Hewlett-Packard Company ("HP")	IT Infrastructure: Citrix Servers, SQL Database Servers, Virtual Host Hardware, Server Enclosure Uplinks and Storage Arrays	Sole Source - New hardware as part of a planned refresh cycle to replace legacy server and storage hardware already in place or soon to be out of support for the following JEA systems: VMWare Host Servers, Enterprise MS SQL, Legacy server enclosures, Citrix and 3PAR storage arrays. All hardware refresh will align with JEA's virtualization strategy in addition to adhering to JEA's hardware standards. HP's partners and resellers also provide these services, however, HP pricing is below the pricing offered through its partners and resellers. HP would not have bid against their partners and resellers if this had been bid out.
4/24/2015	\$2,181,189.00	B. Roche (W/WW)	Evoqua Water Technologies, LLC	Blacks Ford and Ponce de Leon Treatment Plant Purchase and Construction	Sole Source - JEA had an opportunity to procure a used Water Treatment "Package" plant to provide additional capacity to the Blacks Ford WRF where it is immediately needed, and for future use in the Ponce de Leon wastewater service territory upon completion of the Blacks Ford expansion project. The equipment cost of a used plant is approximately fifty percent (50%) that of a new plant (\$2.1 M versus \$4.0M), and because the physical condition of the used plant had to be assessed prior to purchase, and the limited number of these types of plants, there is no common ground for the bidding process.
5/21/2015	\$1,500,000.00	B. Para (PA)	Liquid Solutions Group, LLC	Program Manager - Water Supply Planning and Advocacy	Sole Source - Under the Continuing Service Agreement Contract 98124, Jones Edmunds and Associates has been providing CUP Permitting support to JEA and to a utility consortium of which JEA is a member, the Northeast Florida Utility Coordinating Group. Because the core Jones Edmunds project leader and lead modeler have left for other jobs, their work as been subsumed by a subcontractor - Liquid Solutions Group - who had been supporting the team in recent years under this same contract. Because of the confidential nature of this work, and the resources invested to date in this team on a long-term water supply plan and MFL issues, it remains in JEA's best interest to pursue this sole source opportunity with Liquid Solutions Group, LLC.
Total	\$4,942,142.26				

JEA Board Meeting - IV. B. Strategic Discussions/Action

Formal Emergency Awards by Department -- Detail					
12 months ending June 30, 2015					
Emergency Awards (1 Item totaling \$705,600.00)					
Award Date	Amount	Requesting Dept	Vendor	Description	Sourcing Basis
11/6/2014	\$705,600.00	M. Brost (Electric Systems)	Riley Power	Fabrication and delivery of twelve (12) pivot bracket assemblies for Foster Wheeler MBF22.5 pulverizers.	Emergency - This is an emergency procurement to contract with Riley Power to provide fabrication and delivery of twelve (12) pivot bracket assemblies for Foster Wheeler MBF22.5 pulverizers to be utilized in support of SJRPP's Spring Outage. JEA used its informal bidding process to expedite issuance of a purchase order for this requirement, SJRPP reached out to Riley Power (low bidder) to determine if they could decrease their lead time to fit the outage timeframe. They indicated they could have all brackets onsite before April 1, 2015, at no additional cost, if JEA issued the PO by November 1, 2014.
Total	\$705,600.00				



Sole Source & Emergency Procurement/Procurement Appeals Board Report

Board of Directors Meeting July 21, 2015

John McCarthy, Director Supply Chain Management



Sole Source & Emergency Procurement Report

Background

- Quarterly report required by JEA Purchasing Code to provide added transparency for Sole Source and Emergency procurements
- Informational item for JEA Board
- Memorandum cover page provides information for most recent quarter broken out by formal and informal awards
- Supporting documentation provides consolidated summary for past year with detailed information on all formal awards



Sole Source & Emergency Procurement Report

Procurement Actions Over Last 4 Quarters

	FY14 Q4	FY15 Q1	FY15 Q2	FY15 Q3
Total Awards	\$62.6M	\$115.5M	\$121.54M	\$133.47M
Sole Source (\$)	\$0.17M	\$0.17M	\$1.86M	\$3.92M
Sole Source (%)	0.27%	0.15%	1.53%	2.94%
Emergency (\$)	\$0.19M	\$1.21M	\$0.27M	\$0.43M
Emergency (%)	0.30%	1.05%	0.22%	0.32%
Combined SS/E (%)	0.57%	1.2%	1.75%	3.26%

JEA's ~ 2% Sole Source and Emergency Procurement award percentage compares very favorably to other public utilities



Sole Source & Emergency Procurement Report

Sole Source/Emergency Procurements during the past year

Current Quarter

- \$2.18M Sole Source to Evoqua Water Technologies, LLC for Blacks Ford and Ponce de Leon Treatment Plant (Opportunity to procure a used water treatment “package” plant)
- \$1.5M Sole Source to Liquid Solutions Group, LLC for Program Manager (Continuity of CUP permitting professional services)

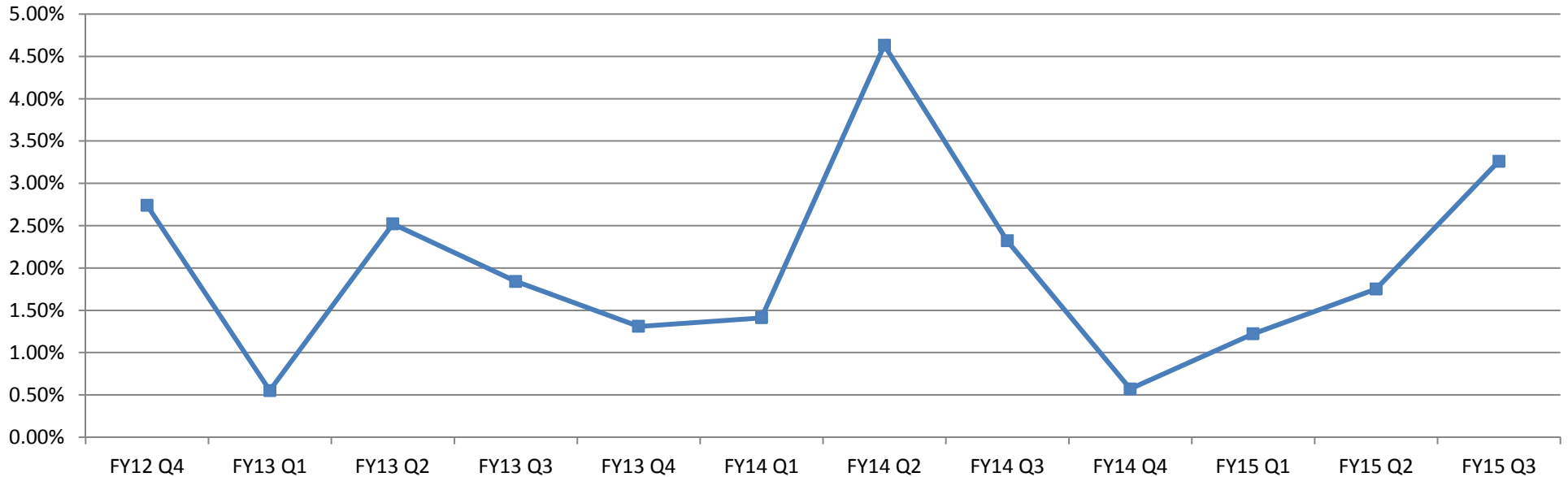
Previous Quarters

- \$1.26M Sole Source to Hewlett-Packard for IT Infrastructure (HP internal bidding policy)
- \$706K Emergency to Riley Power to provide fabrication and delivery of pivot bracket assemblies for Foster Wheeler MBF22.5 pulverizers (Outage inspection discovery)



Sole Source & Emergency Procurement Report

Combined Sole Source & Emergency Awards (prior three years)





Procurement Appeals Board Report

Background

- JEA's Purchasing Code designates a Procurement Appeals Board to review and make a final determination for any appeal by a protesting vendor, initiated from a written decision by JEA's Chief Procurement Officer.
- JEA's Purchasing Code also requires a record of Procurement Appeals Board decisions be submitted to the JEA Board on a quarterly basis.

Procurement Appeals Board Actions

- There were no actions taken during the most recent quarter, i.e. FY15 Q3.



JEA Operations Report

as of June 30, 2015

Board of Directors Meeting

July 21, 2015



JEA Safety

(June 30, 2015)

