JEA BOARD OF DIRECTORS MEETING

JEA Headquarters | 1st Floor | Room 120 A & B | 225 North Pearl Street, Jacksonville, FL 32202
August 25, 2026 | 9:00 a.m.

WELCOME

Meeting Called to Order Time of Reflection Introductions Adoption of Agenda (Action)	MG Orender, Chair
Safety Briefing	Brandon Edwards, Director, Security and Emergency Preparedness

COMMENTS / PRESENTATIONS

Comments from the Public	Public
Council Liaison's Comments	Council Member Ken Amaro
Interim Managing Director / CEO Comments	Jody Brooks, Interim Managing Director / CEO
Florida Municipal Electric Association Professional Excellence Award	Amy Zubaly, Executive Director, Florida Municipal Electric Association
JEA Performance Update • Corporate Scorecard • Financial Update	Juli Crawford, Senior Vice President, Finance

ITEMS FOR BOARD CONSIDERATION AND COMMITTEE REPORTS

Consent Agenda (Action) • Board Meeting Minutes – June 30, 2026 • Special Board of Directors Meeting Minutes – August 14, 2026 • Contract Increase with Prolec–GE Waukesha, Inc. for Power Transformer Supply • Chilled Water Services Contract Extension with UF Health Shands Hospital	MG Orender, Chair

DELIVERING BUSINESS EXCELLENCE

Laborers' International Union of North America (LIUNA) Collective Bargaining Agreement (Action)	Diane Moser, Chief Human Resources Officer
FY2026 External Audit Plan	John DiSanto, Managing Director, EY Jessica Muirhead, Assurance Managing Director, EY

OTHER BUSINESS AND CLOSING CONSIDERATION

Other New Business/Open Discussion

Chair's Report

Announcements

- Capital Projects Committee Meeting – September 15, 2026
- Board Meeting – September 29, 2026

Adjournment

JEA BOARD OF DIRECTORS MEETING

INFORMATIONAL MATERIAL

Appendix A: Board Meeting Minutes – June 30, 2026

Appendix B: Special Board of Directors Meeting Minutes – August 14, 2026

Appendix C: Contract Increase with Prolec–GE Waukesha, Inc. for Power Transformer Supply

Appendix D: Chilled Water Services Contract Extension with UF Health Shands Hospital

Appendix E: Laborers' International Union of North America (LIUNA) Collective Bargaining Agreement

Appendix F: FY2026 External Audit Plan

Appendix G: Contract with Keville Enterprises, Inc. for Water Wastewater Project Support Services

Appendix H: Contract Increase with PTI Transformers LP for Auto Transformer Supply

Appendix I: Contract Increase with Allied Universal Security Services, LLC for Security Services

Appendix J: Contract with Gresco Supply, Inc. for Inventory Transformers

Appendix K: Industry Update

Appendix L: Reserve Fund Quarterly Report

Appendix M: Jacksonville Small and Emerging Business 2026 Q3 Report

Appendix N: Financial Statements – June & July 2026

Appendix O: Public Correspondence

BOARD CALENDAR

September 15, 2026:	Capital Projects Committee Meeting
September 29, 2026:	Board of Directors Meeting
October 19, 2026:	Finance, Governance, and Audit Committee Meeting
October 27, 2026:	Board of Directors Meeting
November 17, 2026:	Board of Directors Meeting

JEA
Building Community
BOARD OF DIRECTORS MEETING
AUGUST 25, 2026

Safety Briefing

Brandon Edwards, Director, Security and Emergency Preparedness

Payton Thompson, Linemaintainer
Colton Lamberti, Linemaintainer

Pearl Street Exit

Monroe Street Exit
Left of the American Flag

County Courthouse Lawn

Safety Briefing
Headquarters

In the event of an emergency, JEA Security will call 911 and coordinate any required evacuation

Emergency Evacuation Route: Exit building via Pearl Street main entrance/exit or Monroe Street exit to the left of the American flag

Assembly Point: Front of Duval County Clerk of Courts (NW corner of Adams St. & Clay St.)

Evacuation or Medical Assist: Notify JEA Security Officer

Hazard & Situational Awareness

Cell Phone & Computer Etiquette

Comments From The Public

Public

Council Liaison’s Comments

Ken Amaro, Council Liaison

Interim Managing Director/CEO Comments

Jody Brooks, Interim Managing Director/CEO

JEA Interns at Brandy Branch Generating Station

Florida Municipal Electric Association Professional Excellence Award

Amy Zubaly, Executive Director,
Florida Municipal Electric Association

JEA Performance Update

Corporate Scorecard

Juli Crawford, Senior Vice President, Finance

Angela Hardmon, Customer Advisor IV
Rodney Sairras, Customer Advisor II
Bre Ricks, Customer Advisor II
Iglasia Una Nation and Norsan Media Back-To-School Event
Saturday, July 18, 2026

FY2026 Corporate Scorecard

Data through July 2026

Unbeatable Team

Employee Retention Rate

98.12%

Target: >= 98%

Customer Loyalty

Overall Customer Sat (OSAT)

3.76

Target: >= 3.89

First Contact Resolution (Monthly)

76.7%

Target >= 78.8%

First Contact Resolution (YTD)

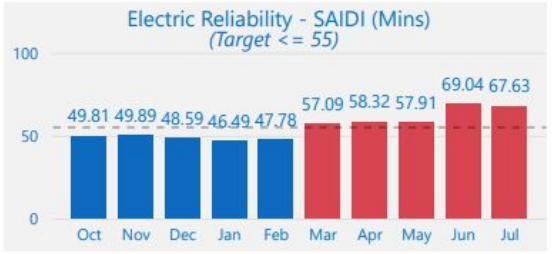
78.1%

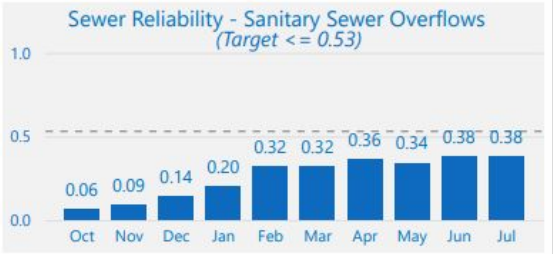
Target >= 78.8%

Business Excellence - Finance

Area	YTD Target	YTD Value
Electric		
Days of Liquidity	>= 150 Days	210 Days
Debt Service Coverage	>= 2.50x	4.11x
Debt To Asset Ratio	<= 50%	45.8%
Fixed Charge Coverage	>= 1.60x	1.62x
Water		
Days of Liquidity	>= 100 Days	570 Days
Debt Service Coverage	>= 2.00x	2.72x
Debt To Asset Ratio	<= 50%	49.6%

Business Excellence - Operations





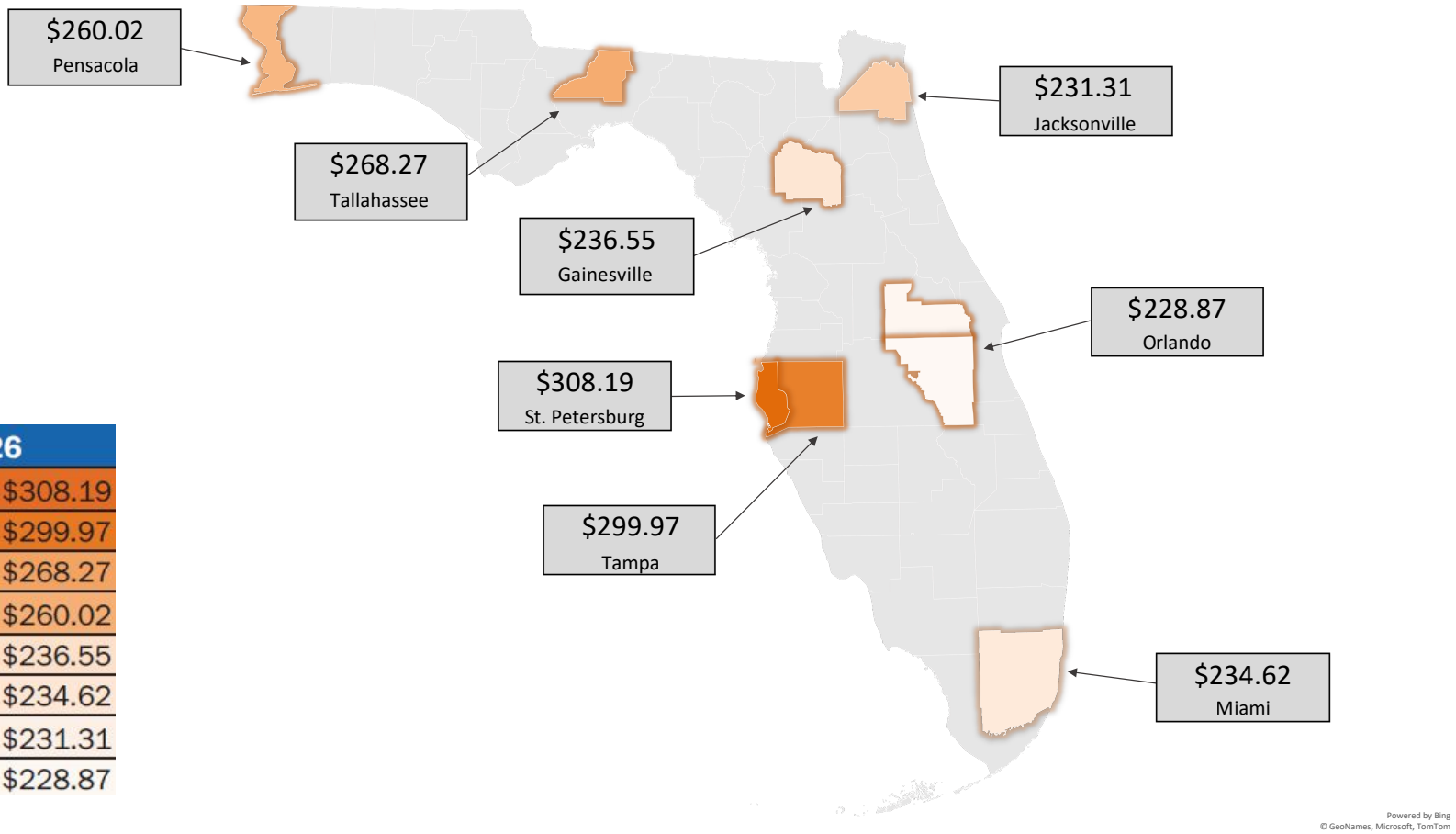
Technology - Mean Time to Restore (Mins)

28.47

Target <= 60

Major Florida Cities Total Residential Bill Comparison

Assumptions: 1,000 kwh for Electric + 6 kgals for Water/Sewer at 5/8” meter



July 2026	
St. Petersburg	$308.19
Tampa	$299.97
Tallahassee	$268.27
Pensacola	$260.02
Gainesville	$236.55
Miami	$234.62
Jacksonville	$231.31
Orlando	$228.87

JEA Performance Update

Financial Update

Juli Crawford, Senior Vice President, Finance

Jacksonville Small and Emerging Business (JSEB) Supplier Summit
Monday, July 13, 2026

Electric System Revenue & Expenditures

FY2026 Year-to-Date through July

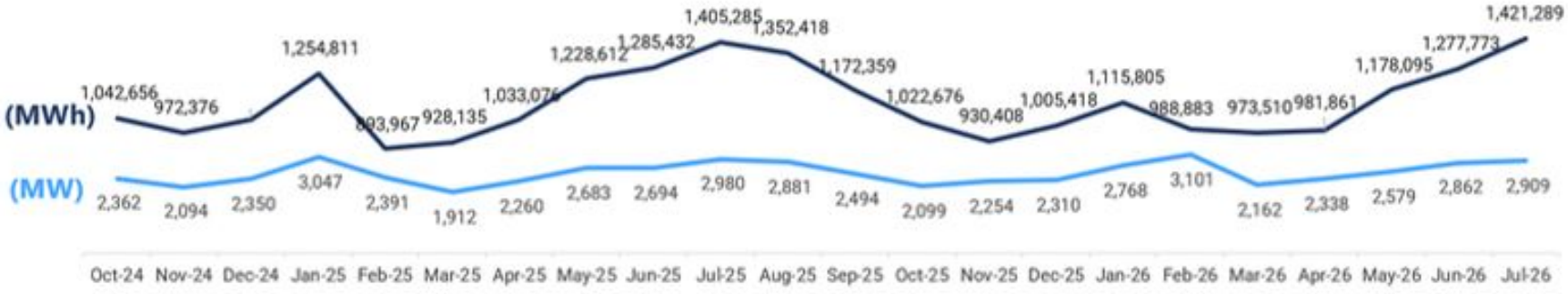
As of Jul 31, 2026	YTD Budget	YTD Actual	Delta	%	
Base Revenue	$767,988,463	$806,793,888	$38,805,426	5.1%	↑
Fuel Rate Revenue	406,251,547	477,740,981	71,489,434	17.6%	↑
Other Revenue	36,073,139	37,278,323	1,205,184	3.3%	↑
Total Revenue	$1,210,313,149	$1,321,813,192	$111,500,043	9.2%	↑
O&M	$268,617,028	$239,687,642	($28,929,386)	-10.8%	↓
Fuel & Purchased Power	406,251,547	477,740,981	71,489,434	17.6%	↑
Debt Service	107,779,198	102,217,787	(5,561,411)	-5.2%	↓
Capital Contribution	116,916,375	116,916,375	0	0.0%	→
City Contribution	117,580,567	117,580,567	0	0.0%	→
Non-Fuel Purchased Power	231,793,114	232,661,890	868,776	0.4%	↑
Other Expenditures	1,792,814	1,551,377	(241,437)	-13.5%	↓
Total Expenditures	$1,250,730,643	$1,288,356,619	$37,625,977	3.0%	↑
Surplus / (Deficit)	($40,417,494)	$33,456,573	$73,874,067		↑

Budget shown without contingency for fuel revenues & expenses, base revenues, and uncollectibles (included in other expenditures)
O&M in this view includes stabilization activity, natural gas commercial and industrial

Revenues are higher than anticipated year-to-date coupled with higher than budgeted fuel expenses

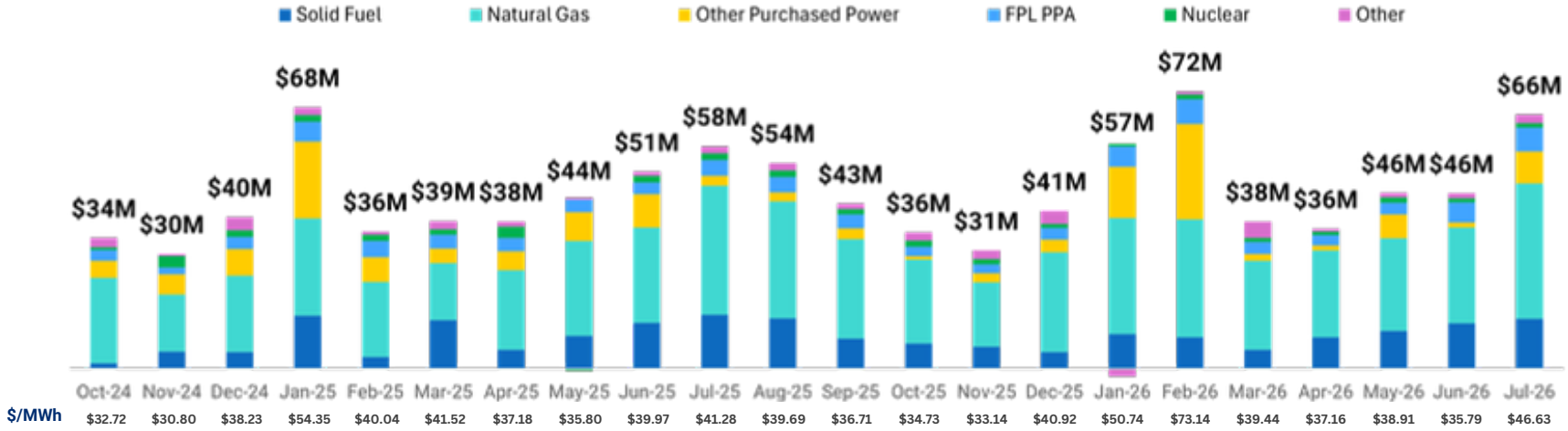
Energy, Peaks, and Fuel Cost per MWh

Net Energy for Load and Peaks



Peaks shown are instantaneous, Natural Gas includes transportation expenses, Solid Fuel includes byproduct disposal and handling

Fuel and Purchased Power Expenses ($ millions)



Fuel Rate

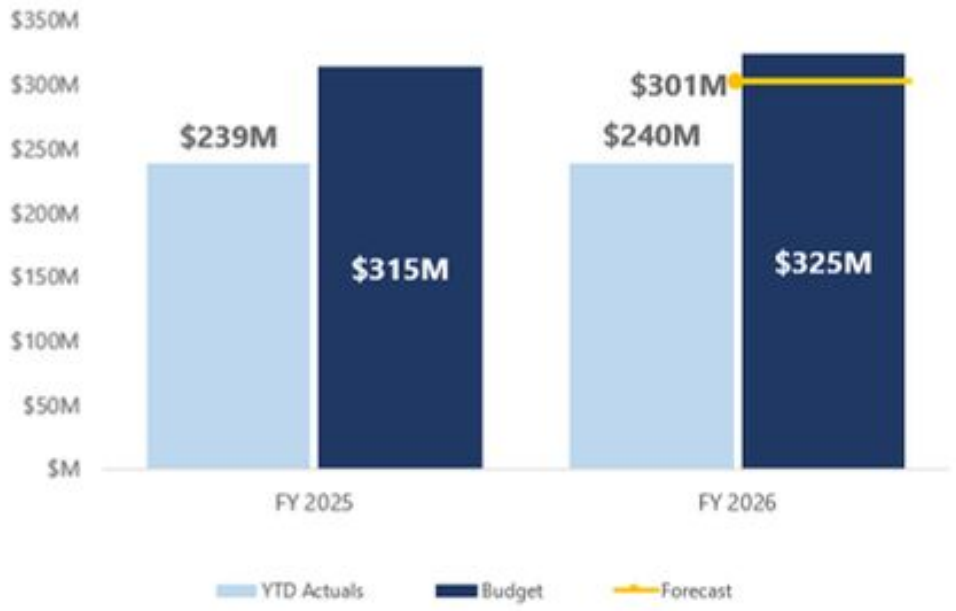
May 2026
$58.63
June 2026
$44.94
July 2026
$43.86
$/MWh

High February 2026 fuel and purchased power costs were recovered in April / May 2026 fuel rates

Electric System O&M and Capital

FY2026 Year-to-Date through July

O&M Actuals vs Budget



Capital Actuals vs Budget

Budget shown without contingency, rate stabilization activity

Forecasting to achieve the budget target range for both O&M and Capital by the end of the fiscal year

Electric System Cash and Investments

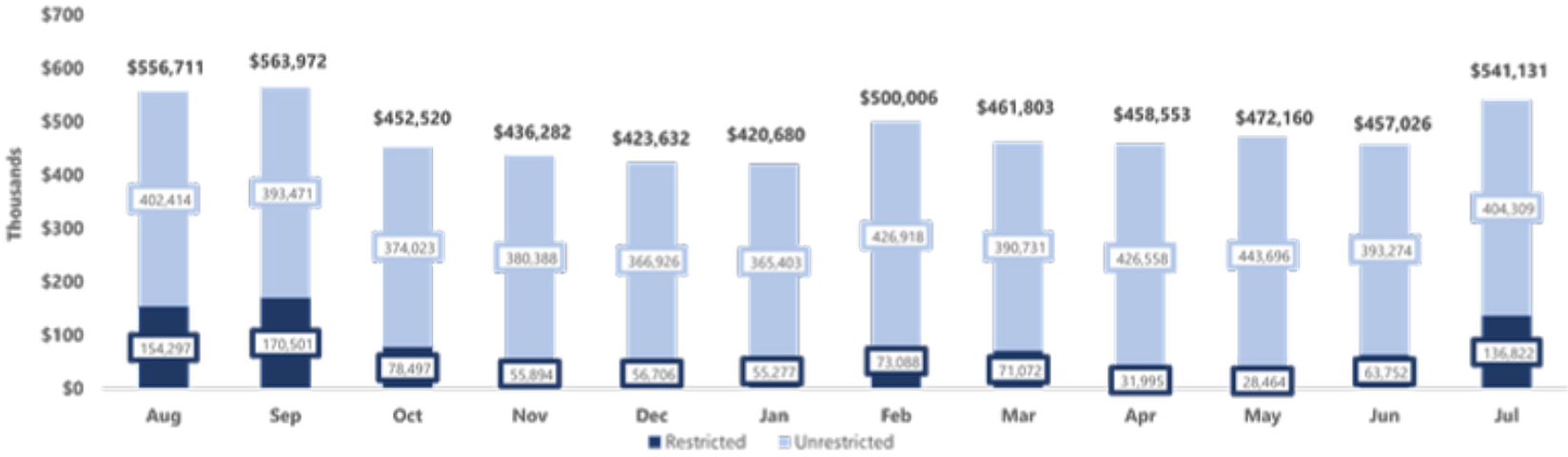
FY2026 Year-to-Date through July

Weighted Avg. Yield of Investments

3.67% ●

Target: 3.73%

Cash and Investments



Healthy Electric System cash balance is primarily attributable to the Non-Fuel Purchased Power stabilization fund. A new $314 million debt issuance was completed in July to fund capital expenses.

Water System Revenue & Expenditures

FY2026 Year-to-Date through July

As of Jul 31, 2026	YTD Budget	YTD Actual	Delta	%	
Base Revenue	$471,967,695	$465,395,062	($6,572,633)	-1.4%	↓
Capacity & Extension	73,829,521	61,907,360	(11,922,161)	-16.1%	↓
Investment Income	5,502,387	5,358,318	(144,069)	-2.6%	↓
Other Revenue	79,950,857	77,009,194	(2,941,663)	-3.7%	↓
Total Revenue	$631,250,460	$609,669,934	($21,580,526)	-3.4%	↓
O&M	$240,906,683	$238,520,635	($2,386,048)	-1.0%	↑
Capital Contribution	159,859,646	147,937,485	(11,922,161)	-7.5%	↓
Debt	134,995,917	120,948,799	(14,047,118)	-10.4%	↓
City Contribution	31,418,384	31,418,384	0	0.0%	→
Other Expenditures	4,805,245	4,449,543	(355,701)	-7.4%	↓
Total Expenditures	$571,985,875	$543,274,846	($28,711,028)	-5.0%	↓
Surplus / (Deficit)	**$59,264,585**	**$66,395,088**	**$7,130,502**		↑

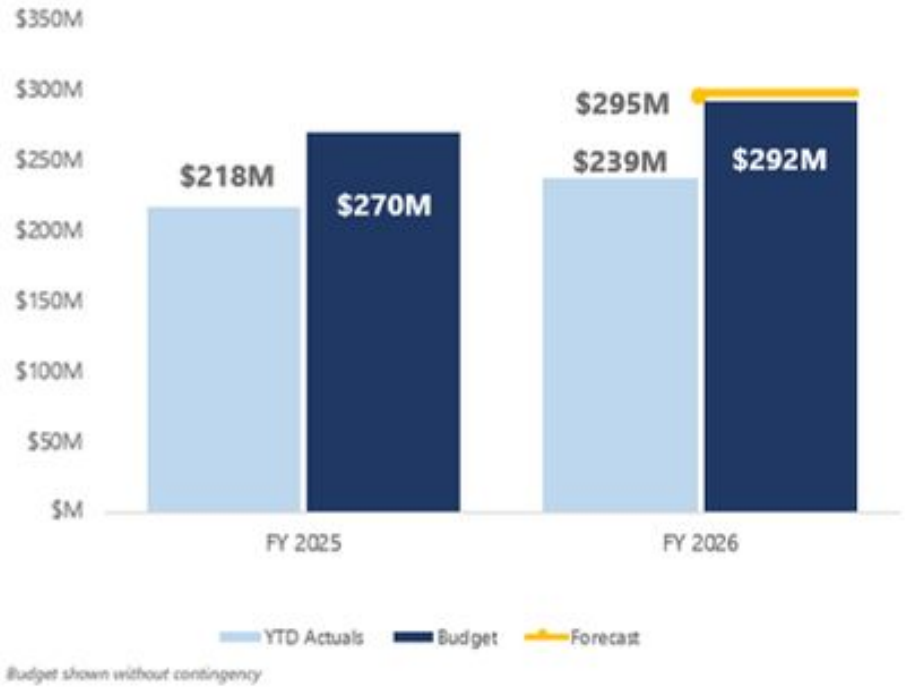
Budget shown without contingency for base revenues and uncollectibles (included in other expenditures)

Revenues are below budget, primarily due to Capacity & Extension fees coming in lower than budget

Water System O&M and Capital

FY2026 Year-to-Date through July

O&M Actuals vs Budget



Budget shown without contingency

Capital Actuals vs Budget

Forecasted O&M expenses are slightly over budget, while capital spending is trending well below budget

Water System Cash and Investments

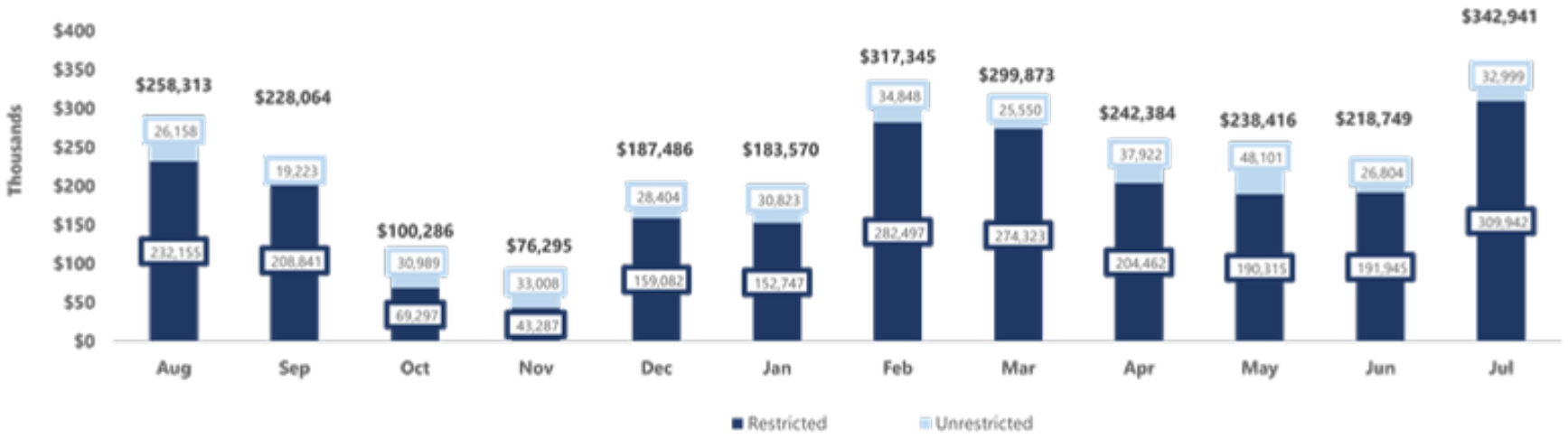
FY2026 Year-to-Date through July

Weighted Avg. Yield of Investments

3.67% ●

Target: 3.73%

Cash and Investments



A new money debt issuance of $397 million was completed in July to fund capital expenses

Consent Agenda

MG Orender, Chair

Action

Flo Bent, Utility Investigator, President, Women in Trades,
Janelle Hatch, Power Plant Operator

Consent Agenda
MG Orender, Chair
Action
Board Meeting Minutes – June 30, 2026
Special Board of Directors Meeting Minutes – August 14, 2026
Contract Increase with Prolec–GE Waukesha, Inc. for Power Transformer Supply
Chilled Water Services Contract Extension with UF Health Shands Hospital

Laborers' International Union of North America (LIUNA) Collective Bargaining Agreement

Diane Moser, Chief Human Resources Officer

Action

Kasiah Andrews, Labor Relations Senior Specialist
Jill Luster, Labor Relations Specialist
Jaime Obermeyer, Labor Relations Analyst
Andy Bemis, Manager, Labor Relations
Maryanne Evans, Labor Relations Senior Specialist
Fred Wheeler, Labor Relations Senior Specialist

Union Representation Overview

JEA has five unions which represent approximately 78% of our workforce. Each union represents employees in classifications of similarly situated work. The unions and the type of work they represent are:

Name	Type of Work	Number of Employees
Professional Employees Association (PEA)	Professional	377
American Federation of State, County and Municipal Employees (AFSCME)	Clerical, Technical and Administrative	269
JEA Supervisors Association (JSA)	Non-Professional Supervisors	196
International Brotherhood of Electrical Workers (IBEW)	Semi-Skilled & Skilled Craft (Mostly Electric)	516
Laborers' International Union of North America (LIUNA)	Semi-Skilled & Skilled Craft (Mostly Water/Wastewater)	432

Data as of July 1, 2026

The other four bargaining units successfully ratified collective bargaining agreements that have been approved by the union membership, JEA Board of Directors, and Jacksonville City Council. Those agreements have been in effect since October 1, 2025.

Collective Bargaining Agreement Timeline

JANUARY 2026

LIUNA Declared Impasse

JUNE 24, 2026

Special Magistrate Hearing Scheduled
↓
Tentative Agreement Reached

AUGUST 25, 2026

Board Consideration and Request for Approval

SEPTEMBER – OCTOBER, 2026

City Council Consideration and Request for Approval

LIUNA Agreement Highlights

Agreement Term - October 1, 2025 – September 30, 2028

Union	October 2025 Increase	October 2026 Increase	October 2027 Increase
LIUNA	**3.5%** (includes retroactive pay)	**3.5%**	**3.5%**

Subject to JEA Board of Directors and Jacksonville City Council approval
Anticipated first reading: September 8, 2026 / Anticipated final approval: October 13, 2026

Requested Action

Staff recommends Board approval of Resolution 2026-41, authorizing the Collective Bargaining Agreement between JEA and the Laborers' International Union of North America (LIUNA) and its submission to the Jacksonville City Council for consideration.

Working Together

JEA | LiUNA!

FY2026 External Audit Plan

John DiSanto, Managing Director, EY
Jessica Muirhead, Assurance Managing Director, EY

Executive highlights

The business environment for JEA: audit implications for 2026

Fuel cost/purchased power volatility

EY consideration: Hedging / pricing arrangements, Fuel Stabilization Reserve

Accounting for Debt and Related Accounts

EY consideration: Debt accounting and issuance costs. Compliance with debt covenants including debt service coverage requirements.

