



Board of Directors Workshop
Tuesday, November 17, 2015
8th Floor
12:00 PM

1. Safety Briefing
2. Planning for 2030 – Brad Kitchens, President and CEO, ScottMadden, Inc.
3. Water Industry Trends and Challenges – Pat Davis, Vice President, Hazen & Sawyer, Inc.
4. Setting of JEA Strategic Goals – Melissa Dykes, Chief Financial Officer
5. FY2015 Pay for Performance Program – Angie Hiers, Chief Human Resources Officer
6. FY2016 Pay for Performance Program – Angie Hiers, Chief Human Resources Officer
7. FY2015 CEO Performance – Paul McElroy, Chief Executive Officer
8. FY2016 CEO Goals – Paul McElroy, Chief Executive Officer