FY2014

- RIR = 2.29
- # of Recordables = 46
- June YTD Recordables = 34

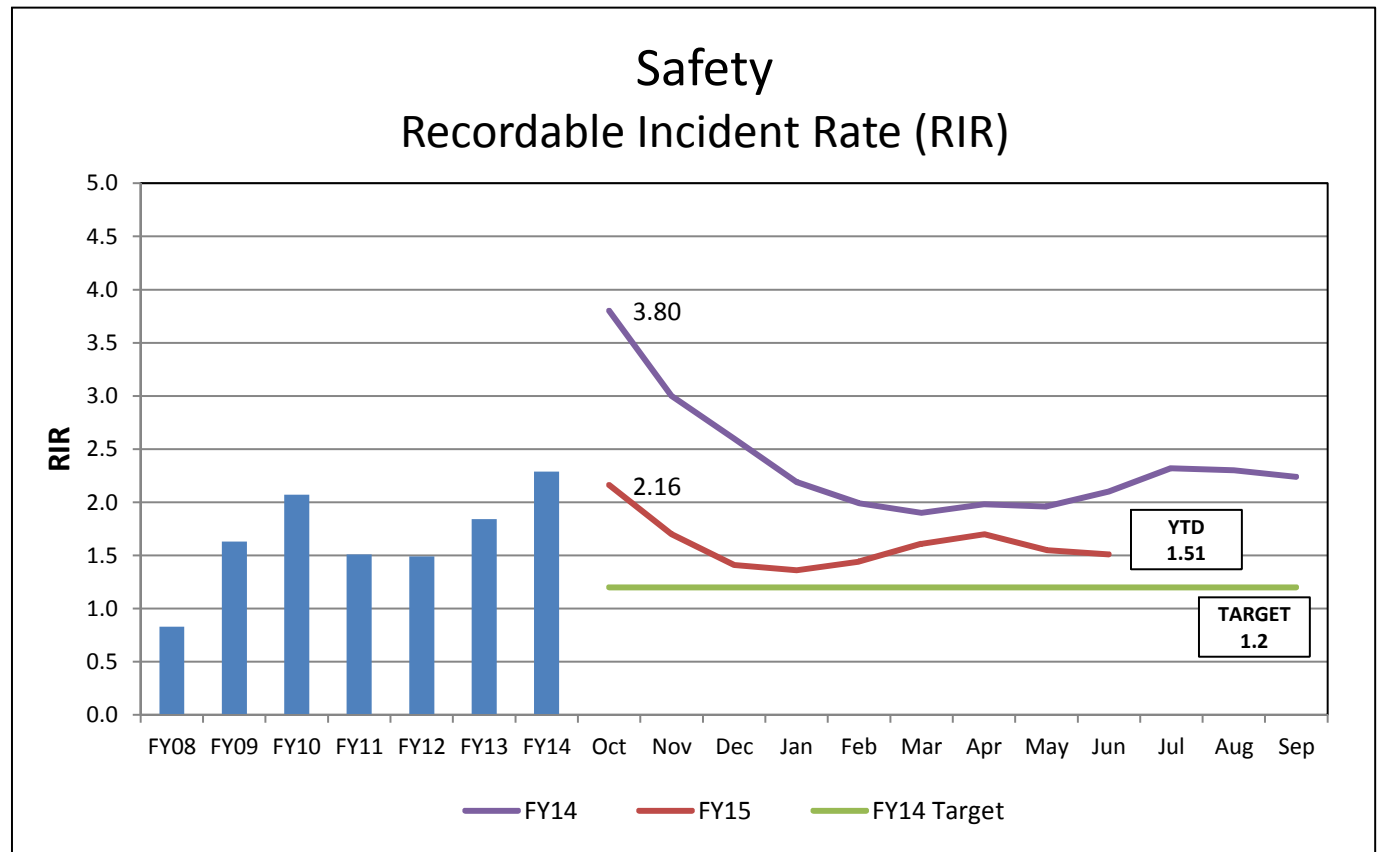
FY2015

- June Recordables = 2
- June YTD Recordables = 23
 - 6 (26%) were lost time
 - Electric Systems = 15
 - Water/WW Systems = 6
 - Customer Service = 1
 - Finance/Shared Services = 1
- Continuing to “Plan for Zero”
- Maintaining focus on severity and lost time incidents

Industry Benchmark*

Average Municipal Utility RIR is 6.3

Units	FY2015 YTD	FY2015 Target	FY2014	FY2013
RIR	1.51	1.20	2.29	1.84



*Provided by Bureau of Statistics



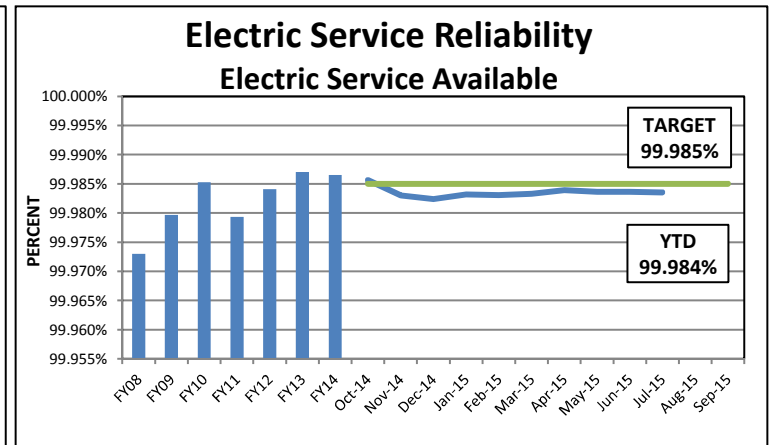
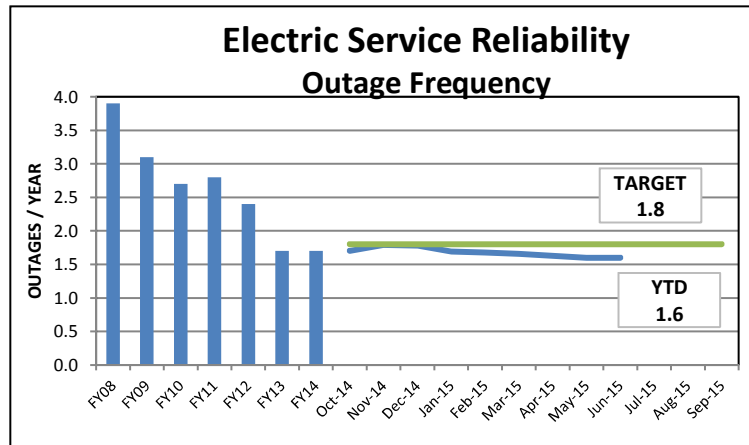
JEA FY2015 Performance Objectives

Electric System Reliability Metrics

T&D Grid Performance	Metric	FY2015 YTD	FY2015 Target	FY2014	FY2013
Customer Outage Frequency	# of Outages per Year	1.60	1.8	1.7	1.7
Electric Service Available	% Available	99.984	99.985	99.987	99.987
Transmission Line Faults	# of Faults	2.8	3.5	2.4	3.8
CEMI ₅	% Customers > 5 outages	1.8	1.5	2.34	N/A

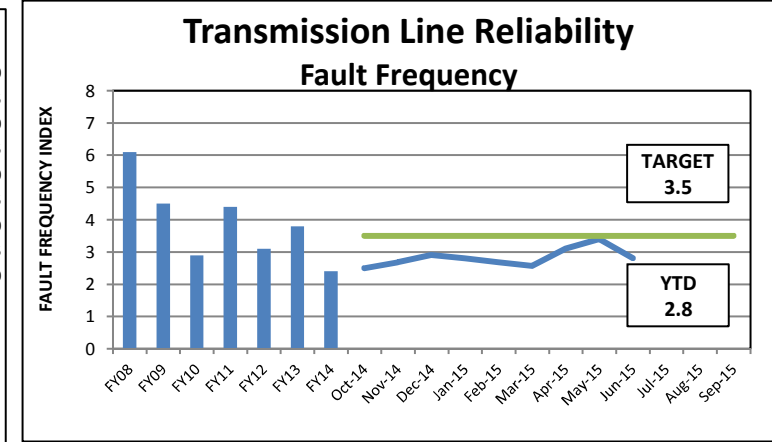
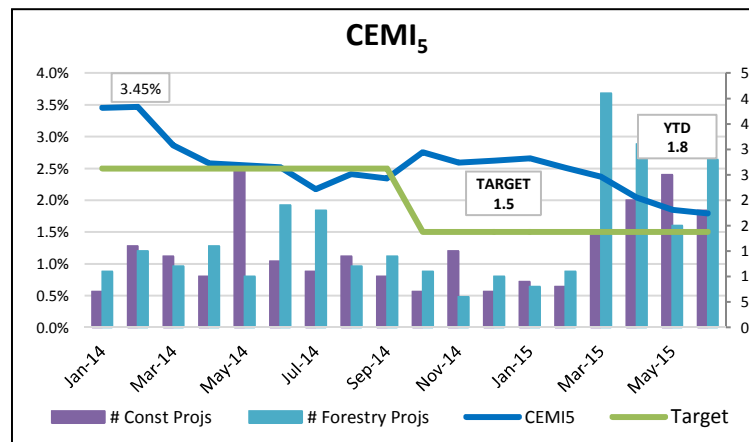
Electric Service Reliability

- Outage frequency and duration has been cut in half over the last 6 years; running flat this year and near the FY2015 targets
- The typical JEA customer sees 1.6 outages per year and a total outage duration of 87 minutes
- CEMI₅: 8,113 (1.79%) of our customers have experienced more than 5 outages in the past 12 months



Transmission Line Reliability

- Overall downward trend over the last six years
- YTD running below FY15 target



Other Operational Metrics

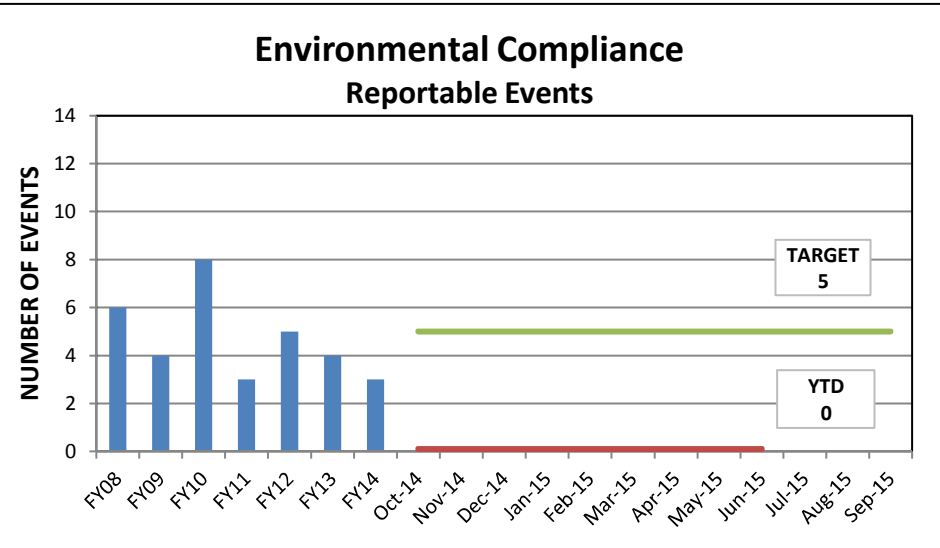
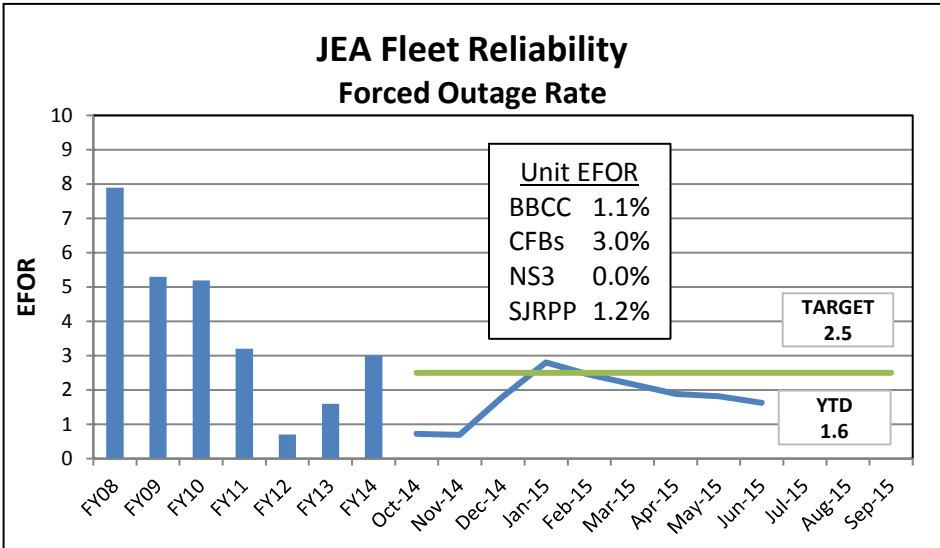
- Continue showing favorable trends over time