Investments (market volatility)

EY consideration: Measurement and valuation of investments

Key discussion items

- NVU – Operated by JEA under court-appointed receivership. Transition to JEA ownership on 10/01/2026.
- FY2026 GASB Pronouncements:
  - GASB Statement No. 103, *Financial Reporting Model Improvements* (GASB 103)
  - GASB Statement No. 104, *Disclosure of Certain Capital Assets* (GASB 104
- (Upcoming) FY2027 GASB Pronouncements:
  - GASB Statement No. 105, *Subsequent Events* (GASB 105)

2026 JEA audit plan

Planning

- April to June

Risk assessment

- May to July
- Agree to terms of engagement agreement: Refer to Appendix C
- Overall audit strategy, including strategy and plan to address significant risks and fraud risks: Refer to Areas of Emphasis
- Extent of use of the work of internal audit or others: Refer to Appendix E
- Inquiries of those charged with governance: During this meeting

Execution

- Interim procedures: July to September
- Year-end procedures: October to December

Conclusion

- Planned communication — results of the audit: January 2027
- Inquiries of those charged with governance: During January 2027 meeting

Areas of emphasis

	Fraud risk/ significant risk	Estimation uncertainty	Use of auditor specialist
Revenue recognition	○	○	○
Derivative instruments	○	○	●
Pension plans accounting and reporting – Actuarial assumptions	○	●	●
Presumed risk of management override of controls	●	○	○

Planned responses

Areas with estimation uncertainty

Derivative instruments and hedging activities

- Valuation and hedge effectiveness assessment for natural gas swaps
- We involve specialists from EY Quantitative and Commodities Center in the planned audit procedures.

- Test assessment of hedge effectiveness documentation, including re-performance where quantitative methods are used
- Confirm instruments with counterparties
- Test recorded market values using independently developed estimates and fuel hedge contract settlements
- Evaluate disclosures

Presumed risk of management override of controls

Professional standards require that we consider the risk of management override of controls to be a fraud risk on all audits

- Test the appropriateness of journal entries and other adjustments made in the preparation of the financials statements

- Review accounting estimates for evidence of management bias

- Evaluate the business rationale for any significant unusual transactions

Areas with estimation uncertainty

Pension plans accounting and reporting – Actuarial assumptions

- **SJRPP Plan and COJ Plan**
- We do involve actuaries from EY People Consulting in the planned audit procedures to review certain actuarial assumptions or updates thereto.

- Review actuary reports for reasonableness of assumptions and methodology
- For single employer plan, obtain actuary's reports and procedures performed by plan auditors
- Census data testing for JEA plan participants (both plans)
- Substantively test plan assets
- For cost sharing plan (City Plan) obtain audited allocation schedule to determine the City's liabilities, expenses, deferred inflows and outflows
- In accordance with AU-C 805, obtain a report on elements from CRI, the Plan's auditors
- Assess reasonableness of required disclosures

Areas of higher volume

Revenue recognition

- **Revenue recognition and sales commitments**
- Unbilled revenue

- Perform data analytics to analyze 100% of the revenue data within the general ledger and perform a correlation analysis between revenue, AR, and cash.
- Perform detailed analytical review procedures, by system, including predictive analytics based on verifiable consumption and production data in relation to weather patterns.

Old and Other New Business / Open Discussion

MG Orender, Chair

JEA HQ

Chair’s Report

MG Orender, Chair

Ribbon-Cutting for 26 New Electric School Buses and Charging Stations for Duval County Public Schools July 30, 2026

City of Jacksonville Luncheon with JEA Interns and Mayor Donna Deegan July 27, 2026

Announcements

Capital Projects Committee Meeting – September 15, 2026

Board of Directors Meeting – September 29, 2026

JEA®

Building Community

JEA
Building Community
BOARD OF DIRECTORS MEETING
SUPPLEMENTAL MATERIAL

JEA BOARD OF DIRECTORS MEETING MINUTES
June 30, 2026

The JEA Board met in regular session at 9:00 am on Tuesday, June 30, 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 MG Orender called the meeting to order at 9:00 am. Board members in attendance were Vice Chair Arthur Adams, Secretary Worth McArthur, John Baker, General Joseph DiSalvo, and Rick Morales. Board member Kawanza Suarez joined virtually.

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; Steve Selders, Chief Information Officer; Ricky Erixton, Chief Electric Systems Officer; Dr. Charles Moreland, Chief Customer Experience Officer; Joe Orfano, Deputy Chief Financial Officer; Juli Crawford, Senior Vice President, Finance; Garry Baker, Senior Vice President, Electric Delivery; Kristy Gavin, Chief Legal Officer, Office of General Counsel; Ron Salem, Council Liaison; Melissa Dalton, Director, Board and Administrative Services; Sheree Brown, Manager, Board Services; and Tori Taylor, Board Services Specialist.

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

Adoption of the Agenda – On ***motion*** by Vice Chair Adams and seconded by Ms. Suarez, the agenda was approved.

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

COMMENTS / PRESENTATIONS

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

John Nooney spoke to the Board regarding rate adjustments, past and current Council Liaisons, Florida's Tourist Development Council, and public access to waterways.

Jalicia Lewis addressed the Board regarding solar energy, requested reconsideration of the proposed natural gas plant, continued diversification of energy resources, and submitted a letter to the Board for consideration. A copy is on file.

Kareem Barakzoy spoke to the Board on increased utility bills, affordability, and clean energy.

Council Liaison's Comments – Ron Salem, Council Liaison, informed the Board that today would be his final meeting as Council Liaison. Council Liaison Salem expressed appreciation for the opportunity to work with the Board, commended Ms. Cavey for livestreaming future Board and committee meetings, provided an update on the City Council's survey of Ms. Cavey, next steps of the Special Investigatory Committee, and the ongoing work of the Council Auditor regarding capacity fees.

Managing Director/CEO Comments – Ms. Cavey called on A.J. Souto, Treasurer, to provide an update on JEA's credit ratings and bond transactions. Mr. Souto shared the recent credit rating results and discussed their significance to JEA's financial strength and future borrowing capacity. Mr. Souto thanked the finance team and others involved for their collective efforts in achieving higher ratings.

General DiSalvo and Mr. Adams expressed appreciation for staff's efforts to achieve improved and stable credit ratings, noting the long-term value they provide to the utility and its customers. Chair Orender also thanked Mr. Souto and the finance team for their collective efforts, leadership, dedication, and achievements.

Ms. Cavey recognized JEA's Industrial Pretreatment team for hosting the 21st Annual Industrial Pretreatment Awards, which honored local businesses for outstanding environmental compliance. She also congratulated employees who were recognized for excellence in water quality and pollution prevention. Ms. Cavey highlighted JEA's role as host of the Southeast Desalting Association Annual Symposium, during which the H2.0 Purification Center was showcased, and JEA received industry recognition. Ms. Cavey acknowledged the accomplishments of JEA's Water Boys, The Fecal Matter, and Meter Services teams, who competed at the Florida Water Resources Conference in Daytona Beach, FL, April 26-29, 2026, and the American Water Works Association Annual Conference & Exposition in Washington, D.C., June 21-24, 2026. Ms. Cavey introduced the participating team members to the Board.

JEA Performance Update

Corporate Scorecard – Ted Phillips, Chief Financial Officer, provided the FY2026 year-to-date corporate scorecard through May 2026, including safety metrics, employee retention rate, customer satisfaction, and first-contact resolution. Mr. Phillips reported on operational metrics, including electric and water days of liquidity, water reliability pressure, debt-to-asset ratio, fixed charge coverage, reliability, and technology. Mr. Phillips discussed JEA's average bill compared to those of other major cities in Florida. This presentation was received for information.

Financial Update – Mr. Phillips provided the FY2026 year-to-date financial update through May 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.

Proclaim August as Florida Water Professionals Month – Chair Orender read a resolution recognizing August 2026 as Florida Water Professionals Month, honoring water professionals' contributions and their commitment to providing safe, reliable drinking water and wastewater services.

On ***motion*** by Vice Chair Adams and seconded by General DiSalvo, the Board unanimously approved the proclamation recognizing August as Florida Water Professionals Month and adopted Resolution 2026-36.

Chair Orender recessed the regular JEA Board of Directors meeting at 9:43 am and called the Electric, Water, and Sewer Rate Hearing to order.

ELECTRIC, WATER, AND SEWER RATE HEARING

Meeting Called to Order – Chair Orender called the meeting to order at 9:44 am.

Vice Chair Adams exited the meeting at 9:44 am and returned at 9:47 am.

Comments from the Public on Rates – Ms. Brooks provided instructions for public comments related to the rate hearing.

Leah Farrell spoke to the Board regarding rates, solar energy, and community engagement.

Suzanne Sapp spoke to the Board regarding the proposed rate increase, clean energy alternatives, and cost reductions.

Amy Kelly, a State of Tennessee resident representing the Sierra Club, commented on her June 29, 2026 meeting with Ricky Erixton, Chief Electric Systems Officer, and requested the issuance of a solar Request for Proposal and development of a public Integrated Resource Plan.

Electric, Water, and Sewer Rate Review – Ted Phillips, Chief Financial Officer, and Juli Crawford, Senior Vice President, Finance, presented the recommended FY2027 electric, water, and sewer rate adjustments and tariff revisions. The presentation included an overview of JEA's rate strategic goals, proposed rate structure, revenue requirements, and implementation schedule. Mr. Phillips thanked Board members for their engagement and for the questions posed during the process. Staff requested the Board's approval of the proposed rates and tariff revisions, effective October 1, 2026.

Vice Chair Adams expressed interest in resiliency, diversification, and public input regarding solar energy, and called for further evaluation of solar within JEA's long-term resource strategy. Vice Chair Adams highlighted the need for additional analysis of startup costs, depreciation, land and transmission requirements, comparisons with other utilities in Florida, and noted that continued discussions later in the year would help the Board better understand the merits of solar and support informed decision-making.

Mr. Morales, Chair Orender, and General DiSalvo commented on the Board's review of the proposed budget and rate recommendations during multiple workshops and one-on-one briefings and emphasized that the limited discussion during the current meeting does not reflect the extensive review conducted in advance and should not be interpreted as a lack of attention to the matter. General DiSalvo discussed the potential consequences of not acting on adjusting rates.

Council Liaison Salem noted that livestreaming future Board committee meetings will provide City Council members and ratepayers with greater visibility into the Board's discussions and the deliberative process that leads to Board decisions.

*On **motion*** by General DiSalvo and seconded by Secretary McArthur, the Board unanimously approved implementation and modifications to JEA's Electric, Water, and Sewer System Tariff Documentation, and adopted Resolution 2026-32.

Adjournment – With no further business coming before the Board, Chair Orender declared the Electric, Water, and Sewer Rate Hearing adjourned at 10:13 am.

JEA BOARD OF DIRECTORS MEETING RECONVENED

Chair Orender reconvened the JEA Board of Directors meeting at 10:14 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 Board Meetings.

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

Board Meeting Minutes – May 19, 2026
FY2027 / FY2028 Budget Workshop Minutes – June 9, 2026
Contract Increase for Heart Utilities of Jacksonville, Inc.
Chilled Water Agreement for City of Jacksonville Facilities in the Downtown District Energy System

DELIVERING BUSINESS EXCELLENCE

JEA Debt Limit Increase – A.J. Souto, Treasurer, presented a proposed increase to JEA's authorized debt limit to support future capital investment needs, regulatory and environmental compliance obligations, population growth and customer demand, and replacement and modernization of aging utility assets. Mr. Souto provided an overview of activities since the debt limit was established in September 2023.

Mr. Phillips responded to Vice Chair Adams' request for future capital presentations to include a breakdown of existing capital expenditures, incremental investments needed to support future growth, and how those investments contribute to JEA's long-term infrastructure strategy.

Council Liaison Salem and the Board requested staff provide an in-depth analysis of the debt payments for JEA's current and anticipated debt outstanding.

Mr. Souto and Mr. Phillips responded to Secretary McArthur's inquiry about the effect of increased debt on JEA's debt-to-asset ratio, financial risks, credit ratings, borrowing ability, and rate payers' impact. General DiSalvo commented on the rating agencies' understanding and expectations regarding debt limit increases. Vice Chair Adams inquired about lower authorization amounts. Mr. Baker commented on the treasury department's thorough explanation of debt issuance and risks associated with delaying the proposed plan.

On ***motion*** by Mr. Baker and seconded by Vice Chair Adams, the Board unanimously approved JEA's Debt Limit Increase to the not-to-exceed amount of $7.75 billion and adopted Resolution 2026-31.

Delegation of Authority – FY2027 Debt Authorization – Mr. Souto presented the proposed FY2027 Delegation of Authority, which is presented annually to seek Board authorization for upcoming debt transactions under the Board-approved Debt Management Policy. Mr. Souto explained that the request is paired with approval of the budget to seek authorization for new amounts for the electric, water, and sewer systems.

Mr. Morales exited the meeting at 10:40 am and returned at 10:43 am.

On ***motion*** by Mr. Morales and seconded by Vice Chair Adams, the Board unanimously approved JEA's Delegation of Authority – FY2027 Debt Authorization, and adopted Resolutions 2026-25, 2026-26, 2026-27, 2026-28, 2026-29, and 2026-30.

Debt Management Policy Revisions – Mr. Souto presented proposed revisions to JEA's Debt Management Policy. The policy provides broad guidance on how JEA should issue debt and access the capital markets. The last revision was approved in September 2023. Mr. Souto noted that the frequent new-money debt issuance cycle presents an opportunity to revisit the Debt Management Policy for needed updates and provided information on the benefits, suggested key revisions, and the expected outcome.

Mr. Souto responded to Secretary McArthur's statement regarding maintaining strong credit ratings while balancing the need to maintain necessary cash reserves and maximizing the value of ratepayer dollars. Secretary McArthur expressed appreciation for the finance team's strategy and the value it provides for its customers.

On ***motion*** by Vice Chair Adams and seconded by Mr. Baker, the Debt Management Policy Revisions were approved and adopted as Resolution 2026-34.

FY2027 Operating and Capital Budget Approval – Ted Phillips, Chief Financial Officer, requested Board approval of the FY2027 Operating and Capital Budget, as presented at the June 9, 2026 Budget Workshop. Mr. Phillips noted the proposed budget supports continued investment in system reliability, regulatory compliance, customer growth, and long-term infrastructure improvements while maintaining JEA's financial strength. Mr. Phillips requested approval of the FY2027 Operating and Capital Budget.

On ***motion*** by Vice Chair Adams and seconded by Mr. Baker, the Board unanimously approved the FY2027 Operating and Capital Budget and adopted Resolution 2026-22.

OTHER BUSINESS AND CLOSING CONSIDERATION

Old and Other New Business / Open Discussion
General DiSalvo extended appreciation to Jody Brooks, Diane Moser, and Vickie Cavey for their focus over the past five months.

Chair's Report – Chair Orender restated Vice Chair Adams' request for an expanded look at peaks and declines of capital and commended staff for their excellent work.

Announcements

- Board Retreat – August 18, 2026
- Board of Directors Meeting – August 25, 2026

Adjournment – With no further business coming before the Board, Chair Orender declared the meeting adjourned at 11:19 am.

APPROVED BY:

_____
JEA Board Secretary

Date: _____

Board Meeting Recorded by:

Sheree Brown

_____
Sheree Brown
Board Services Manager

JEA SPECIAL BOARD OF DIRECTORS MEETING MINUTES
August 14, 2026

The JEA Board met in a Special Meeting at 11:01 am on Friday, August 14, 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 MG Orender called the meeting to order at 11:01 am. Board members in attendance were Vice Chair Arthur Adams, Secretary Worth McArthur, Rick Morales, and Kawanza Suarez. Board members John Baker and General Joseph DiSalvo were not in attendance.

Others in attendance were Jody Brooks, Interim CEO/Managing Director; Jordan Pope, Senior Vice President, Administrative Services; Kristy Gavin, Chief Legal Officer, Office of General Counsel; Ken Amaro, Council Liaison; Melissa Dalton, Director, Board and Administrative Services; Sheree Brown, Manager, Board Services; and Tori Taylor, Board Services Specialist.

Opening Comments – Chair Orender noted that the meeting did not include a public comment period.

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

Adoption of the Agenda – On ***motion*** by Vice Chair Adams and seconded by Ms. Suarez, the agenda was approved.

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

COMMENTS / PRESENTATIONS

Chair Orender welcomed Ken Amaro, the incoming Council Liaison. Mr. Amaro expressed his pleasure at the opportunity to serve the Board. Chair Orender read a statement from Board member General Joseph DiSalvo. A copy of the statement is on file.

Jacksonville City Council's JEA Employee Survey into Workplace-Environment Concerns – Chair Orender called upon Kristy Gavin, Chief Legal Officer, Office of General Counsel, to report on the survey findings. Before presenting the results, Ms. Gavin read a statement from Board member John Baker. A copy of the statement is on file. Ms. Gavin also stated that she consulted with Dustin Dobbs, Executive Director, People & Business Operations, SelectionLink, regarding the survey's origin and context.

Ms. Gavin reported on the SelectionLink survey, noting that copies had been provided to Board members. Ms. Gavin explained the survey methodology and response ratings. Board members held open discussions in response to the report-out, which highlighted the need for a structured executive coaching process for all C-suite leaders and for developing an executive succession plan.

Findings of JEA's External Investigation – Ms. Gavin noted that Board members received a biography of Cherie Silberman, Employment Law Attorney and Workplace Investigator and provided a history of the events leading to the engagement. Ms. Gavin informed the Board that JEA usually handles employee

complaints internally, allegations against upper management require an outside expert to guarantee an unbiased investigation. Ms. Silberman, a credentialed employment law investigator was retained to deliver an independent, reliable decision for the Board Ms. Gavin reported on the employee selection process the investigative methodology, and ultimate findings. Board members discussed the findings, and next steps including C-suite coaching, and updating the executive succession plan.

Chair Orender shared his rationale for selecting Jody Brooks as Interim CEO/Managing Director. Council Liaison Amaro also provided comments and requested clarification on behavioral patterns noted in the report.

OTHER BUSINESS AND CLOSING CONSIDERATION

Old and Other New Business / Open Discussion

Chair's Report – Chair Orender provided a summary of the Board's discussion.

- Establishing C-suite training, with benchmarking for review within 12–18 months
- Board member Kawanza Suarez agreed to identify and provide recommendations for firms that could provide executive coaching
- Accept these reports as written and not require a follow-up presentation

Ms. Gavin requested the report provided by Ms. Silberman be accepted by the Board at a future Board meeting.

The Board determined that additional report-outs regarding the Jacksonville City Council's JEA Employee Survey and the findings of JEA's external investigation were not necessary at this time. Chair Orender noted he plans to establish a committee to address succession planning and related implementation. Ms. Brooks noted that a formalized plan for leadership training will be presented for Board consideration at the September 29, 2026, Board of Directors Meeting.

Adjournment – With no further business coming before the Board, Chair Orender declared the meeting adjourned at 12:10 pm.

APPROVED BY:

_____
JEA Board Secretary

Date: _____

Board Meeting Recorded by:

Sheree Brown

_____
Sheree Brown
Board Services Manager

JEA Board Agenda

MEMORANDUM

Building Community®

Contract Increase with Prolec–GE Waukesha, Inc. for Power Transformer Supply

Board Meeting Date: August 25, 2026

Outcome: [ ] INFORMATION ONLY [X] ACTION [ ] FUTURE BOARD CONSIDERATION

If Action, Provide a Recommended Motion:

Staff requests the Board approve and adopt Resolution 2026-37, which authorizes an increase to the Power Transformer Supply Contract by $41,192,648, resulting in a new not-to-exceed amount of $73,015,618.

Consent Agenda Item: [X] Yes [ ] No

Presenter: Consent Agenda

Chief: Ted Phillips, Chief Financial Officer

Strategic Focus Area: [ ] DEVELOPING AN UNBEATABLE TEAM [X] DELIVERING BUSINESS EXCELLENCE [ ] EARNING CUSTOMER LOYALTY

Background Information & Analysis:

The Power Transformer Supply contract was originally awarded for $9,452,929 to Prolec–GE Waukesha, Inc. on September 07, 2023 as a seven–year agreement with two (2) one-year (1) renewal options.

- This contract covers the supply of power transformers to support replacement and expansion projects, with reservations for production slots to ensure supply
- Designed for initial stability and includes a methodology (including copper, fuel, steel, and other indices) to allow for price adjustments through delivery of each transformer
- JEA awarded a seven–year agreement to leverage volumes for more favorable pricing and to reduce supply risks within JEA's long-term transformer replacement and system-growth strategy. Periodic increases are needed as projects are funded and additional transformers must be ordered to meet lead-time requirements
- JEA initially awarded funding for approved projects known at the time
- In June of 2024, an amendment allowed for additional funded projects in the amount of $22,370,041 for a new not-to-exceed of $31,822,970

Current Need:

- An additional $41,192,648 is now required to maintain continuity of supply through the initial term ending September 16, 2030.
- Board action is required as this funding increase brings the total contract value above $50M.

Next Steps:

JEA plans to bring new increase requests in the future as new projects are identified.

JEA Board Agenda

MEMORANDUM

Contract Increase with Prolec–GE Waukesha, Inc. for Power Transformer Supply – Continued

Financial Impact: Approval of an additional $41,192,648 will fund the contract term for the Power Transformer Supply Contract through September 16, 2030, bringing the new total to $73,015,618.

Committee/Board Meeting/Workshop & Date Presented:

August 20, 2024 - Finance, Governance, and Audit Committee Meeting (Informational)

Appendix:

- Resolution 2026-37
- August 2026 Summary Document

BOARD RESOLUTION No.: 2026-37
August 25, 2026

A RESOLUTION BY THE BOARD AUTHORIZING THE MANAGING DIRECTOR/CHIEF EXECUTIVE OFFICER TO INCREASE THE MAXIMUM INDEBTEDNESS; AUTHORIZING THE CHIEF EXECUTIVE OFFICER/MANAGING DIRECTOR OR DESIGNEE TO EXECUTE THE AGREEMENT REQUIRED ON BEHALF OF THE BOARD; PROVIDING FOR THE CORRECTION OF ERRORS; AND PROVIDING FOR AN EFFECTIVE DATE.

RECITALS

WHEREAS, JEA, a body politic and corporate created under chapter 78-538, Laws of Florida, as amended, and Article 21 of the City Charter, is vested with plenary authority to own, manage, and operate electric, waste, wastewater, natural gas, and other utility systems situated within and without the City in accordance with Article 21; and

WHEREAS, on September 07, 2023, JEA awarded a seven-year (7 year) agreement with Prolec-GE Waukesha, Inc. (the "Original Agreement"), with two (2) one-year renewal options in the amount of Nine Million Four Hundred Fifty-Two Thousand Nine Hundred Twenty-Nine and 00/100 Dollars ($9,452,929.00) (the "Maximum Indebtedness") for Power Transformer Supply; and

WHEREAS, on June 6, 2024, JEA increased the Maximum Indebtedness in the amount of Twenty Two Million Three Hundred Seventy Thousand Forty-One and 00/100 Dollars ($22,370,041.00), as approved by the JEA Awards Committee, for a new Maximum Indebtedness of Thirty One Million Eight Hundred Twenty-Two Thousand Nine Hundred Seventy and 00/100 Dollars ($31,822,970.00); and

WHEREAS, to ensure the uninterrupted supply of power transformers required for ongoing replacements and expansion projects through the initial contract term ending September 16, 2030, JEA now desires to increase the Maximum Indebtedness in the amount of Forty One Million One Hundred Ninety Two Thousand Six Hundred Forty Eight and 00/100 Dollars ($41,192,648.00) which will bring the new not-to-exceed Maximum Indebtedness total to Seventy Three Million Fifteen Thousand Six Hundred Eighteen and 00/100 Dollars ($73,015,618.00); and

NOW THEREFORE, BE IT RESOLVED by the JEA Board of Directors that:

1. The recitals stated above are hereby incorporated b into and made part of this Resolution, and such recitals shall serve as findings of fact.

2. The Board hereby authorizes the Chief Executive Officer, or her designee, to execute an amendment to the Original Contract, as amended, on behalf of JEA, providing for a contract increase not to exceed Forty One Million One Hundred Ninety Two Thousand Six Hundred Forty Eight and 00/100 Dollars ($41,192,648.00) and establishing a new total maximum indebtedness thereunder not to exceed Seventy Three Million Fifteen Thousand Six Hundred Eighteen and 00/100 Dollars ($73,015,618.00) through the initial term of September 16, 2030.

3. To the extent there are any typographical, administrative, and/or scrivener's errors contained herein that do not change the tone, tenor, or purpose of this Resolution, then such errors may be administratively corrected with no further action required by the Board.

5. This Resolution shall be effective immediately upon passage by the Board.

Dated this 25th day of August, 2026.

_____ _____

JEA Board Chair JEA Board Secretary

Form Approved by

_____

Office of General Counsel

VOTE	
In Favor	
Opposed	
Abstained	

JEA Board Review of Large Continuing Services Contracts Greater than $50M

ACTION REQUIRED

Contract # Short Description	Contracted Supplier	Funding Source	Term (Projected) Start Date - End Date	Original Contract Amount	Amendments (Date : Amount : New NTE)	Current Not-to-Exceed
JEA11607 Power Transformer Supply 1411282646	**Prolec-GE Waukesha, Inc.**	**Capital**	**Seven (7) Years w/ Two (2) - 1 Yr. Renewals Two Remaining Start: 09/07/2023 End: 09/16/2030**	**$9,452,929.00**	**06/06/2024 : $22,370,041.00 : $31,822,970.00**	**$31,822,970.00**

This request is for an increase to the Prolec GE Waukesha, Inc contract to fund twenty two (22) additional power transformers required for replacement and expansion projects identified for FY27 through FY30. The requested increase also includes allowable cost adjustments to existing orders.

The original Request for Proposal (RFP) was issued to establish contracts with two power transformer manufacturers as part of a forward-looking, seven-plus-year strategy to support system replacement and expansion needs. The contracts were structured to reserve future production capacity and ensure transformer availability, as lead times for transformers routinely exceed three (3) years.

Following evaluation of pricing and qualifications, Prolec GE Waukesha, Inc. and Hitachi Energy USA, Inc were determined to be the highest-evaluated, lowest-priced responsive and responsible proposers. JEA awarded a seven (7) year agreement to leverage volumes for more favorable pricing and reduce supply risks as part of JEA's long-term transformer replacement and system growth strategy and periodic increases are needed as projects are funded and transformers are needed to be ordered to lead-time.

At the time of the original award, only six (6) transformer projects had been fully identified and funded. Because JEA originally awarded a not-to-exceed amount to a three (3) year budget, not all projects that would occur during the term of the agreement were included in the original requested award. The award documentation noted that supplemental funding requests would continue to be presented to the Awards Committee periodically as future transformer projects were identified and approved through th budgeting process. The additional funding will secure manufacturing production slots and associated transformer purchases needed to support these newly funded capital projects while maintaining schedule certainty in a market characterized by extended transformer lead times.

In June 2024, an increase was approved to fund thirteen (13) additional transformers as project needs became defined. This current request is consistent with that approach and provides funding for the twenty two (22) additional transformer requirements tha have since been identified for FY27 through FY30.

Current Project Encumberance Update: $23,525,914.00 of the $31,822,970.00 awarded to Prolec – GE Waukesha Inc. has been encumbered to date. This contract includes a methodology (including copper, fuel, steel indices to name a few) to allow for price adjustments closer to the manufacturing release date.

ACTION REQUESTED: Contract Increase to add $41,192,648.00 to Contract JEA11607 Power Transformer Supply for a new Not-to-Exceed Amount of $73,015,618.00

JEA Board Agenda

MEMORANDUM

Building Community®

Chilled Water Services Contract Extension with UF Health Shands Hospital

Board Meeting Date: August 25, 2026

Outcome: [ ] INFORMATION ONLY [X] ACTION [ ] FUTURE BOARD CONSIDERATION

If Action, Provide a Recommended Motion:

Staff requests the Board approve and adopt Resolution 2026-44, extending the chilled water services contract with UF Health Shands Hospital for an additional seven years. The amendment will extend the contract until September 30, 2033.

Consent Agenda Item: [X] Yes [ ] No

Presenter: Consent Agenda

Chief: Ted Phillips, Chief Financial Officer

Strategic Focus Area: [ ] DEVELOPING AN UNBEATABLE TEAM [X] DELIVERING BUSINESS EXCELLENCE [ ] EARNING CUSTOMER LOYALTY

Background Information & Analysis:

UF Health Shands Hospital requested a two-year extension to their contract; however, after several discussions, they agreed to a seven-year extension to match the payment schedule for the existing capital debt on the Springfield District Energy System Plant. In addition to extending the contract by seven years, the renewal term was amended from 20 to 30 years.

Staff have been in conversation with Shands for several months regarding the renewal of their chilled water service agreement. Shands is currently undergoing a major expansion, which includes adding two floors to its clinical center and replacing all air-handling units across its facilities with more energy-efficient equipment.

As a result of the upgrades, Shands anticipates an overall reduction in chilled water usage. According to their facilities director, the increase in square footage from the expansion is expected to be offset by the improved efficiency of the new air-handling units.

However, because the construction and equipment replacements are not yet complete, Shands requested an extension of their current contract to better assess their long-term chilled water needs before entering into a new multi-year agreement.

Financial Impact: The annual revenue from Shands is approximately $5.8M

Committee/Board Meeting/Workshop & Date Presented:

N/A

Appendix:

- Resolution 2026-44

BOARD RESOLUTION: 2026-44
August 25, 2026

A RESOLUTION AUTHORIZING THE MANAGING DIRECTOR/CHIEF EXECUTIVE OFFICER, OR DESIGNEE, TO EXECUTE ON BEHALF OF JEA A THIRD AMENDMENT TO CHILLED WATER SERVICE AGREEMENT BETWEEN JEA AND SHANDS JACKSONVILLE MEDICAL CENTER, INC. TO EXTEND THE INITIAL TERM OF THE AGREEMENT; PROVIDING FOR SCRIVENER'S ERRORS; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, JEA operates and maintains a District Energy System within the City of Jacksonville in order to provide chilled water service ("Service") to various customers within its service area; and

WHEREAS, JEA provides Service to certain facilities located on the Shands Jacksonville Medical Center, Inc. ("Shands") campus at 655 W. Eighth Street, Jacksonville, Florida, pursuant to the terms and conditions of the Chilled Water Service Agreement between JEA and Shands Healthcare for Campus Located at 655 West 8th St, Jacksonville FL, dated June 29, 2004, as subsequently amended (the "Original Agreement") as amended by the First Amendment to Chilled Water Service Agreement, dated July 20, 2008 (the "First Amendment"); and the Second Amendment to Chilled Water Service Agreement, dated on or about March 26, 2025 (the Second Amendment"; together with the Original Agreement and the First Amendment, are referred to as the "Agreement") and

WHEREAS, JEA and Shands wish to further amend the Agreement in order to address expansion of the Facilities, to extend the initial term of the Agreement until September 30, 2033, and to allow for 30-year renewal terms, in substantially the same form and format of the Third Amendment to Chilled Water Service Agreement attached hereto as **Exhibit A** and incorporated herein; and

WHEREAS, the Board of Directors has determined that it is in the best interests of JEA to enter into the attached Third Amendment to Chilled Water Service Agreement.

