JEA BOARD OF DIRECTORS MEETING MINUTES
November 18, 2025

The JEA Board met in regular session at 9:00 am on Tuesday, November 18, 2025, on the 1st Floor, 225 North Pearl Street, Jacksonville, FL. The meeting was properly noticed, and the public was invited to attend this meeting in-person at the physical location and virtually.

WELCOME

Meeting Called to Order – Board Chair General Joseph DiSalvo called the meeting to order at 9:00 am. Board members in attendance were Vice-Chair Rick Morales, Secretary MG Orender, Arthur Adams, John Baker, Worth McArthur, and Kawanza Suarez.

Others in attendance were Vickie Cavey, Managing Director/CEO; Jody Brooks, Chief Administrative Officer; Ted Phillips, Chief Financial Officer; Kurt Wilson, Chief of Staff; Rob Zammataro, Chief Water Systems Officer; Ricky Erixton, Chief Electric Systems Officer; Diane Moser, Chief Human Resources Officer; Steve Selders, Chief Information Officer; Dr. Charles Moreland, Chief Customer Experience Officer; Joe Orfano, Deputy Chief Financial Officer; Jordan Pope, Senior Vice President, Administrative Services; Hai Vu, Senior Vice President Water Wastewater Operations; Garry Baker, Senior Vice President Electric Delivery; Rebecca Lavie, Office of General Council; Ron Salem, Counsel Liaison; and Sheree Brown, Manager, Board Services.

Time of Reflection – A moment of reflection was observed by all.

Adoption of the Agenda – On ***motion*** by Vice-Chair Morales and seconded by Mr. Baker, the agenda was approved.

Safety Briefing – Brandon Edwards, Director, Security & Emergency Preparedness presented the safety briefing.

COMMENTS / PRESENTATIONS

Comments from the Public – Ms. Brooks provided instructions for public comments.

Valerie Gutierrez spoke to the Board regarding the five unions and their contributions to local food banks, as well as her appointment as JEA Supervisors Association (JSA) President.

John Nooney spoke to the Board about activity in local parks, cannabis dispensaries, electric vehicles, the Riverfront Alliance, and public access to waterways.

Acknowledgement – Chair DiSalvo acknowledged Mr. Michael Fackler, General Counsel, City of Jacksonville.

Council Liaison Comments – Council Member Ron Salem noted that he had a prior commitment and would need to depart the meeting at 10:00 am.

Managing Director / CEO Comments – Ms. Cavey acknowledged Mr. Alan Kellam, Power Plant Operator, for providing a Northside Generating Station photograph used in the presentation. Ms. Cavey highlighted Board member Baker's visit to the H2.0 Purification Center, with Mr. Baker noting its value for community water education.

Ms. Cavey recognized JEA representatives' participation in the Associated Industries of Florida Water Forum held in Orlando, FL, on October 24, 2025, and commended Ryan Popko, Manager, Water/Wastewater Engineering and Juan Bedoya, Manager, Water and Sewer Preventive Maintenance for receiving the First Coast Manufacturers 2025 Outstanding Employee Award for their leadership in water initiatives.

Ms. Cavey congratulated JEA's Community Engagement team for earning Florida Municipal Electric Association's (FMEA) Building Strong Communities Award and noted the team's efforts in various JEA programs. Ms. Cavey acknowledged recipients of JEA's Light it forward Awards for supporting vulnerable customers.

Ms. Cavey recognized JEA's "Fecal Matter Team" for achievements at the Water Environment Federation's Technical Exhibition and Conference (WEFTEC) Operations Challenge, held in Chicago, IL from September 27 – October 1, 2025. Team members were recognized by Jackie Scheel, Director, Water/Wastewater Delivery and Collection.

Ms. Cavey recognized the Lineman team for their achievements at the 2025 International Lineman's Rodeo, held in Overland Park, KS in October 2025. Rocky Waldrop, Manager, Energy Construction and Maintenance recognized team members for their great work.

Ms. Cavey commended Board member Mr. McArthur for his participation as keynote speaker for JEA's annual Veteran's Day Celebration. Mr. McArthur gave an overview of the program.

Ms. Cavey noted that an update on the septic tank phase out program will be provided during the January 27, 2026 Board meeting.

Chair DiSalvo extended kudos on the efforts noted in Ms. Cavey's comments.