JEA FY2015 Performance Objectives

Electric System Reliability Metrics

Generating Plant Performance	Metric	FY2015 YTD	FY2015 Target	FY2014	FY2013
Generation Fleet Reliability	Forced Outages Rate	1.6	2.5	3.0	1.6
Environmental Compliance	Permit Exceedances	0	5	3	4



Generating Fleet Reliability

- The JEA fleet Forced Outage Rate is in line with prior 6-year performance and under FY15 target of 2.5
- Planned outage work was successfully completed in the Fall on NS1, NS2, and BBCC; and in the Spring on both SJRPP units
- High unit reliability contributes to lower fuel and non-fuel expenses

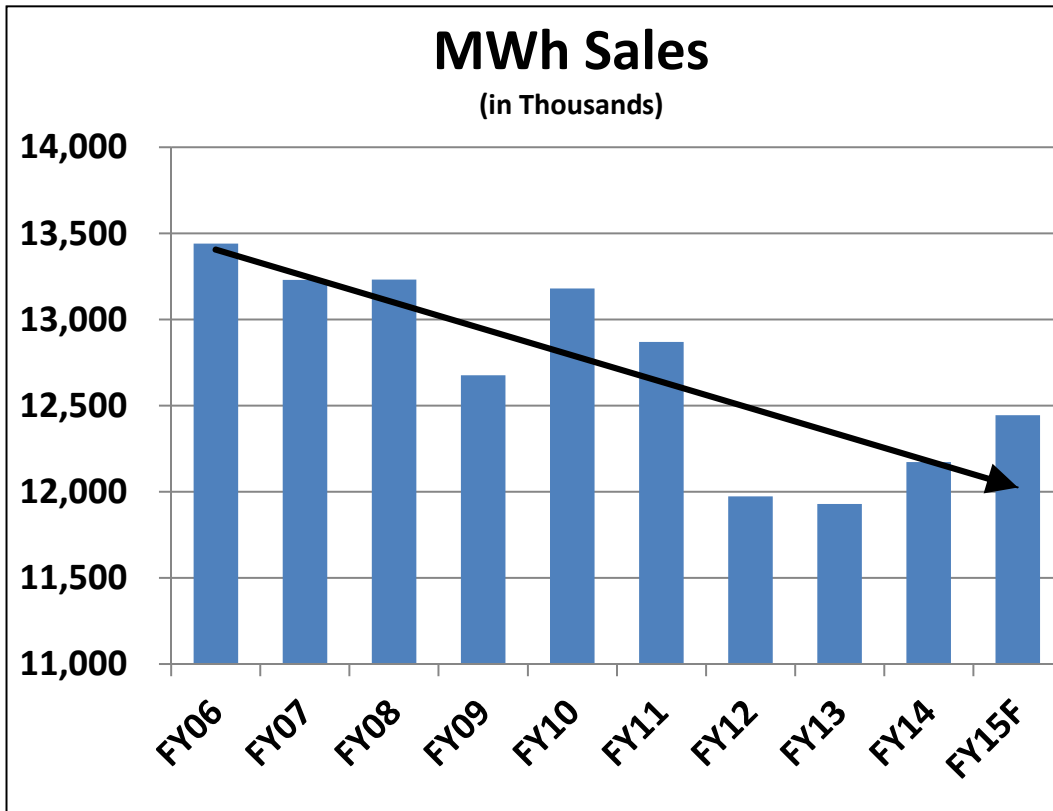
Environmental Compliance

- Zero reportable events through the first 9 months
- Excellent performance in prior years, with no air permit violations
- Mercury Air Toxics Standards (MATS) became effective April 2015



JEA Electric System

MWh Sales



Month	FY14	FY15	% Change
Oct	959,319	971,595	1.3%
Nov	835,344	895,617	7.2%
Dec	914,615	943,753	3.2%
Jan	1,104,547	1,035,621	(6.2%)
Feb	843,507	934,102	10.7%
Mar	933,671	898,524	(3.8%)
Apr	900,972	954,803	6.0%
May	1,028,801	1,062,459	3.3%
Jun	1,124,764	1,187,741	5.6%
Year-to-Date	8,645,540	8,884,215	2.8%
Jul	1,207,001		
Aug	1,255,262		
Sep	1,064,186		
Total/Forecast	12,171,989	12,444,377	2.2%

Unit Sales Driver: YTD degree days were 5% higher than last year.

YTD Degree Days		
30-yr. Avg.	FY14	FY15
2,561	2,548	2,685

Total System	2.8%
Residential	4.2%
Comm./Industrial	1.4%
Interruptible	4.8%
Wholesale (FPU)	(0.7%)



JEA Electric System

Financial Results and Cost Metrics

(\$ in thousands)

Revenues	FY15 Forecast	FY14 Actual	FY15 Budget	FY15F vs FY14 (\$)	Variance (%)
Fuel Revenue	\$ 486,399 ¹	\$ 498,930 ²	\$ 516,398	\$ (12,531)	-2.5%
Base Revenue	742,990	725,203	711,462	17,787	2.5%
Other Revenue	38,288	39,571	42,626	(1,283)	-3.2%
Total Revenues	\$ 1,267,677	\$ 1,263,704	\$ 1,270,486	\$ 3,973	0.3%
		\$ (3M)			
Select Expenses					
Fuel Expense	\$ 442,041	\$ 501,763	\$ 503,519	\$ 59,722	11.9%
Fuel Fund Transfers	44,358	(2,833)	12,879	(47,191)	
O & M Expense	196,196	168,688	207,337	(27,508)	-16.3%
Non-fuel Purchased Power	100,991	194,030	123,663	93,039	48.0%
Net Revenues	\$ 471,515	\$ 389,604	\$ 414,571	\$ 81,911	21.0%
		\$ 57M			
Capital Expenditures	\$ 128,196	\$ 86,155	\$ 129,000 ³	\$ (42,041)	-48.8%
Debt Service	\$ 180,545	\$ 161,509	\$ 196,591	\$ (19,036)	-11.8%

Financial Metrics	FY15 Forecast
Coverage:	2.6x
Days Cash/Liquidity:	160 / 277
Debt/Asset:	72% (2% lower)
Total Debt:	\$3.2B (\$215M lower)

Electric Costs / MWh	Non-Fuel
Target	\$ 54.73
Forecast	49.73
Difference	\$ 5.00

Fuel Fund	(\$ in millions)
Beginning Balance	\$ 105
Surplus/(Deficit)	95
Fuel Credit	(50)
Ending Balance	\$ 150

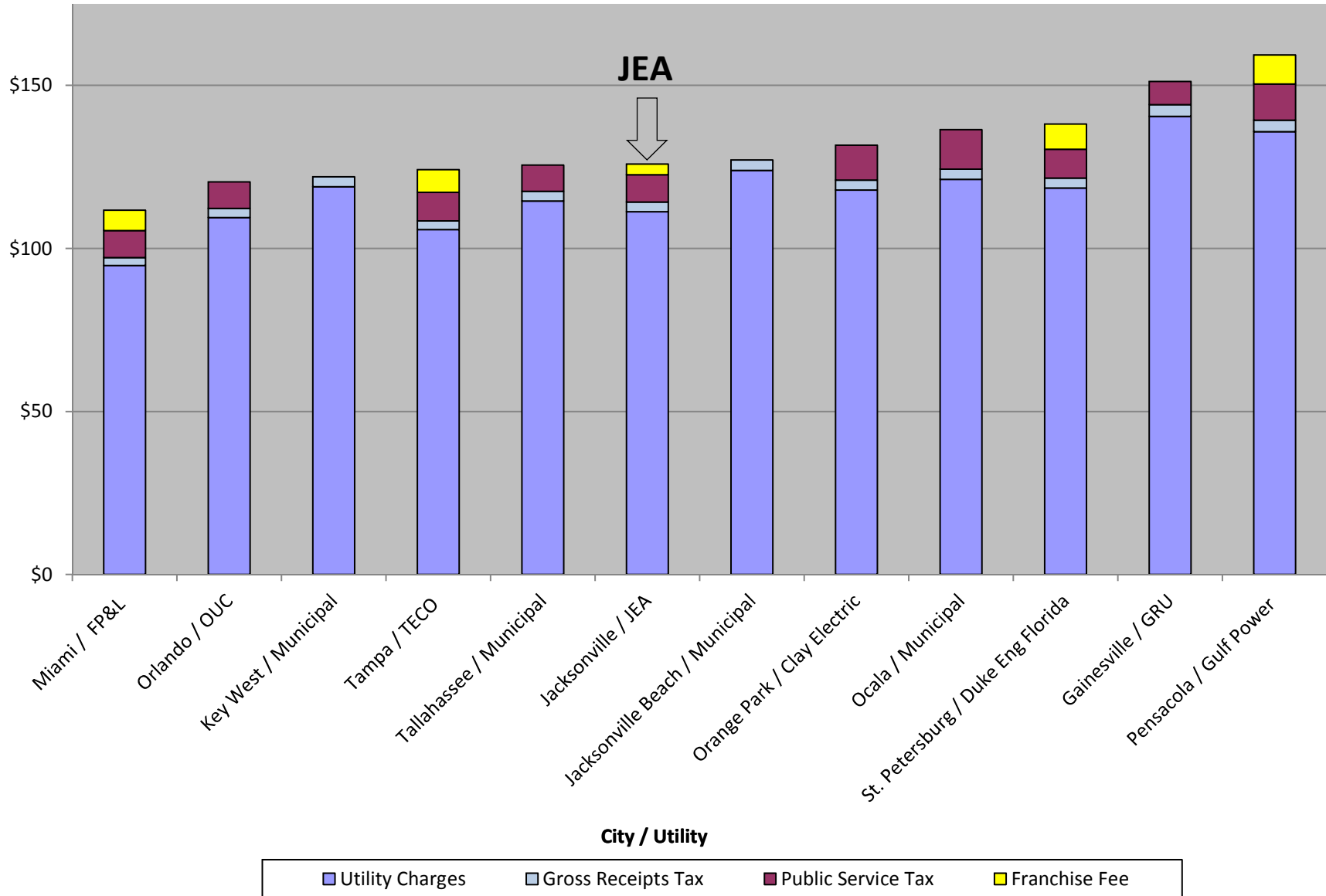
¹ Net of \$50 million fuel credit in April bill