NOW THEREFORE, BE IT RESOLVED by the JEA Board of Directors that:

1. The above recitals are incorporated by reference into the body of this Resolution and are adopted as findings of fact.

2. The Managing Director/CEO, or her designee, is authorized to execute on behalf of JEA the Third Amendment to Chilled Water Service Agreement with Shands in substantially the same form and format as attached hereto.

3. To the extent there are typographical, clerical, or administrative errors that do not affect the tone, tenor, or context of this Resolution, such errors may be corrected without further Board authorization.

4. This Resolution shall be effective immediately upon passage.

Dated this 25th day of August, 2026.

_____
JEA Board Chair

_____
JEA Board Secretary

Form Approved by:

_____
Office of General Counsel

VOTE		
In Favor		
Opposed		
Abstained		

THIRD AMENDMENT TO CHILLED WATER SERVICE AGREEMENT

This Third Amendment to Chilled Water Service Agreement ("Third Amendment") is entered into by and between JEA, a body politic and corporate with its principal office located at 225 N. Pearl Street, Jacksonville, Florida 32202, and Shands Jacksonville Medical Center, Inc., a Florida not-for-profit corporation with its principal office located at 655 W. Eighth Street, Jacksonville, Florida 32209 ("Shands"). JEA and Shands may be collectively referred to herein as the "Parties."

RECITALS

WHEREAS, JEA provides chilled water service to certain facilities located on the Shands campus at 655 W. Eighth Street, Jacksonville, Florida, pursuant to the terms and conditions of the Chilled Water Service Agreement between JEA and Shands Healthcare for Campus Located at 655 West 8th St, Jacksonville FL, dated June 29, 2004 (the "Original Agreement"), as amended by the First Amendment to Chilled Water Service Agreement, dated July 20, 2008 (the "First Amendment"), and the Second Amendment to Chilled Water Service Agreement, dated on or about March 26, 2025 (the "Second Amendment"; together with the Original Agreement and the First Amendment, the **"**Agreement"); and

WHEREAS, the Parties wish to amend the Agreement in order to address expansion of the Facilities, to further extend the initial term of the Agreement until September 30, 2033, and to allow for 30-year renewal terms; and

NOW THEREFORE, in consideration of the agreements contained herein and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged by each of the undersigned, the Parties hereby agree as follows:

AGREEMENT

1. The above stated recitals are true and correct and, by reference, are incorporated herein and made a part hereof.

2. Section 2, "General," of the Agreement is amended to create and insert new paragraph 2.1.5 as follows:

> 2.1.5 Customer understands, acknowledges, and agrees that expansion of the Facilities receiving Service under this Agreement will result in increase in usage of chilled water by the Customer and may necessitate installation of additional equipment to the JEA chilled water plant and adjustment to the rates, charges, surcharges, and/or fees for Service, which adjustment may include full recovery of the costs for such additional equipment during the remainder of the term of the Agreement.

3. Section 3 of the Agreement is deleted in its entirety and replaced with the following:

The initial term of this Agreement shall run from June 29, 2004 and shall continue until September 30, 2033. This Agreement may be renewed by mutual written agreement of the Parties for additional 30-year renewal terms. Either party may initiate extension of this Agreement at any time within two (2) years of expiration of the initial term or of any renewal term.

4. Except as provided herein, all other terms and conditions of the Original Agreement, as amended, are ratified and shall remain in full force and effect. In the event of a conflict between this Third Amendment and the Original Agreement, the First Amendment, and/or the Second Amendment, this Third Amendment shall control.

5. This Third Amendment may be executed in any number of counterparts, each of which, when executed and delivered, constitutes an original, and such counterparts together constitute one and the same instrument.

[The remainder of this page is intentionally blank. Signatures to follow.]

IN WITNESS WHEREOF, the parties have caused this Amendment to be executed by their duly authorized representatives as of the dates set forth below.

ATTEST:

By: _____
Name: _____

Form Approved:

By: _____
Office of General Counsel

JEA, a body politic and corporate

By: _____
Name: _____
Title: _____
Date: _____

SHANDS JACKSONVILLE MEDICAL CENTER, INC.

By: _____
Name: _____
Title: _____
Date: _____

JEA Board Agenda

MEMORANDUM

Laborers' International Union of North America (LIUNA) Collective Bargaining Agreement

Board Meeting Date: August 25, 2026

Outcome: [ ] INFORMATION ONLY [X] ACTION [ ] FUTURE BOARD CONSIDERATION

If Action, Provide a Recommended Motion:

Staff recommends Board approval of Resolution 2026-41, authorizing the Collective Bargaining Agreement between JEA and the Laborers' International Union of North America (LIUNA) and its submission to the Jacksonville City Council for consideration.

Consent Agenda Item: [ ] Yes [X] No

Presenter/Chief: Diane Moser, Chief Human Resources Officer

Strategic Focus Area: [X] DEVELOPING AN UNBEATABLE TEAM [X] DELIVERING BUSINESS EXCELLENCE [ ] EARNING CUSTOMER LOYALTY

Background Information & Analysis:

JEA entered bargaining negotiations with each of its five collective bargaining units (CBU's) in February of 2025. Negotiations are held every three years and, consequently, contracts are negotiated for three-year terms. The other four unions ratified their agreements; they were approved by the JEA Board of Directors and subsequently City Council. These contracts are valid for fiscal years 2026, 2027, and 2028. LIUNA declared impasse. JEA entered into negotiations with LIUNA on June 24, 2026, while before the special magistrate for the impasse hearing. Negotiations were successful, rendering the impasse hearing not necessary.

DISCUSSION:

Contract legislation will be filed with the City Council following approval by the JEA Board of Directors with the following timeline anticipated:

- September 2, 2026 File legislation
- September 8, 2026 Introduce at City Council (first reading on the agenda)
- September 22, 2026 Second Reading
- October 5, 2026 Committee action
- October 13, 2026 Vote on final ratification by City Council

Laborers' International Union of North America, AFL-CIO, Local 630

- Number of employees: 435
- Wage terms: general pay base increases:
  - Fiscal year 1 (2026) 3.5% to include retro
  - Fiscal year 2 (2027) 3.5%
  - Fiscal year 3 (2028) 3.5%
- Union Ratification Date: 7/22/26

Financial Impact:

Subject to approval, the estimated cost of changes includes:

- Fiscal Year 1 – $2,673,052
- Fiscal Year 2 – $4,649,245
- Fiscal Year 3 – $6,620,780

Committee/Board Meeting/Workshop & Date Presented:

N/A

Appendix:

- Resolution 2026-41
- Redline Legislative Copy of Collective Bargaining Agreement - Laborers' International Union of North America

BOARD RESOLUTION: 2026-41
August 25, 2026

A RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN JEA AND NORTHEAST FLORIDA PUBLIC EMPLOYEES' LOCAL 630 LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO, AND AUTHORIZING THE MANAGING DIRECTOR/CEO, OR DESIGNEE, TO EXECUTE THE AGREEMENT AND PRESENT IT TO CITY COUNCIL FOR FINAL APPROVAL

RECITALS

WHEREAS, LiUNA is a certified collective bargaining unit representing approximately 435 JEA employees who are skilled craft workers primarily in JEA's water utility operations; and

WHEREAS, the current collective bargaining agreement between JEA and LiUNA expired on September 30, 2025; and

WHEREAS, in accordance with applicable provisions of Chapter 447, Florida Statutes and Article 19 of the Charter of the City of Jacksonville (Charter), the parties met extensively to conduct negotiations, which resulted in a new agreement that LiUNA submitted to its membership for a ratification vote on July 22, 2026 (Agreement), a copy of which is attached hereto and incorporated herein; and

WHEREAS, prior to submission to the City Council for final approval, the Agreement is subject to review and approval by the Board; and

WHEREAS, subject to approval, the new agreement will be effective beginning on October 1, 2025, through September 30, 2028, and includes the following substantive changes to the *status quo*:

General Pay Base increases:
- Fiscal Year 1: 3.5%*
- Fiscal Year 2: 3.5%
- Fiscal Year 3: 3.5%

*The base pay increase of 3.5% will be made retroactive to October 1, 2025, upon final approval of City Council. In addition, CPI considerations were removed.

Hours of Work and Overtime:
- Compensatory time earned each year either paid out or rolled into either a reserve bank, 457(b) Deferred Compensation Plan, and/or into an HSA Account, subject to IRS limitations.
- Management has ability to extend rest period 2 hours if the rest period extends into the last 2 hours of the workday.

General Working Conditions
- Clarified the term holiday from "legal" to JEA "observed"
- Advised of the voucher value increases for safety footwear

Supplemental Pay:
- Increase in Night and Weekend Premiums from $2.50 to $3.00 per hour.

Rights of Employees
- Removal of dues deduction language as no longer permitted by State statute.

Stewards and Representation
- Provide for 10 union members to be released from work, without loss of pay, to participate in negotiation meetings.
- Provide for 10 union members to be released from work for up to 24 hours, without loss of pay, for negotiations preparatory meetings.

Alcohol and Controlled Substance Abuse Testing
- Updated article to include new definitions, previously agreed upon language in MOU on self-reporting obligations and clarifying circumstances when testing will be required and process for random drug testing.

and,

WHEREAS, the estimated total cost of changes made to the *status quo* is approximately:

Table 1

	Fiscal Year 1	**Fiscal Year 2**	**Fiscal Year 3**
Total Cost of Changes	**$2,673,052**	**$4,649,245**	**$6,620,780**

NOW THEREFORE, BE IT RESOLVED by the JEA Board that:

1. The Agreement between JEA and LiUNA described herein is hereby approved, subject to the terms and conditions contained therein.

2. The Managing Director/CEO, or designee, is authorized to execute the Agreement on behalf of JEA, and to take all steps necessary to obtain approval of the Agreement by City Council.

3. To the extent that there are any typographical, administrative, and/or scrivener's errors contained herein that do not change the tone, tenor or purpose of this Resolution, then such errors may be corrected with no further action required by the Board.

4. This Resolution shall be effective upon approval by the Board.

Dated this 25th day of August 2026.

JEA Board Chair

JEA Board Secretary

Form Approved by:

Office of General Counsel

VOTE		
In Favor		
Opposed		
Abstained		

LEGISLATIVE COPY OF JEA/LIUNA CBA OCTOBER 1, 2025 – SEPTEMBER 30, 2028

~~f~~AGREEMENT

BETWEEN

AND

NORTHEAST FLORIDA PUBLIC EMPLOYEES' LOCAL 630 LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

OCTOBER 1, 2025~~2~~ - SEPTEMBER 30, 2028~~5~~

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PREAMBLE

This Agreement is entered into as of October 1, 2025~~2~~ between JEA and/or any other co-op, partner, affiliate as a result of any Recapitalization Event (Employer) and the Northeast Florida Public Employees' Local 630, Laborers' International Union of North America, AFL-CIO-CLC (Union). It is the intent and purpose of this Agreement to assure a sound and mutually beneficial working and economic relationship between the parties hereto, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth herein basic and full Agreement between the parties concerning the rates of pay, wages, hours, and other terms and conditions of employment. There are, and shall be, no individual arrangements contrary to the terms herein provided. Either party hereto shall be entitled to require specific performance of the provisions of this Agreement. It is understood that the Employer is engaged in furnishing essential public services which vitally affect the health, safety, comfort, and general wellbeing of the public; and both parties hereto recognize the need for continuous and reliable service to the public.

ARTICLE 1: UNION RECOGNITION

1.1 Pursuant to and in accordance with all applicable provisions of Chapter 447, Florida Statutes, the Employer recognizes the Union as the exclusive collective bargaining representative for those employees in the unit as defined in section 1.2 of this Article as per Public Employees Relations Commission for the purpose of bargaining collectively in the determination of the wages, hours, and terms and conditions of employment of the public employees within the unit, unless and until recognition of such bargaining representative is withdrawn by a vote of the employees represented.

1.2 The recognized unit includes all classified employees who are employed by the Employer and whose classifications appear on the attached Appendix A. Specifically excluded are: managerial, supervisory and confidential employees within the meaning of Section 447.203 (4) & (5), Florida Statutes and employees included in other units having exclusive recognition in accordance with Chapter 447, Florida Statutes.

1.3 The Business Manager of the Union or his **(1)** alternate, will be the official spokesperson for the Union in any matter between the Union and the Employer. Any alternate designated by the Business Manager shall be designated in writing, and the period of time covered by such designation shall be included in such written designation.

(1) All references to the male gender in this agreement are used for convenience only and should be interpreted to include both male and female.

ARTICLE 2: SECURITY AND CHECK OFF

~~**2.1** A copy of this Agreement shall be provided to all members of the bargaining unit in the following manner:~~

~~(a) The Employer agrees to have an electronic version with any amendments, Memorandum of Agreements and Memorandum of Understandings available, for reference by bargaining unit employees.~~

~~(b) The Employer agrees to provide all persons hired into a job classification represented by the Union a copy of the current Agreement~~

~~**2.2** Upon receipt of a written authorization from an employee covered by this Agreement, the Employer will deduct from the employee's pay the amount owed to the Union by such employee for dues and uniform assessments. It is understood that this provision will provide for at least twenty six (26) deductions per year. The Employer will remit such sums to the Union within forty (40) days~~ 2 ~~from the date of the deduction. A charge not to exceed the cost of six (6) cents per deduction per pay period will be assessed. The Employer's remittance will be deemed correct if the Union does not give written notice to the Employer within two (2) calendar weeks after a remittance has been received, of its belief, with reason(s) stated therefore, that the remittance is incorrect. The Union shall notify the Employer in writing thirty (30) days prior to any change in its regular dues structure.~~

~~**2.3** The Union will indemnify, defend, and hold the Employer harmless against any claim made and against any suit instituted against the Employer on account of any deduction for Union dues or uniform assessments.~~

~~**2.4** An employee may revoke his authorization for deduction of dues or uniform assessments, provided the employee gives written notice to the Union and the Employer (Labor Relations). Dues revocation will be processed through the Union.~~

~~**2.5** No deduction shall be made from the pay of any employee for any payroll period in which the employee's net earnings for that payroll period are less than the amount of dues to be checked off. Net earnings shall mean net after required deductions of federal taxes, social security, pensions, credit union and health and life insurance. Dues will be reinstated automatically once net earnings exceed the amount of dues to be checked off.~~

~~(2). All references to days shall refer to calendar days unless specified otherwise~~.

ARTICLE 3: UNION ACTIVITY

3.1 The following sections outline the duties and responsibilities of stewards in performing their functions as recognized union representatives. In those cases which cannot be resolved otherwise, designated union stewards shall be granted reasonable time off, without loss of pay, to investigate and settle grievances when such investigation is required for the prompt and effective settlement of the grievance in question. Work loss must be minimized. The steward must advise his Manager or designee of the requirement for such investigation and secure permission before conducting the investigation. Such permission will not be unreasonably withheld. In the investigation of grievances, stewards shall not be allowed to unduly hamper the work operations of the Employer by conferring with employees not involved with the grievance. Union stewards shall normally investigate and settle grievances on the job site which is within their designated jurisdiction. All files of the employee shall be open for investigation by the steward when investigating grievances.

No compensation shall be made for stewards' activities in representation of employees when such activities are conducted during hours other than the stewards' own work hours. Stewards shall not conduct any grievance work on premium time except in emergency situations occurring when the steward is on premium time, which involves disciplinary matters, suspension, or discharge. Manager or designee permission shall be given orally to the union steward provided that said oral authorization ensures adequate controls of the steward's time; otherwise written permission shall be required. Upon returning to his work assignment, the steward shall report to his Manager or designee, unless prior consent not to do so has been secured.

3.2 Union stewards shall be active employees as designated by the Union, and shall be members of the bargaining unit.

3.3 Union Representatives while on public property and functioning as stewards are subject to the same rules of the Employer as all other public employees, except as specifically provided in this Agreement.

3.4 Active solicitation by the Union of grievances and the collection of Union monies shall not be engaged in on the Employer's property.

3.5 No employee shall function as a union steward while on leave of absence without mutual consent of the Union and the Employer.

3.6 When it becomes necessary for a union steward to enter a work area other than his own for the purpose of conducting union business authorized by this Agreement, he will secure permission for his presence from the Manager or designee of that work area and notify the Manager or designee of the general nature of his business. Such permission shall not be unreasonably withheld.

3.7 Nothing in this Agreement shall be construed to prevent any employee from presenting, at any time, his own grievances to the Employer, in person or by legal counsel, and having such grievances adjusted without the intervention of the bargaining agent if the adjustment is not inconsistent with the terms of the Agreement then in effect, and if the bargaining agent or his designee has been given reasonable opportunity to be present at any meeting called for the resolution of such grievance.

3.8 Employees of the designated bargaining unit shall have the right to join the Union, to engage in lawful

concerted activities for the purpose of collective bargaining or other mutual aid and protection, and to express or communicate any view, grievance, complaint or opinion, within the bounds of good taste related to the conditions or compensation of public employment or its betterment, all free from any restraint, coercion, discrimination, or reprisal. There shall be no restraint, discrimination, intimidation, or reprisal against any employee because of that employee's membership or lack of membership in the Union or by virtue of his holding office or not holding office in the Union. This provision shall be applied to all employees by the Employer and the Union.

3.9 All stewards have productive work to perform as assigned by the Employer. The parties agree that each will cooperate with the other in reducing to a minimum the actual time spent by union representatives in investigating, presenting, and adjusting grievances or disputes.

ARTICLE 4: BULLETIN BOARDS

4.1 The Union shall be provided use of electronic bulletin board accessible to all member of the bargaining unit

4.2 The Union agrees that it shall use the bulletin boards provided for in Section 4.1 above, only for the following purposes:

Notices of Union meetings
Union Elections
Reports of Union committees
Rulings and policies of the Union
Notices of the recreational and social affairs of the Union
Notices of public bodies
Official grievance documents and related attachments
Copies of MOA's or MOU's
Job Descriptions
Policies of JEA

4.3 No material, notices, or announcements shall be submitted to Labor Relations for posting by the Union which contains anything political or controversial, or anything adversely reflecting upon the Employer, its employees, or any labor organization. Any proven violation of this section by the Union shall entitle the Employer to cancel immediately the provisions of this article and to remove that bulletin board.

4.4 Alleged abuse of the bulletin boards will be a matter for a special meeting or conference between the proper official of the local Union, and the Manager of Labor Relations and the Director with Labor Relations responsibility or designee.

ARTICLE 5: MANAGEMENT SECURITY

5.1 The Union and its officers, agents, and members agree that during the life of this Agreement, they shall have no right to institute, promote, sponsor, engage in or condone any strike, slowdown, concerted stoppage of work, intentional interruption of Employer operation, or similar activity for any reason. Management shall have the right to discharge or otherwise discipline any employee who violates the provisions of this section. The only question that may be raised in any proceeding (grievance, judicial or otherwise) contesting such action is whether the provision prohibiting strikes, slow-downs, concerted stoppages of work, intentional interruptions of Employer operations, or similar activities was violated by the employee to be discharged or otherwise disciplined.

5.2 (a) The Union, its representatives, agents, members and any persons acting on their behalf agree that the following "other unlawful acts" as defined in Chapter 447, Florida Statutes, are expressly prohibited:

(1) Soliciting public employees during working hours.

(2) Distributing literature during working hours in areas where the actual work of public employees is performed, such as offices, warehouses, plants, service centers, and any similar public installation. This section shall not be construed to prohibit the distribution of literature during the employees' lunch hour or in areas not specifically devoted to the performance of official duties.

(b) No employee organization shall directly or indirectly pay any fines or penalties assessed against individuals pursuant to the provisions of this part.

(c) The Circuit Courts of this State shall have jurisdiction to enforce the provisions of this section by injunction and contempt proceedings, if necessary. An employee who is proven to have violated any provision of this section may be discharged or otherwise disciplined by the Employer, notwithstanding the provisions of any collective bargaining agreement.

5.3 The Employer and the Union agree that the basic intent of this Agreement is to provide a fair day's work in return for a fair day's pay and to provide conditions of employment suitable to maintain a competent work force. The Employer and the Union affirm their joint opposition to any discriminatory practices in connection with employment, promotion, or training, remembering that the public interest requires the full utilization of an employee's skill and ability without regard to race, color, creed, national origin, gender, or disability.

5.4 The Employer and Union agree that the Employer shall be allowed to take all actions necessary to comply with the Americans with Disabilities Act of 1990, as amended. Matters related to ADA are not grievable under this Agreement and must be taken up with the appropriate governmental agency.

ARTICLE 6: SAVINGS CLAUSE

The Employer retains all rights, powers, functions, and authority it had prior to the signing of this Agreement except as such rights are specifically relinquished or abridged in this Agreement.

ARTICLE 7: MANAGEMENT RIGHTS

7.1 As set forth in FS 447.209, i~~I~~t is the right of the Employer to determine unilaterally the purpose of each of its business units, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations, including the right to sub-contract. It is also the right of the Employer to direct its employees, take disciplinary action for proper and just cause, and to relieve its employees from duty because of lack of work or for other legitimate reasons; provided, however, that the exercise of such rights shall not preclude employees or their representatives from raising grievances, should decisions on the above matters have the practical consequences of violating the terms and conditions of this Collective Bargaining Agreement.

7.2 In those cases where sub-contracting by the Employer for those jobs now performed by members of the Union is being considered, a special meeting will be held to discuss the sub-contracting (including but not limited to lists of jobs to be contracted). The meeting shall be held as soon as it is determined by the Employer that it will be necessary to subcontract out a service.

7.3 The Employer will provide the Union with access of any work rules, management directives (MD's) and/or policies which the Employer has created, amended, or deleted, within a reasonable time after such creation, amendment, or deletion. The Union will be provided general notification of changes and access to JEA's internal intranet page.

ARTICLE 8: STEWARDS AND REPRESENTATION

8.1 The Employer recognizes and shall deal with all the accredited union stewards, the union Business Manager, and any other officer, pursuant to Section 1.3 of this Agreement in all matters relating to grievances and interpretation of this Agreement.

8.2 Employees covered by this Agreement will be represented by twenty- ~~one (210)~~two (22) stewards designated by the Union. The Union will also name a Chief Steward in addition to the twenty-one (21~~0~~) other stewards. ~~The Chief Steward can handle issues at any work location as needed; in addition he will also act as a second primary contact for the Union (in addition to the Union Business manager).~~The twenty-~~one~~two (22~~1~~) stewards shall include one (1) Chief Steward, four (4) Regional Stewards, and ~~sixteen~~seventeen (17~~6~~) stewards that are assigned to specific locations. In addition to the steward duties, the Chief Steward will be the alternate for the Business Manager as provided for in Article 1, section 3, and will serve as the official spokesperson for the Union when the Business Manager is not available. When an issue arises that requires a steward, the steward assigned to that location will be utilized. If the steward assigned to that location is not available, the Regional Steward assigned to the area will be utilized. If both, the steward assigned to that location and the Regional Steward, are not available the Chief Steward will be utilized.

~~Employees covered by this Agreement will be represented by twenty (20) stewards designated by the Union. The Union will also name a Chief Steward in addition to the twenty(20) other stewards. The Chief Steward can handle issues at any work location as needed; in addition he will also act as a second primary contact for the Union (in addition to the Union Business manager).~~

When additional permanent work locations are created; the Employer and the Union will meet at the request of either party for the purpose of mutually determining the stewardship needs of the Union.

Through the life of the contract, JEA will provide up to two (2) days without loss of pay for LIUNA steward training, for up to twenty-two (22~~0~~) stewards.

8.3 A written list of the Union stewards and alternate stewards shall be furnished to Labor Relations prior to the effective date of their assuming duties of office. The Union shall ~~notify~~ provide written Labor Relations ~~promptly of~~ prior to any changes of ~~such~~ union stewards. Union stewards will not perform any ~~grievance work~~ steward activities until the Union complies with this section.

8.4 (a) Officials of the Union, as designated in Section 1.3 of this Agreement, may, with proper authorization, which will not be unreasonably denied, are admitted to the property of the Employer. Union officials, as designated above, shall be ~~able to~~ provided an opportunity to talk with employees before or after regular working hours or during the lunch hour of said employees on Employer property in areas mutually agreed upon by the Union and the Employer.

(b) Officers and accredited representatives of the Union will be admitted to the property of the Employer during working hours for the purpose of ascertaining whether or not this Agreement is being observed by the parties, provided such visitation is not disruptive to the work force. When an area or building belonging to the Employer is not normally open for visitation, the Employer shall provide a responsible escort to the union officer or accredited representative, provided this service has been requested in advance.

8.5 (a) The Employer agrees to contribute two thousand and one hundred (2100) cumulative payroll hours through the life of the contract to the Union for a pool time account to be used by employees at the calling of the Union solely and exclusively for this bargaining unit, upon notifying and securing the prior approval of management, and provided the absence will not interfere with system operations. If additional hours are needed a discussions will take place between the Union and the Employer. Notification shall be transmitted by electronic mail at least forty-eight (48) hours in advance to the employee's manager with a copy to Labor Relations. The notification shall include the nature of the request and the number of hours of pool time requested. The employee's manager shall either approve or disapprove of the request at least twenty-four (24) hours in advance of the absence. Employees designated in writing shall be carried on the active payroll and shall continue to accrue wages and benefits. None of the JEA contributed hours will be used for any political campaign.

(b) Pool Time use shall only be authorized by the Business Manager or designee.

8.6 (a) When an employee is questioned by management, and the employee reasonably believes that the questioning may lead to disciplinary action against him, the employee has the right to request that a union representative be present at the meeting. JEA will accommodate an employee's request for a union representative when a dismissal notice is being issued that may cause that individual to consider possible resignation. When an employee requests union representation pursuant to this section, and a union representative is not immediately available, as provided for in Article 8, Section 2, the Employer shall postpone the meeting for a reasonable time in order for the employee to obtain union representation.

(b) The manager or designee ~~should~~ shall advise the employee of his/her right to representation by a steward when conducting a fact-finding meeting that may lead to disciplinary action. The parties agree that this notice will be provided for on the written "Notice of Fact-Finding" required by Article 24, Section 1. The steward may be that of the employee's own choosing from those available at the work site. The omission of the manager or designee advising the employee of his/her right to representation by a steward shall not be grounds to challenge the validity of any disciplinary action taken.

8.7 Negotiations

(a) The Union will be allowed up to ten (10) negotiation team members to be released without loss of pay. These members will be allowed time off without loss of pay from regularly scheduled work to attend negotiation meetings. However, in the event such meetings extend beyond the usual working hours, or are scheduled outside of regular working hours, no compensation shall be paid by JEA for time outside of regular working hours and working days.

(b) JEA will provide ten (10) Union negotiation team members time off without loss of pay from regularly scheduled work to attend up to three (3) working days or twenty-four (24) hours of negotiation prep meetings. However, in the event such meetings extend beyond the usual working hours, or are scheduled outside of regular working hours, no compensation shall be paid by JEA for time outside of regular working hours and working days.

ARTICLE 9: SPECIAL MEETINGS

9.1 The Employer and the Union agree to meet and confer on matters of interest upon the written request of either party. The written request shall state the nature of the matters to be discussed and the reason(s) for requesting the meeting. Discussion shall be limited to matters set forth in the request or other subjects mutually agreed to, but it is understood that these meetings shall not be used to renegotiate this Agreement.

9.2 Such special meeting shall be ~~held~~ scheduled within ten (10) calendar days of the receipt of the written request and at a time and place mutually agreeable to the parties. The Employer and the Union shall have the right to recommend corrections to any problems pertaining to the subject matter under discussion. The Employer or the Union will respond in writing to the other party concerning matter(s) discussed within ten (10) calendar days of the meeting, unless waived.

9.3 The JEA agrees, in the interest of enhancing communications with the Union, to provide the Business Manager with a copy of the JEA Authority meeting agenda prior to each regular meeting.

9.4 The Manager of Labor Relations or his/her designee and the LIUNA Business Agent or his/her designee agree to convene quarterly for a "Labor Management Meeting" to confer on matters of interest to each party. These meetings shall be held at a time and place mutually agreeable to the parties and shall be comprised of up to six (6) representatives of Employer and up to six (6) representatives from the Union unless the parties agree to a different number.

9.5 Union representatives shall receive their regular pay for attending, provided that the meeting takes place during the representative's normal workday.

9.6 The parties agree that neither Special Meetings nor the Quarterly Labor -Management Meetings shall be used to renegotiate the terms of this Agreement or to discuss matters addressed in the grievance process.

ARTICLE 10: HOURS OF WORK AND OVERTIME PAYMENT

10.1 (a) The purpose of this article is to define hours of work and computation of overtime. For accounting purposes, the standard work week for all employees shall be from 0000 Monday to 2400 Sunday. All employees within the bargaining unit shall be placed within one of the schedules which appear below.

(b) Compensation for overtime will be in the form of cash payment, unless compensatory time is mutually agreed to by the employee and the Vice President, Director, Manager, or designee. Employees covered by this Agreement who are subject to the provisions of the Fair Labor Standards Act may accrue up to two hundred forty (240) hours of compensatory time *up until the start of the last pay period that falls within the current calendar year. When the maximum amount of compensatory time has been reached, compensation for the additional overtime hours worked shall be in the form of cash*. Once this amount of compensatory time has been reached, compensation for additional overtime hours worked will be in the form of cash. Accrued compensatory time may be taken at any time when authorized by the appropriate manager. Requests for compensatory leave of five (5) or more consecutive ~~work days~~workdays must be submitted in writing at least two (2) weeks in advance. Requests for compensatory leave shall be in accordance with Article 19.

The employee has until December 14, 2025, to elect:
1) Whether to roll-over all accrued compensatory time into a reserve bank, or
2) Cash out with the option to roll-over a portion of the accrued compensatory time into either their JEA 457(b) Deferred Compensation Plan, subject to IRS limitations and/or deposit a portion into their HSA (Health Savings Account), subject to IRS limitations.

If the employee fails to make an election all compensatory time will be paid out. However, any prior approved requests for compensatory time off up to the start of the last pay period that falls within the current calendar year will continue to be honored.

For calendar years 2026, 2027, and 2028 employees, employees will be able to maintain a reserve bank of compensatory time for hours to be used for leave purposes only. The election to maintain a reserve bank must be made by on or before December 14, 2026, for calendar year 2027 and December 13, 2027, for calendar year 2028. If the employee fails to make an election, JEA will pay out any accrued compensatory time not used within the current calendar year at the rate of pay upon payout. If they elect to have a reserve bank, and the employee has not accrued up to 240 hours, the employee may continue to accrue compensatory time in the new calendar year where these hours earned can either be used during the calendar year and/or:

1) A portion rolled into the reserve bank;
2) A portion rolled into the JEA 457(b) Deferred Compensation Plan, subject to the IRS limitations
3) A portion rolled into the HSA, subject to the IRS limitations

It is understood that the employee is only able to accrue a maximum of 240 hours between the reserve bank and current year bank.

