

JEA BOARD OF DIRECTORS MEETING MINUTES
March 31, 2026

The JEA Board met in regular session at 9:00 am on Tuesday, March 31, 2026, 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 via livestream.

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; Rob Zammataro, Chief Water Systems Officer; Dr. Charles Moreland, Chief Customer Experience Officer; Diane Moser, Chief Human Resources Officer; Steve Selders, Chief Information Officer; Joe Orfano, Deputy Chief Financial Officer; Jordan Pope, Senior Vice President, Administrative Services; Juli Crawford, Senior Vice President, Finance; Hai Vu, Senior Vice President, Water/Wastewater Operations; Kristy Gavin, Chief Legal Officer, Office of General Counsel; Ron Salem, Council Liaison; Melissa Dalton, Director, Board and Administrative Services; and Sheree Brown, Manager, Board Services.

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

Adoption of the Agenda – On *motion* by Secretary Orender and seconded by Mr. Adams, the agenda was approved.

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

COMMENTS / PRESENTATIONS

Comments from the Public – Denise Scott spoke to the Board about capacity fees and current events.

Jody Brooks, Chief Administrative Officer, requested speakers' names and addresses for the record.

Susan Hughes, former JEA Chief Human Resource Officer, spoke to the Board on JEA's CEO leadership and Board appointments.

Ronnie Burris, Laborers' International Union of North America, spoke to the Board about employees and Board members communication.

Council Liaison's Comments – Ron Salem, Council Liaison, had no comments.

Managing Director / CEO Comments – Ms. Cavey deferred to Chair DiSalvo. Chair DiSalvo recognized Cedric Burney, Utility Field Technician, and Charles Mitchell, Utilities Pipefitter Assistant, for excellent

customer service. Kyle Schoettler, Director, Water/Wastewater Maintenance Systems Operations & Response, was also present.

Ms. Cavey commented on the March 2026 rating agency meetings held at JEA headquarters, attended by delegates from Fitch Ratings, Inc., S&P Global Ratings, Inc., and Moody's Ratings, Inc. Ms. Cavey reported on her travel to New York with Ted Philips, Chief Financial Officer; Joe Orfano, Deputy Chief Financial Officer; Juli Crawford, Senior Vice President, Finance; and A.J. Souto, Treasurer, for the J.P. Morgan 2026 Public Finance Transportation and Utility Investors Forum.

Ms. Cavey called for A.J. Souto, Treasurer, to provide an update on feedback received from investors and rating agencies.

Ms. Cavey commented on the March 9, 2026, Southeastern Electric Reliability Council Reliability Corporation Critical Infrastructure Protection (CIP) Compliance Training, JEA's state grant awarded by the Florida Department of Environmental Protection, Field Management System and Outage Management System's "GO-LIVE" event on March 22, 2026, Human Resources' participation in the Dynamic-Con event on March 6, 2026, Women's History Month Breakfast on March 24, 2026, the Extended Leadership Team meeting held March 25, 2026, and concluded with JEA's participation in the March 13-14, 2026, Florida Municipal Electric Association (FMEA) Lineman Competition in Tallahassee, FL.

Chair DiSalvo commented on his attendance and the team's incredible work at the FMEA competition.

JEA Performance Update

Corporate Scorecard – Ted Phillips, Chief Financial Officer, provided FY26 year-to-date updates through February 2026, including safety metrics, employee retention rate, customer satisfaction and loyalty, and first-contact resolution. Mr. Phillips reported on operational metrics, including electric and water days of liquidity, water reliability pressure, debt service coverage, debt-to-asset ratio, fixed-charge coverage, reliability, and technology. Mr. Phillips discussed JEA's average bill compared to those of major cities in Florida. This presentation was received for information.

Mr. McArthur commented on his interest in seeing that the bill comparison was a mix of both municipal utilities and investor-owned utilities, and noted he was pleased with JEA's benchmarking.

Financial Update – Mr. Phillips provided the financial update on FY26 year-to-date through February 2026. Mr. Phillips reported 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.

Ms. Crawford answered questions from Chair DiSalvo regarding the anticipated timeframe for weather conditions to affect customers' bills.

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 Mr. Baker and seconded by Ms. Suarez, all Consent Agenda items were approved.