² Net of \$26 million fuel credit in FY14

³ Council approved limit for capital expenditures in FY15 is \$150 million

Florida Utilities Monthly Residential Electric Bill Comparison

(Consumption @ 1,000 kWh)
Residential Rates as of July 2015



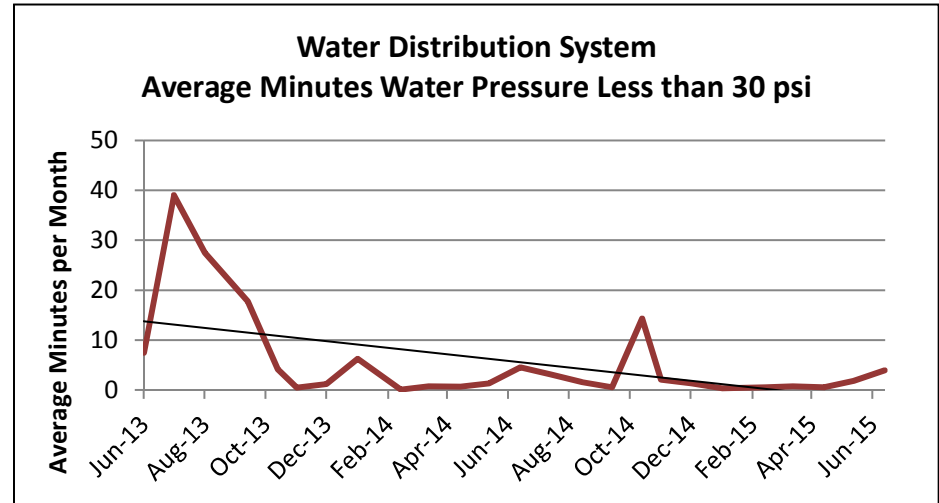
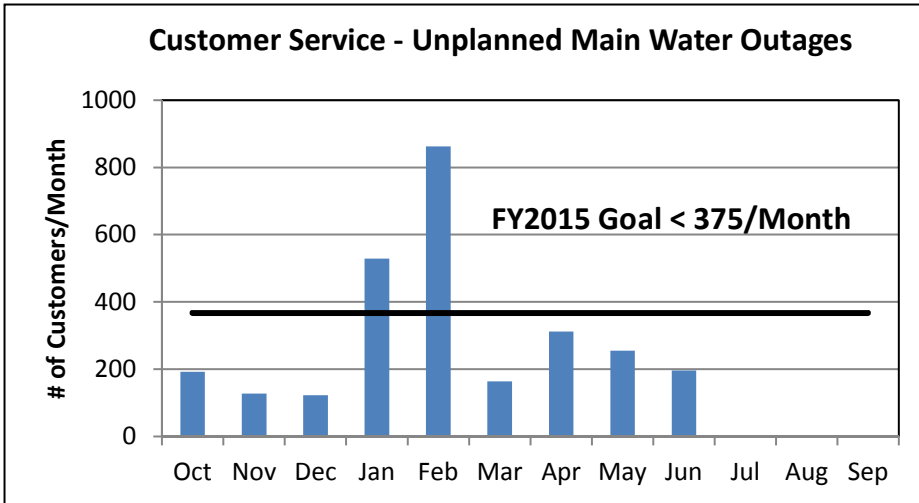


Building Community

JEA FY2015 Performance Objectives

Water and Wastewater System Reliability

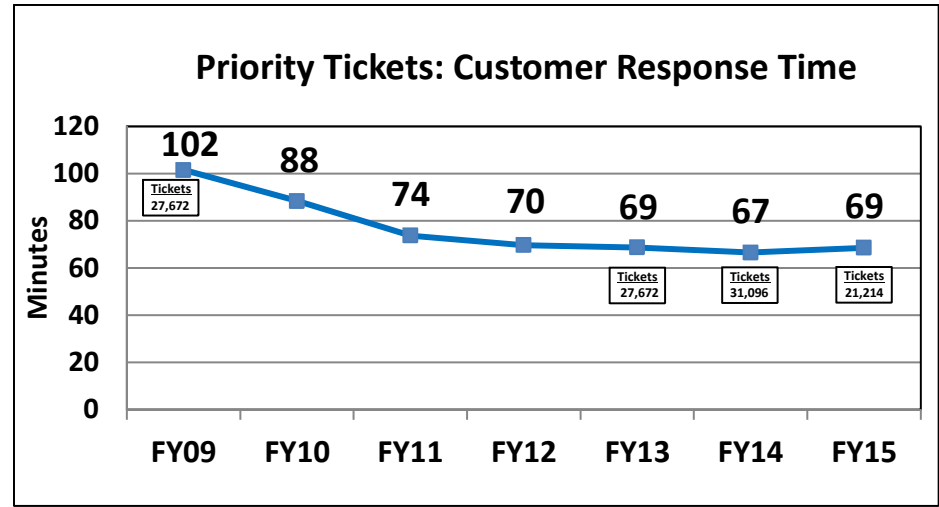
Water Grid Performance	Metric	FY2015 YTD	FY2015 Target	FY2014	FY2013
Water Main Outages	# of Customers per Year	21,214	4,500	4,645	3,671



Unplanned Water Outages
 # of Customers Affected by Unplanned Outages

Water Pressure (minutes per man < 30 psi)
 Measured by 109 pressure monitoring stations in the distribution system. Slight increase during June due to heavy customer demand.

Customer Response Time
 Average time from a customer call to the ticket completion or transfer to a field crew for repair



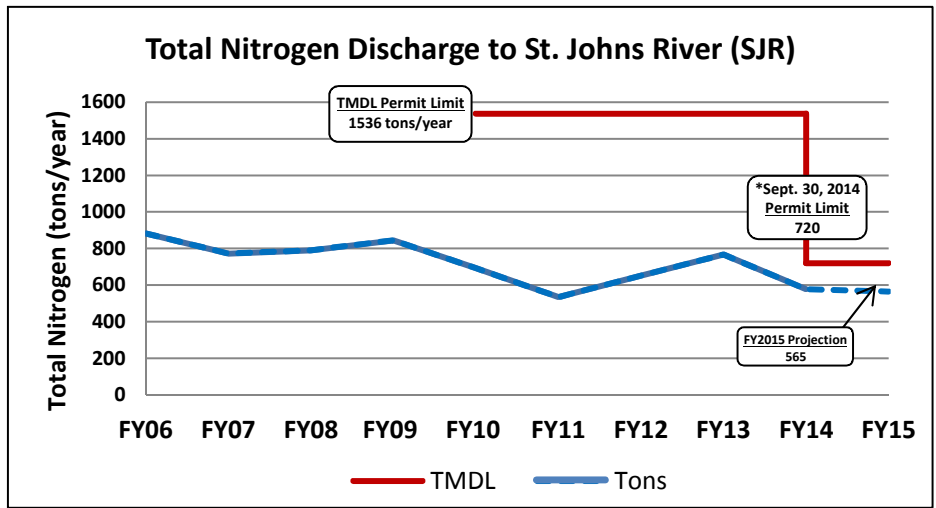
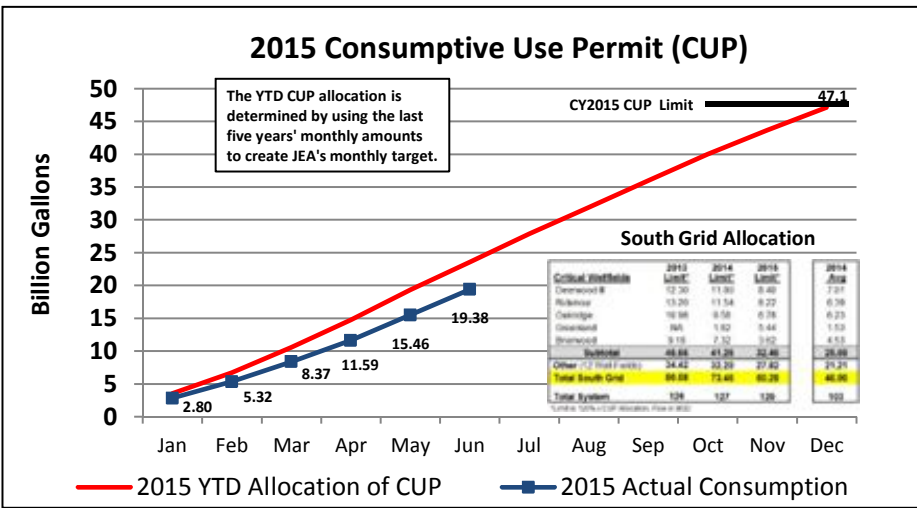
*Priority Tickets are defined as an interruption of water or sewer service



Environmental Compliance

Water and Wastewater System

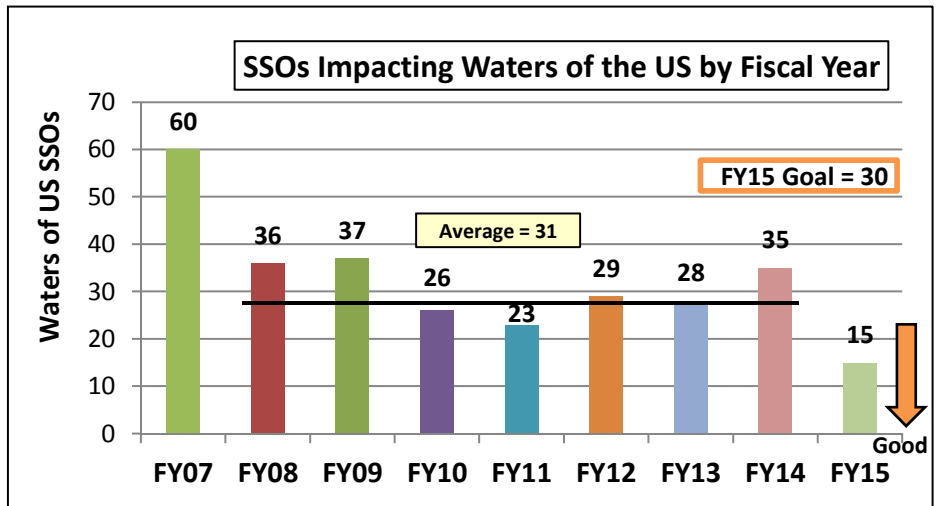
Compliance	Metric	FY2015 YTD	FY2015 Target	FY2014	FY2013
Water	CUP Limits (MGD) – CY basis	107	129	104 (127 limit)	100 (126 limit)
Sewer	Nitrogen (N) Tons – FY basis	413	650 (TMDL of 720*)	577	767 (1536 limit)



St. Johns River Water Management CUP
 YTD average daily flow is 17% below CY limit of 129 MGD, and the YTD South Grid consumption is below allocation limits

Nitrogen Discharge to St. Johns River (SJR)
 Florida Department of Environmental Protection (FDEP) has set the Total Maximum Daily Load (TMDL) at 720 tons

Sanitary Sewer Overflows (SSOs)
 FY15 is on pace for the lowest ever number of SSOs.