The employee may not elect to receive compensatory time for double time pay earned during a Declared Emergency or Mutual Aid. These pays will be compensated in cash.

1~~2~~. Unless expressly covered in this Agreement, all wages, hours, and other terms and conditions of employment presently enjoyed by LIUNA represented employees remain in full force and effect.

23. The Parties will incorporate the language set forth in this Agreement into any successor Collective Bargaining Agreement negotiated by the JEA and LIUNA.

(c) All employees are required to work overtime when and as required. This may include requiring employees to remain on duty past their normal ~~work day~~workday and requiring employees to report early on overtime. Management shall give as much advance notice as possible, and no such request shall be unreasonably made.

10.2 (a) **NON-SHIFT EMPLOYEES**

(1) **EIGHT HOUR WORK SCHEDULE**

The regular work schedule shall consist of five (5) eight (8) hour days, Monday through Friday. Overtime will be compensated at time and one-half (1-1/2) for all hours worked in excess of eight (8) in any twenty four (24) hour period unless the employee has leave without pay during the work week. Employees working in excess of sixteen (16) hours in any twenty-four (24) hour period shall be compensated overtime at double (2) time for the hours worked in excess of sixteen (16). Employees who work in excess of forty (40) hours in any work week for which overtime compensation has not previously been paid will be compensated for the excess hours at time and one-half (1-1/2).

(2) **TEN HOUR DAY WORK SCHEDULE**

The ten-~~-~~hour work day shall consist of four (4) ten (10) hour work days, Monday through Friday. If the schedule does not include 4 consecutive work~~-~~days, then the schedule will be rotated through the crews/employees on a regular basis. Volunteers and special employee situations will be considered. Overtime will be compensated at the rate of ~~time-and-one-half~~ one and one-half times rate (1-1/2) for all hours worked in excess of ten (10) in any twenty-four (24) hour period unless the employee has leave without pay during the work week. Employees working in excess of sixteen (16) hours in any twenty-four (24) hour period shall be compensated at double time for the hours worked in excess of sixteen (16). Employees, who work in excess of forty (40) hours in any work week for which overtime compensation has not previously been paid, will be compensated for the excess hours at time and one-half.

(3) **ODD WORK WEEK SCHEDULE**

In those activities requiring work schedules other than the regular 8 hour work schedule[10.2 (a) (1)], the eight (8) hour rotating-shift schedule [10.2 (b) (1)], the ten-hour-day work schedule [10.2 (a) (2)], or the twelve-hour-rotating-shift schedule[10.2 (b) (2)], the work schedule shall consist of forty (40) hours which may begin on any day of the week. No employee assigned to this odd work week shall be required to work any hours in excess of twelve (12) hours in any twenty-four hour period as part of the regular schedule work day. The twenty-four (24) hour period constitutes twenty-four (24) hours from the beginning of the employee's usual schedule starting time. Overtime compensation at ~~time-and-one-half~~ one and one-half times rate (1-1/2) shall be paid for all hours worked in excess of regular shift hours in any twenty-four (24) hour period unless the employee has leave without pay during the work week. Employees working in excess of sixteen (16) hours in any twenty-four (24) hour period shall be compensated at double time for the hours worked in excess of sixteen (16). Employees, who work in excess of

forty (40) hours in any work week for which overtime compensation has not previously been paid, will be compensated for the excess hours at time and one-half.

(b) **SHIFT EMPLOYEES**

(1) **EIGHT HOUR SHIFT**

The standard work week of those activities requiring a twenty-four (24) hour per day, seven (7) day per week operation shall be eight (8) hours for any twenty-four (24) hour period and that normally result in forty (40) hours per work week or at least ~~80 hour~~80-hour equivalent pay bi-weekly. Days and shifts of work shall be scheduled consecutively without alteration during the shift or work week. The Employer may alter a shift for the purpose of staffing, if a shift is demonstrated by the Employer to be understaffed to the point that additional personnel are required to work the shift to avoid suspension of production. Overtime compensation at time and one-half (1½) shall be paid for all hours worked excess of regular shift hours in any twenty-four (24) hour period unless the employee has leave without pay during the work week or in excess of forty (40) hours in any work week for which overtime compensation has not previously been paid. Employees working in excess of sixteen (16) hours in any one ~~work day~~workday shall be compensated overtime at ~~double~~two-times rate (2) time for the hours worked in excess of sixteen (16).

(2) **TWELVE HOUR SHIFT**

The work schedule of those employees assigned to activities requiring a twenty-four (24) hour per day, seven (7) day per week operation, shall consist of twelve (12) hours for any twenty-four (24) hour period. Days and shifts of work shall be scheduled consecutively without alteration during the shift or work week. The Employer may alter a shift for the purpose of staffing, if the shift is demonstrated by the Employer to be understaffed to the point where additional personnel are required to work the shift to avoid suspension of production. Overtime compensation at time and one-half (1-1/2) shall be paid for hours worked in excess of twelve (12) in any ~~work day~~workday unless the employee has leave without pay during the work week, or in excess of forty (40) hours in any work week for which overtime compensation has not previously been paid. Employees working in excess of sixteen (16) hours in any ~~work day workday shall~~workday shall be compensated at ~~double~~ two-times rate (2) time for the hours worked in excess of sixteen (16).

(3) The parties agree that "JEA observed holiday" only applies when ~~hat~~ an observed holiday falls on a shift employee's normally scheduled workday and the shift employee does not work the holiday – those hours are to be considered ""time worked" for the purpose of calculating overtime.

(4) When a "JEA observed holiday" falls outside of a shift employee's normal work schedule workday or when the shift employee has worked the "JEA observed holiday" the holiday pay does not count towards hours worked for the purpose of calculating overtime.

10.3 The days and shifts of work and rest days of employees shall be scheduled consecutively where possible.

All non-shift schedules shall result in at least two consecutive days off. Final approval of all work schedules shall be at the sole discretion of management, provided that nothing in this section shall supersede any other article of this Agreement.

10.4 (a) The Employer agrees to notify the Union in writing of any master schedule changes that affect all bargaining unit employees assigned to a cost center at least ten (10) calendar days prior to the change. The Employer will give employees at least ~~forty-eight~~forty-eight (48) hours written notice before changing an employee's regular work schedule. The above shall not apply in the event of an emergency as defined within The American Heritage Dictionary, Third Edition.

(b) Non-shift employees assigned to a weekend schedule who wants their assigned weekend off may find a volunteer who will switch schedules for that entire work week; provided that any such switch in schedules must be approved in advance by the manager and the employee who substitutes must be appropriately qualified, as determine by management to perform the required work.

10.5 Any authorized paid leave, except for paid parental leave, shall count towards the threshold for determining when the employee is eligible for overtime pay (one and one-half times the employee's regular rate of pay). The leave shall not count towards determining eligibility for double time pay.

10.6 (a) An employee who has left his place of work and is called back for overtime work shall be paid for such overtime in accordance with this article, provided that he shall receive a minimum payment of four (4) hours at one and one-half time rate (1-1/2) times his regular rate. If an employee is called out or assigned to more than one job before the end of the basic four (4) hour work period, it will be covered by the original minimum payment of four (4) hours and no extra payment will be allowed.

(b) If an employee who is scheduled to report for overtime work receives notice of cancellation less than seven (7) hours from his scheduled starting time, he shall receive a minimum payment of two (2) hours at one-and-one-half times rate (1-1/2) times the employee's regular rate.

(c) In the event that a JEA employee is required to perform work outside of and not contiguous with his/her regularly scheduled working hours, and in the event that such employee does not have to report to a JEA facility to complete such work, then the following guidelines shall apply:

1) An employee who is authorized by management to do work from his/her home outside of and not contiguous with his/her regularly scheduled working hours in lieu of reporting to work at the designated time and place shall be compensated for all such authorized time worked.

2) The minimum amount to be paid under this provision for an employee performing authorized work while at his/her home is one (1) hour.

3) The employee shall be compensated at his/her regular rate of pay for the minimum amount of time of one (1) hour or for the actual time worked if more than one (1) hour. Provided, however, that the employee will be compensated at ~~one and one half~~ one and one-half times rate (1-1/2) ~~(1 ½)~~ times his/her regular rate of pay for all hours worked in excess of the applicable threshold found in Section 10.2 of the collective bargaining agreement.

An employee who is on rest period when authorized under this provision to do work from his/her home shall not be compensated at double (2) time. Nor shall the employee be compensated for

minimum pay for call out pursuant to Section 10.6 (a) of the collective bargaining agreement.

(d) An employee who is required by management to attend a meeting outside of and not contiguous to his/her regularly scheduled working hours shall be compensated the greater of two (2) hours or the actual meeting duration, at one and one-half (1.5) times the employee's regular rate of pay.

10.7 (a) It is the responsibility of the Employer to distribute the opportunity for overtime work equally among employees in the respective classifications normally performing the same types of work in each assigned shift, crew, or work area. Violation of the rules required by this section – passing-over an employee who was eligible and available for the next overtime opportunity – shall require two (2) hours compensation at one and one-half (1.5) times the employee's regular rate of pay.

b) The sharing of overtime shall neither delay nor increase the Employer's cost of operation. Overtime records of the Employer shall be made available to union officials, when requested, to resolve any question involving distribution of overtime. Each assigned work area shall keep its overtime record in hours, and each record shall be kept current on a bi-weekly basis. A copy shall be posted electronically bi-weekly. Nothing in this article shall require payment for overtime hours not worked except as expressly provided in this Agreement.

10.8 Overtime may only be authorized by the appropriate manager or his designee.

10.9 All employees shall be given at least a half-hour lunch break, and may be given up to a one-hour lunch break, which will be the employee's own time. Employees who are required to work during the lunch break (such as certain shift employees) shall be compensated.

10.10 An employee who has worked sixteen (16) hours or more in a twenty-four (24) hour period, or eight (8) hours or more overtime in the sixteen (16) hour period immediately preceding his basic workday, shall, upon release, be entitled to an eight (8) hour rest period before he returns to work. If the rest period extends into the employee's basic workday, the employee shall lose no time thereby.

Overtime pay for these extended hours will be at the applicable overtime rate. If an employee is called back to work without completing his eight (8) hour rest period, he shall be compensated at the rate of two (2) times his regular rate of pay for all hours worked, commencing from the time he reports back to work and ending when he is released for an eight (8) hour rest period. Paid rest time shall be considered the same as time worked for determining when overtime (one and one-half times the employee's regular rate of pay) starts in any workday. Paid rest time shall ~~not~~ count towards ~~determining~~ eligibility for double time pay.

Should a callout or scheduled overtime assignment finish less than eight (8) hours before an employee's regularly scheduled start time, the employee will be entitled to eight (8) hours rest before reporting for their regularly scheduled start time. The employee shall lose no time thereby. This provision will not apply if the callout assignment occurs within four hours of the employee's scheduled start time and the employee had not had at least eight (8) hours rest prior to that callout; in this circumstance the employee will continue work into their scheduled workday.

If the end of the employee's rest period occurs within two(2) hours of the end of the employee's basic workday, the employee's manager has sole discretion, not subject to grievance or arbitration, to release the employee without loss of pay for the remainder of the workday.

10.11 In the event that it becomes necessary to reassign employees from one work schedule to another or from one work area to another, the Employer shall normally first reassign employees in each class who volunteer for such reassignments and who are from the work schedule at the work area or the actual work area from which the assignment is being made. The volunteers from each class with the greatest seniority in grade shall be reassigned first. If the Employer is not able to obtain enough volunteers for the reassignment, the Employer shall reassign the least senior employees in grade from each representative class and who are from the work schedule at the work area or the actual work area from which the assignment is being made. The Employer retains the right to reassign any employee or group of employees, without regard to the provisions of this section, under the following circumstances:

(a) When an employee or group of employees have special skills which are needed on another work schedule or in another work area.

(b) When there are special circumstances relating to an individual employee requiring the Employer to reassign that individual to a different work schedule or work area.

(c) The crew structure shall be preserved. The assignment shall be made by crew from the work area performing such work. The crew may volunteer for such assignment as a unit. In such cases where more than one crew volunteers, the crew leader's years of service shall be the tie breaker. Scheduled overtime assignment shall be in accordance with Section 10.7.

(d) Should the Employer reassign an employee without regard to 10.11, 10.11 (a), (b) or (c), upon request of the Union or the employee, the Employer shall inform the Union or employee, in writing, of the facts or circumstances upon which the Employer relied in making such reassignment. The reassignment, facts or circumstances the Employer relied is not subject arbitration pursuant to the grievance/arbitration article of this agreement.

10.12 (a) Any employee desiring transfer to another job shall file written notification of such request with his manager. The manager shall respond to the employee's request in writing within fifteen (15) calendar days of receipt of the employee's request.

(b) The Employer shall consider applications for transfer to positions within the bargaining unit from existing employees before hiring from outside the existing JEA workforce. Existing employees and outside applicants shall be evaluated upon the same standards. Management retains sole discretion to determine which employees it shall select.

~~**10.13 SYSTEM OR LIMITED EMERGENCY**~~

~~**System or Limited Emergencies**~~

~~The intent of this language is to define the existence of an emergency, the determination of when employees become "Essential" and "Non-Essential", and the operational and pay guidelines for the JEA and LIUNA.~~

~~1. **Definitions**~~

~~A. **Emergency** An unexpected situation or sudden occurrence of a serious and urgent nature that demands immediate action.~~

~~B. **System Emergency** All or the vast majority of employee's in the company are affected by the emergency.~~

C. **Limited Emergency** – The emergency only affects a portion of the company – one or more departments, but not all.

D. **Non-Essential Employees**: Employees who are not required to be at work and are either: 1) released from duty (no Blue Sky or Storm Assignment) during some portion of the period of a declared emergency, or 2) who are on duty but not designated as Essential Employees (they are performing Blue Sky Assignments).

E. **Essential Employees** – Employees who are designated as Essential Employees and are performing emergency related duties (Storm Assignment) during a declared emergency.

F. **Storm Riders** – employees whose management has specifically designated as Essential Employees and pursuant to that are required to work and /or remain at a JEA designated facility during an event giving rise to a declared emergency. A storm rider is a subset of an Essential Employee.

G. **Storm Assignment** – Work assignments being performed by an employee during the period their management has specifically designated them as being Essential Employees and altered their normal work schedule for the purpose of restoration after an event giving rise to a declared emergency.

H. **Blue Sky Assignment** – Assignments normally performed by an employee that are not being performed for the purpose of restoration efforts as the result of a declared emergency.

Note 1: An individual employee may be designated either Essential or Non-Essential at different times during the full duration of a declared emergency (System or Limited Emergency). Example: during a major storm event, many employees will likely be deemed Non-Essential initially; but once the storm passes and JEA mobilizes its restoration efforts, those same employees may be deemed Essential.

Note 2: The designation of Essential or Non-Essential may be applied by management to some or all of a bargaining unit, geographical area or department (System or Limited Emergency). In Limited Emergencies these provisions related to designation of Essential and Non-Essential shall apply to the areas covered by the Limited designation, but other areas will continue to operate under "Blue Sky" parameters. Example: A Limited Emergency declared at Northside Generating Station requiring some employees to be designated Non-Essential and placed on administrative leave does not mean that employees downtown are thereby designated Essential.

Note 3: For the period(s) during which Essential Employees are so designated, they shall be deemed to be on a unique, stand-alone schedule – one inherently unpredictable due to the unique nature of each declared emergency and the requirements to achieve restoration, and progress made toward it once underway. Therefore, certain CBA provisions will not apply: rest period(s); schedule premium nights; schedule premium weekends; notice of shift change; vehicle assignment notice; standby pay; training / instructor supplement; daily and weekly overtime thresholds.

Holiday pay: If an Essential Employee is required to work on a day that would normally be recognized as a holiday under their normal schedule, in addition to the double-pay for time actually worked, they will receive the holiday pay (at regular rates) that they would normally have received if on Non-Essential status / normal work schedule.

Note 4: Transition back to Blue Sky duties. Upon being relieved of duty from Essential Employee status and having worked at least eight (8) consecutive hours, the employee will be entitled to a minimum eight (8) hour transition period before resuming Blue Sky duties. Should that transition period overlap what would have been their normal schedule, they will lose no (regular rate) pay thereby.

Note 5: Preparatory activities in anticipation of a declared emergency period (such as when a hurricane is approaching) or wind-down activities after a declared emergency period will be scheduled and compensated in accordance with the regular CBA provisions.

2. **Declaration of System or Limited Emergency**

The Managing Director of JEA, or designee, has the authority to declare either a system or limited emergency. In the event that the Managing Director or designee declares either type of an emergency, the provisions of this section take effect.

3. **Non-Essential Employees**

These employees are subject to the following:

1) Non-essential Employees may be released from duty and shall be granted administrative leave with pay for the balance of their normal schedule, and any additional days (or portions thereof) when they are not required by the Employer to report to work due to the emergency.

2) Non-essential Employees who are already on previously approved leave with pay at the time of the emergency, or who are scheduled to take authorized leave with pay during the time of the emergency shall not be charged for the leave for that period of time when other Non-essential Employees are on administrative leave with pay as a result of the declared emergency.

3) Non-essential Employees who are already on previously approved leave without pay at the time of the declared emergency, or who are scheduled to take authorized leave without pay during the time of the declared emergency shall not be paid for that period of time when other Non-essential Employees are on administrative leave with pay as a result of the declared emergency.

4) If a scheduled holiday falls within the time that Non-essential Employees are on administrative leave with pay due to a declared emergency, the employees will be paid for the holiday, but will not receive any additional holiday leave or pay for that day.

5) Non-essential Employees required to work for non-Blue Sky purposes will have their designation changed to an Essential Employee. Non-essential Employees required to return to work to perform their regular "Blue Skies" job functions will remain in a non-essential status.

4. **Essential Employees**

These employees will be subject to the following:

1) Essential Employees will be required by JEA to work during the declared emergency. Management may consider volunteers when possible.

2) To the maximum extent possible, when the general population is being required to evacuate an area in anticipation of a hurricane, tropical storm, or similar circumstances where there is advance notice of a situation that is expected to create an emergency, JEA shall allow Essential Employees reasonable time, as determined by JEA, to return to their residence, secure the residence, and make plans for the safety of their family. To the extent that reasonable time falls during the employee's regular schedule, they will lose no time thereby. After allowing a reasonable time for such activities, as determined by JEA, Essential Employees shall be required to report back to work during the emergency.

3) Essential Employees shall be compensated at the premium rate of two (2) times the rate of their regular pay for all time actually worked on Storm Assignment. In addition, these employees will be paid straight time hourly pay for the time that they would have been on administrative leave with pay if they had been designated a Non-essential Employee (i.e., any normally scheduled hours). The maximum amount payable under this provision is forty (40) hours per

work week, and it only includes periods during which JEA has any Non-essential Employees relieved of duty, not when all Non-essential Employees are performing "Blue Skies Assignments"

4) During an emergency, Essential Employees who are required to report for work will be provided with meals or meal vouchers.

5. **Alteration of Annual, Vacation, or Personal Leave Schedules**

JEA has the unilateral right to alter the Annual, Vacation, or Personal Leave schedule of any employee in declared emergencies. This right includes the right to require employees who are on leave at the time of the declared emergency to return to work. In such cases, JEA will reimburse the employee for any non-refundable expenses incurred as a result of the cancellation or alteration of the employee's Annual, Vacation, or Personal Leave plans.

6. **JEA Communications with Employees during the Emergency**

Any employee who is released from work during a declared emergency is expected to resume his/her regular work schedule, or to assume their Storm Assignment if applicable, when directed to do so by JEA. In order to assist employees in determining when they are expected to return to work, JEA will take reasonable steps to keep employees advised about the status of JEA operations, including the dates and times that employees are expected to resume their regular work schedule. For example, JEA will release information to employees via the JEA voice mail or e-mail system, through use of employee pagers, through releases of information to news media, and any other appropriate means of communicating with employees. To the extent that an employee relies on information released via local news media to determine when he or she is expected to return to work, JEA employees are to follow instructions related to JEA, not those issued regarding City of Jacksonville employees.

10.14 Mutual Aid

When employees are requested and authorized to assist other utilities in the restoration of their service areas, said employees will receive compensation of pay at two (2) times their normal rate of pay for all hours worked in this process to include travel and any other time required. In non-emergency situations assisting other utilities, JEA will pay compensation of two (2) times normal rate of pay if reimbursable from non-JEA sources (e.g., other utility and/or FEMA).

ARTICLE 11: TIME TRACKING

The Employer, at its sole discretion, may employ time tracking methods for control and pay purposes. The time tracking procedures shall be applied uniformly at each work reporting location. No employee shall make entries on another employee's time tracking record.

Each department, sections, areas, or teams shall formulate a set of rules governing reporting time and attendance requirements. The department, sections, areas, or teams shall consider input and comments from the union / Association when formulating or amending these rules.

ARTICLE 12: WAGES

12.1 (a) The rates of pay for the classifications in the Unit are shown in Appendix "A" to this Agreement.

(b) **General Increases**

Fiscal years run from October 1st through September 30th.

All employees in the Unit shall receive a general increase as follows:

FY 25/26: Three and one-half percent (3.5%); effective October 1, 2025. This 3.5% increase will begin prospectively with the next payroll period following ratification of the Agreement by both the Unit and City Council. The increase will be applied retroactively effective October 1, 2025 ("Retroactive Pay"), to be paid as soon as is administratively feasible following ratification of the Agreement by both the Unit and City Council. The retroactive pay shall be applied to all hours worked by each employee in the Unit during the retroactive period and shall include Standby Pay, Overtime Pay, Comp Time, and Scheduled Premium Pay.

FY 26/27: Three and one-half percent (3.5%); effective October 1, 2026.

FY 27/28: Three and one-half percent (3.5%); effective October 1, 2027.

There shall be no reopener on general wage increase during the term of this Agreement. LIUNA will secure signed waivers from an authorized representative of JSA, AFSCME, and IBEW confirming that they waive any right to challenge the general increases provided for in this Section, given that the total general wage increase over the term of this Agreement is 10.5%, which is the same total general wage increase provided for in the Agreements with JSA, AFSCME, and IBEW.

(c) **Joint Inventory of Job Classifications**

1. The parties shall undertake a joint inventory of the classifications in the Unit. Designated representatives of LIUNA and JEA shall meet to review each job classification, examine the duties as actually performed, and jointly prepare accurate and current job descriptions reflecting that work.

2. Edits to existing job descriptions shall be made by mutual agreement, documented by strikethrough and addition, and no job description shall be deemed final unless agreed to by both parties. Each job description shall reflect the work the employees actually perform, established jointly, and shall not be derived from job titles alone or from any single-source or employee-only or supervisor-only characterization of the work.

3. The job classification inventory is a documentation exercise. It is expressly not a reclassification. Standing alone, it shall not change any classification, pay grade, step, or unit assignment, and nothing produced in the inventory shall be used by either party as an admission that any classification is or is not equivalent to any other.

(d) **Reclassification Reopener**

1. Reclassification is reserved to a reopener, to be informed by the completed joint inventory. Either party may propose the reclassification of a position based upon the agreed job descriptions. A reclassification shall follow from the agreed job description of the work, and shall not precede it.

2. A dispute arising under this reopener that the parties are unable to resolve shall be submitted to the Public Employees Relations Commission, or to a dispute-resolution mechanism mutually agreed to by the parties.

(e) **Implementation Timeline**

1. The parties shall commence the joint classification inventory within fifteen (15) days of ratification of this Agreement by both the Unit and City Council. Within that period, the parties shall designate their representatives, exchange a list of the classifications to be reviewed, and set a schedule of sessions.

2. The first inventory session shall be held within thirty (30) days of Unit and City Council ratification of this Agreement. The parties shall meet on a regular cadence of not less than twice per month until the inventory is complete.

3. The parties shall use their best efforts to complete the joint inventory within one hundred twenty (120) days of ratification.

4. Any deadline in this Section may be extended by written agreement of the parties. A dispute the parties are unable to resolve shall be submitted as provided in the Reclassification Reopener section above.

(f) **Reservation of Unit Clarification Rights**

1. Nothing in this Agreement waives, limits, or impairs the right of either party to petition the Public Employees Relations Commission for clarification of the bargaining unit. The parties acknowledge that questions of classification and unit composition may be presented to the Commission during the term of this Agreement.

~~**12.1** (a) The rates of pay for the classifications in the Unit are shown in Appendix "A" to this Agreement effective the earliest of October 1, 2022 (if the Union ratifies on or before September 20, 2022, or the payroll period commencing immediately after final ratification); October 1, 2023 and October 1, 2024.~~

~~All active employees in the bargaining unit shall receive a one-time three and one-quarter percent (3.25%) ratification incentive payment contingent upon successful ratification by the bargaining unit on or before September 20, 2022.~~

~~(b) General Increase~~

~~Fiscal years run from October 1st through September 30th.~~

~~All employees in the Unit shall receive a general increase as follows:~~

~~FY 22/23: Eight percent (8%); effective October 1, 2022.~~

~~FY 23/24: Four and one-half percent (4.5%); effective October 1, 2023.~~

~~If the average Consumer Price Index for All Urban Consumers (CPI-U) for the Southeast (as reported by the Bureau of Labor Statistics) for the calendar months of August 2022 through July 2023 exceeds the four and one-half percent (4.5%) General Increase, the General Increase shall be adjusted to match the average Consumer Price Index up to a maximum of 7%. If the CPI-U for the Southeast is lower than the 4.5%, the General Increase will remain at 4.5% and will not be reduced. If the average Consumer Price Index for All Urban Consumers (CPI-U) for the Southeast for the months of August 2022 through July 2023 exceeds seven percent (7%), the additional percentage above seven percent (7%) increase will pe paid as a one-time lump sum payment calculated using the employee's regular annualized salary as of 9/30/23 and will be paid as soon as administratively feasible at the beginning of the FY 2024.~~

~~FY 24/25: Three and one-half percent (3.5%); effective October 1, 2024.~~

~~If the average Consumer Price Index for All Urban Consumers (CPI-U) for the Southeast (as reported by the Bureau of Labor Statistics) for the calendar months of August 2023 through July 2024 exceeds the three and one-half percent (3.5%) General Increase, the General Increase shall be adjusted to match the average Consumer Price Index up to a maximum of 7%. If the CPI-U for the Southeast is lower than the 3.5%, the General Increase will remain at 3.5% and will not be reduced. If the average Consumer Price Index for All Urban Consumers (CPI-U) for the Southeast for the months of August 2023 through July 2024 exceeds seven percent (7%), the additional percentage above seven percent (7%) increase will pe paid as a one-time lump sum payment calculated using the employee's regular annualized salary as of 9/30/24 and will be paid as soon as administratively feasible at the beginning of the FY 2025.~~

~~**12.2** Evaluation for service which meets standards shall be standard and in writing throughout the bargaining unit with each activity using the same accepted evaluation form and procedure. A copy of the completed evaluation shall be provided to the employee.~~

~~After the initial evaluation meeting, if the employee requires assistance to interpret the contents of said evaluation, the employee may have the right in a subsequent meeting to representation by a steward of his choosing from stewards available from the work site.~~

~~An employee who believes that the Employer failed to follow the evaluation procedures may file a grievance pursuant to this Agreement.~~

~~**12.3** The Employer will make a good faith effort to have paychecks available on Thursdays for those employees who are scheduled to be off duty at the normal pay time which are alternate Fridays.~~

~~**12.4** The following administrative procedures shall be adhered to by the Chief of Human Resources Officer in the implementation of the pay plan for employees in the bargaining unit.~~

~~(a) An original appointment to any classified position shall be made at the entry level of the Pay Grade. Thereafter, advancement within the salary range shall follow the procedures provided below.~~

~~(b) When an employee covered by this Agreement, is promoted to another classification covered by this Agreement in a higher Pay Grade, the employee shall be granted an increase in base salary to the step in the new class that will provide an approximate five (5%) percent increase or to the starting rate of the range of the higher Pay Grade whichever is greater. Under no circumstances shall an employee's base salary exceed the maximum of the pay range as a result of promotion.~~

~~(c) Upon meeting the standards of the probationary period, the base salary of the employee shall be advanced one step or to the maximum of the range, whichever is less.~~

~~(d) After an employee receives his/her increase upon completion of the probationary period, or after promotion to the journeyman class, he/she shall be granted step increases, except for periods of below standards performance, no sooner than twelve (12) months from his/her date of last increase, until he/she reaches the maximum rate of pay for his/her classification. For the purpose of this Agreement, the date of last increase shall be the most recent date upon which any of the following actions occurred to an employee: date on which employee received his/her end of probation increase; date on which employee was promoted to a journeyman classification; or the last date on which employee received a step increase. Employees shall not receive step increases for any period(s) in which the employee received a below standards performance evaluation(s). However, the employer shall re-evaluate the employee quarterly for the next 6 months from the last below standards evaluation. Employees who are re-evaluated as meeting standards for both quarters after having received a below standards rating shall be granted a step increase effective the date they receive the second meeting standards re-evaluation.~~

~~(e) When an employee is demoted to his former class during the probationary period following a promotion, his pay shall be restored to the rate he would be earning if the promotion had not been granted (taking into account any increase that the employee would have received in his former class.) In the event an employee is demoted during his probationary period, he shall be eligible for any increases he normally would have received had he not been promoted.~~

~~(f) When an employee is demoted, except for cause or voluntary demotion, the base salary of the employee will be placed within the range of the lower Pay Grade without reduction, except that the base salary may not exceed the maximum of the range of the lower Pay Grade, in which case, the base salary will be placed at the maximum of the range. If the employee is promoted again within a 12 month period following the demotion, he will not receive a promotional increase or end of probation increase, unless his salary was reduced at the time of demotion to the maximum of the range. In such cases, upon the successful completion of the probationary period, the employee's salary shall be increased to the rate received prior to demotion, plus any increase the employee would have received if not demoted.~~

~~(g) In the case of voluntary demotions, the base salary of the employee will be placed within the range of the lower Pay Grade at a rate that results in an approximate 5% reduction in salary, or to the maximum of the range, whichever results in the larger reduction. If the employee is promoted again within a 12 month period following the demotion, he will receive a promotional increase of approximately 5% upon promotion, but will not receive an end of probation increase unless his salary was reduced at the time of demotion to the maximum of range. In such cases, upon the successful completion of the probationary period, the employee's salary shall be increased to the rate received prior to demotion.~~

~~(h) When an employee is demoted for disciplinary reasons, the rate of pay in the lower range shall be no less than that which the employee received prior to promotion. The employee shall not be eligible for a step raise for one (1) year after the demotion.~~

~~(i) When a transfer not involving promotion or demotion is made from one position to another with an equivalent base rate of pay, the base pay of the transferred employee shall remain unchanged.~~

(j) If it is considered that an employee due to documented, exceptional, exceeds standard performance deserves additional step increase (s) for merit, then such a recommendation will be mad e by the employee's appointed manager, and approved by their director and vice-president.