Executive Committee Minutes – February 11, 2026

Executive Committee Minutes – March 2, 2026

Board Meeting Minutes – February 24, 2026

Proclaim April as Water Conservation Month – Resolution 2026-11

Civil Service Board Appointment – Resolution 2026-14

Executive Committee Report – March 2, 2026 – Committee Chair DiSalvo provided a review of the agenda item, highlighting the proposed Slate of Board Officers. On *motion* by Mr. Baker and seconded by Ms. Suarez, the Board unanimously approved the new slate of Officers, which will take effect on April 1, 2026.

- Slate of Officers
 - MG Orender, Board Chair
 - Arthur Adams, Board Vice-Chair
 - Worth McArthur, Board Secretary

DELIVERING BUSINESS EXCELLENCE

Reading of Form 8B – Voting Conflict Memorandum for JEA Former Headquarters Disposition – Resolution 2026-04 – Jody Brooks, Chief Administrative Officer, read Form 8B regarding Secretary Orender's statement of conflict on the sale of JEA's former headquarters, as required by the Florida Statutes.

Litigation and Arbitration Update – Jody Brooks, Chief Administrative Officer, provided an update on the litigation and arbitration items that were reported in JEA's audit response to the Office of General Counsel. Updates were provided on The Promenade D'Iberville v. Hanna Construction Co. case and Aaron Zahn v. JEA. This presentation was received for information.

Electric, Water, and Sewer Cost of Service Results – Juli Crawford, Senior Vice President, Finance, and Victor Blackshear, Director, Rates, presented on cost of service results for electric, water, and sewer, which included systems overview, revenue requirements, and a rate hearing path. The electric update included rate studies.

Mr. Blackshear provided a response to Chair DiSalvo's question about whether completing the Buckman project would decrease the cost of processing transported waste. Mr. Blackshear and Ms. Crawford

responded to the Council Liaison's question regarding the city's contribution and capacity fees. This presentation was received for information.

Drought in Northeast Florida – Rob Zammataro, Chief Water Systems Officer, presented on drought conditions across Florida, severe water shortage declaration, and impacts/concerns. This presentation was received for information.

Mr. Zammataro responded to Council Liaison's question on how low water pressures are manifested in a typical home.

Bedford Road Electric Improvements / Normandy US 301 Electric Easements Authorization for Condemnation – Jordan Pope, Senior Vice President, Administrative Services, presented on the Bedford Road easement acquisition and Normandy – US 301 electric easement acquisition, covering background, current status, and financial impact.

Mr. Pope responded to Mr. Adams' request for an explanation of the process that occurs prior to acquiring condemnation.

On *motion* by Mr. Baker and seconded by Mr. Morales, the Board unanimously approved the request to acquire the necessary property rights should negotiations prove unsuccessful and adopted Resolutions 2026-12 and 2026-13.

OTHER BUSINESS AND CLOSING CONSIDERATION

Old and Other New Business / Open Discussion

Chair's Report – Chair DiSalvo provided the results of the CEO evaluation and thanked the Board for participating. Chair DiSalvo gave a statement in response to requests received from the press, City Council, and others regarding recent allegations. Chair DiSalvo recognized individuals involved in the rating agency visits.

Kristy Gavin, Chief Legal Officer, Office of General Counsel, replied to Mr. Baker's comments on receiving the engagement letter, indicating a law firm would be hired to investigate allegations, and Mr. Baker's inquiry about the attorney engagement timeline.

Mr. Adams requested that the Board be kept informed of the progression of the attorney's engagement and investigation.

During the discussion, Chair DiSalvo replied to Council Liaison Ron Salem's question about who initiated the survey.

Chair DiSalvo concluded his comments by congratulating the incoming slate of Board Officers and thanked the Board for its support during his tenure as Board Chair. Mr. Adams thanked Chair DiSalvo for his work as Board Chair.

Announcements – Rates and Capacity Workshop – April 14, 2026, Capital Project Committee meeting May 6, 2026, and the next Board meeting – May 19, 2026.

Adjournment – With no further business coming before the Board, Chair General DiSalvo declared the meeting adjourned at 10:45 am.

APPROVED BY:



JEA Board Secretary

Date: 5/19/26

Board Meeting Recorded by:

Sheree Brown

Sheree Brown
Board Services Manager