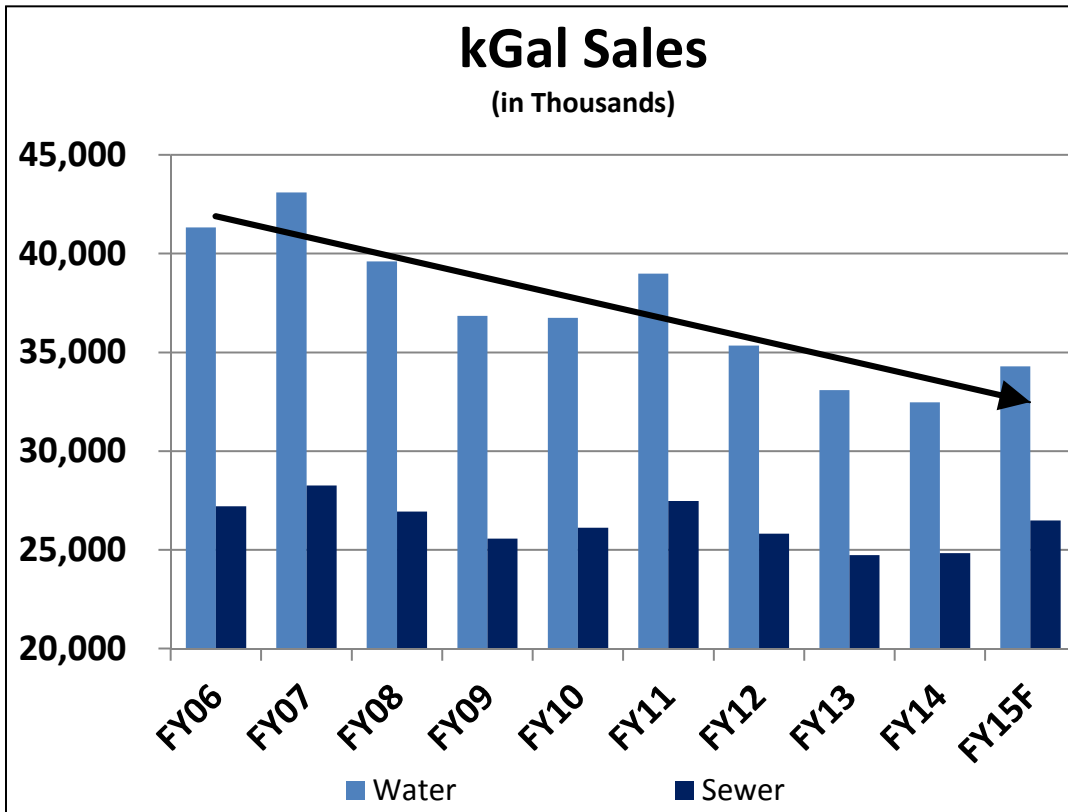




JEA Water and Sewer System

kGal Sales

(in Thousands)



Month	FY14	FY15	% Change
Oct	2,794	3,052	9.2%
Nov	2,381	2,597	9.1%
Dec	2,662	2,708	1.7%
Jan	2,475	2,502	1.1%
Feb	2,130	2,238	5.1%
Mar	2,387	2,732	14.4%
Apr	2,691	2,765	2.7%
May	3,088	3,509	13.7%
Jun	2,897	3,382	16.8%
Year-to-Date	23,505	25,485	8.4%
Jul	2,992		
Aug	3,221		
Sep	2,750		
Total/Forecast	32,468	34,299	5.6%

Unit Sales Driver: Rainfall is down 8 inches; rain days are down 15 from prior year.

YTD Rain			
	30-Yr. Avg.	FY14	FY15
Inches	31	36	28
Days	73	81	66

Total System	8.4%
Residential	7.3%
Comm./Industrial	4.9%
Irrigation	22.0%



JEA Water and Sewer System

Financial Results and Cost Metrics

(\$ in thousands)

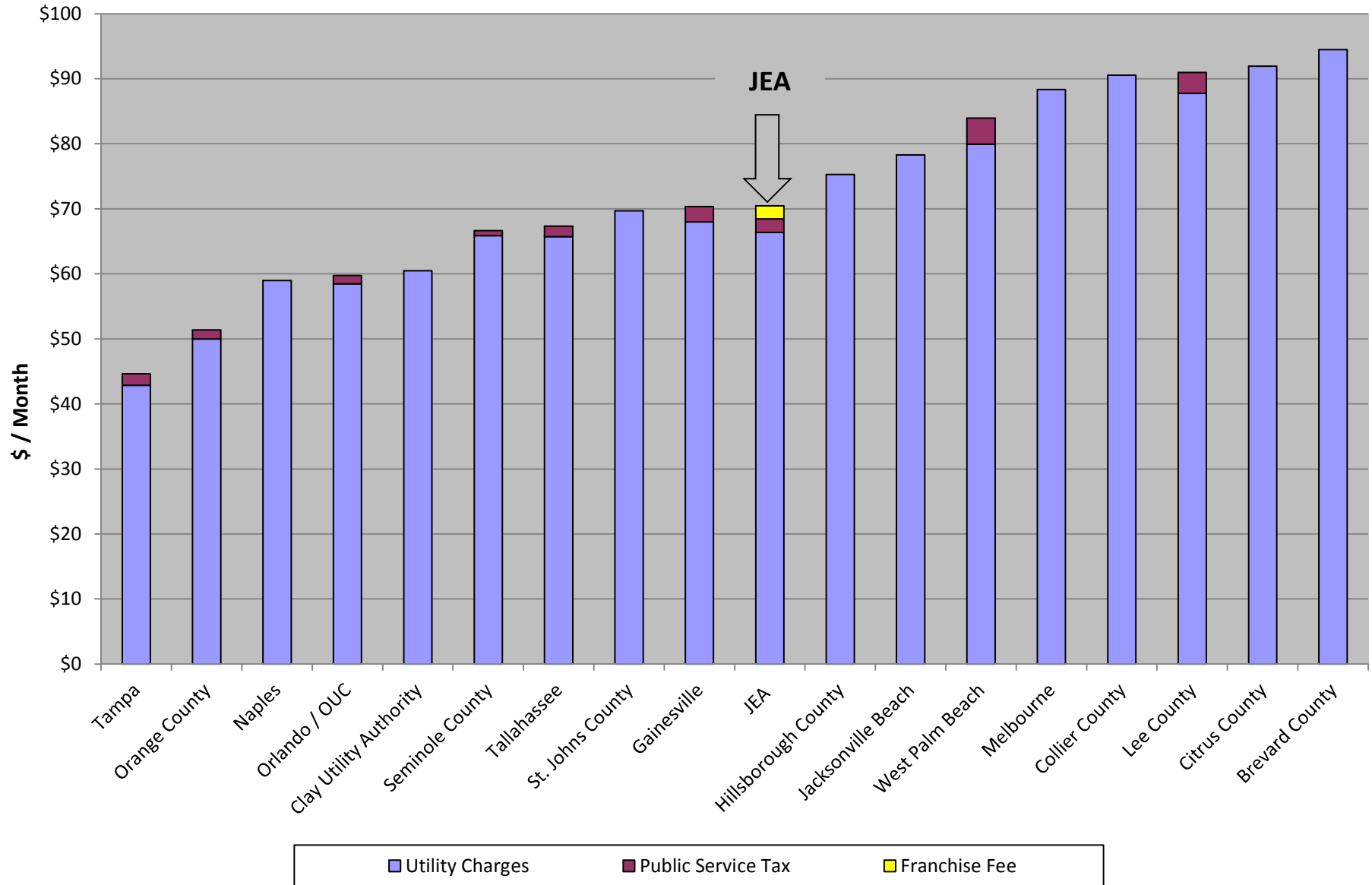
Revenues	FY15 Forecast	FY14 Actual	FY15 Budget	FY15F vs FY14 (\$)	Variance (%)
Water & Sewer Revenues	\$ 391,085	\$ 375,372	\$ 390,392	\$ 15,713	4.2%
Other Revenue	32,285	32,518	28,868	(233)	-0.7%
Total Revenues	\$ 423,370	\$ 407,890	\$ 419,260	\$ 15,480	3.8%
		\$4M			
Select Expenses					
O & M Expense	\$ 126,306	\$ 119,466	\$ 136,523	\$ (6,840)	-5.7%
Net Revenues	\$ 293,584	\$ 281,727	\$ 279,426	\$ 11,857	4.2%
		\$14M			
Capital Expenditures	\$ 106,447	\$ 76,852	\$ 130,900	\$ (29,595)	-38.5%
Debt Service	\$ 103,266	\$ 114,372	\$ 124,443	\$ 11,106	9.7%

Metrics	FY15 Forecast
Coverage:	2.8x
Days Cash/Liquidity:	119 / 235
Debt/Asset:	54% (2% lower)
Total Debt:	\$1.8B (\$44M lower)

Cost / KGal	Water	Sewer
Target	\$ 4.47	\$ 7.96
Forecast	4.09	7.39
Difference	\$ 0.38	\$ 0.57

Water & Sewer Rates in Florida

Residential Service with a 5/8" meter and 6 kgal of Consumption
Residential Rates as of July 2015



FY15 Customer Satisfaction Goal

Achieve National 2nd Quartile Ranking for Residential and 1st for Business on the J.D. Power Customer Satisfaction Index

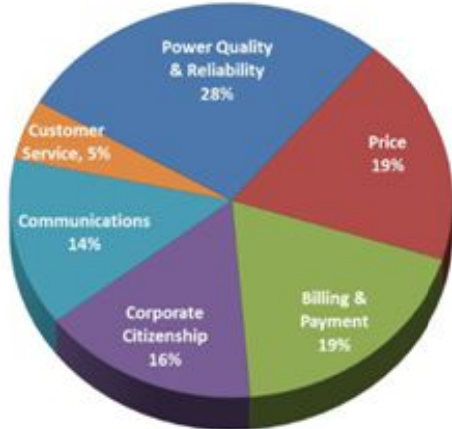
Residential (R)

FY13		FY14		Wave 1		Wave 2		Wave 3		Wave 4		FY15 YTD	
3Q	640	3Q	647	1Q	701	3Q	663	1Q	709			1Q	691

Business (B)

FY13		FY14		Wave 1		Wave 2		FY15 YTD	
4Q	619	1Q	682	1Q	723	2Q	686	1Q	705

Residential



Business



2015 Residential # of companies ranked: 140
 2015 Business # of companies ranked: 87

1Q= 1st quartile 2Q= 2nd quartile 3Q = 3rd quartile 4Q = 4th quartile

Improve Quartile Rankings from FY14

Be Easy to Do Business With

Customer Service

FY14		Wave 1		Wave 2		Wave 3		Wave 4		FY15 YTD	
R	2Q 731	1Q 799	3Q 717	1Q 767			1Q 761				
B	2Q 716	1Q 757	2Q 750					1Q 754			

Power Quality & Reliability

FY14		Wave 1		Wave 2		Wave 3		Wave 4		FY15 YTD	
R	3Q 701	2Q 743	3Q 703	1Q 755			2Q 734				
B	2Q 721	1Q 763	3Q 709					2Q 736			

