

JEA CEO SEARCH COMMITTEE MINUTES
October 31, 2018

The CEO Search Committee of JEA met on Wednesday, October 31, 2018, in the 8th Floor Conference Room, JEA Plaza Tower, 21 W. Church Street, Jacksonville, Florida.

Agenda Item I – Opening Considerations

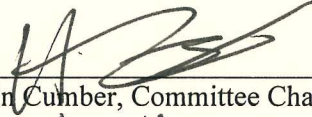
- A. Call to Order – Committee Chair Cumber called the meeting to order at 1:00 PM. Present were Committee Chair Cumber, Board Chair Alan Howard, April Green and John Campion. Also in attendance were Jody Brooks, Vice President & Chief Legal Officer, Angie Hiers, Vice President & Chief Human Resources Officer, Council Member Matt Schellenberg and Kay Fuhrman, Partner, Heidrick & Struggles (H&S).
- B. Adoption of Agenda – The agenda was adopted on **motion** by Chair Howard and second by Mr. Campion.
- C. Approval of Minutes – July 16, 2018 – On **motion** by Chair Howard and second by Ms. Green, the July 16, 2018 CEO Search Committee minutes were unanimously approved.

Agenda Item II – New Business

- A. Discussion and Short List of Candidates – Committee Chair Cumber thanked the Committee Members for their time commitment. Committee Chair Cumber provided the Committee Members with today’s process stating the Committee would review and discuss each candidate individually and he will call for a motion and a vote to select the short list of candidates. Committee Members held discussions regarding the process. Board Chair Howard noted he interviewed candidates telephonically due to a family emergency. Committee Chair Cumber called upon Ms. Brooks who stated this meeting is a publicly noticed meeting; however, the agenda does not call for a public comment period. Each Committee Member provided comments on the quality of the candidates. Committee Chair Cumber called upon each Committee Member to provide individual comments regarding each candidate including: Michael L. Deggendorf, Cris Eugster, Pamela Hill, Mark Ianni, Frankie McDermott, Terrance P. Naulty, Andrew M. Serri and Aaron F. Zahn. Committee Chair Cumber noted candidate numbers 3 and 9 withdrew from the interview process. Board Members held additional discussions about the process going forward and noted November 13, 2018 will be held for individual Board Member meetings with the candidates and November 27, 2018 will include interviews with the finalists at the regularly scheduled Board Meeting. Committee Members took a vote on each candidate and concluded with the short list of Cris Eugster, Pamela Hill, Frankie McDermott and Aaron Zahn.
- B. Next Steps – Committee Chair Cumber called upon Ms. Fuhrman to review next steps. Chair Cumber reiterated the Board Members will hold individual interviews on November 13, 2018; final interviews will be held during the regularly scheduled Board Meeting on November 27, 2018; and a back-up date will be held at the regularly scheduled JEA Board Meeting on December 11, 2018. Committee Members held discussions regarding the background check process. Ms. Fuhrman stated H&S will conduct 360 degree reference checks, as well as verify education. Additional background checks will be conducted through a 3rd party vendor. Committee Members held discussions and requested the finalist to come back on November 13, 2018 for in-person interviews if they are available.
- C. Announcements
 - 1. No additional CEO Search Committee Meetings are needed at this time.

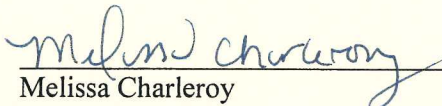
D. Adjournment – With no further business claiming the attention of this Committee, the meeting was adjourned at 2:32 PM.

APPROVED BY:



Husein Cumber, Committee Chair
Date: 12-11-18

Submitted by:



Melissa Charleroy
Executive Assistant