JEA Performance Update

Corporate Scorecard – Juli Crawford, Senior Vice President, Finance, provided updates through October 2025, to include employee engagement, safety metrics, residential customer bills, total spend, O&M, fuel and purchase power, capital expense, and operational metrics to include electric, water and sewer reliability, clean energy consumption, sanitary sewer overflows, and technology availability. This presentation was received for information.

Financial Update – Ms. Crawford provided an update for FY26 year-to-date through October on the electric and water system revenue and expenditures, electric cost per MWh, electric and water systems, O&M actuals, capital budget, cash investments, and financial metrics. This presentation was received for information.

Questions from Board members on JD Power's rating methods and future ratings were addressed by Dr. Moreland and Ms. Cavey. Ms. Crawford noted first contact resolution and customer loyalty as new metrics for business excellence. Ms. Cavey added that leadership will land on an employee engagement survey before year end.

Mr. Morales exited the meeting at 9:43 am and returned at 9:44 am.

ITEMS FOR BOARD CONSIDERATION AND COMMITTEE REPORTS

Consent Agenda

The Consent Agenda consists of agenda items that require Board approval but are routine in nature or have been discussed in previous meetings of the Board.

On ***motion*** by Ms. Suarez and seconded by Mr. Morales, all Consent Agenda items were approved.

JEA Board of Directors Meeting Minutes – September 23, 2025
Transmission Rollover; Resolution 2025-56
Continuing Services Contracts Over $50 Million; Resolution 2025-54
FY25 Year-End Budget Transfers; Resolution 2025-57
FY26 Delegated Authority of Budgetary Transfers; Resolution 2025-58

Capital Projects Committee Report – Committee Chair Morales provided a review of the October 31, 2025 agenda items:

H2.0 Purification Center Entrance Road Improvements – Chair Morales recapped the committee's recommendations for Board approval of $600k to increase the maximum indebtedness to $84,106,772.37 to The Haskell Company for the H2.0 Purification Center entrance road project.

On ***motion*** by Mr. Baker and seconded by Ms. Suarez, the Board unanimously approved and adopted an increase to the maximum indebtedness to The Haskell Company for the H2.0 Purification Center entrance road project, bringing the total approved amount to $84,106,772.37, and adopted Resolution 2025-55.

Remaining committee topics received for information:
Major Project Updates
183kV / 230kV Fulton Cut Replacement Update
Combined Cycle Update

Finance, Governance, and Audit Committee Report – Committee Chair Orender provided a review of the November 12, 2025 agenda items:

Modifications to Miscellaneous Charges and Fees – Chair Orender recapped the committee's recommendation for Board approval to adopt modifications to the Miscellaneous Charges and Fees Documents.

On ***motion*** by Chair Orender and seconded by Mr. McArthur, the Board unanimously approved modifications to the Electric System and Water and Sewer System Miscellaneous Charges and Fees documents, and adopted Resolution 2025-50.

Downtown Water Treatment Plant – Authorization for Condemnation – Chair Orender recapped the committee's recommendation for Board approval to authorize acquisition of a 2.08-acre site located downtown, adjacent to an existing water main through condemnation.

On ***motion*** by Chair Orender and seconded by Mr. Baker, the Board unanimously approved authorization of acquisition through condemnation should negotiations prove unsuccessful and adopted Resolution 2025-51.

FY25 Internal Audit Results / FY26 Internal Audit Plan – Chair Orender recapped the committee's recommendation to approve the FY26 Internal Audit Plan.

On ***motion*** by Chair Orender and seconded by Mr. Adams, the Board unanimously approved the FY26 Internal Audit Plan and adopted Resolution 2025-59.

Remaining committee topics received for information:
Quarterly Financial Review
Annual Disclosure Report Procedure
Board Governing Documents: Board By-Laws and Board Policy Manual
Annual Board Self-Evaluation

DEVELOP AN UNBEATABLE TEAM

Collective Bargaining Unit Agreements – Ms. Moser, Chief Human Resources Manager, provided an overview of JEA's labor relations landscape and presented the following four collective bargaining agreements for Board consideration and approval: Professional Employees Association (PEA), American Federation of State, County, and Municipal Employees (AFSCME) Local 429, JEA Supervisors Association (JSA), and International Brotherhood of Electrical Workers (IBEW) Local 2358. All four agreements cover a three-year term from October 1, 2025 – September 30. 2028. Contracts will require final approval at the January 13, 2026 City Council meeting.