Billing & Payment

FY14		Wave 1		Wave 2		Wave 3		Wave 4		FY15 YTD	
R	2Q 736	1Q 762	2Q 740	1Q 764			1Q 755				
B	1Q 740	1Q 754	1Q 758					1Q 756			

Empower Customers to Make Informed Decisions

Communication

FY14		Wave 1		Wave 2		Wave 3		Wave 4		FY15 YTD	
R	2Q 600	1Q 669	3Q 620	1Q 667			1Q 652				
B	1Q 627	1Q 679	2Q 618					1Q 648			

Price

FY14		Wave 1		Wave 2		Wave 3		Wave 4		FY15 YTD	
R	4Q 538	1Q 626	3Q 588	1Q 635			2Q 616				
B	2Q 612	1Q 674	2Q 625					1Q 650			

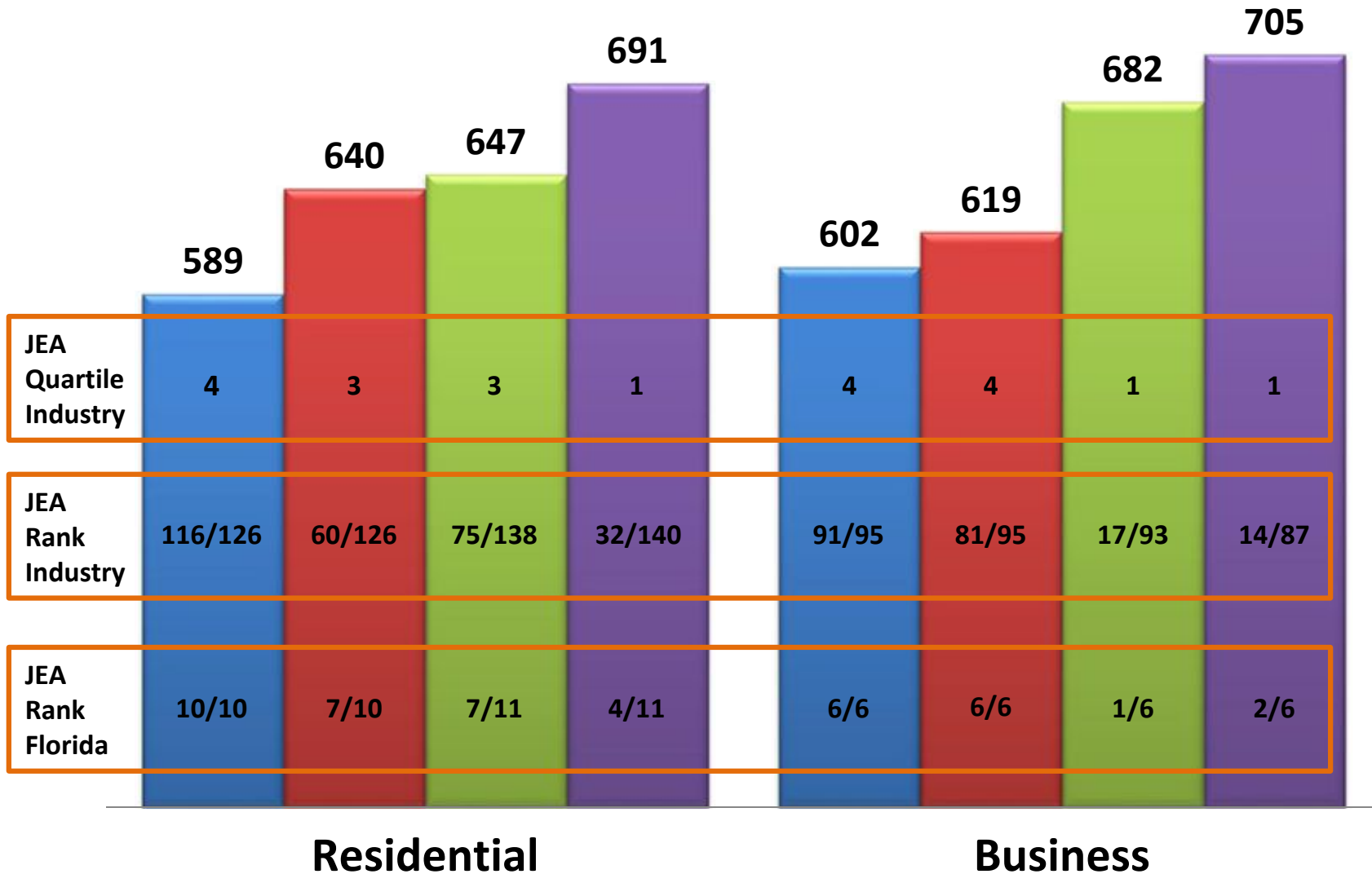
Demonstrate Community Responsibility

Corporate Citizenship

FY14		Wave 1		Wave 2		Wave 3		Wave 4		FY15 YTD	
R	2Q 592	2Q 644	3Q 601	1Q 658			2Q 634				
B	1Q 635	1Q 687	1Q 659					1Q 673			

Customer Satisfaction Index Scores

■ 2012 ■ 2013 ■ 2014 ■ 2015 *



*Data as of Residential W3 & Business 2015 Final

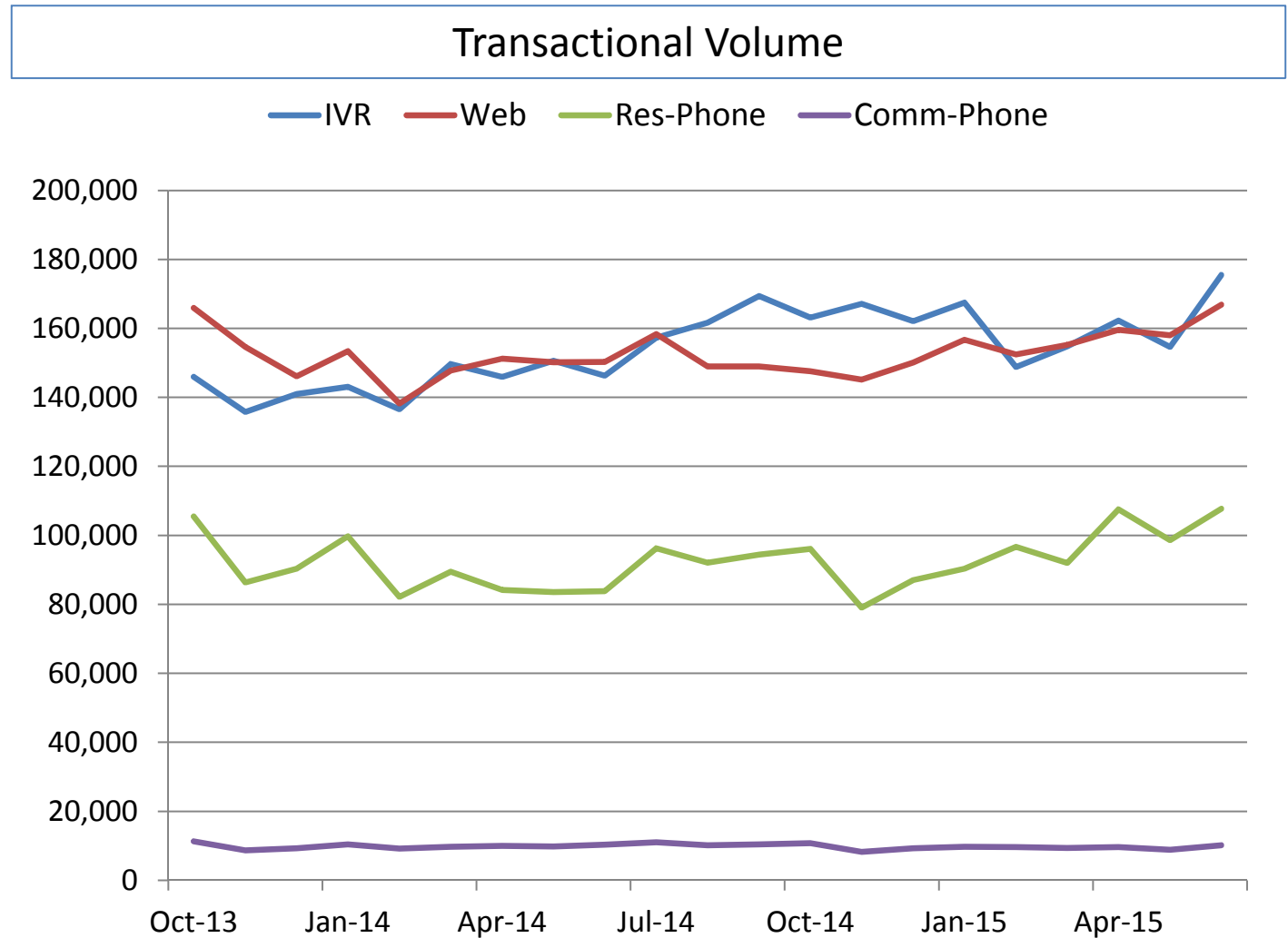
Easy to Do Business With

Customer Service

Providing multiple contact channels allows the customer to interact with JEA in a way that's easiest for them.

Customer Satisfaction by Channel -- JDP

	FY 14	FY15
Phone	68.0%	66.4%
IVR	54.7%	67.9%
Web	59.6%	69.6%



Easy to Do Business With

Customer Service

Accurately addressing a customer's needs the first time produces a positive customer experience