(k) No employee may receive more than two (2) additional step increases for merit in the twelve (12) Month period.

(l) Promoted, demoted, reverted, or newly hired employees shall not be eligible for any merit step increases until they have completed twelve (12) months of exceeds standard performance in their job classification.

(m) A step increase for merit will not impact the regular step increase advancement.

12.5 When the Union and/or an employee alleges that the employee is being regularly required to perform duties which are not consistent with the approved classification of the position being filled by the employee, and the Union and/or the employee alleges that the duties assigned are not appropriate for the class specifications to which the position is allocated, the Union and/or the employee may request that the Chief Human Resources Officer or designee review the classification assigned to the employee's position. Director of Employee Services or designee shall review the duties as requested. The Union and the employee will receive a copy of the findings within sixty (60) Calendar days of receipt of the complaint.

12.6 (a) All Employees within the bargaining unit shall be covered by a written description of job duties in the form of a job specification/description. Changes to job specifications (job descriptions) will be submitted to the Union for review and comment. The Union will have up to ten (10) days to respond; if no response is received within that period it will signify agreement by the Union.

(b) Any recommended classification and/or organizational changes [including reallocation of position(s)] initiated by JEA which affect the bargaining unit will be presented by e-mail to the Union when the recommended changes have been drafted in final form by JEA. The Union and the Employer will meet upon the request of either party to discuss the proposed changes prior to any change being finalized.

(c) JEA will notify the Chief Steward and Business Agent of any affected employees of any recommended classification and/or organizational changes. However, failure of an employee to receive such notification shall not give rise to a grievance under this Agreement.

(d) Employees shall communicate any comments on recommended classification and/or organizational changes to the Union and not directly to JEA.

(e) The Union will be given ten (10) calendar days from the date the recommended changes are transmitted to the Union within which to respond and/or to notify JEA Employee Services that the Union is requesting a meeting and/or intends to submit a written statement of its position on the recommended changes.

(f) The Union will thereafter submit to the JEA Chief Human Resources Officer or designee a written statement of its position on the recommended changes.

(g) Unless extended by mutual agreement, the Union's written statement must be submitted to JEA Chief Human Resources Officer or designee not later than thirty (30) calendar days from the date the

~~recommended changes are transmitted to the Union or after a requested meeting is held.~~

~~(h) This article waives any time allowed under the Civil Service and Personnel Rules for responding to the recommended changes.~~

~~**12.7** (a) When filling a position on a temporary basis because the incumbent is on annual, personal leave, leave of absence, or is off for any other reason, the Employer shall select from the top name on the appropriate certified promotional eligibility list, provided such employee is currently assigned to the section/crew (e.g., maintenance, construction, preventive maintenance, meter shop) where the temporary opening exists. (If the top name on the appropriate certified (If the top name on the appropriate certified promotional eligibility list is not currently assigned to the section/crew where the temporary opening exists, then the Employer shall select the next name on the list who is currently assigned to the section/crew, et seq.).~~

~~(b) If an appropriate certified promotional eligibility list does not contain the name of an employee from the section/crew where the vacancy exists, then the Employer shall appoint the senior, qualified, and available employee in line of promotion in the section/crew for the temporary replacement. In such case, the assignment will be based on the following criteria:~~

~~1) The selection is a senior employee in the classification in the section;~~

~~2) The employee is qualified for the duties to be performed and those qualifications are limited to those factors directly required to perform the job;~~

~~3) The employee is physically able and qualified to perform the duties of the higher classification; and~~

~~4) The employee is available for such assignment.~~

~~When equally qualified employees have the same time in grade in the class/section/crew from which the temporary appointment is being made, total length of service with the Employer shall determine seniority for the purpose of this appointment.~~

~~(c) If an appropriate certified promotional eligibility list does not exist, the senior, most qualified, and available employee in line of promotion in the section/crew shall be appointed pursuant to the criteria set forth in (b) above until such time as an appropriate promotional eligibility list is certified.~~

~~(d) When a selection is for a day or less, the selection shall be made from the crew. When a selection is for more than a day, the selection shall be made from the section. Provided, however, that selections in the construction sections shall always be from the crew.~~

~~**12.8** JEA will electronically send copies to the Union of all certified promotional eligibility lists which have been established for positions within the bargaining unit.~~

~~**12.9** Incentive Program - JEA, at its sole discretion, may from time to time implement incentive and/or recognition programs for individuals or groups consisting of awards, special recognition such as shirts, hats, or similar items indicating participation in a specialized group or team, and/or cash and/or refreshments (For example: coffee and donuts) in recognition of performance improvements, innovative ideas resulting in savings and/or benefits, participation in a program beneficial to JEA, or other similar improvements that are work related and can be documented and measured. The Employer agrees to furnish the Union with a written copy of the Employer's incentive plans as they are developed and/or amended from time to time. The Union may withdraw from participation in the program at any time~~

~~during the life of this Agreement upon written notice to JEA.~~

~~**12.10** During the life of this Agreement the Employer may, at its option, offer a voluntary severance plan to certain classifications of bargaining unit employees. Such plan would be on terms proposed by the Employer, and any decision to accept such a plan would be made on an individual basis by each affected employee. In the event that the execution of such a plan required a reorganization or redeployment by the Employer, the Union would have the right to request impact bargaining to the extent provided by law.~~

ARTICLE 13: EMPLOYEE BENEFITS

13.1 TERMINAL BENEFITS

(a) Upon the death of an employee, payment within forty-five (45) days for all accrued overtime, annual/vacation/retirement/personal leave, sick leave, and other terminal leave benefits (other than life insurance for which a beneficiary has been designated) to which such employee would have been entitled to receive shall be made as follows:

(1) The benefits will be paid as set forth in the employee's will;

(2) If the employee has not provided for distribution of the benefits in his will then the benefits will be paid to the employee's surviving spouse;

(3) In the event the employee leaves no surviving spouse, the benefits will be paid to the employee's children in equal shares, payable as follows:

A. To each of the employee's children over the age of 18 who are known to JEA.

B. To the legal guardian or representative of each of the employee's children under the age of 18 known to JEA.

(4) If the employee has no children known to JEA then the benefits will be paid to the surviving parent(s) of the employee in equal shares;

(5) If the employee has no surviving parents known to JEA, then the benefits will be paid to the employee's estate.

(b) Upon the death of an employee on-the-job, JEA will make an immediate payment of one (1) month's salary in addition to the other terminal benefits in the sequence indicated in Section 13.1 (a) above. For purposes of this section, one (1) month's salary shall be calculated by 1/12 times 2080 times the employee's hourly rate of pay at the time of death. (1/12 x 2080 x hourly rate).

13.2 Where an employee is required by the Employer to use his personal automobile in the performance of his duties, he will be reimbursed for operating expenses at the rate per mile traveled as prescribed by City Ordinance, exclusive of mileage traveled to and from his work location.

13.3 During any primary or general election, an employee whose hours of work do not allow sufficient time for voting shall be allowed necessary time off without pay for this purpose. Accrued leave can be used to supplement this absence. Where the polls are open two (2) hours before or two (2) after the regular scheduled work period, or when early voting is available; it shall be considered sufficient time for voting.

13.4 The Employer shall, at no expense to the employee, secure and provide group term life insurance coverage in the amount of one times annual salary, with a double indemnity clause for accidental death and dismemberment for those employees covered by this Agreement. It shall further provide for the employee, at his option to purchase group term life, at the expense of the employee, under the same policy for one, two, or three times annual salary, with a double indemnity clause for accidental death and dismemberment.

13.5 The Employer agrees to provide a payroll deduction process that is available to employees in the bargaining unit for various group plans. These group plans shall be administered by an Agent of Record

so designated by the Union. The Employer may assess an administrative charge not to exceed six (6) cents per deduction, per payroll. The Union agrees to indemnify and hold the Employer harmless against any claims made and against any lawsuits brought against the Employer as a result of this payroll deduction process, and the Employer assumes no responsibility or liability to or for the Unions Agent of Record.

13.6 The Employer agrees to secure and pay for the entire cost of a comprehensive group medical care plan for all employees covered by this Agreement. In addition, the Employer agrees to pay sixty percent (60%) of the cost for dependents' coverage under the same plan covering the employees.

a) JEA shall conduct a quarterly Benefits Meeting, with the JEA Benefits Consultant, HR leadership and designated members of the Benefits Insurance Committee. LIUNA may designate up to two representatives to attend this meeting to get an update on the Plan performance and provide input regarding the Group Health Plans and other related health and welfare benefits.

b) During the next Request for Proposal (RFP), JEA will explore the healthcare insurance market for the purpose of identifying plans that may provide better value to the employee population.

~~a) JEA shall conduct a quarterly Benefits Meeting, with the JEA Benefits Consultant, HR leadership and designated members of the Benefits Insurance Committee. LIUNA may designate up to two representatives to attend this meeting to get an update on the Plan performance and provide input regarding the Group Health Plans and other related health and welfare benefits.~~

13.7 The Union will establish and administer a group optional prepaid legal plan for bargaining unit employees. The Union will be responsible for obtaining the approval of The Florida Bar and the Employer. The employer shall not be responsible for funding the plan. However, the Employer will provide administrative payroll services so that the designated amount per month will be automatically deducted from the wages of each member of the bargaining unit and submitted to the plan's provider as payment for the monthly premium on the plan. The Union will notify JEA at least 30 calendar days prior to the date the new designated amount is to be deducted.

13.8 (a) JEA shall provide one (1) pair of prescription safety eyeglasses and one (1) pair of prescription safety sunglasses to employees whose job duties require their use. JEA shall pay the fees for fitting such prescription safety eyeglasses and prescription safety sunglasses. Prescription safety eyeglasses may be replaced every two (2) years or sooner if a new prescription is needed, or if the prescription eyeglasses are damaged beyond repair as determined by management.

(b) JEA shall replace or pay the cost of repairing an employee's prescription safety eyeglasses and prescription safety sunglasses to include all fitting fees, issued by JEA, broken or damaged during the performance of his assigned duties, provided that such breakage or damage did not result from normal wear and tear, negligence or misuse on the part of the employee, or his failure to use proper eye protective equipment where provided by JEA.

(c) JEA shall pay the cost of adding UV protection to JEA provided prescription safety eyeglasses and prescription safety sunglasses for employees who work outdoors.

(d) JEA shall replace dentures or contact lenses, broken or damaged during the performance of his assigned duties provided such breakage did not result from normal wear and tear, negligence, misuse, or failure to use proper protective equipment where furnished by JEA.

(e) JEA may, at its sole discretion, replace or repair personal items destroyed or damaged as a result of work related activities through no fault of the employee. In no event, will the cost of such replacement or repair exceed $300. This provision shall not be subject to grievance or arbitration.

(f) Employees currently authorized and issued company-provided cell phones to perform JEA business may instead elect to use his/her personal cell / smart phone for such purposes. Employees who are approved for use of personal cell / smart phones will receive a $50.00 /month stipend. As it is a personal item, the Employee will remain solely responsible for data plan, repair/replacement and all other expenses related to their personal cell/ smart phone.

13.9 The Union recognizes that the Employer has developed a Section 125 I.R.C. Cafeteria Plan for the benefit of employees.

13.10 (a) JEA will provide employees the option to use accrued Annual, Vacation, Personal, and Retirement Leave time credits to fund their Deferred Compensation Program to the extent allowed by law. Employees will not be permitted to use Sick Leave or Critical Emergency Leave Bank account time credits to exercise this option.

(1) The employee will be allowed, at his option, to sell accrued Annual, Vacation, Personal and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account.

(2) Upon attaining time service that is within three (3) years of normal time service retirement, the employee may be allowed, at his option, to sell an increased amount of accrued Annual, Vacation, Personal, and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account. Provided, however, in the year of retirement, employees will be limited to selling, an amount as provided for in 13.10 (a) (1) above, at his option, accrued Annual, Vacation, Personal, and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account.

(b) This provision is subject to acceptance by the Plan providers of the City/JEA.

(c) Employees who participate in this Annual, Vacation, Personal, and Retirement Leave time credit sell-back option shall not have less than eighty (80) hours in their Annual, Vacation, and Personal Leave account after the sell-back. There is no minimum limit for the Retirement Leave account after exercising this option.

13.11 Note: For purposes of aiding understanding of the bullet points that follow, pursuant to 2016-2019 contract negotiations the parties negotiated retirement benefit changes in the context of proposed reforms to the City of Jacksonville GEPP (General Employees Pension Plan). Related to that, the Employer and Union – for all unit employees, not just those in Article 20.1 - Leave Plan E – agreed as follows:

- LIUNA agrees to the proposed closure (to new employees) of the GEPP, with new hires after the effective date being enrolled in a "DC plan" (defined contribution plan). More information regarding the DC plan are provided below.
- Participants in that DC plan will make an eight percent (8%) contribution; JEA will make a twelve percent (12%) contribution.
- In the event any other bargaining unit participating in the DC Plan (e.g., AFSCME Council 79, LIUNA 630 - COJ, CWA, the Jacksonville Supervisors Association, IBEW 2358, LIUNA 630, AFSCME 429) receives any greater benefits than JEA provides to LIUNA (i.e., through contract

negotiations, settlement, impasse proceedings, or litigation), then LIUNA shall receive the difference between its DC Plan benefit and that received by the other participating bargaining unit(s).

- No benefits under the "DC Plan" shall decrease for all active, full time, enrolled unit employees
- JEA agrees to contribute to the employee's pension program to the extent required by applicable laws pertaining to the employee's contributory pension program.
- No benefits under the General Employee Pension Plan ("GEPP"), the City's Defined Benefit retirement plan, shall decrease for all active, full time, enrolled unit employees, including but not limited to the DROP program, disability benefits, COLA increases, survivor benefits, and any other benefits as they exist as of the date of LIUNA's ratification of this CBA.
- In the event any other bargaining unit participating in the General Employee Pension Plan (e.g., AFSCME Council 79, LIUNA 630, CWA, the Jacksonville Supervisors Association, IBEW 2358, LIUNA 630, AFSCME 429) receives any greater pension benefits than JEA presently provides to LIUNA (i.e., through contract negotiations, settlement, impasse proceedings, or litigation), then LIUNA shall receive the difference between its pension benefit and that received by the other participating bargaining unit(s).

Defined Contribution Plan for permanent full-time employees hired on or after October 1, 2017 and for any permanent full-time unit employee hired before October 1, 2017 and participating in the current Defined Contribution plan:

Any employee who becomes a permanent full-time employee on or after October 1, 2017, and is not a qualified returning employee, will be enrolled in a Defined Contribution retirement plan administered by the City notwithstanding any previous employment by such employee with the consolidated government or any of its independent agencies. Additionally, permanent full-time unit employees hired before October 1, 2017 who are in the City's current Defined Contribution plan on October 1, 2017 will continue to be members of the Defined Contribution plan as described below. The terms of the Defined Contribution plan are as follows:

Contribution

Employee contribution	8%
Employer contribution	12%

Vesting

Upon leaving JEA employment, Defined Contribution plan members will be entitled to 100% percent of their own contributions and earnings and will be entitled to the following percentage of the Employer's contribution and earnings after the indicated number of years of credited service below:

Two years of service	25%
Three years of service	50%
Four years of service	75%
Five years of service	100% (fully vested)

Financial Counseling

The City will, at its own expense, arrange for all unit members of the Defined Contribution plan to meet with a financial advisor to provide financial counseling three times during each member's career. These

meetings will occur (1) within 90 days of original employment; (2) at the member's 10 year anniversary; and (3) at the member's 20 year anniversary.

Disability Benefits

All active, permanent full-time unit employees who are disabled, as established by competent medical evidence, due to an accident, injury or illness that arises in the performance of service with JEA will be entitled to long-term disability benefits equal to fifty percent (50%) of the employee's earnable compensation at the time of the disability.

All active, permanent full-time unit employees who are disabled, as established by competent medical evidence, due to an accident, injury or illness that does not arise in the performance of service with JEA shall be entitled to long-term disability benefits equal to 25% (25%) of the employee's earnable compensation at the time of the disability. For each year of credited service beyond five, the non-service related disability benefit will be increased by two and one half percent (2.5%) of the employee's earnable compensation to a maximum of fifty percent (50%). There will be no non-service related disability benefits for unit employees with less than five years of credited service at the time of disability.

Long-term disability benefits will be payable until the earlier of recovery and return to work or death. Upon the death of a permanent full-time unit employee receiving a long-term disability benefit, the benefit shall be paid at seventy five percent (75%) to the eligible surviving spouse in lieu of the payment of the employee's contributions and earnings to the Defined Contribution Plan, and any employer contributions and earnings to which the employee had a vested right.

Survivor (Death) Benefits

In the event of the death of a fully vested, active, permanent full-time unit employee, (1) the surviving spouse, or (2) unmarried, orphaned children under the age of 18 years may choose to receive a benefit equal to seventy five percent (75%) of sixty percent (60%) of the employee's earnable compensation at the time of the employee's death. If there is no surviving spouse, and no qualifying surviving children, a solely dependent father/mother of the deceased employee may choose to receive the benefit equal to 75% of 60% of the employee's earnable compensation at the time of the employee's death.

If there is a surviving spouse who chooses to receive the spousal benefit described above, each child of the deceased permanent full-time unit employee will receive $300 per month until the child reaches age 18 or until the child is married. Benefits paid to unmarried, unit employee children under the age of 18 years shall continue until the earlier of the child's marriage or reaching the age of 18 years, unless the child is disabled, in which case the benefits will continue for the life of that child or during the presence of the disabling condition.

An annual cost-of-living adjustment of three percent (3%) will apply beginning five years after the survival benefit begins.

The total survival benefit (spouse plus children) will not exceed eighty percent (80%) of the deceased employee's earnable compensation at the time of the permanent full-time unit employee's death, and will result in the survivor's benefits being prorated.

If death benefits are paid to any survivor, such benefits will be in lieu of the payment of the employee's contributions and earnings to the Defined Contribution Plan, and any employer contributions and earnings to which the employee had a vested right.

In the event of the death of a non-fully vested, active, permanent full-time unit employee or in the event that a fully vested employee's qualified survivors decline the benefits described above, the deceased employee's designated beneficiaries will receive the employee's contributions and earnings to the Defined Contribution Plan, and any employer contributions and earnings to which the employee had a vested right.

In the event of the death of an active, permanent full-time unit employee with no survivor entitled to a death benefit described above, the City will reimburse the employee's estate or the person paying for the employee's funeral expenses in an amount not to exceed $2,500 or one-half of the employee's contributions and earnings to the Defined Contribution Plan, and any employer contributions and earnings to which the employee had a vested right, whichever is less. The remaining such contributions and earnings will be paid to the estate of the employee.

Disability and survivor benefits will be administered consistent with current restrictions.

With the expressed exceptions stated herein (i.e., wages and employee contributions), no other changes shall affect current unit employees of JEA hired before October 1, 2017.

~~**13.12 Parental Leave**~~

~~JEA and the Union recognize the importance of our employee's families and the value of time during the birth or adoption of a child. In this spirit, the JEA will offer a parental leave plan consisting of paid time off following the birth or adoption of a child. JEA has established a policy and procedure applicable to bargaining unit members to be effective January 1, 2020 defining the Parental Leave Plan.~~

ARTICLE 14: SUPPLEMENTAL PAY

14.1

All full- time employees of JEA, now or hereafter employed in the classifications listed in Exhibit "A" attached hereto, shall receive for each five (5) years of continuous service with JEA, computed from their respective dates of initial employment, an increase in salary of $325 per year for every five (5) year period of continuous service through year fifteen (15). Thereafter an increase in salary of $500 per year for every five (5) year period of continual service. This increase shall be in addition to any general or special raises which may be granted from time to time.

14.2 STANDBY PAY

(a) Any employee who is required by the Employer to be on standby duty will receive standby compensation as provided in this Article.

(b) For the purpose of this Article, an employee is on standby if the employee has been directed to carry an Employer furnished electronic paging device or leave a telephone number so the employee can be reached, and the employee must be available to return to work within a reasonable time if called. Employees, who merely carry electronic paging devices, but who are not required to be available to return to work within a reasonable time if called, are not on standby.

(c) The formula for the standard rate of Standby Compensation shall be the equivalent of one and one-half (1 1/2~~.5~~) times the employee's current base hourly rate of pay for each day the employee is on standby. Standby pay shall be paid no later than the end of the first pay period after the pay period in which the standby pay is earned.

(d) Any employee who fails to comply with the provisions of Section 14.2 of this Agreement shall not be entitled to standby compensation for that ~~day, and~~ day and shall be subject to discipline.

(e) Employees may arrange substitution of standby duty among themselves, provided the substitution is approved by Management.

14.3 SCHEDULE PREMIUM

(a) A three dollar ($3.00) ~~two dollar and fifty cents ($2.50)~~ schedule premium shall be paid for all regular hours actually worked on any schedule after 18:00 and prior 06:00 for ~~work days~~ workdays other than Saturday or Sunday (not including overtime or schedule premium of any type).

(b) A three dollar ($3.00) ~~two dollar and fifty cents ($2.50)~~ schedule premium shall be paid for all regular hours actually worked on any schedule after 00:00 on Saturday and prior 24:00 on Saturday and/or after 00:00 on Sunday and prior 24:00 on Sunday (not including overtime or schedule premium of any type).

(c) Any employee that worked fifty percent or more of their shift on scheduled premium shall be paid 100% for their premium for their entire shift.

14.4 UPGRADE PAY

When an employee is qualified for and temporarily required by the Employer to serve and accept the full duties and responsibility of a higher class of position for at least one (1) hour of continuous duty, unless the employee is assigned to a higher classification for the purpose of on-the-job training for advancement purposes, the employee shall receive the starting rate of the higher classification or a five percent (5%) salary increase, whichever is greater, for the time spent working in the higher classification. In no case, however, can the adjusted salary level exceed the maximum of the salary range for the higher position. An employee may be temporarily assigned to the work of any position of the same or lower classification. No on-the-job training without out-of-class pay shall exceed twenty (20) ~~work days~~workdays. Apprentice classifications shall not be eligible for upgrade pay.

14.5 EDUCATIONAL INCENTIVES

The employer would like to encourage all employees to continue to improve their knowledge base and work skills. To that end, employees will be reimbursed for courses taken that are pre-approved by the employer and directly related to their area of responsibility. In order to be reimbursed by the employer the employee must provide proof of a passing grade. JEA will reimburse employees for the cost of materials, testing renewing their license and certifications which are a requirement of their classification or position.

14.6 JEA will reimburse the initial cost of the Florida Commercial Driver's License to any employee who is required to possess the license in order to fulfill his job duties with JEA. In addition, JEA will reimburse renewals as required by law. JEA agrees to reimburse employee for the cost of obtaining and maintaining a Hazmat-endorsed commercial driver license which employees are required to possess, pursuant to the Transportation Safety Administration (TSA) and the Federal Motor Carrier Safety Administration (FMCSA) published standards, procedures and schedules that Hazmat-endorsed CDL holders must follow. Upon presentation of the receipt, reimbursement shall be processed and paid to the employee promptly.

14.7 The Union recognizes that employees may be assigned take home vehicles. As with all forms of JEA equipment, based on JEA's operational needs, JEA retains sole discretion to assign, rescind and otherwise manage vehicles. The Union recognizes that represented employees may be assigned take home vehicles based upon operational ~~needs, and~~ needs and is subject to change from time to time as determined by JEA. Should a vehicle assignment to be ended, the employee will be given thirty (30) calendar days' notice.

14.8 Certification

a) JEA Management has the right to establish and eliminate certification programs for specific skills. The criteria for certification, and the classifications to which it will apply, are at the sole discretion of JEA.

b) Certification pursuant to this Article is a creation of the collective bargaining process and is solely governed by the terms of this Agreement; therefore, the act of establishing or eliminating any certification program, any addition or reduction in pay pursuant to this Article, and any adjustment in pay grade or pay step pursuant to this Article, shall not give rise to any rights under the Civil Service or the Civil Service and Personnel Rules and Regulations.~~f~~

c) All journeymen in classifications selected for certification are eligible to be considered for certification. Vacancies will be posted for volunteers as they occur, and selection will be made pursuant to a test. Whenever any certified journeyman fails to maintain compliance with the standards required for certification, he/she will lose any additional pay provided for due to the certification.

d) The Union shall from time to time provide recommendations to JEA on matters pertaining to the development of the certification program. JEA shall receive and consider the Union's recommendations.

e) Certified employees will only be assigned work for which they have received adequate training and/or are qualified to perform.

ARTICLE 15: SAFETY AND HEALTH

15.1 The Employer agrees that it will conform to and comply with safety, health, sanitation, and working conditions properly required by federal, state, and local law. The Employer and the Union will cooperate in the continuing objective of eliminating safety and health hazards due to unsafe working conditions. No employee shall be directed to operate unsafe equipment or to perform acts considered to be unsafe.

15.2 Protective devices, wearing apparel, and other equipment necessary to protect employees from injury or occupational disease shall be provided by the Employer in accordance with established safety practices. Such practices may be improved from time to time by the Employer upon recommendations from the ~~SHAPE~~ SAFE Committee. Protective devices, apparel, and equipment must be used when provided. The Union agrees that willful neglect and failure by an employee to obey safety regulations and to use safety devices shall be just cause for disciplinary action. Hard hats may be required to be worn.

15.3 The Employer will replace safety shoes for each employee whose job duties require their use and who returns the pair needing replacement as determined by management. The Manager of Safety and Health Services will resolve any disagreement concerning the requirements for safety shoes or the replacement of safety shoes.

15.4 The Employer agrees to provide first-aid kits to be accessible to employees. The Employer agrees to provide transportation for employees to medical facilities if an injury on the job requires such transportation. Transportation shall be immediate, if required.

15.5 The Employer will continue its Safety programs by the development and initiation of a broad range of communication and motivation programs and methods. The list below shall be used at Management's discretion.

(a) Work-site posters and bulletins
(b) Individual employee communications
(c) Employee group meetings during working hours
(d) Incentive programs for individuals or groups consisting of awards or cash in recognition of documented improvement in safety records
(e) Special employee or group recognition

15.6 The Employer has the right to require any employee to undergo a medical or psychological examination by an assigned doctor at any time to ascertain whether or not the employee is physically and mentally capable of performing any and all duties required of the employee's classification. This examination will be conducted on the Employer's time and at the Employer's expense. On the date of the examination, the employee will not be required to report to his regular duty assignment. If the examination takes longer than a normal duty day, the employee will be paid one and one-half (1-1/2) times his straight time rate of pay for all hours in excess of the normal duty day.

15.7 Employees shall not work outdoors in severe weather except as required to protect life of property or maintain pre-existing service to the public. The manager or their designee shall be responsible for observing this clause. Appropriate rain gear and other special equipment shall be provided for those employees who are usually required to work in wet weather. Employees shall be compensated for any lost time during regular work hours on account of severe weather. It is acknowledged that JEA has the right to assign employees to duties not necessarily in their job classification during severe weather.

ARTICLE 16: INJURY IN LINE DUTY

16.1 (a) Any permanent employee covered by this Agreement who sustains a temporary disability as a result of accidental injury arising out of the course and scope of employment with the Employer shall, in addition to compensation payable pursuant to the Workers' Compensation Law of the State of Florida, be entitled to a supplemental benefit under the conditions set out in Section 16.2.

(b) The amount of the supplemental benefit payable under this article shall be calculated as follows: the Employer will ~~calculate one~~calculate one-hundred percent of the difference between the employee's regular straight-time wages. This amount shall be reduced by the amount of the Workers' Compensation indemnity payable to the employee. The remainder is the amount of the supplemental benefit payable to the employee.

16.2 The supplemental benefit provided for in Section 16.1 (b) is payable under the following circumstances:

(a) During the first twenty (20) working days of such disability, the employee shall receive the supplemental benefit after the employee begins receiving Worker's Compensation indemnity payments.

(b) Thereafter, the Employer may at its sole discretion, (which discretion shall not be subject to arbitration), grant additional supplemental benefit but shall not exceed one (1) year.

(c) If the employee brings litigation or administrative action under the Workers' Compensation Law while receiving Workers' Compensation supplemented by the benefits herein provided, entitlement to the supplemental benefits shall immediately terminate.

(d) Documentation from the JEA employee's treating physician shall be required.

16.3 If an employee, due to an on-the-job-injury, is temporarily partially disabled from performing the duties of his classification, he may be temporarily reassigned without reduction in pay for a period not to exceed 90 days, in accordance with the Civil Service and Personnel Rules and Regulations, to other duties commensurate with medical and mental fitness, availability of suitable work, and his qualifications for the position. Request for extension beyond 90 calendar days will be directed by the employee's manager to the Director with Labor Relations responsibility, but shall not exceed one hundred and eighty (180) calendar days total. The Employer will make a reasonable effort to temporarily reassign the employee, in accordance with the provisions of this section, provided that failure to do so shall not be a basis for grievance or arbitration.

16.4 (a) When an employee who has been on leave of absence or light duty due to a disabling on-the-job injury is released by the employee's treating physician(s) to return to work, the employee shall be returned to the same job if:

1) The employee is capable of doing the job satisfactorily;

2) The employee would have retained the job had the employee not been injured; and

3) Such work still exists.

(b) When an employee who has been on a leave of absence or light duty due to a disabling on-the-job injury is released by the employee's treating physician(s) to return to work, but the employee is not physically or mentally capable of performing his former job, the Employer shall place the employee in a comparable job for which the employee is qualified provided there is an opening. If there is no opening, the employee shall be offered the best available job for which he is qualified, if necessary, appointing the employee to a lower classification. Refusal on the part of the employee to accept a job for which he is qualified and able to perform may be considered a resignation.

16.5 An employee, due to an on the job injury as a result of an assault, robbery or other criminal activity, is temporarily, totally disabled, will, upon recommendation by the employee's Manager and approval by the employee's Director be placed on paid administrative leave for up to forty (40) hours during the first seven (7) calendar days the employee is unable to return to duty as a result of a qualified physician's determination. A worker's compensation offset will be taken as a result of any paid administrative leave so as to prevent any overpayment of wages for which the employee would have normally received. Exercise of this Section (16.5) is at management's sole discretion.

ARTICLE 17: APPRENTICESHIP PROGRAM/JOURNEYMAN TRAINING

17.1 Apprenticeship Program/Journeyman Training

(a) The Union shall from time to time provide recommendations to JEA on matters pertaining to the Apprentice Program/Journeyman training, including how the program should be structured. JEA shall receive and consider such recommendations.