Council Liaison Salem exited the meeting at 10:00 am

On ***motion*** by Mr. Morales and seconded by Mr. Orender, the Board unanimously approved all four collective bargaining agreements and their submission to the City Council for consideration and adopted Resolution 2025-61 (PEA), Resolution 2025-62 (AFSCME), Resolution 2025-63 (JSA), and Resolution 2025-64 (IBEW).

DELIVERING BUSINESS EXCELLENCE

Surface Water Discharge Elimination (SWDE) Plan – Mr. Zammataro, Chief Water Systems Officer, provided an overview of the Surface Water Discharge Elimination (SWDE) Plan, including historical context and recent developments. Mr. Zammataro highlighted the St. Johns River Water Management District's adoption of the Water First Project as part of its Minimum Flows and Levels (MFLs) Strategy. Mr. Zammataro outlined the benefits of the partnership between JEA and the Water Management District and presented staff's request for Board approval of JEA's funding participation in support of the project.

Mr. Zammataro answered Ms. Suarez's question regarding community feedback on the project. Mr. Baker and Ms. Cavey added comments.

On ***motion*** by Ms. Suarez and seconded by Mr. Baker, the Board unanimously approved modifications of the Surface Water Discharge Elimination (SWDE) Plan to include the Water First North Florida Project, authorized the Managing Director/CEO to negotiate agreements with participating agencies providing for JEA funding of up to 40% of the project cost, not to exceed $400 million, and adopted Resolution 2025-53.

Florida Power and Light (FPL) Power Purchase Agreement (PPA) Capacity Increase – Mr. Garry Baker, Senior Vice President, Electric Delivery, provided an overview of the FPL and 200MW PPA and Transmission project and requested authorization of an increase in transmission service. Mr. Baker explained the need for an increase in the PPA up to an additional 100 MW starting January 1, 2027 to meet JEA's energy demand growth. Mr. Baker noted The Energy Authority is negotiating on JEA's behalf.

Mr. Baker, Mr. Erixton, and Mr. Orfano answered questions from Secretary Orender regarding the cost of energy received from FPL compared to Vogtle. Mr. Baker commended staff's efforts on the project.

On ***motion*** by Mr. Morales and seconded by Mr. Adams, the Board unanimously approved increasing the FPL PPA of up to 100MW for approximately $227.2M and an increase of up to 100MW transmission service at approximately $33.1M, and adopted Resolution 2025-60.

Grants and External Funding – Janie Smalley, Grants Manager, introduced the grants team and presented on external funding projects, total requests, costs, and submission timelines. Ms. Smalley expounded on grant phases and provided details on amounts awarded. This presentation was for information.

Mr. Adams commended the program and its success. Mr. Morales also thanked the team for their efforts and its helpful impact on the community. Chair DiSalvo echoed comments and added while efforts are under the radar, the team has done a great work.

OTHER BUSINESS AND CLOSING CONSIDERATION

Old and Other New Business / Open Discussion – None

Chair's Report – Chair DiSalvo noted that today's meeting is the last Board meeting of the year and thanked Board members for their work this year noting that a lot was accomplished. Chair DiSalvo gave a brief outline of work completed, including K3 Strategies initiatives, the naming of Vickie Cavey as permanent CEO, several successful rating agency meetings, committed to the Combined Cycle plan, Fulton Cut progress, other capital projects underway with great traction, transition to the Normandy Village Utility receivership, and many other initiatives. Chair DiSalvo thanked Committee Chair Morales for his leadership of the Capital Projects Committee and Committee Chair Orender for his leadership of the Finance, Governance, and Audit Committee. Chair DiSalvo thanked the Executive Leadership, directors, managers and entire JEA workforce on behalf of the Board of Directors for exceptional services and dedication with special mention of Ms. Cavey. Chair DiSalvo wished all a Happy Thanksgiving and blessed holiday season.

Announcements – Next Board meeting January 27, 2026

Adjournment – With no further business coming before the Board, Chair General DiSalvo declared the meeting adjourned at 10:34 am.

APPROVED BY:

JEA Board Secretary

Date: 1-27-2026

Board Meeting Recorded by:

Sheree Brown

Sheree Brown
Board Services Manager