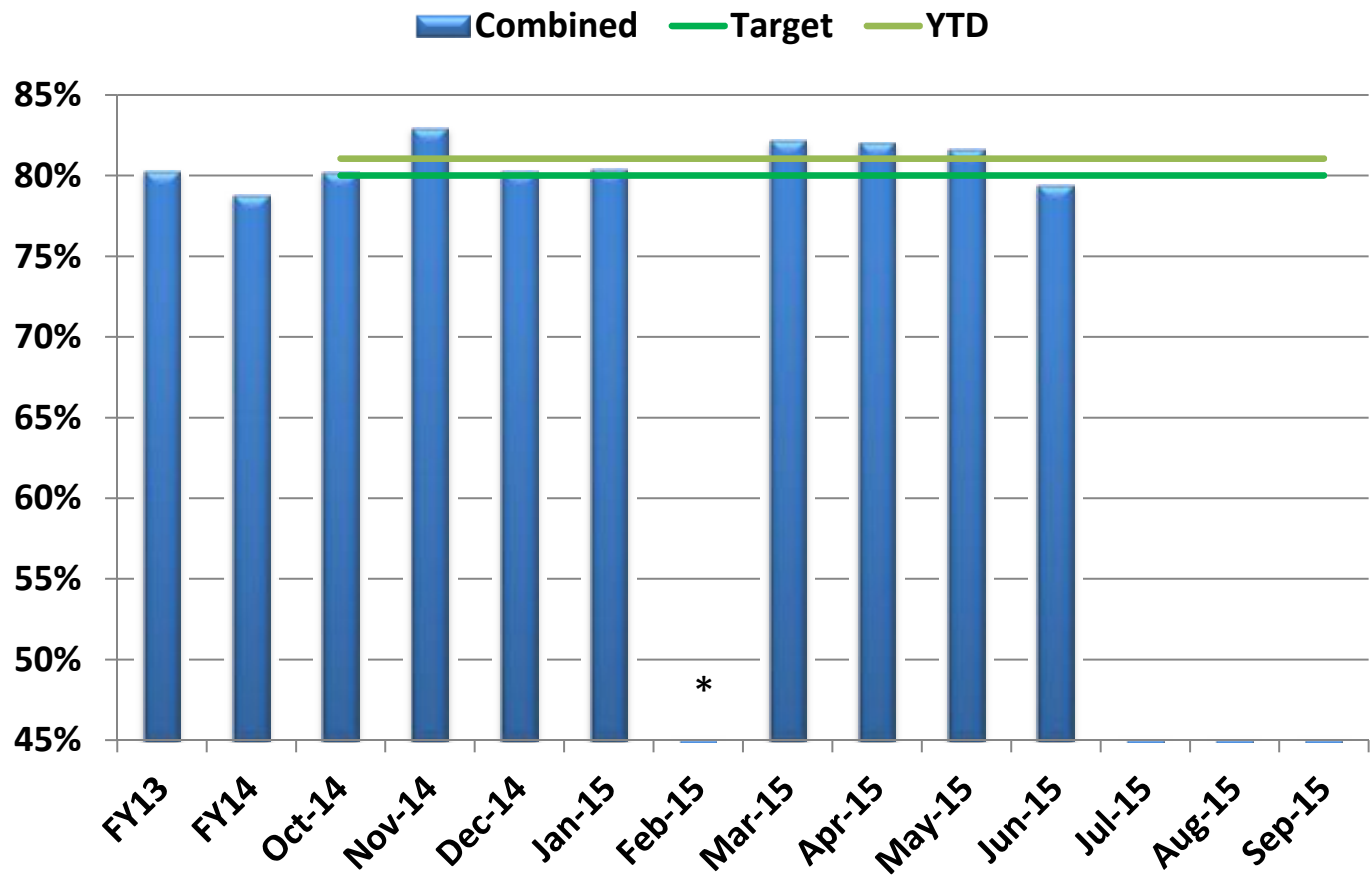
FY2015 YTD

Residential CC	73.7%
Branches	73.2%
Commercial CC	72.3%
<u>Jea.com</u>	<u>85.3%</u>
Overall	81.0%

2015 JD Power FCR

Residential CC	72.5%
Jea.com	83.8%
Business CC	73.8%

FCR Branches, Call Centers, and jea.com



Easy to Do Business With

Power Quality and Reliability

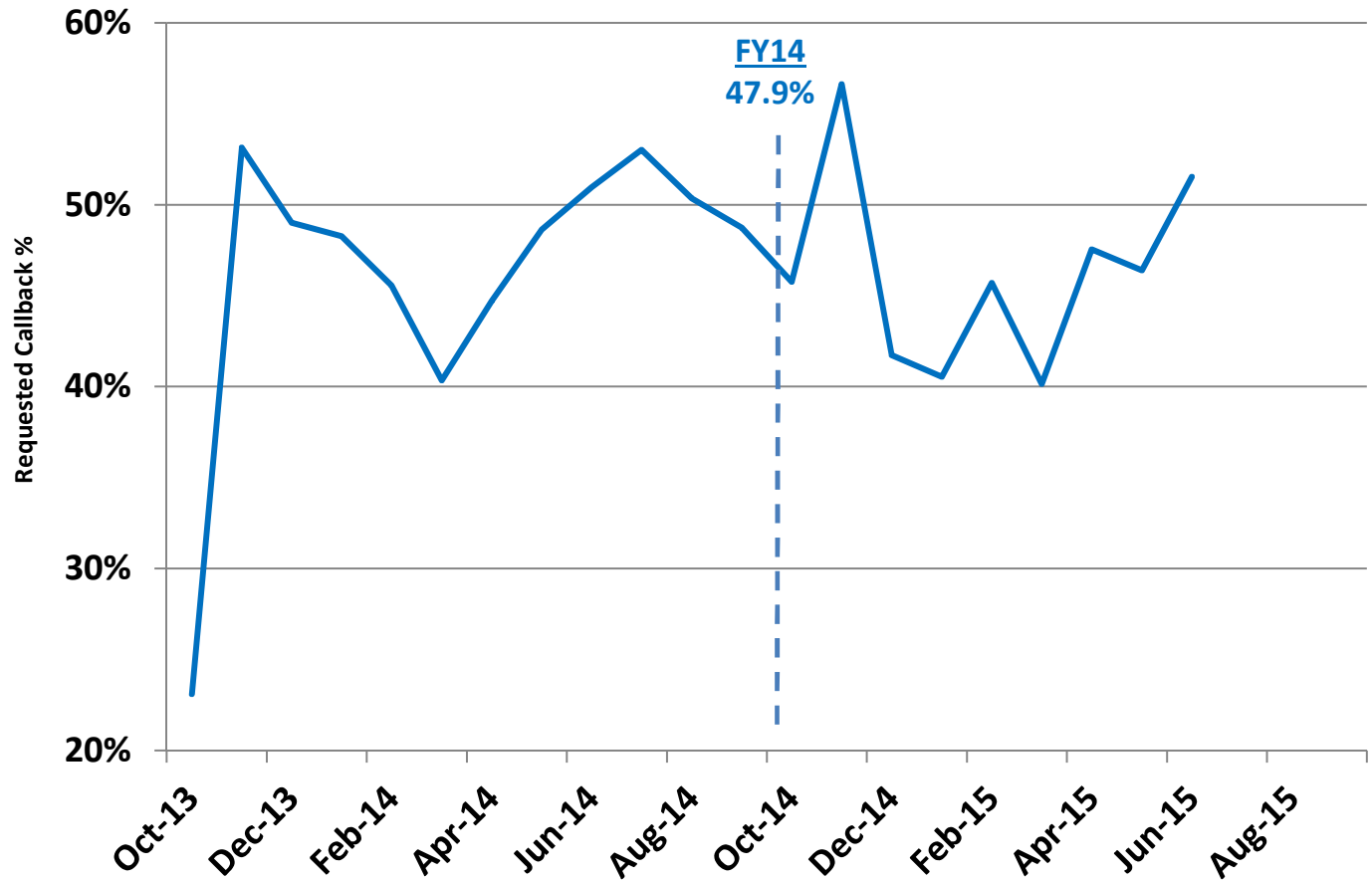
Customers are more satisfied when receiving additional information about their outage and given callbacks when power is restored.

JD Power

“Keeping you informed about outage”

Score	2014	2015 YTD
8 – 10	29.6%	36.4%
< 5	28.0%	28.0%

Customers Requesting a Call Back after an Outage



Empowering Customers to Make Informed Decisions

Billing & Payment

Customer Solution Participation	2015 Goal	FY14	FY15	Status
e-Billing Participation	62,000	48,900	57,517	On Track
Budget Bill Participation	30,000	15,394	18,294	Not On Track
Auto Pay Participation	35,012	25,012	28,353	Not On Track
JEA MyWay Participation	8,750	5,675	7,655	On Track

Developing both long and short term action plan for MyBudget based on recently completed research.

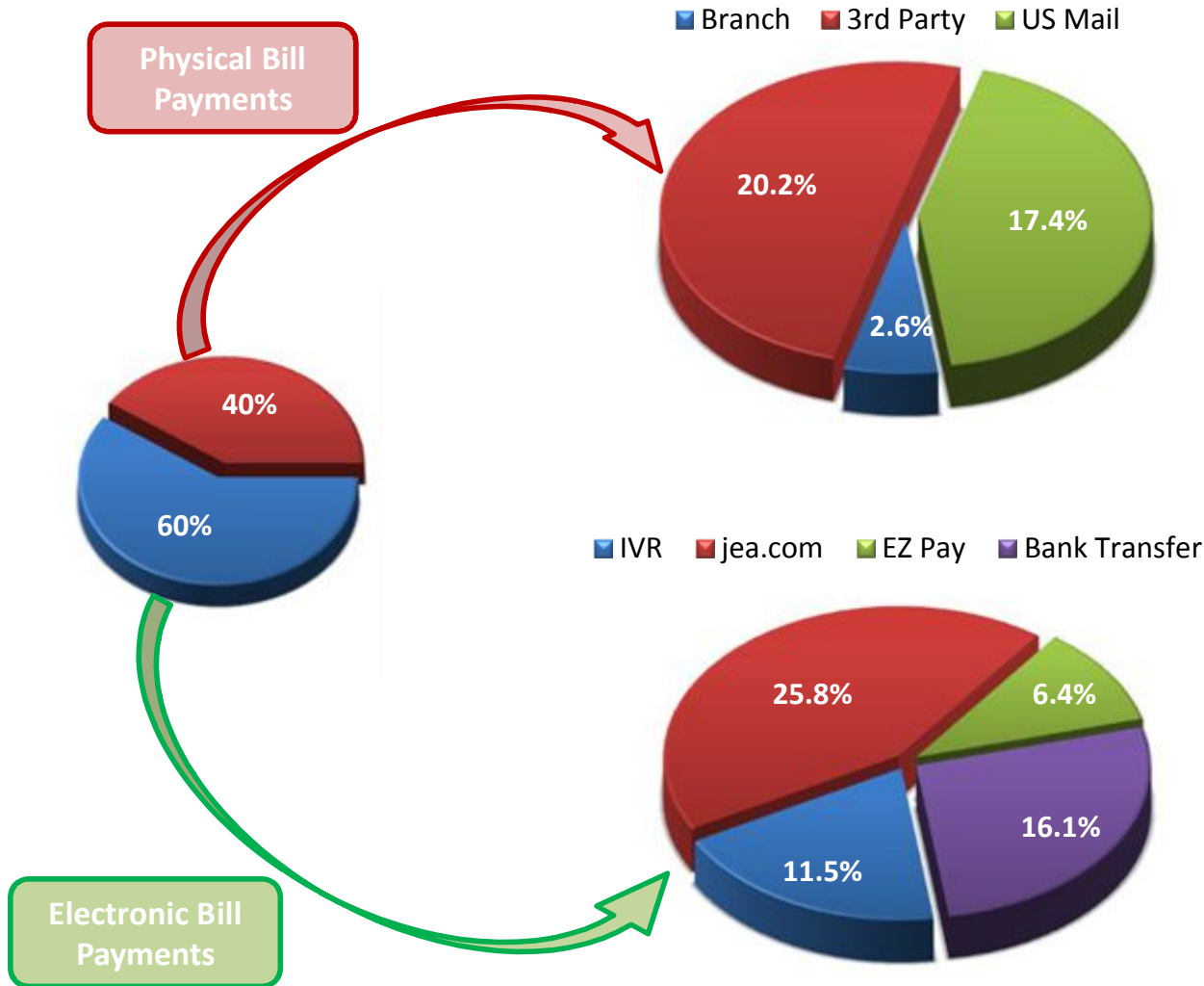
One short term objective is to conduct an e-mail campaign targeted towards specific segment identified in recent survey.