(b) Copies of any major curriculum changes to the Apprentice Program/ Journeyman training shall be forwarded to the Union prior to adoption. The Union and the Employer will meet upon the request of either party to discuss the changes. Request to meet must be made within ten (10) calendar days of receipt of the changes.

17.2 Apprenticeship Program

(a) The JEA Apprenticeship Program may include any classifications in the Bargaining unit, as determined by Management.

(b) JEA will comply with the requirements of Title 38 United States Code Section 2021, effective December 3, 1974, as it may be amended from time to time, regarding the placement of apprentices who return to the Program after a break in services as a result of being inducted into the Armed Forces.

(c) The Employer agrees no preference will be given to employees in the same classification who received a state certification for completing JEA apprenticeship programs over other employees who completed JEA journeyman training.

ARTICLE 18: HOLIDAYS

18.1 (a) Each employee covered by this Agreement shall be entitled to thirteen (13) holidays with pay each year as follows:

Date	**Event**
January 1st ……..	New Year's Day
3rd Monday in January ……	Martin Luther King's Birthday
3rd Monday in February ……..	Presidents' Day
Last Monday in May ……	Memorial Day
June 19 …….	Juneteenth
July 4th ……..……	Independence Day
1st Monday in September ……	Labor Day
November 11th ……..	Veterans' Day
4th Thursday in November ……..	Thanksgiving
Friday after Thanksgiving ……	Friday after Thanksgiving
December 24 ……	Christmas Eve
December 25 ……	Christmas Day Personal Holiday

(a) The Personal Holiday shall be taken at the option of the employee when scheduling of such is approved by the Vice-President, Director, or Manager, or his designee. If the employee fails to take the Personal Leave Day prior to the end of the fiscal year, the employee shall be paid eight (8), ten (10) or twelve (12) hours of pay in accordance with their regularly scheduled shift, at his/her rate of pay by the end of the fiscal year.

18.2 For non-shift workers, when a holiday falls on Saturday, the Friday prior thereto shall be considered the holiday, and when a holiday falls on Sunday, the Monday following shall be considered a holiday. If either Christmas Eve or Christmas Day falls on a Saturday or Sunday, the provisions in the City of Jacksonville Ordinance Code shall apply. For those workers on a four (4), ten (10) hour day work week, when a holiday falls on a normal day off, the work day closest to the holiday but within the same calendar week as the holiday shall be considered the holiday. When the holiday falls on a normal day off that is midway between work days, the next scheduled work day will be the holiday.

18.3 Shift workers will observe all holidays on the dates they occur. Provided, however, that any shift employee who has been temporarily assigned to a non-shift schedule for a period of at least one (1) week will observe holidays in the manner provided for non-shift employees (as set forth in Article 18.2) for any holiday that occurs during the period of such assignment.

18.4 Employees shall be compensated for holidays at their respective rates of pay for the number of hours they would have ordinarily worked on the holiday.

18.5 When an employee is required to work on a day observed as his holiday, he shall be compensated eight

(8), ten (10), or twelve (12) hours straight time pay, dependent on work day assignment, as holiday pay. In addition, the employee shall receive one and one-half (1 ½) times his straight time hourly rate for all hours worked up to eight (8), ten (10), or twelve (12) hours and two and one-half (2 ½) times his straight time hourly rate for all hours worked on the holiday over eight (8), ten (10), or twelve (12) hours.

18.6 An employee shall receive payment for any paid holiday unless:

(a) He has an un-excused absence (excluding tardiness) on the last regular work day preceding such holiday, or on the next regular work day following such holiday.

(b) Having been scheduled to work on such holiday, he fails to report for work without justifiable reason for such absence.

(c) He is on leave of absence without pay.

(d) He is receiving a wage benefit from Workers' Compensation.

ARTICLE 19: LEAVE USAGE

19.1. Leave Usage (Generic)

(a) Employees, when eligible and authorized, may use their annual, compensatory, or personal leave upon written application to their immediate manager or designee. Approval shall be based upon the nature of the request in each instance. Extensions may be granted at the option of the manager or designee.

(b) Annual, vacation, compensatory, or personal leave will be charged against an employee's regular work hour, and shall not be charged for emergency, scheduled, or policy overtime.

(c) Unscheduled leave

(1) Annual, vacation, compensatory, or personal leave may be taken for emergency, illness, or injury of the employee or next of kin.

(2) Employees are required to notify the appropriate designated individual of the employee's intent to use annual, compensatory, or personal leave for emergency, illness, or injury in the following manner:

Non-shift employees must provide notification to the appropriate designated individual as early as possible as and no later than the start of the employee's normal workday. An employee who has a starting time earlier than the designated individual he/she is to notify, shall notify that individual as soon as possible after the normal starting time for that designated individual.

i. Shift employees must provide notification to the appropriate designated individual no later than one (1) hour prior to the starting time of the employee's shift.

ii. Shift employees shall notify the appropriate manager at least four (4) hours in advance of the employee's intent to return to work following an emergency, illness, or injury. However, employees on the day shift need only provide one (1) hour advance notice before returning to work.

(3) Employees who fail to notify the appropriate designated individual as required by Section 19.1 (c) (1) A, may not be allowed to charge their absence to annual, compensatory, or personal leave unless waived by the manager or designee.

(4) Absences for illness under annual, compensatory, or personal leave conditions may be subject to investigation. (This section is not intended to require an employee to provide a physician's certified statement of illness after each absence.

It is intended to correct suspected abuse of annual, compensatory, or personal leaves for illness.) An employee will be counseled whenever a pattern clearly develops where an employee is abusing leave.

(5) Employees failing to comply with the provisions of Section 19.1 will be subject to disciplinary action.

(6) Written requests shall be submitted as soon as practical for unscheduled leave.

(d) Scheduled leave

(1) In order to ensure the health and welfare of the employee, JEA encourages employees to take a minimum of ten (10) days leave per contract year. Employees are encouraged to retain eighty (80) hours in their leave account in case of serious personal illness.

(2) Accrued annual, compensatory, or personal leave may be taken at any time when authorized. In any given calendar year, scheduling will be accomplished on a first come, first served basis in classification for the first request of three (3) days or more. In scheduling annual, ~~vacation~~ compensatory, or personal leave, employees with seniority in a classification, a shift, a crew, a section, or an office shall be given first preference; provided, however, that such preference shall be subject to JEA's exclusive authority to determine the number of employees in any given classification, shift, crew, section, or office who may be on leave at the same time. Denial of requested leave must be substantiated on the basis that granting of such leave would unduly increase the cost of operations and/or would otherwise be detrimental to the efficient operations of the system.

(3) JEA employees may split their annual, compensatory, or personal leave in any manner desired and approved by their manager or his/her designee. The splitting of scheduled leave must be consistent with the operational requirements of the system.

(4) Requests for leave which is not for illness or emergency, and is less than five (5) consecutive days must be submitted:

i. At least forty-eight (48) hours in advance for shift employees. When extenuating circumstances exist resulting in a leave request being submitted with less than the required forty-eight (48) hours advance notice, management will have the ability to approve the request providing the request will not be detrimental to the operations of the employer.

ii. At least forty-eight (48) hours in advance for non-shift employees, whose job(s) must be filled in their absence. Other non-shift employees must submit their request at least twenty-four (24) hours in advance. When extenuating circumstances exist resulting in a leave request being submitted with less than the required twenty-four (24) or forty-eight (48) hours advance notice, management will have the ability to approve the request providing the request will not be detrimental to the operations of the employer.

(e) 1) The minimum amount of annual, compensatory, or personal leave to be taken and charged shall be in one-tenth (1/10) hour increments.

2) Employees on eight (8) hour day, ten (10) hour day and twelve (12) hour day schedules shall be charged eight (8), ten (10) and twelve (12) hours respectively for a day off.

(f) If a legal holiday falls within a scheduled annual, compensatory, or personal, leave period, annual, compensatory, or personal leave shall not be charged for that day. When a scheduled overtime day, for rotating shift workers falls within a scheduled annual, compensatory, or personal leave period, annual, compensatory, or personal leave shall not be charged nor

overtime paid for that day.

(g) Notwithstanding any other provision of this Agreement, JEA shall have the unilateral right to alter annual, compensatory, or personal leave schedules for proper cause or emergencies that might occur. In such cases, the employee will be reimbursed for any costs forfeited due to cancellation of reservations, excess travel, etc., provided action is taken by the employee to minimize the forfeited cost, and provided further that satisfactory documentation of the employee's payment of forfeited costs is furnished to JEA.

(h) Upon written request, and with at least thirty (30) calendar days advance notice, an employee taking at least two (2) weeks or more of authorized paid annual personal leave may have the amount of compensation due for the requested annual leave period advanced to him/her on the last regular payday prior to the beginning of the paid annual leave.

(1) An eligible employee who is out of work because of an on-the-job injury may use annual leave or personal leave or compensatory time to remain on the payroll, under the conditions established in this section.

(2) In order to be eligible to use accrued leave for this purpose the employee must meet all of the following eligibility requirements:

A. The employee is away from work due to an on-the-job injury;

B. The employee is either receiving workers' compensation payments or has exhausted the allowable period of workers' compensation;

C. The employee provides the employer with a written request to use his/her accrued leave to remain on the payroll.

(3) When employees are eligible to use accrued leave for this purpose, the amount of annual leave or personal leave or compensatory time so charged shall be the minimum amount in one-half of an hour increments to equal the difference between the employee's regular pay and the amount that the employee is receiving from workers' compensation and workers' compensation supplement.

(4) If the employee receives only partial salary or wage payment, the normal required employee pension contribution shall be deducted from the employee's partial salary or wage payment and the employee shall continue to receive full retirement credit for the period during which workers' compensation payments are received.

(5)

19.2 Annual and Retirement Leave Usage

(a) If an employee has exhausted all of the accrued, unused annual leave, compensatory, and then said employee suffers an illness which requires time off, then said employee shall be allowed to use the credited retirement leave for the purpose of illness only.

(b) If an employee, due to an extended, continuous illness, requires eighty (80) hours or more for such illness, then such leave, may at the employee's option be deducted from the retirement leave account of such employee.

19.3 Deferred Compensation

(a) JEA will provide employees the option to use accrued Annual, Personal, and Retirement Leave time credits to fund their Deferred Compensation Program. Employees will not be permitted to use Critical Emergency Leave Bank account time credits to exercise this option.

The employee will be allowed, at his/her option, to sell accrued Annual, Personal and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account.

Upon attaining time service that is within three (3) years of normal time service retirement, the employee will be allowed, at his/her option, to sell accrued Annual, Personal, and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account provided, however, in the year of retirement, the employee will be limited to selling, at his/her option, accrued Annual, Personal, and Retirement Leave time credits to the extent and in the manner allowed by law for the purpose of crediting the funds to the employee's Deferred Compensation account.

(b) This provision is subject to acceptance by the Plan providers of the City/JEA.

(c) Employees who participate in this Annual, Personal, and Retirement Leave time credit sellback option shall not have less than eighty (80) hours in their Annual, and Personal Leave account after sellback. There is no minimum limit for the Retirement Leave account after exercising this option.

ARTICLE 20: ANNUAL LEAVE (PLAN E)

20.1 This article shall apply to all permanent, probationary, and provisional employees of the following categories:

(a) Employees hired on or after October 1, 1968, and before October 1, 1987;
(b) Employees hired prior to October 1, 1968, but chose not to remain subject to former sick leave and terminal leave policies in April, 1969;
(c) Employees hired prior to October 1, 1968, who chose on or before December 15, 1979, to become subject to this provision.

20.2 Employees shall accrue annual leave with pay according to the following schedule on a biweekly basis:

(a) **YEARS OF SERVICE HOURS PER YEAR**

Upon completion of 0 months thru 4 years 160

Upon completion of 4 years thru 9 years 184

Upon completion of 9 years thru 14 years 208

Upon completion of 14 years thru 19 years 232

Upon completion of 19 years thru 24 years 256

Upon completion of 24 years or more..... 280

(b) Annual leave credits will accrue bi-weekly to the credit of the employee, at the rate stated above and shall be credited on the last day of the pay period. In order to receive full credit, the employee must work a full schedule or be on approved leave with pay. The accrual will be reduced pro rata for hours on leave without pay.

(c) The rate of accrual shall change to the higher rate at the start of the pay period in which the employee's adjusted service date falls.

(d) Annual leave shall be earned during the first year of employment.

20.3 Annual leave shall accrue to a maximum of 960 hours. The employer will compensate on an hour-for-hour basis for any accrued amount over nine hundred sixty (960) hours as of September 30th each year. These payments will be made first pay period in November, at the September 30th rate of pay.

(a) Beginning with leave earned during the fiscal year, an employee who does not use all of their Annual leave accrued in a fiscal year, may be paid the difference between the amount used and the amount accrued for that fiscal year on an hour-for-hour basis.

(b) To receive such payment, the employee must make an irrevocable election in the fiscal year preceding the fiscal year in which the leave is accrued.

(c) This payment is not available to an employee who would have less than eighty (80) hours of

annual leave remaining after such payment. Such payments will be made no later than the first payday in December at the September 30th rate of pay.

20.4 [OPEN]

20.5 For the purpose of this Article, retirement is defined pursuant to Ordinance provisions of the pension program of the City. Vesting is considered as retirement.

(a) Retirement leave may be taken either immediately prior to desired eligible retirement date, which leave may be used for the fulfillment of time service requirements; or retirement leave may be taken following fulfillment of time service requirements.

(b) Employee on retirement leave shall be maintained on the regular payroll, thereby continuing to avail the employee of payroll deductions, pension contributions and insurance deductions.

(c) Upon placement on retirement leave, such status shall be considered irrevocable.

(d) While on retirement leave, an employee shall not accrue annual leave, but shall be eligible for legal holidays; and any general salary increases, but not performance/step increases.

(e) At the employee's option, retirement leave may either be taken, or paid for in one lump sum on an hour-for-hour basis.

(f) If an employee terminates prior to retirement as defined in the Annual Leave Ordinance, said employee shall be paid for any retirement leave credited, on the basis of one (1) hour's pay for every two (2) hours of said retirement leave credited.

20.6 Upon termination, which includes resignation and discharge not for cause, the employee shall be paid for all unused annual leave credits on an hour-for-hour basis. However, employees who are discharged for stealing or sabotage may forfeit pay for their unused accrued annual leave earned during the contract year.

20.7 When an employee is placed on retirement leave, the lump sum payment for the annual leave shall be paid at the beginning of the retirement leave.

ARTICLE 21: ANNUAL LEAVE (PLAN H)

21.1 This article shall apply to all permanent, probationary, and provisional employees hired on or after October 1, 1987.

21.2 Employees shall accrue annual leave with pay for all straight time hours worked according to the following schedule on a bi-weekly basis:

(a) **YEARS OF SERVICE HOURS PER YEAR**

Upon completion of 0 months thru 4 years 160

Upon completion of 4 years thru 9 years 184

Upon completion of 9 years thru 14 years 208

Upon completion of 14 years thru 19 years 232

Upon completion of 19 years thru 24 years 256

Upon completion of 24 years or more 280

(b) Annual leave will accrue to the credit of the employee, at the rate stated above and shall be credited on the last day of the pay period. In order to receive full credit, the employee must work a full schedule or be on approved leave with pay. The accrual will be reduced pro rata for hours on leave without pay.

(c) The rate of accrual shall change to the higher rate at the start of the pay period in which the employee's adjusted service date falls.

~~(d)~~(e) Annual leave shall be earned during the first year of employment.

21.3 (a) Annual leave shall accrue to a maximum of six hundred (600) hours. Personal leave over that amount as of September 30th of each year shall be forfeited unless applied in accordance with the provisions of 21.4 or sold back to the JEA in accordance with the provisions of 21.3 (b).

(b) Annual leave shall accrue to a maximum of 600 hours. The employer will compensate the employee on an hour-for-hour basis for any accrued amount over six hundred (600) hours as of September 30th each year. These payments will be made on the first pay period in November, at the September 30th rate of pay.

(c) Beginning with leave earned during the fiscal year, an employee who does not use all of their Annual leave accrued in a fiscal year, may be paid the difference between the amount used and the amount accrued for that fiscal year on an hour-for-hour basis.

(d) To receive such payment, the employee must make an irrevocable election in the fiscal year preceding the fiscal year in which the leave is accrued.

(e) This payment is not available to an employee who would have less than eighty (80) hours of annual leave remaining after such payment. Such payments will be made no later than the first pay period in December at the September 30th rate of pay.

21.4 [OPEN]

21.5 Upon retirement (including vesting under the pension law) of an employee, said employee shall be paid for all unused personal leave accrued on an hour for hour basis.

21.6 (a) Upon termination of an employee for other than retirement, which includes resignation or discharge not for cause, an employee shall be paid 100% of their unused personal leave accrued on an hour for hour basis.

(b) Employees who are discharged for stealing or sabotage may forfeit pay for unused accrued personal leave accrued during the contract year.

ARTICLE 22: OTHER LEAVES

22.1 MILITARY LEAVE

Related to employees' military service, there are Federal and State laws and regulations, as well as City of Jacksonville municipal ordinances, covering employer responsibilities to eligible employees; JEA will comply with all applicable laws, regulations and ordinances covering employees' military service.

22.2 [OPEN]

22.3 BEREAVEMENT/FUNERAL LEAVE

(a) Upon the death of a member of the employee's immediate family, an employee may be granted five (5) workdays (including the day of notification) off without loss of pay, within the next fifteen (15) days, as bereavement leave. The Employer will not unreasonably deny a request for bereavement leave.

(b) Immediate family, for the purposes of Article 22, is defined as the employee's spouse, children, mother, father, mother-in-law, father-in-law, stepparents and stepchildren, of the employee, brothers, sisters, half-brothers and stepbrothers, half-sisters and stepsisters, and legally appointed guardian.

(c) Upon the death of a member of the employee's family, an employee may be granted three (3) workdays ~~work days~~ (including the day of notification) off without loss of pay, within the next fifteen (15) days, as bereavement leave, for the family members specified as brothers-in-law ~~brothers-in-law~~, sisters-in-law, son-in-law, daughter-in-law, grandchildren and grandparents.

(d) Upon the death of a member of the employee's family, listed as follows, an employee may be granted one (1) workday, within the next fifteen (15) days, off without loss of pay, as bereavement leave, but will be required to attend the funeral and if requested, provide documentation that they attended. Family members included are aunts, uncles, nieces, nephews, of the employee; spouse's grandparents and other relatives who permanently reside with the employee

(e) The Employer may require the employee to supply proof of the death and proof of the employee's relationship to the deceased before payment for bereavement leave is made.

(f) If the employee requires additional time to attend to matters related to the death of a member of the employee's immediate family, the Employer may permit the employee to use a reasonable period of vacation/annual/personal leave time.

(g) Employees may be granted up to four (4) hours funeral leave, without loss of pay, to either attend or serve as an active pall bearer at the funeral of a co-worker, active or retired, from the same activity, unless the employee is required to maintain system integrity.

22.4 JURY AND WITNESS DUTY

(a) Any employee who is required to perform jury service during his normal working hours shall be paid his regular salary. The employee summoned as a juror shall immediately notify his manager by furnishing a copy of his summons. An employee who reports for jury duty and is dismissed shall report to work for the remainder of the working day. If an employee is released from jury duty prior to four (4) hours from his normal end of workday ~~work day~~, he shall be

required to report to his work site within one and one-half (1-1/2) hours after his release.

(b) If an employee is absent from work, in order to serve as a witness in a case in a court of law to which he is not a party (either directly or as a member of a class), where such absence is in response to a legally valid subpoena, and where such presence is in the interest of JEA, the employee shall be granted leave with pay for those hours for which he is absent from work during his regularly scheduled working hours, provided he submits evidence of such service as a witness.

ARTICLE 23: ALCOHOL AND CONTROLLED SUBSTANCE ABUSE AND TESTING

PRELUDE

JEA and the Union both agree that education and communication about the JEA Employee Assistance Program (EAP) is a very important tool toward having a drug free work force. JEA will see that information about the EAP is available for employees and their families. It should be every employee's goal to help those co-workers, whom they know have some type of problem with substance abuse, to seek help through the EAP.

23.1 Definitions

A. "Alcohol" means ethyl alcohol (ethanol). References to use of alcohol include use of a beverage, mixture, or preparation containing ethyl alcohol.

B. "Alcohol Abuse" means:

1. Using or being under the influence of alcohol or alcoholic beverages on the job.
2. Adulterating any specimen during an alcohol test.
3. Refusing to submit to an alcohol test.
4. Alcohol test with positive results.

C. "Controlled Substance" means any drug or substance as defined in Section 893.03, Florida Statutes, as amended, including but not limited to amphetamines, cannabinoids, cocaine, opiates, phencyclidine (PCP), and their metabolites.

D. "Drug abuse" means:

The use, possession, distribution, sale, or manufacture of any controlled substance in any of the following situations:

1. Using or being under the influence of a controlled substance while on the job, while on JEA's premises and worksites, or while in JEA vehicles.
2. Misuse of a prescription drug.
3. The commission of any act prohibited by Chapter 893, Florida Statutes.
4. Substituting, tampering or adulterating any specimen during a drug test.
5. Refusing or failing to submit to a required drug test as directed.
6. Drug test with positive results.

E. "Department of Health and Human Services (HHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs" (the HHS Guidelines) means those guidelines as printed in the June 9,1994, Federal Register (59 FR 29908), and as amended from time to time.

F. "Reasonable Suspicion" is based on a belief that a reasonable, prudent person would conclude an employee is using or has used drugs or alcohol in violation of the drug free workplace policy, drawn from specific, contemporaneous, objective and articulable observations or facts and reasonable inferences drawn from those facts concerning appearance, behavior, speech, or body odors. Objective factors include:

1. Sensory facts - what a person saw, heard, smelled, tasted, or touched.

2. Observable behavior or conduct, while at work, such as direct observation of drug/alcohol use or of the physical symptoms or manifestations of being under the influence of a drug/alcohol.
3. Evidence that an employee has used, possessed, sold, solicited, or transferred drugs, or used or been under the influence of alcohol, while working or while on the JEA's premises or worksites, while operating the JEA's vehicle, machinery, or equipment.

Not all of these factors must exist to find reasonable suspicion, but all must be examined.

G. "Substituted Specimen" means a specimen that has a creatinine of less than or equal to 5 mg/dL and a specific gravity less than or equal to 1.001 or greater than or equal to 1.020. (Such specimens do not exhibit the clinical signs or characteristics associated with normal human urine.)

H. "Adulterated Specimen" means a specimen with a nitrite concentration which is equal to or greater than 500mcg/mL; or the pH is less than or equal to 3, or greater than or equal to 11; or if a foreign substance is present; or if an endogenous substance (one that is normally found in human urine) is present at a concentration greater than the normal physiological concentration.

I. "Lawful Prescription Abuse" means taking prescribed drugs in greater dosages and/or more frequent intervals than specified in the prescription, or securing and simultaneously using prescriptions for the same or equivalent medication from multiple providers, or taking medications that are not prescribed for the employee, or as otherwise determined by as Medical Review Officer (MRO).

J. "Covered Prescription" means any medication prescribed by employee's licensed health care provider that an employee must disclose to their employer because it may affect job performance/safety.

K. "Safety-Sensitive Position" means any position in which impairment could reasonably endanger the employee, coworkers, property or the public health and/or safety, or the operation of heavy equipment.

23.2 Self-Reporting Obligations

To maintain a safe workplace by ensuring timely knowledge of any medications that could impair employees performing CDL/Safety-Sensitive duties.

A. Employee obligations.

1. After receiving a covered prescription, the CDL/Safety Sensitive employee is required to submit the required documentation and email notification no later than the start of their next scheduled duty time.
2. Disclosures must be updated within one (1) scheduled working day of any change in status or dosage of a covered prescription that has reasonable potential for impairment of alertness, judgment, safety or other work performance.
3. Failure to timely disclose, or knowingly providing false or incomplete information, is grounds for discipline.

B. Protocol after disclosure.

1. Upon receipt of the completed documentation disclosing the covered prescription the employee will be immediately stood down from CDL/Safety Sensitive functions. If non-CDL and/or non-Safety Sensitive work is available the employee will continue to work performing those job functions, otherwise the employee will be released from duty and receive administrative pay for their normally scheduled hours until the initial medical determination is made by JEA's contracted medical facility (Clinic). This will be referred to as the "gap period."

2. JEA management, at its sole discretion, may direct the employee to perform non-Safety Sensitive duties for some (or all) of the gap period.
3. The employee will not be eligible for callout during the gap period. If the employee was previously scheduled for standby duty during the gap period, they will be made whole for standby pay that would otherwise have been paid, as well as hours they would have actually worked (if services were performed) only if they are cleared by the Clinic during its initial determination.
4. The employee will be eligible for administrative pay (for their normally scheduled hours) for the period between when the initial medical determination is issued by the Clinic and, if cleared, management instructs them to report back to duty. Employees will also be given a minimum of one hour to report back to duty.
5. Should the initial medical determination not clear the employee for full duty, the employee will receive administrative pay for the remainder of that day (if part of their normal work schedule), after that day the employee will need to take personal leave until cleared to return to duty.

23.3 Circumstances When Testing is Required

JEA will require an employee to submit to drug and/or alcohol testing under any of the following circumstances:

A. As a part of the initial screening process for safety sensitive/CDL applicants or promotions from a non-safety sensitive position to a safety sensitive/CDL position.

B. Whenever two (2) appointed managers concur that there is a reasonable suspicion that an employee is using, under the influence of, or in possession of a controlled substance/illegal drugs and/or alcohol while on duty, or that the employee is abusing a controlled substance/illegal drugs and/or alcohol and the abuse either adversely affects his/her job performance or represents a threat to the safety of the employee, his/her co-workers, or the public and the reasons for such concurrence have been stated to a Union representative.

C. Whenever an employee is involved in an incident where a "crash report" is issued.

D. When a manager determines that an employee has caused or may have caused an incident (accident) based on information known at the time of the incident * that –

1. involves personal injury or property damage which could result in liability to JEA
2. involves loss or damage to JEA property, or
3. involves a personal injury that requires treatment beyond first aid (i.e., OSHA Recordable). *For purposes of this provision, an employee is considered directly involved in the incident if the employee was in a position or situation where his/her action or inaction could have caused, contributed to, contributed after, or have had an impact on the accident.

E. An employee with a CDL will be tested for drugs and alcohol when they are involved in a vehicular accident that results in a fatality; or the employee receives a moving violation citation, and the accident involved bodily injury requiring medical treatment away from the scene; or one or more vehicles are damaged and disabled requiring towing away from the scene.

F. Routine Fitness For Duty: A drug and/or alcohol test may be required by the physician or psychologist performing the examination.

G. Any time within one (1) year after an employee has voluntarily admitted a substance problem and entered into a Last Chance Agreement, tested positive for the presence of controlled substances taken from a lawful

prescription issued to the employee, employee's spouse or family member permanently residing with the employee tested positive for alcohol or completed initial rehabilitation, whichever is later. (The EAP provider shall direct a letter to both JEA and to the employee establishing the date on which rehabilitation was completed.) Employee must pass a return-to-duty drug and/or alcohol test before resuming duties.

H. As required by the Federal Highway Administration (FHWA) Controlled Substances & Alcohol Use & Testing Program, 49 CFR 382, et seq., as amended. (This federal regulation, also known as "CDL" Testing), requires testing for alcohol as well as for controlled substances.) I. As part of a random drug and alcohol testing program applicable to employees in Safety Sensitive positions in accordance with criteria set forth in Appendix C, management's designation of a position as "Safety Sensitive" shall be subject to appeal to the Manager of Labor Relations or their immediate superior, or designee, whose decision may be subject to grievance. If an employee does not agree with their safety sensitive designation, they must file a dispute prior to random selection. Failure to dispute the designation shall require the employee to submit a sample in accordance with testing procedures.

23.4 Testing Protocols

A. Drug

1. Whenever an employee is required to provide a urine specimen for these testing procedures, the specimen will be collected in accord with Substance Abuse and Mental Health Services Administration (SAMHSA) or Department of Health (HHS) protocols this includes the specimen being divided into two samples at the time of collection in order to facilitate the testing procedures described in this section. The collection facility shall follow specimen collection and testing procedures consistent with the HHS Guidelines, except as specifically amended herein.
2. The threshold level or cut-off limit and substances shall be as set forth below or as established by HHS and/or SAMHSA. The following levels have been established as of the effective date of this Agreement. However, the levels established by HHS and/or SAMHSA which are in effect as of the date of any given test shall govern.

SCREENING THRESHOLDS

Initial test analyte	**Initial test cutoff** [1]	**Confirmatory test analyte**	**Confirmatory test cutoff concentration**
Marijuana metabolites (THCA) [2]	50 ng/mL [3]	THCA	15 ng/mL.
Cocaine metabolite (Benzoylecgonine)	150 ng/mL [3]	Benzoylecgonine	100 ng/mL.
Codeine/Morphine	2,000 ng/mL	Codeine Morphine	2,000 ng/mL. 2,000 ng/mL.
Hydrocodone/Hydromorphone	300 ng/mL	Hydrocodone Hydromorphone	100 ng/mL. 100 ng/mL.
Oxycodone/Oxymorphone	100 ng/mL	Oxycodone Oxymorphone	100 ng/mL. 100 ng/mL.
6-Acetylmorphine	10 ng/mL	6-Acetylmorphine	10 ng/mL.

Initial test analyte	**Initial test cutoff** [1]	**Confirmatory test analyte**	**Confirmatory test cutoff concentration**
Phencyclidine	25 ng/mL	Phencyclidine	25 ng/mL.
Amphetamine/Methamphetamine	500 ng/mL	Amphetamine Methamphetamine	250 ng/mL. 250 ng/mL.
MDMA [4]/MDA [5]	500 ng/mL	MDMA MDA	250 ng/mL. 250 ng/mL.

[1] For grouped analytes (*i.e.,* two or more analytes that are in the same drug class and have the same initial test cutoff): *Immunoassay:* The test must be calibrated with one analyte from the group identified as the target analyte. The cross-reactivity of the immunoassay to the other analyte(s) within the group must be 80 percent or greater; if not, separate immunoassays must be used for the analytes within the group.
Alternate technology: Either one analyte or all analytes from the group must be used for calibration, depending on the technology. At least one analyte with the group must have a concertation equal to or greater than the initial test cutoff or, alternatively, the sum of the analytes present (*i.e.* equal to or greater than the laboratory's validate limit of quantification) must be equal to or greater than the initial test cutoff.
[2] An immunoassay must be calibrated with the target analyte Δ-9-tetrahydrocannabinos-9carboxylic acid (THCA).
3 *Alternate technology* (THCA and benzoylecgonine): The confirmatory test cutoff must be used for an alternate technology initial test that is specific for the target analytes *(i.e.,* 15ng/mL for THCA, 100 ng/mL for benzoylecgonine).
[4] Methylenedioxymethamphetamine (MDMA).
[5] Methlenedioxyamphetamine (MA).

