

JEA COMPENSATION COMMITTEE MINUTES
January 6, 2017

The Compensation Committee of JEA met on Friday, January 6, 2017, in the 8th Floor Conference Room, JEA Plaza Tower, 21 W. Church Street, Jacksonville, Florida.

Agenda Item I – Opening Considerations

- A. Call to Order – Committee Chair Kesler called the meeting to order at 1:00 PM with Members Tom Petway and Kelly Flanagan in attendance. Also present were Paul McElroy, Angie Hiers, Melissa Dykes, Mike Hightower, Jody Brooks, Judi Spann and Gerri Boyce.
- B. Adoption of Agenda – The Agenda was adopted on **motion** by Mr. Petway and second by Ms. Flanagan.
- C. Approval of Minutes – The November 8, 2016 minutes were approved on **motion** by Ms. Flanagan and second by Mr. Petway.

Agenda Item II – New Business

- A. Weighting of Fiscal Year 2017 CEO Goals – Angie Hiers, Chief Human Resources Officer, at the request from the Board, Ms. Hiers reviewed the methodology and recommended weights for the FY2017 CEO Goals. Upon **motion** by Ms. Flanagan and second by Mr. Petway, the Committee held discussions. Ms. Flanagan motioned to modify the weighting of the first quartile rankings for Residential and Commercial J.D. Power Customer Satisfaction Ratings to 1% for residential and 1% for commercial. Upon a unanimous vote, the Committee approved the revised weights for the FY2017 CEO Goals as amended. This item will be presented to the full Board for approval at the January 17, 2017 meeting.
- B. Performance Management and Pay Practices – Paul McElroy, Managing Director/CEO, discussed the current Pay for Performance Program. The Committee held discussions and requested assistance to procure a consultant to review the compensation practices and provide an update to the Committee at a later date.
- C. Other New Business – none
- D. Announcements – The next meeting will be scheduled as appropriate.
- E. Adjournment – With no further business claiming the attention of this Committee, the meeting was adjourned at 1:50 PM.

APPROVED BY:

Delores Kesler, Committee Chair
Date: _____

Submitted by:

Cheryl Mock
Executive Assistant