	FY15	Industry Benchmark*
e-Bill	14.7%	14.5%
Budget Bill	4.7 %	11.0%
Auto Pay	7.2%	14.0%
*2013 IOU Benchmark Median		



Empowering Customers to Make Informed Decisions

Billing & Payment



Electronic Payment methods provide a true win-win for JEA and the Customer – higher satisfaction and lower transaction cost

FY2015

	FY15	Industry Benchmark
Electronic Transaction	59.8%	51.5%

*2013 IOU Benchmark Median

2015 Electronic Transaction	Goal:
60%	

Empowering Customers to Make Informed Decisions

Communication

Communicating with customers about utility programs and services that impact them is a key driver to satisfaction

JDP Comm Awareness

Residential

FY13	48.8%
FY14	51.9%
FY15	53.4%

Commercial

FY13	53.4%
FY14	55.7%
FY15	68.7%



The Great Apple Watch™ Giveaway



Communication Channels

FY15

Volume: 318,382,874

- **e-Com**
(jea.com, email, social)
18,511,685
- **Paid Media**
(Radio, TV, Print)
89,855,103
- **Community Engagement**
(Events, Workshops)
400,801
- **Other Communication**
(Bill Inserts, Brochures,
9,744,120
- **Earned Media**
199,871,165



Demonstrating Community Responsibility

Corporate Citizenship

Giving back to our community through volunteering is foundational as a community-owned utility

June— 90 Volunteers

- Food Fight benefitting Lutheran Social Services
- Sulzbacher Center for the Homeless
- Feeding NE Florida Food Bank
- Sulzbacher Center for the Homeless
- Habijax Build

July—Vol. Events

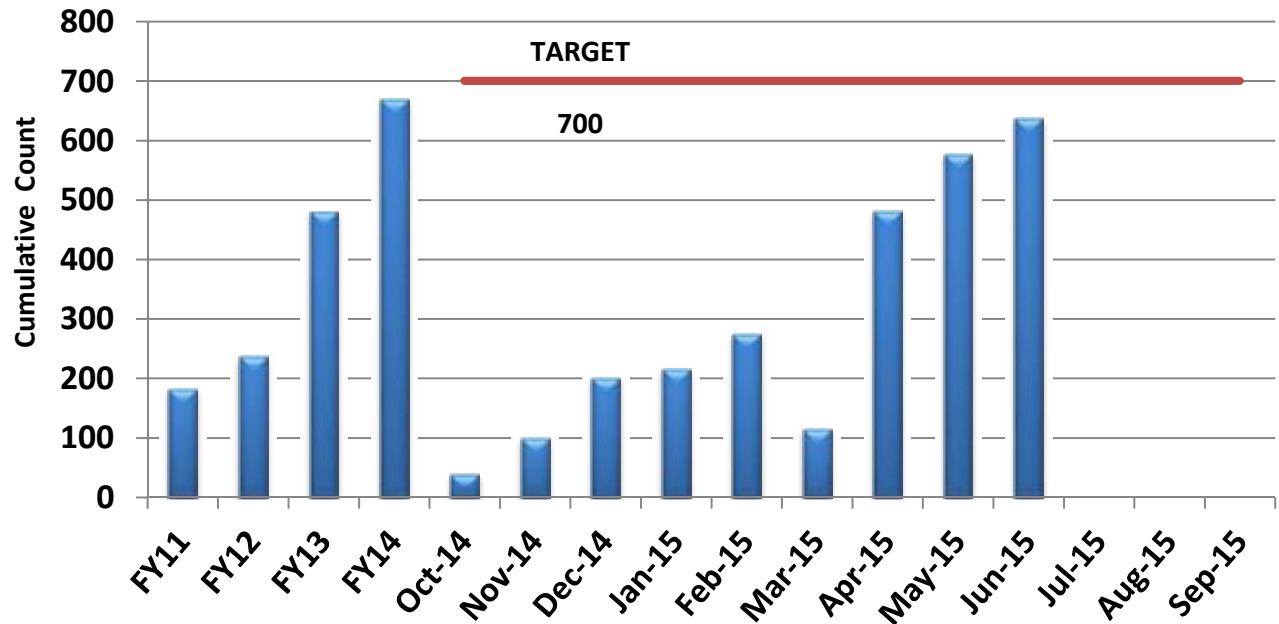
- Aging True – July 16
- Feeding NE Florida Food Bank – July 17
- Jax Community and Family Awareness Expo – July 17 and 18
- Aging True – July 23
- Hubbard House – July 24



Eileen White Hill
Executive Assistant
JEA Employee
Volunteer
of the Month



JEA Employee Volunteer Participation Community Service



Demonstrating Community Responsibility

Corporate Citizenship

JEA Ambassadors are engaging customers throughout our community in a greatly expanded way.

FY15 Activities:

- Speakers Bureau—64
- Facility Tours—24
- Community Events—47
- Educational Partnership Activities—35



Shellina Reeves shares info at Lutheran Social Services Head Start Health Fair

JEA Ambassador Program



JEA Ambassadors at Home Buyers Expo: Doug Chrystie, Karen Blutcher, Brian Pippin and Dan Copeland stand ready to educate JEA customers on energy/water conservation and our customer solutions at UNF. Our Home Owner's 12 Month Maintenance Tips handout was a big hit.



Summer 2015 Annual Caregiver Expo: JEA Ambassadors participated in this event hosted by the Caregiver Coalition of NE Florida. We are always delighted to answer our customers' questions on energy and water conservation and refer them to our CCCs for questions specifically about their bill.

Demonstrating Community Responsibility

Corporate Citizenship: Environmental

DSM Programs & Participation	2015 Goal	FY14	FY15	Status
Efficiency Assessment	22,400	24,462	15,978	On Track
Electric Efficiency Online Assessment	15,100	14,975	8,571	Not On Track
Electric and Water Efficiency in-home Assessment	8,900	8,967	6,958	On Track
Irrigation Efficiency at home Assessment	500	520	449	On Track
Invest Smart & Shop Smart	70,290	65,313	68,739	On Track
Neighborhood Energy Efficiency	1,132	1,140	756	On Track
Electric Vehicle Rebates	150	N/A	31	Not On Track



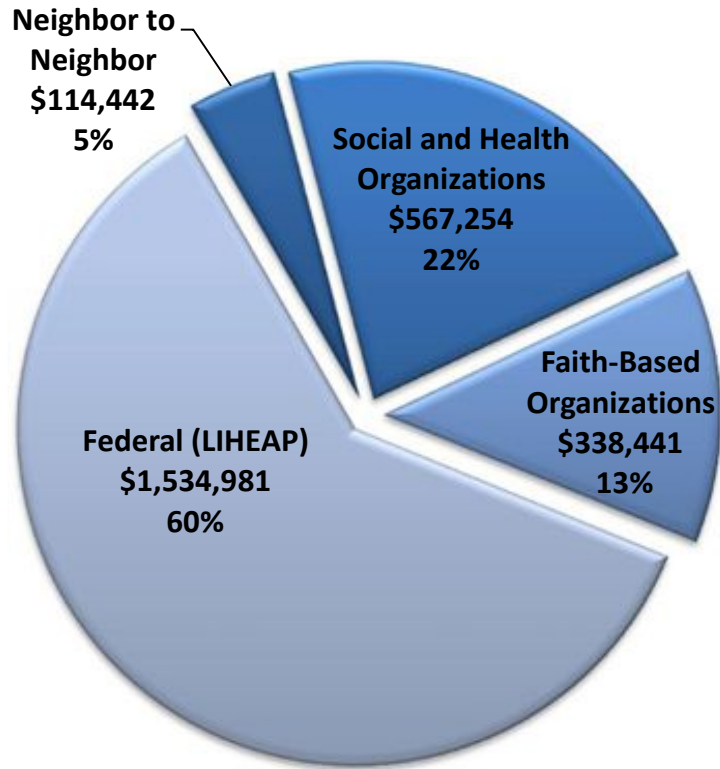
L-R: Jerome Williams, Jason Chesser, JEA NEE Program Manager Payson Tilden, Cliff Ford

GoodCents Energy has recognized JEA’s Neighborhood Energy Efficiency team with an annual Excellence Award for their performance in customer satisfaction. The team’s scores are excellent on all client evaluation and production reports, and they have hit targeted goals every year since 2009. Great Job Team!



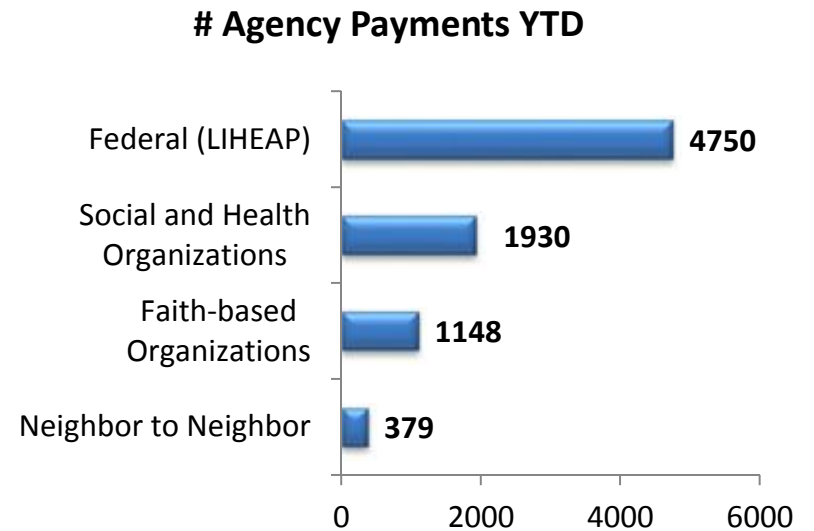
Demonstrating Community Responsibility

Corporate Citizenship: Customer Assistance Funding



FY15 YTD
\$2,555,118

29 agencies provided 970 utility payments in June 2015 totaling \$295,240



YTD Agency Payments
8,164

Demonstrating Community Responsibility

Corporate Citizenship: Customer Assistance

JEA works with customers during times of financial stress, offering assistance through Payment Plans and Payment Arrangements

Write-offs YTD

Combined – 0.16%
Residential – 0.15%
Commercial – 0.01%

Receivables YTD

< 30 Days = 84.08%
Goal > 82%

> 90 Days = 1.74%
Goal < 2%

Active Customer Count