3. The SAMHSA certified tester shall utilize the following procedures to the extent that they are not inconsistent with the HHS Guidelines:

a. The SAMHSA certified tester shall submit the first of the samples to an immunochemical assay or radioimmunoassay test. If the results of this test are negative, no further testing will be required, and all collected specimens will be disposed.
b. If the results of the initial test provided for in Section 23.4(a)(3)(a) are positive, the SAMHSA certified tester will submit the same sample for further testing using the gas chromatography/mass spectrometry (GC/MS) method to verify the initial test results. JEA will not be notified about the initial positive result until it has been confirmed as provided for in this section.
c. If the specimen provided is unsuitable for testing due to no fault of the employee being tested, or if the chain of custody is violated, the employee will be advised of those circumstances and will be required to provide another specimen for testing. Except for low creatinine test results, and provided the employee was not at fault, an additional specimen will be required not more than one (1) additional time. Should the employee provide specimens which are neither adulterated nor substituted, but unsuitable for testing due to low creatinine levels three (3) consecutive times, the employee will be subject to a blood sample. Should an employee have legitimate, verifiable religious objection or medical reason that would prohibit a blood sample, then the Medical Review Officer (MRO) will determine the alternate testing method that will be used.
d. Specimens that are adulterated or substituted will be reported as a "refusal to test," and the employee will not be offered the opportunity for a test of the second sample as provided for in 4 below.

4. If the results of the confirmation test provided for in Section 23.4.a.3.b are positive, as confirmed by a qualified (HHS Guidelines) medical review officer (MRO), the HHS Guidelines shall be followed for

confirmation and notification of the employee and JEA. At that time, the employee may elect to have the second sample subjected to further testing by a SAMHSA certified tester at the employee's expense. If the second sample tests negative, JEA will reimburse the employee for the cost of the test. If the tests on the second sample are positive, or if the employee does not request testing of the second sample, JEA may take appropriate action in accordance with this Article.

5. a. Random Testing Protocol

1. The random selection process is designed to be fair and impartial. A computer-based random number generator is used to ensure that every eligible employee has an equal chance of being selected, regardless of role or past test results. JEA shall record its receipt of a selection report that is generated using only employee identification numbers and draw dates; no other personal data is listed. JEA and the Union agree that the recorded selection process used by JEA provides a random selection of employees to be tested and that a Union representative does not need to be present for the random selection process, provided that JEA records and preserves the selection and provides access to the recording to the Union once the last names selected have been exhausted.

   Note: JEA and LIUNA agree to continue the random selection process where a union representative is physically present to witness the selections until JEA implements the audit process outlined above (Section 23.4.A.5.a.i).

2. Union reserves the right to request in writing, an audit of the prior month's recorded selection process including all materials and documents used. The meeting shall be held within ten (10) business days of the written request except where an extension is mutually agreed upon.
3. A pool of all eligible employees, and selections are to be made at regular intervals. Employees required to test will be notified by their managers the morning of the test. Employee(s) selected for testing shall be excused from testing if they are off from work on a prior approved absence.
4. In determining a position to be "Safety Sensitive", consideration will be given to "Safety Sensitive", as defined in Sections 112.0455(5) (m) and 440.102(1) (o), Florida Statutes, and using criteria delineated in Appendix C.
5. JEA will post a listing of current Safety Sensitive designations. JEA will notify individuals of changed designation at the time of the changed designation.
6. Management will administer random drug tests to 25% of all employees who are designated as safety sensitive each year. (The 25% can be rounded up to include the nearest "whole" person).
7. Management will administer random alcohol tests to 10% of all employees who are designated as Safety Sensitive each year. (The 10% can be rounded up to include the nearest "whole" person).
8. The drug and alcohol threshold levels and procedures applicable to CDL random testing shall apply to Safety Sensitive random testing.
9. Employees who are subject to CDL random testing shall not be subject to Safety Sensitive random testing.
10. The random selection process shall occur no more than twice monthly for CDL employees and no more than twice monthly for Safety Sensitive employees.

B. Alcohol

1. Whenever an employee is required to be tested for alcohol, a breathalyzer shall normally be used. In certain cases when the breathalyzer cannot be administered, blood may be used.

2. The threshold level or cut-off limit shall be as set forth below or as established by Florida Statute. The following levels have been established as of the effective date of this Agreement. However, the levels established by DOT or Florida Statute, which are in effect as of the date of any given test shall govern.
3. Alcohol abuse shall subject the employee to disciplinary action as indicated in 23.5(b).

C. Breath or Blood Alcohol Testing Threshold Levels for CDL's

Department of Transportation (DOT) Regulations for Commercial Driver License Alcohol Testing

0.020 to 0.039 – Cannot perform Safety Sensitive work for at least 24 hours.

0.040 to 0.079 – Cannot perform Safety Sensitive work until released by a substance abuse professional.

0.08 and above – Cannot perform Safety Sensitive work until released by a substance abuse professional.

D. Breath or Blood Alcohol Threshold Levels for non-CDL Testing

0.05 to 0.079 – Considered impaired with other competent evidence of impairment.

0.08 and above – Presumed to be impaired.

23.5 Disciplinary Action

A. Drug abuse shall subject the employee to the following discipline:

1. Any employee who uses a controlled substance lawfully issued to a member of the employee's household may be given a single Last Chance Agreement. The employee will be responsible for providing copies of said prescription(s). The employee will be randomly tested during the succeeding 12-month period. Subsequent violations shall result in immediate termination from employment.
2. Drug abuse, other than described in (1) above shall result in immediate termination from employment.

B. Alcohol abuse shall subject the employee to the following discipline:

1. If an employee tests positive for a breath or blood alcohol level equal to or greater than 0.02 but less than 0.04, the employee will be subject to the provisions of the DOT CDL requirements.
2. If an employee tests positive for a breath or blood alcohol level equal to or greater than 0.04, but less than or equal to 0.05, the employee will be given a letter of "Required Action and Consequences of Noncompliance" which is not considered discipline. A second positive test in level described above will result in a Last Chance Notice, and a third positive will result in immediate termination from employment.
3. If an employee tests positive for a breath or blood alcohol level more than 0.05, but less than 0.08, and there is no other competent evidence of impairment, the employee will be given a Last Chance Notice. Any subsequent positive test producing a breath or blood alcohol level more than 0.05 will result in the employee being terminated from employment.
4. If an employee tests positive for a breath or blood alcohol level more than 0.05 but less than 0.08, and there is other competent evidence of impairment, the employee will be terminated from employment.
5. If an employee tests positive for a breath or blood alcohol level at 0.08 or higher, the employee will be immediately terminated.

C. Upon investigation, any employee who refuses to submit to substance abuse or alcohol testing (including adulterating or substituting a sample) as required by this Article or who refuses to sign an authorization for the release of the records of such testing shall be considered as a refusal to submit to a drug or alcohol test and shall be terminated from employment.

23.6 Rehabilitative/Corrective Action

A. JEA may require an employee who has tested positive for the presence of alcohol or drugs and to which subparagraphs 23.5(a)(1) or 23.5(b)(1) applies, or to submit to counseling, or other rehabilitative treatment as a condition of continued employment. This section shall not be construed to limit JEA's right to take appropriate disciplinary action when an employee tests positive for the presence of alcohol or illegal drugs.

B. Any employee who is required to submit to counseling or other rehabilitative treatment as a condition of continued employment shall sign a release, authorizing the release of information to JEA sufficient to determine whether the employee can safely perform his/her job duties. The manager shall make the decision whether the employee can perform his/her job duties in conjunction with a physician associated with the rehabilitation/treatment facility. The information provided to JEA shall be limited to the following:

1. Whether the employee has regularly attended counseling and/or treatment sessions as directed.
2. Whether the employee has satisfactorily participated in counseling and/or treatment sessions.
3. Whether the employee has complied with all requests for substance abuse tests, and whether the employee has passed all of those tests.
4. Whether the employee has admitted to using alcohol or illegal drugs subsequent to the test which resulted in the referral to counseling and/or rehabilitative treatment.
5. Whether there is any reason to believe that the employee's return to work could result in a risk to persons or property.
6. Whether JEA should impose any work-related limitations or requirements upon the employee in the event that JEA determines to permit the employee to return to work.

C. Driving restriction for employees with CDL shall be as stipulated in the Federal Highway Administration Controlled Substance & Testing Program, 49 CFR 382, et seq. The same restriction will be used for other Safety Sensitive employees.

23.7 Examination and Test

a. Except as provided in paragraph 23.4 (d), JEA will pay the cost of any test required by Section 23.3. Provided, however, that in the case of alcohol testing, an employee at his/her request, will be given the opportunity for a blood alcohol test conducted at the same time at his/her own expense.
b. Urine specimens or alcohol tests required by this Article will be obtained while the employee is on duty. JEA may extend the employee's duty period for the purpose of drug or alcohol testing.
c. Tests will be performed by a SAMHSA certified facility selected by JEA.
d. Employees who are required by this Article to take a test shall be required to sign an authorization form releasing the records of such tests to the JEA Manager, Labor Relations or their immediate superior, or their designee. Refusal to sign an authorization for releasing the records of such test to JEA shall be considered as refusing to submit to a drug or alcohol test. The JEA Manager, Labor Relations or their immediate superior, or their designee shall release relevant information contained in those records only to the employee's Vice President, Director, or Manager, and to those JEA Management officials and

representatives directly involved in employment related decisions involving that employee. This shall not limit JEA from providing work-related information regarding the employee to the employee's supervisors, including work-related limitations or requirements and the reasons therefore. Each individual receiving such information will be instructed regarding the confidential nature of that information.

e. JEA will, unless prohibited by law, and as otherwise provided in this Agreement, keep the results of any testing provided for in this Article confidential. Any results of positive testing which JEA later determines have been refuted will be destroyed. Test results shall be considered confidential medical records unless they become part of a disciplinary action.

23.8 Training

JEA and bargaining unit members shall receive training to ensure that they understand their roles and responsibilities in implementing this Article. The sufficiency or adequacy of such training shall not be grounds to challenge the validity of any reasonable suspicion determination or disciplinary action taken as a result of a positive drug or alcohol test, nor shall it preclude disciplinary action where otherwise appropriate. Further, all employees shall annually acknowledge that they have read and understand JEA's Drug Free Workplace Policy.

23.9 Employer Initiation

This testing program was initiated at the request of JEA. The Union has participated only to the extent of protecting the rights of workers arising from administration of the testing program. It is intended that JEA shall be solely liable for any legal obligations and costs arising out of the provisions and/or application of this Article.

ARTICLE 23: ~~COMPREHENSIVE DRUG~~/ALCOHOL AND CONTROLLED SUBSTANCE ABUSE ~~POLICY~~ AND TESTING ~~PROCEDURES~~

~~PRELUDE~~

~~JEA and the Union both agree that education and communication about the JEA Employee Assistance Program (EAP) is a very important tool toward having a drug free work force. JEA will see that information about the EAP is available for employees and their families. It should be every employee's goal to help those co-workers, whom they know have some type of problem with substance abuse, to seek help through the EAP.~~

~~23.1 Definitions~~

~~A. "Alcohol" means ethyl alcohol (ethanol). References to use of alcohol include use of a beverage, mixture, or preparation containing ethyl alcohol.~~

~~B. "Alcohol Abuse" means:~~

~~1. Using or being under the influence of alcohol or alcoholic beverages on the job.~~

~~2. Adulterating any specimen during an alcohol test.~~

~~3. Refusing to submit to an alcohol test.~~

~~4. Alcohol test with positive results.~~

~~C. "Controlled Substance" means any drug or substance as defined in Section 893.03, Florida Statutes, as amended, including but not limited to amphetamines, cannabinoids, cocaine, opiates, phencyclidine (PCP), and their metabolites.~~

~~D. "Drug abuse" means:~~

~~1. The use, possession, distribution, sale, or manufacture of any controlled substance or alcohol in any of the following situations:~~

~~a. Using or being under the influence of a controlled substance while on the job, while on JEA's premises and worksites, or while in JEA vehicles. On or off duty in a manner that adversely affects work performance, or safety.~~

~~b. On JEA's premises and worksites, in JEA vehicles, or during work hours.~~

~~c. Misuse of a prescription drug.~~

~~d. The commission of any act prohibited by Chapter 893, Florida Statutes.~~

e. Substituting, tampering or adulterating any specimen during a drug test.

f. Refusing or failing to timely submit to a required drug test as directed.

g. Drug test with positive results.

E. "Department of Health and Human Services (HHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs" (the HHS Guidelines) means those guidelines as printed in the June 9,1994, Federal Register (59 FR 29908), and as amended from time to time.

F. "Reasonable Suspicion" based on a belief that a reasonable, prudent person would conclude an employee is using or has used drugs or alcohol in violation of the drug free workplace policy, drawn from specific, contemporaneous, objective and articulable observations or facts and reasonable inferences drawn from those facts concerning appearance, behavior, speech, or body odors. Observation includes, but is not limited to, sensory facts (what a person saw, heard, smelled, tasted, or touched).

1. Sensory facts – what a person saw, heard, smelled or touched.

2. Observable behavior or conduct, while at work, such as direct observation of drug/alcohol use or of the physical symptoms or manifestations of being under the influence of a drug/alcohol.

2. Abnormal or erratic conduct or behavior while at work or a material deterioration in work performance or demeanor.

3. A report of drug/alcohol use provided by a reliable and credible source(s) which has been independently corroborated with observable behavior.

4. Evidence that the employee has tampered with a drug/alcohol test during

his/her employment with JEA.

5. Information that an employee has caused or contributed to an accident while on duty and/or operating a JEA vehicle combined with observable behavior indicating the possibility that drug/alcohol usage may be a contributing or responsible factor.

6. Evidence that an employee has used, possessed, sold, solicited, or transferred drugs, or used or been under the influence of alcohol, while working or while on the JEA's premises or worksites, while operating the JEA's vehicle, machinery, or equipment.

Not all of these factors must exist to find reasonable suspicion, but all must be examined.

G. "Substituted Specimen" means a specimen that has a creatinine of less than or equal to 5 mg/dL and a specific gravity less than or equal to 1.001 or greater than or equal to 1.020. (Such specimens do not exhibit the clinical signs or characteristics associated with normal human urine.)

H. "Adulterated Specimen" means a specimen with a nitrite concentration which is equal to or greater than 500mcg/mL; or the pH is less than or equal to 3, or greater than or equal to 11; or if a foreign substance is present; or if an endogenous substance (one that is normally found in human urine) is present at a concentration greater than the normal physiological concentration.

I. "Lawful Prescription Abuse" means taking prescribed drugs in greater dosages and/or more frequent intervals than specified in the prescription, or securing and simultaneously using prescriptions for the same or equivalent medication from multiple providers, or taking medications that are not prescribed for the employee, or as otherwise determined by as Medical Review Officer (MRO).

J. "Covered Prescription" means any medication prescribed by employee's licensed health care provider that an employee must disclose to their employer because it may affect job

performance/safety. "Medication" means any prescription or non-prescription drug, herbal remedy, or supplement, including medical cannabis, that may impair alertness or motor skills.

K. "Safety-Sensitive Position" means any position in which impairment could reasonably endanger the employee, coworkers, property or the public health and/or safety, or the operation of heavy equipment.

23.2 Self-Reporting Obligations

To maintain a safe workplace by ensuring timely knowledge of any medications that could impair employees performing CDL/Safety-Sensitive duties.

A. Employee obligations.

After receiving a covered prescription, the CDL/Safety Sensitive employee is required to submit the required documentation and email notification no later than the start of their next scheduled duty time.

Disclosures must be updated within one (1) scheduled working day of any change in status or dosage of a covered prescription that has reasonable potential for impairment of alertness, judgment, safety or other work performance.

Failure to timely disclose, or knowingly providing false or incomplete information, is grounds for discipline.

B. Protocol after disclosure.

Upon receipt of the completed documentation disclosing the medication covered prescription the employee will be immediately stood down from CDL/Safety Sensitive functions. If non-CDL and/or non-Safety Sensitive work is available the employee will continue to work performing those job functions, otherwise the employee will be released from duty and receive administrative pay for their normally scheduled hours until the initial medical determination is made by JEA's contracted occupational medicine medical facility (Clinic). This will be referred to as the "gap period."

- JEA management, at its sole discretion, may direct the employee to perform non-Safety Sensitive duties for some (or all) of the gap period.

- The employee will not be eligible for callout during the gap period. If the employee was previously scheduled for standby duty during the gap period, they will be made whole for standby pay that would otherwise have been paid, as well as hours they would have actually worked (if services were performed) only if they are cleared by the Clinic during its initial determination.

- The employee will be eligible for administrative pay (for their normally scheduled hours) for the period between when the initial medical determination is issued by the Clinic and, if cleared, management instructs them to report back on duty. Employees will also be given a minimum of one hour to report back to duty.

- Should the initial medical determination not clear the employee for full duty, the employee will receive administrative pay for the remainder of that day (if part of their normal work schedule), after that day the employee will need to take personal leave until cleared to return to duty.

23.3 Circumstances When Testing is Required

JEA will require an employee to submit to drug and/or alcohol testing under any of the following circumstances:

A. As a part of the initial screening process for safety sensitive/CDL employment applicants or promotions from a non-safety sensitive position to a safety sensitive/CDL position.

B. Whenever two (2) appointed managers concur that there is a reasonable suspicion that an employee is using, under the influence of, or in possession of a controlled substance/illegal drugs and/or alcohol while on duty, or that the employee is abusing a controlled substance/illegal drugs and/or alcohol and the abuse either adversely affects his/her job performance or represents a threat to the safety of the employee, his/her co-workers, or the public and the reasons for such concurrence have been stated to a Union representative.

C. Whenever an employee is involved in an incident where a "crash report" is issued.

D. Whenever a manager determines that an employee has caused or may have caused an incident (accident), based on information known at the time of the incident * that –

1. involves personal injury or property damage which could result in liability

~~to JEA~~

~~2. involves loss or damage to JEA property, or~~

~~3. involves a personal injury that requires treatment beyond first aid (i.e., OSHA Recordable) Employees will also be subject to a breathalyzer test for alcohol.~~

~~*For purposes of this provision, an employee is considered directly involved in the incident if the employee was in a position or situation where his/her action or inaction could cause, contribute to, contribute after, or have an impact on the accident which includes any injuries (regardless of whether the employee was at the location of the incident).~~

~~E. An employee with a CDL will be tested for drugs and alcohol when they are involved in a vehicular accident that results in a fatality; or the employee receives a moving violation citation and the accident involved bodily injury requiring medical treatment away from the scene; or one or more vehicles are damaged and disabled requiring towing away from the scene.~~

~~F. Routine Fitness for Duty: The Employer will require a A drug test and/or alcohol test may be required by any time an employee is referred to a the physician or psychologist performing the for a fitness for duty examination.~~

~~G. At any time within one (1) year after an employee has voluntarily admitted a substance problem and entered into a Last Chance Agreement, tested positive for the presence of controlled substances taken from a lawful prescription issued to the employee, employee's spouse or family member permanently residing with the employee tested positive for alcohol or completed initial rehabilitation, whichever is later. (The EAP provider shall direct a letter to both JEA and to the employee establishing the date on which rehabilitation was completed.) Employee must pass a return-to-duty drug and/or alcohol test before resuming duties.~~

~~H. As required by the Federal Highway Administration (FHWA) Controlled Substances & Alcohol Use & Testing Program, 49 CFR 382, et seq., as amended. (This federal regulation, also known as "CDL" Testing), requires testing for alcohol as well as for controlled substances.)~~

~~I. As part of a random drug and alcohol testing program applicable to employees in Safety Sensitive positions in accordance with criteria set forth in Appendix C, management's designation of a position as "Safety Sensitive" shall be subject to appeal to the Manager of~~

~~Labor Relations or their immediate superior, or designee, whose decision may be subject to grievance . If an employee does not agree with their safety sensitive designation, they must file a dispute prior to random selection. Failure to dispute the designation shall require the employee to submit a sample in accordance with testing procedures.~~

~~23.4 Testing Protocols~~

~~Drug~~

~~1. Whenever an employee is required to provide a urine specimen for these testing procedures, the specimen will be collected in accord with Substance Abuse and Mental Health Services Administration (SAMHSA) or Department of Health (HHS) protocols. This includes the specimen being divided into two samples at the time of collection in order to facilitate the testing procedures described in this section. The collection facility shall follow specimen collection and testing procedures consistent with the HHS Guidelines, except as specifically amended herein.~~

~~2. The threshold level or cut-off limit and substances shall be as set forth below or as established by HHS and/or SAMHSA. The following levels have been established as of the effective date of this Agreement. However, the levels established by HHS and/or SAMHSA which are in effect as of the date of any given test shall govern.~~

SCREENING THRESHOLDS

Initial test analyte	Initial test cutoff [1]	Confirmatory test analyte	Confirmatory test cutoff concentration
Marijuana metabolites (THCA) [2]	50 ng/mL [3]	THCA	15 ng/mL.
Cocaine metabolite (Benzoylecgonine)	150 ng/mL [3]	Benzoylecgonine	100 ng/mL.
Codeine/Morphine	2,000 ng/mL	Codeine Morphine	2,000 ng/mL. 2,000 ng/mL.
Hydrocodone/Hydromorphone	300 ng/mL	Hydrocodone Hydromorphone	100 ng/mL. 100 ng/mL.
Oxycodone/Oxymorphone	100 ng/mL	Oxycodone Oxymorphone	100 ng/mL. 100 ng/mL.
6-Acetylmorphine	10 ng/mL	6-Acetylmorphine	10 ng/mL.
Phencyclidine	25 ng/mL	Phencyclidine	25 ng/mL.
Amphetamine/Methamphetamine	500 ng/mL	Amphetamine Methamphetamine	250 ng/mL. 250 ng/mL.
MDMA [4]/MDA [5]	500 ng/mL	MDMA MDA	250 ng/mL. 250 ng/mL.

[1]For grouped analytes (*i.e.*, two or more analytes that are in the same drug class and have the same initial test cutoff): *Immunoassay:* The test must be calibrated with one analyte from the group identified as the target analyte. The cross-reactivity of the immunoassay to the other analyte(s) within the group must be 80 percent or greater; if not, separate immunoassays must be used for the analytes within the group.

Alternate technology: Either one analyte or all analytes from the group must be used for calibration, depending on the technology. At least one analyte with the group must have a concertation equal to or greater than the initial test cutoff or, alternatively, the sum of the analytes present (*i.e.*, equal to or greater than the laboratory's validate limit of quantification) must be equal to or greater than the initial test cutoff.

[2] An immunoassay must be calibrated with the target analyte Δ-9-tetrahydrocannabinos-9carboxylic acid (THCA).

[3] *Alternate technology* (THCA and benzoylecgonine): The confirmatory test cutoff must be used for an alternate technology initial test that is specific for the target analytes *(i.e.,* 15ng/mL for THCA, 100 ng/mL for benzoylecgonine).

[4] Methylenedioxymethamphetamine (MDMA).

[5] Methlenedioxyamphetamine (MA).

~~** ** The confirmation test will also include a test for 6-monacety/morphine (MAM).*~~

~~The SAMHSA certified tester shall utilize the following procedures to the extent that they are not inconsistent with the HHS Guidelines:~~

~~3. The SAMHSA certified tester shall utilize the following procedures to the extent that they are not inconsistent with the HHS Guidelines:~~

~~a. The SAMHSA certified tester shall submit the first of the samples to an immunochemical assay or radioimmunoassay test. If the results of this test are negative, no further testing will be required and all collected specimens will be disposed.~~

~~b. If the results of the initial test provided for in Section 23.4(a)(3)(a) are positive, the SAMHSA certified tester will submit the same sample for further testing using the gas chromatography/mass spectrometry (GC/MS) method to verify the initial test results. JEA will not be notified about the initial positive result until it has been confirmed as provided for in this section.~~

~~c. If the specimen provided is unsuitable for testing due to no fault of the employee being tested, or if the chain of custody is violated, the employee will be advised of those circumstances and will be requested to provide another specimen for testing. Except for low creatinine test results, and provided the employee was not at fault, an additional specimen will be required not more than one (1) additional time. Should the employee provide specimens which are neither adulterated nor substituted, but unsuitable for testing due to low creatinine levels three (3) consecutive times, the employee will be subject to providing a blood sample. Should an employee have legitimate, verifiable religious objection or medical reason that would prohibit a blood sample, then the Medical Review Officer (MRO) will determine the alternate testing method that will be used.~~

~~d. Specimens that are adulterated or substituted will be reported as a "refusal to test," and the employee will be offered the opportunity for a test of the second sample as provided for in 4 below.~~

~~4. If the results of the confirmation test provided for in Section 23.4.a.3.b are positive, as confirmed by a qualified (HHS Guidelines) medical review officer (MRO), the HHS Guidelines shall be followed for confirmation and notification of the employee and JEA. At that time, the employee may elect to have the second sample subjected to further testing by a SAMHSA certified tester at the employee's expense. If the second sample tests negative, JEA will reimburse the employee for the cost of the test. If the tests on the second sample are positive, or if the employee does not request testing of the second sample, JEA may take appropriate action in accordance with this Article.~~

~~5. a. Random Testing Protocol~~

~~i. The random selection process is designed to be fair and impartial. A computer-based random number generator is used to ensure that every eligible employee has an equal chance of being selected, regardless of role or past test results. JEA shall record its receipt of aA selection report that is generated using only employee identification numbers and draw dates; no other personal data is listed. JEA and the Union agree that the recorded selection process used by JEA provides a random selection of employees to be tested and that a Union representative does not need to be present for the random selection process, provided that JEA records and preserves the selection and provides access to the recording to the Union once the last names selected have been exhausted.~~

~~ii. Union reserves the right to request in writing, an audit of the prior month's recorded selection process including all materials and documents used. The meeting shall be held within ten (10) business days of the written request except where an extension is mutually agreed upon.~~

~~iii. A pool of all eligible employees, and selections are to be made at regular intervals. Employees required to test will be notified by their managers the morning of the test.~~

~~iv. Management will administer random drug tests up to 25% of all employees who are designated as Safety Sensitive each year. (The 25% can be rounded up to include the nearest "whole" person.~~

~~v. In determining a position to be "Safety Sensitive", consideration will be given to "Safety Sensitive", as defined in Sections 112.0455(5) (m) and 440.102(1) (o), Florida Statutes, and using criteria delineated in Appendix C.~~

~~vi. JEA will post a listing of current Safety Sensitive designations. JEA will notify individuals of changed designation at the time of the changed designation.~~

~~vii. Management will administer random drug tests to 25% of all employees who are designated as safety sensitive each year. (The 25% can be rounded up to include the nearest "whole" person).~~

~~viii. Management will administer random alcohol tests to 10% of all employees who are designated as Safety Sensitive each year. (The 10% can be rounded up to include the nearest "whole" person).~~

ix. The drug and alcohol threshold levels and procedures applicable to CDL random testing shall apply to Safety Sensitive random testing.

x. Employees who are subject to CDL random testing shall not be subject to Safety Sensitive random testing.

xi. Random selection testing shall occur no more than twice monthly for CDL employees and no more than twice monthly for safety sensitive employees.

B. Alcohol

1. Whenever an employee is required to be tested for alcohol, a breathalyzer shall normally be used. In certain cases when the breathalyzer cannot be administered, blood may be used.

2. The threshold level or cut-off limit shall be as set forth below or as established by Florida Statute. The following levels have been established as of the effective date of this Agreement. However, the levels established by DOT or by Florida Statute, which are in effect as of the date of any given test shall govern.

3. Alcohol abuse shall subject the employee to disciplinary action as indicated in 23.5(b).

C. Breath or Blood Alcohol Testing Threshold Levels for CDL's

Department of Transportation (DOT) Regulations for Commercial Driver License Alcohol Testing

0.020 to 0.039 – Cannot perform Safety Sensitive work for at least 24 hours.

0.040 to 0.079 – Cannot perform Safety Sensitive work until released by a substance abuse professional.

0.08 and above – Cannot perform Safety Sensitive work until released by a substance abuse professional.

~~D. Breath or Blood Alcohol Threshold Levels for non-CDL Testing~~

~~0.05 to 0.079 – Considered impaired with other competent evidence of impairment.~~

~~0.08 and above – Presumed to be impaired.~~

~~23.5 Disciplinary Action~~

~~A. Drug Abuse shall subject the employee to the following discipline:~~

~~1. Any employee who mistakenly uses a controlled substance lawfully issued to a member of the employee's household may be given a single Last Chance Agreement. The employee will be responsible for providing copies of said prescription(s). The employee will be randomly tested during the succeeding 12-month period. Subsequent violations shall result in immediate termination from employment in accordance with the terms and conditions of the Last Chance Agreement. An employee may only request a Last Chance Agreement pursuant to this Section one (1) time during the tenure of their employment.~~

~~2. Drug abuse, other than described in (1) above shall result in immediate termination from employment.~~

~~B. Alcohol Abuse shall subject the employee to the following discipline:~~

~~1. If an employee tests positive for a breath or blood alcohol level equal to or greater than 0.02 but less than 0.04, the employee will be subject to the provisions of the DOT CDL requirements.~~

~~2. If an employee tests positive for a breath or blood alcohol level equal to or greater than 0.04, but less than or equal to 0.05, the employee will be given a letter of "Required Action and Consequences of Noncompliance" which is not considered discipline. A second positive test in level described above will result in a Last Chance Notice and a third positive will result in termination.~~

~~3. If an employee tests positive for a breath or blood alcohol level more than 0.05, but less than 0.08, and there is no other competent evidence of impairment, the employee will be given a Last Chance Notice. Any subsequent positive test producing a breath~~

or blood alcohol level more than 0.05 will result in the employee being terminated from employment.

4. If an employee tests positive for a breath or blood alcohol level more than 0.05 but less than 0.08, and there is other competent evidence of impairment, the employee will be terminated from employment.

5. If an employee tests positive for a breath or blood alcohol level at 0.08 or higher, the employee will be immediately terminated.

C. Upon investigation, any employee who refuses to submit to substance abuse or alcohol testing (including adulterating or substituting a sample) as required by this Article or a refusal to sign an authorization for the release of the records of such testing shall be considered as a refusal to submit to a drug or alcohol test and shall be terminated from employment.

23.6 Rehabilitative/Corrective Action

A. JEA may require an employee who has tested positive for the presence of alcohol or drugs and to which subparagraphs 23.5(a)(1) or 23.5(b)(1) applies, to submit to counseling, or other rehabilitative treatment as a condition of continued employment. This section shall not be construed to limit JEA's rights to take appropriate disciplinary action when an employee tests positive for the presence of alcohol or drugs.

B. Any employee who is required to submit to counseling or other rehabilitative treatment as a condition of continued employment shall sign a release, authorizing the release of information to JEA sufficient to determine whether the employee can safely perform his/her job duties. The manager shall make the decision whether the employee can perform his/her job duties in conjunction with a physician associated with the rehabilitation/treatment facility. The information provided to JEA shall be limited to the following:

- Whether the employee has regularly attended counseling and/or treatment sessions as directed.
- Whether the employee has satisfactorily participated in counseling and/or treatment sessions.

- Whether the employee has complied with all requests for substance abuse tests, and whether the employee has passed all of those tests.

- Whether the employee has admitted to using alcohol or drugs subsequent to the test which resulted in the referral to counseling and/or rehabilitative treatment.

- Whether there is any reason to believe that the employee's return to work could result in a risk to persons or property.

- Whether JEA should impose any work-related limitations or requirements upon the employee in the event that JEA determines to permit the employee to return to work.

C. Driving restriction for employees with CDL shall be as stipulated in the Federal Highway Administration Controlled Substance & Testing Program, 49 CFR 382, et seq. The same restriction will be used for other Safety Sensitive employees.

23.7 Examination and Test

A. Except as provided in paragraph 23.4 (d), JEA will pay the cost of any test required by Section 23.3. Provided, however, that in the case of alcohol testing, an employee at his/her request, will be given the opportunity for a blood alcohol test conducted at the same time at his/her own expense.

B. Urine specimens or alcohol tests required by this Article will be obtained while the employee is on duty. JEA may extend the employee's duty period for the purpose of drug or alcohol testing.

C. Tests will be performed by a SAMHSA certified facility selected by JEA.

D. Employees who are required by this Article to take a test shall be required to sign an authorization form releasing the records of such tests to the JEA Manager, Labor Relations or their immediate superior, or their designee. Refusal to sign an authorization for releasing the records of such test to JEA shall be considered as refusing to submit to a drug or alcohol test. The JEA Manager, Labor Relations or their immediate superior, or their designee shall release relevant information contained in those records only to the employee's Vice President, Director, or Manager, and to those JEA Management officials and representatives directly involved in employment related decisions involving that employee. This shall not limit JEA from providing work-related information regarding the employee to the employee's supervisors, including work-related limitations or requirements and the reasons therefore. Each individual receiving such information will be instructed regarding the confidential nature of that information.

E. JEA will, unless prohibited by law, and as otherwise provided in this Agreement, keep the results of any testing provided for in this Article confidential. Any results of positive testing which JEA later determines have been refuted will be destroyed. Test results shall be considered confidential medical records unless they become part of a disciplinary action.

23.8 Training

JEA and bargaining unit members shall receive training to ensure that they understand their roles and responsibilities in implementing this Article. The sufficiency or adequacy of such training shall not be grounds to challenge the validity of any reasonable suspicion determination or disciplinary action taken as a result of a positive drug or alcohol test, nor shall it preclude disciplinary action where otherwise appropriate. Further, all employees shall annually acknowledge they have read and understand JEA's Drug Free Workplace Policy.

23.9 Employer Initiation

This testing program was initiated at the request of JEA. The Union has participated only to the extent of protecting the rights of workers arising from administration of the testing program. It is intended that JEA shall be solely liable for any legal obligations and costs arising out of the provisions and/or application of this Article.

ARTICLE 23: COMPREHENSIVE DRUG/ALCOHOL ABUSE POLICY AND PROCEDURES

Prelude

JEA and the Union both agree that education and communication about the JEA Employee Assistance Program (EAP) is a very important tool toward having a drug free work force. JEA will see that information about the EAP is available for employees and their families. It should be every employee's goal to help those co-workers, whom they know have some type of problem with substance abuse, to seek help through the EAP.

23.1 Definitions

a. "Drug abuse" means:

1. The use of any controlled substance as defined in Section 893.03, Florida Statutes, as amended, not pursuant to a lawful prescription. A "lawful prescription" is defined as a prescription issued in the name of the employee by a licensed health care practitioner in full compliance with the practitioner's practice act.

2. The commission of any act prohibited by Chapter 893, Florida Statues.
3. Abusing a lawful prescription.
4. Substituting or adulterating any specimen during a drug test.
5. Refusing to submit to a drug test.
6. Drug test with positive results.

b. "Illegal drug" means any controlled substance as defined in Section 893.03, Florida Statutes, not possessed or taken in accordance with a lawful prescription.

c. "Department of Health and Human Services (HHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs" (the HHS Guidelines) means those guidelines as printed in the June 9, 1994, Federal Register (59 FR 29908), and as amended from time to time.

d. "Reasonable belief" means an opinion which a prudent person would form based on observation and information from reliable and credible sources. Observation includes, but is not limited to sensory facts (what a person saw, heard, smelled, tasted or touched). Objective factors that should be taken into consideration in determining reasonable belief are:

1. The nature of the information;
2. The reliability of the person or source providing the information;
3. The extent of any confirmation; and,
4. Any other factors contributing to the belief or the lack thereof.

Not all of these factors must exist to find reasonable belief, but all must be examined.

e. "Substituted Specimen" means a specimen that has a creatinine of less than or equal to 5 mg/dL and a specific gravity less than or equal to 1.001 or greater than or equal to 1.020. (Such specimens do not exhibit the clinical signs or characteristics associated with normal human urine.)

f. "Adulterated Specimen" means a specimen with a nitrite concentration which is equal to or greater than 500mcg/mL; or the pH is less than or equal to 3, or greater than or equal to 11; or if a foreign substance is present; or if an endogenous substance (one that is normally found in human urine) is present at a concentration greater than the normal physiological concentration.

g. "Lawful Prescription Abuse" means taking prescribed drugs in greater dosages and/or more frequent intervals than specified in the prescription, or securing and simultaneously using prescriptions for the same or equivalent medication from multiple providers, or taking medications that are not prescribed for the employee, or as otherwise determined by as Medical Review Officer (MRO).

h. "Alcohol" means ethyl alcohol (ethanol). References to use of alcohol include use of a beverage, mixture, or preparation containing ethyl alcohol.

i. "Alcohol Abuse" means

1. Using or being under the influence of alcohol or alcoholic beverages on the job.
2. Adulterating any specimen during an alcohol test.
3. Refusing to submit to an alcohol test.
4. Alcohol test with positive results.

23.2 Circumstances When Testing May Be Required

~~JEA may require an employee to submit to drug and/or alcohol testing under any of the following circumstances:~~

~~a. Whenever two appointed managers concur that there is a reasonable belief that an employee is using, under the influence of, or in possession of illegal drugs and/or alcohol while on duty, or that the employee is abusing illegal drugs and/or alcohol and the abuse either adversely affects his/her job performance or represents a threat to the safety of the employee, his/her co-workers, or the public and the reasons for such concurrence have been stated to an Union Representative.~~

~~b. Whenever an employee is involved in an accident involving personal injury or property damage which could result in liability to JEA, loss or damage to JEA property, or involving a personal injury that requires treatment beyond first aid (i.e. OSHA Recordable), urine specimens will be collected from all employees directly involved in the accident and stored for future testing. Employees will also be subject to a breathalyzer test for alcohol. For purposes of this provision, an employee is considered directly involved in the accident if the employee was in a position or situation where his/her action or inaction could cause, contribute to, contribute after, or have an impact on the accident which includes any injuries (regardless of whether the employee was at the location of the accident). If the accident/damage investigation reveals that employee negligence was a cause, the negligent employee's (s') specimen(s) will be tested. All samples not tested will be destroyed within ten (10) calendar days of the accident/damage investigation team report or within twenty (20) calendar days of the accident if no investigation is held. The accident/damage investigation team shall include an Union executive board member or designee.~~

~~c. An employee with a CDL will be tested for drugs and alcohol when they are involved in a vehicular accident that results in a fatality; or the employee receives a moving violation citation and the accident involved bodily injury requiring medical treatment away from the scene; or one or more vehicles are damaged and disabled requiring towing away from the scene.~~

~~d. Any time within one (1) year after an employee has voluntarily admitted a substance problem and entered into a Last Chance Agreement, tested positive for the presence of controlled substances taken from a lawful prescription issued to the employee's spouse or family member permanently residing with the employee, tested positive for alcohol or completed initial rehabilitation, whichever is later. (The EAP provider shall direct a letter to both JEA and to the employee establishing the date on which rehabilitation was completed.)~~

~~e. As required by the Federal Highway Administration (FHWA) Controlled Substances & Alcohol Use & Testing Program, 49 CFR 382, et seq. (This federal regulation, also known as "CDL" Testing), requires testing for alcohol as well as for controlled substances.)~~

~~f. As part of a random drug and alcohol testing program applicable to employees in safety sensitive positions in accordance with criteria set forth in Exhibit C, management's designation of a position as "safety sensitive" shall be subject to appeal to the Director of Labor Relations, or designee, whose decision may be subject to arbitration. An employee who disputes the safety sensitive designation of his or her position shall be required to submit a sample in accordance with testing procedures but the results of the test shall be sealed until the dispute has been resolved.~~

~~g. In determining a position to be "safety sensitive", consideration will be given to "safety sensitive", as defined in Sections 112.0455(5) (m) and 440.102(1) (o) Florida Statutes, and using criteria delineated in Exhibit C.~~

~~h. JEA will provide the Union President with a listing of Union members designated as safety sensitive on an annual basis, and as the listing is updated.~~

23.3 Testing Protocols

a. Drug

1. Whenever an employee is required to provide a urine specimen for these testing procedures, the specimen will be divided into two samples at the time of collection in order to facilitate the testing procedures described in this section. The collection facility and the Substance Abuse and Mental Health Services Administration (SAMHSA) certified tester shall follow specimen collection and testing procedures consistent with the HHS Guidelines except as specifically amended herein.

2. The threshold level or cut-off limit and substances shall be as set forth below or as established by HHS and/or SAMHSA. The following levels have been established as of the effective date of this Agreement. However, the levels established by HHS and/or SAMHSA which are in effect as of the date of any given test shall govern

SCREENING THRESHOLDS

Initial test analyte	**Initial test cutoff**[1]	**Confirmatory test analyte**	**Confirmatory test cutoff concentration**
Marijuana metabolites (THCA)[2]	50 ng/mL[3]	THCA	15 ng/mL.
Cocaine metabolite (Benzoylecgonine)	150 ng/mL[3]	Benzoylecgonine	100 ng/mL.
Codeine/Morphine	2,000 ng/mL	Codeine Morphine	2,000 ng/mL. 2,000 ng/mL.
Hydrocodone/Hydromorphone	300 ng/mL	Hydrocodone Hydromorphone	100 ng/mL. 100 ng/mL.
Oxycodone/Oxymorphone	100 ng/mL	Oxycodone Oxymorphone	100 ng/mL. 100 ng/mL.
6-Acetylmorphine	10 ng/mL	6-Acetylmorphine	10 ng/mL.
Phencyclidine	25 ng/mL	Phencyclidine	25 ng/mL.
Amphetamine/Methamphetamine	500 ng/mL	Amphetamine Methamphetamine	250 ng/mL. 250 ng/mL.
MDMA[4]/MDA[5]	500 ng/mL	MDMA MDA	250 ng/mL. 250 ng/mL.

[1] For grouped analytes (*i.e.*, two or more analytes that are in the same drug class and have the same initial test cutoff): *Immunoassay:* The test must be calibrated with one analyte from the group identified as the target analyte. The cross-reactivity of the immunoassay to the other analyte(s) within the group must be 80 percent or greater; if not, separate immunoassays must be used for the analytes within the group.
Alternate technology: Either one analyte or all analytes from the group must be used for calibration, depending on the technology. At least one analyte with the group must have a concertation equal to or greater than the initial test cutoff or, alternatively, the sum of the analytes present (*i.e.* equal to or greater than the laboratory's validate limit of quantification) must be equal to or greater than the initial test cutoff.
[2] An immunoassay must be calibrated with the target analyte Δ-9-tetrahydrocannabinos-9carboxylic acid (THCA).
3 *Alternate technology* (THCA and benzoylecgonine): The confirmatory test cutoff must be used for an alternate technology initial test that is specific for the target analytes *(i.e.*, 15ng/mL for THCA, 100 ng/mL for benzoylecgonine).
[4] Methylenedioxymethamphetamine (MDMA).
[5] Methlenedioxyamphetamine (MA).

3. The SAMHSA certified tester shall utilize the following procedures to the extent that they are not inconsistent with the HHS Guidelines:

i. The SAMHSA certified tester shall submit the first of the samples to an immunochemical assay or radioimmunoassay test. If the results of this test are negative, no further testing will be required and all collected specimens will be disposed.

ii. If the results of the initial test provided for in Section 25.3 (a)(3)i are positive, the SAMHSA certified tester will submit the same sample for further testing using the gas chromatography/mass spectrometry (GC/MS) method to verify the initial test results. JEA will not be notified about the initial positive result, until it has been confirmed as provided for in this section.

iii. If the specimen provided is unsuitable for testing due to no fault of the employee being tested, or if the chain of custody is violated, the employee will be advised of those circumstances and will be required to provide another specimen for testing. Except for low creatinine test results, and provided the employee was not at fault, an additional specimen will be required not more than one (1) additional time. Should the employee provide specimens which are neither adulterated nor substituted, but unsuitable for testing due to low creatinine levels three (3) consecutive times, the employee will be subject to a blood sample. Should an employee have legitimate, verifiable religious objection or medical reason that would prohibit a blood sample, then the Medical Review Officer (MRO) will determine the alternate testing method that will be used.

iv. Specimens that are adulterated or substituted will be reported as a "refusal to test," and the employee will not be offered the opportunity for a test of the second sample as provided for in 4 below.

4. If the results of the confirmation test provided for in Section 25.3.c.2 are positive, as confirmed by a qualified (HHS Guidelines) medical review officer (MRO), the HHS guidelines shall be followed for confirmation and notification of the employee and JEA. At that time, the employee may elect to have the second sample subjected to further testing by a SAMHSA certified tester at the employee's expense. If the second sample tests negative, JEA will reimburse the employee for the cost of the test. If the tests on the second sample are positive, or if the employee does not request testing of the second sample, JEA may take appropriate action in accordance with this article.

5. a. Random Testing Protocol.

i. Management will administer random drug tests to 25% of all employees who are designated as safety sensitive each year. (The 25% can be rounded up to include the nearest "whole" person.

ii. Management will administer random alcohol tests to 10% of all employees who are designated as safety sensitive each year. (The 10% can be rounded up to include the nearest "whole" person.)

iii. The drug and alcohol threshold levels and procedures applicable to CDL random testing shall apply to safety sensitive random testing.

iv. Employees who are subject to CDL random testing shall not be subject to safety sensitive random testing.

b. Alcohol

i. Whenever an employee is required to be tested for alcohol, a breathalyzer shall normally be used. In certain cases when the breathalyzer cannot be administered, blood may be used.

ii. The threshold level or cut-off limit shall be as set forth below or as established by Florida Statute. The following levels have been established as of the effective date of this Agreement. However, the levels established by DOT or Florida Statute, which are in effect as of the date of any given test shall govern.

iii. Alcohol abuse shall subject the employee to disciplinary action as indicated in 25.4(b)

~~c. Breath or Blood Alcohol Testing Threshold Levels for CDL's Department of Transportation (DOT) Regulations for Commercial Driver License Alcohol Testing~~

~~0.020 to 0.039 – Cannot perform safety sensitive work for at least 24 hours~~

~~0.040 to 0.079 – Cannot perform safety sensitive work until released by a substance abuse professional.~~

~~0.08 and above – Cannot perform safety sensitive work until released by a substance abuse professional.~~

~~d. Breath or Blood Alcohol Threshold Levels for non-CDL Testing~~

~~0.05 to 0.079 – Considered impaired with other competent evidence of impairment.~~

~~0.08 and above – Presumed to be impaired.~~

~~23.4 Disciplinary Action~~

~~a. Drug abuse shall subject the employee to the following discipline:~~

~~1. Any employee who uses a controlled substance pursuant to a prescription lawfully issued to a member of the employee's household residing with the employee shall be given a single Last Chance Agreement provided the prescription was taken for the employee's bona fide medical condition. The employee will be randomly tested 6 to 12 times during a succeeding 12-month period. Subsequent violations of the policy shall result in immediate termination from employment.~~

~~2. Drug abuse, other than described in 1 above shall result in immediate termination from employment.~~

~~b. Alcohol abuse shall subject the employee to the following discipline:~~

~~1. If an employee tests positive for a breath or blood alcohol level equal to or greater than 0.02 but less than 0.04, the employee will be subject to the provisions of the DOT CDL requirements.~~

~~2. If an employee tests positive for a breath or blood alcohol level equal to or greater than 0.04, but less than or equal to 0.05, the employee will be given a letter of "Required Action and Consequences of Noncompliance" which is not considered discipline. A second positive test in level described above will result in a Last Chance Notice, and a third positive will result in immediate termination from employment.~~

~~3. If an employee tests positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08, and there is no other competent evidence of impairment, the employee will be given a Last Chance Agreement. Any subsequent positive test producing a breath or blood alcohol level in excess of 0.05 will result in the employee being terminated from employment.~~

~~4. If an employee test positive for a breath or blood alcohol level in excess of 0.05 but less than 0.08 and there is other competent evidence of impairment, the employee will be terminated from employment.~~

5. If an employee tests positive for a breath or blood alcohol level at 0.08 or higher, the employee will be terminated from employment.

c. Upon investigation, any employee who refuses to submit to substance abuse or alcohol testing (including adulterating or substituting a sample) as required by this article, or who refuses to sign an authorization for the release of the records of such testing shall be considered as a refusal to submit to a drug or alcohol test and shall be terminated from employment.

23.5 Rehabilitative/Corrective Action

a. JEA may require an employee who has tested positive for the presence of alcohol or illegal drugs and to which subparagraphs 25.4.a.1 or b.1 applies, or to submit to counseling, or other rehabilitative treatment as a condition of continued employment. This section shall not be construed to limit JEA's right to take appropriate disciplinary action when an employee tests positive for the presence of alcohol or illegal drugs.

b. Any employee who is required to submit to counseling or other rehabilitative treatment as a condition of continued employment shall sign a release, authorizing the release of information to JEA sufficient to determine whether the employee can safely perform his/her job duties. The manager shall make the decision whether the employee can perform his/her job duties in conjunction with a physician associated with the rehabilitation/treatment facility. The information provided to JEA shall be limited to the following:

1. Whether the employee has regularly attended counseling and/or treatment sessions, as directed.

2. Whether the employee has satisfactorily participated in counseling and/or treatment sessions.

3. Whether the employee has complied with all requests for substance abuse tests, and whether the employee has passed all of those tests.

4. Whether the employee has admitted to using alcohol or illegal drugs subsequent to the test which resulted in the referral to counseling and/or rehabilitative treatment.

5. Whether there is any reason to believe that the employee's return to work could result in a risk to persons or property.

6. Whether JEA should impose any work related limitations or requirements upon the employee in the event that JEA determines to permit the employee to return to work.

c. Driving restriction for employees with CDL shall be as stipulated in the Federal Highway Administration Controlled Substance & Testing Program, 49 CFR 382, et seq. The same restriction will be used for other safety sensitive employees.

23.6 Examination and Test

a. Except as provided in paragraph 25.3(a) 4, JEA will pay the cost of any test required by Section 25.2. Provided, however, that in the case of alcohol testing, an employee at his/her request, will be given the opportunity for a blood alcohol test conducted at the same time at his/her own expense.

b. Urine specimens or alcohol tests required by this article will be obtained while the employee is on duty. JEA may extend the employee's duty period for the purpose of drug or alcohol testing.

c. Tests will be performed by a SAMHSA certified facility selected by JEA.

d. Employees who are required by this article to take a test shall be required to sign an authorization form releasing the records of such tests to the JEA Director of Labor Relations or his/her designee. Refusal to sign an authorization for releasing the records of such test to JEA shall be considered as refusing to submit to a drug or alcohol test. The JEA Director of Labor Relations or his/her designee shall release relevant information contained in those records only to the employee's Vice President, Director and Manager, and to those JEA management officials and representatives directly involved in employment related decisions involving that employee. This shall not limit JEA from providing work related information regarding the employee to the employee's supervisors, including work related limitations or requirements and the reasons therefore. Each individual receiving such information will be instructed regarding the confidential nature of that information.

e. JEA will, unless prohibited by law, and as otherwise provided in this agreement, keep the results of any testing provided for in this article confidential. Any results of positive testing which JEA later determines have been refuted will be destroyed. Test results shall be considered confidential medical records unless they become part of a disciplinary action.

23.7 Training

JEA and bargaining unit members shall receive training to ensure that they understand their roles and responsibilities in implementing this article. The sufficiency or adequacy of such training shall not be grounds to challenge the validity of any reasonable belief determination or disciplinary action taken as a result of a positive drug or alcohol test, nor shall it preclude disciplinary action where otherwise appropriate.

23.8 Employer Initiation

This testing program was initiated at the request of JEA. The Union has participated only to the extent of protecting the rights of workers arising from administration of the testing program. It is intended that JEA shall be solely liable for any legal obligations and costs arising out of the provisions and/or application of this article.

ARTICLE 24: DISCIPLINE AND DISCHARGE

24.1 No permanent employee shall be removed, discharged, reduced in rank or pay, suspended, or otherwise disciplined except for just cause. The appointed manager will give a written "Notice of Fact Finding" form to the employee within the next twenty-one (21) calendar days worked by the employee after JEA became aware of the occurrence.

Delivery of the form may be accomplished by either: a) handing a completed form to the employee during the twenty-one day period, or b) emailing the employee and the Chief Steward at their JEA email addresses within the twenty-one day period, with "Notice of Fact-Finding" in the subject line, and either the remainder of the form's required information within the text of email, or an attached PDF of a completed "Notice of Fact-Finding" form.

This twenty-one (21) days worked period may be extended by mutual agreement.

However, no "Notice of Fact Finding" will be required if discipline is given within the prescribed twenty-one (21) days worked by the employee, or the extended time period as mutually agreed. This Notice shall be followed by a written statement of the charges within forty-five (45) calendar days from the date of the notice. The employee will be notified of the findings if there are no charges. This provision cannot be exercised after 180 calendar days from the date of occurrence. Provided, however, that all time limits established in this section may at management's discretion, be extended during the pendency of a potential felony criminal investigation into an employee's conduct. In such cases, the time limits established by this section will not begin to run until all criminal investigations and/or prosecutions involving the employee are concluded.

24.2 JEA will follow the principles of progressive discipline in that discipline normally proceeds from a reprimand, to a suspension or reduction in pay, to demotion and/or discharge. However, the parties recognize that the seriousness and circumstances surrounding an offense may warrant more or less severe discipline than that which is provided within the Progressive Disciplinary Guidelines, depending upon the facts.

24.3 An employee will be allowed to review his master personnel file, within a reasonable length of time upon request to his Vice President, Director, or Manager. During the term of this Agreement, if any information, which is considered unfavorable and, derogatory to an employee, is entered in his personnel file which deals with conditions originating after employment with JEA, the employee will be required to acknowledge receipt in writing of such information, and will be furnished a copy in order that he may have the opportunity to submit a written statement responding to the information (excluding copies of personnel action forms, time reports, and employee evaluation reports). The employee's acknowledgment of receipt in writing merely indicates that the employee has seen and received a copy of such derogatory or unfavorable information. The acknowledgment of receipt does not indicate that the employee agrees with such information, nor does such action indicate that the employee admits guilt for any alleged infractions stipulated. The employee's responding statement will also be entered in his personnel file. If an employee feels that any correspondence written about him was unjustified, he has the right to resort to the Grievance Procedure.

24.4 When the situation warrants, JEA will provide oral or written counseling before implementing progressive discipline. The issuance of oral or written counseling shall be for the purpose of counseling the employee. The supervisor who provides oral counseling shall discuss the problem directly with the

employee.

24.5 Except as provided in this section, disciplinary entries in an employee's personnel file shall not be used as a basis for future disciplinary action after twenty-four (24) months from the date of the entry. The union recognizes that the Employer is required to retain copies of all disciplinary entries in order to comply with Chapter 119, Florida Statutes, as it may be amended from time to time.

24.6 All breaches of discipline shall be fully investigated by the Employer in a thoroughly impartial manner before punishment is administered or recommended to the appointing authority. Disciplinary matters shall be handled as expeditiously as possible.

24.7 The Employer agrees to notify the Union of proposed disciplinary actions other than reprimands against any employee within the bargaining unit, by mailing a copy of the notice of proposed disciplinary action to the Union at or about the same time said notice is transmitted to the affected employee.

The employer (JEA) shall electronically deliver all policies, records, exhibits or other documents it is relying upon for the discipline or termination of the employee within five (5) business days after the discipline or termination of the employee.

24.8 Any employee shall have the right to either grieve a disciplinary action pursuant to the grievance procedure of this Agreement, or to appeal the decision to the Civil Service Board.

ARTICLE 25: GRIEVANCE PROCEDURE

25.1 It is intended this grievance procedure will provide a means of resolving complaints and grievances at the lowest level possible and the Employer and Union agrees to work toward this end. The grievance will systematically follow the steps of the grievance procedure contained in this article, except as otherwise provided for in Section 447.401, Florida Statutes.

25.2 The purpose of this grievance procedure is to provide a method of processing grievance(s) involving the interpretation or application of this Agreement. It will be the exclusive procedure available to the parties who file a grievance pursuant to this Agreement for such matters.

25.3 Any employee or groups of employees may process a grievance concerning the interpretation or application of this Agreement through this procedure without the intervention of the Union provided:

(a) A signed statement, refusing Union representation, is executed by the employee;
(b) The employee may represent himself or may be represented by legal counsel at his own expense;
(c) Any adjustment must not be inconsistent with the terms of the Agreement, and the Union must be given reasonable opportunity to be present at any meeting called for the resolution of such grievance.

25.4 During the processing of a grievance under this Article, if a question cannot be resolved by the parties concerning the interpretation of City government policy, provisions of law or regulations of appropriate authority outside JEA, the grievance will be delayed until the questioned policy, law or regulation has been interpreted by the proper authority.

25.5 A grievance must be taken up with the Employer within fifteen (15) calendar days after the occurrence of the matter out of which the grievance arose. In the event the Employer fails to observe the time limits prescribed in each step the employee or the Union may advance the grievance to the next step of the procedure. In the event the employee or the Union fails to meet the time limits prescribed at any step of the grievance procedure, the grievance shall be deemed withdrawn and as having been settled on the basis of the decision most recently given. Time limits at any level may be extended by mutual agreement between the Employer and the Union or employee.

25.6 PROCEDURE

INFORMAL COMPLAINT RESOLUTION

The Union or any employee covered by this Agreement shall have the right to pursue appropriate informal efforts to resolve problems or complaints that arise in the workplace. The Union and employee are encouraged to seek informal resolution of problems or complaints prior to using the formal grievance procedure.

STEP 1 - FORMAL

The grievance procedure is initiated by the Union, the employee, or the employee and the Union representative submitting the grievance in writing (on a mutually agreed upon form) along with any supporting documentation to the employee's manager. The manager shall acknowledge receipt of it and

the date thereof in writing. The written grievance shall identify the article(s) and section(s) of the Agreement that are at issue, shall specify the corrective action requested by the grievant, and shall include a brief summary of the factual basis for the grievance including the date that the alleged grievance occurred. Labor Relations or designee with the employee's manager and director shall, within fifteen (15) calendar days of receipt of the grievance, meet, with the employee and/or Union representative to discuss the grievance. The manager shall provide his written decision and the reason(s) for the decision within fifteen (15) calendar days after the meeting. The written decision shall be provided to the aggrieved employee. If the Step 1 decision does not resolve the grievance, the grievance may be forwarded to the next step.

STEP 2 - FORMAL

(a) If a satisfactory settlement is not reached at Step 1, the party filing the grievance (the Union, an employee, or an employee and the Union representative) will forward the grievance, in writing within fifteen (15) calendar days after receipt of the Step 1 decision, stating any objection to the Step 1 decision, to Labor Relations who shall receive the grievance on behalf of the Managing Director. The Managing Director's designated representative shall within fifteen (15) calendar days after receipt of the grievance, either satisfy the grievance or meet with the employee or the employee and the Union representative. The Managing Director's representative shall provide a written decision to the aggrieved employee with a copy to the Union within fifteen (15) calendar days after the meeting.

Note: The Managing Director's representative shall be a Vice President. A Vice President will not be designated as a representative to hear a grievance in their own Group. Said representative shall have full authority to render a decision.

(b) If the Step 2 decision is not satisfactory it may be referred to arbitration as provided in this Agreement within fifteen (15) calendar days, after receipt of the written decision.

25.7 Where a number of substantially identical grievances are submitted, the Union may elect one grievance for processing at Step 1. The decision on the grievance elected will be binding on the combined grievances. Names of all aggrieved employees will be made a part of the record of the grievance processed and each grievant will be notified of the decision.

25.8 POLICY GRIEVANCES

Upon mutual agreement of the parties, grievances which arise as a result of upper management decisions regarding the interpretation or intent of Employer policies and procedures may be initiated at step two (2). Only the Union has the right to initiate grievances of these types as the grievant.

25.9 DISCOVERY

The Employer (JEA) and the Union shall electronically deliver to all parties and to the Hearing Officer any and all policies, records, exhibits or other documents it intends to rely upon at the grievance hearing no later than three (3) business days before the scheduled hearing date.

ARTICLE 26: ARBITRATION

26.1 The purpose of this Article is to provide for binding arbitration of unresolved grievances concerning the interpretation or application of this Agreement. Arbitration may only be invoked by the Employer or the Union Business Manager or official spokesperson as defined in Article 1.3 of this Agreement.

26.2 In order for a grievance to be considered for arbitration, the party desiring to arbitrate must notify the other party within fifteen (15) calendar days after receipt of the written Step 2 decision by serving written notice of intent to appeal. If the appeal notice is not submitted within the required time limits, the Step 2 decision will be final and binding.

26.3 Upon appeal to arbitration, the Federal Mediation and Conciliation Service (FMCS) shall be requested by the Employer to provide a panel of seven (7) arbitrators. Such a request for a panel must be made within nine months of the intent of arbitration notice. At the same time, the issue shall be defined to the FMCS to provide for the assignment of arbitrators with experience in the matter to be acted upon. Within five (5) days after the panel has been received from FMCS, no more than two (2) persons from each party shall meet for the purpose of selecting the arbitrator. Each party will alternately strike names (the appealing party having the first choice) until one (1) arbitrator remains. If the two (2) parties cannot mutually agree upon an arbitrator, then the FMCS procedure will be followed. Either party may request a second panel be provided by FMCS, as long as such request is made before the parties' striking of names, but each party may only do so once. The arbitration hearing must be scheduled within nine months of selection of an arbitrator, unless both parties agree to additional time due to any reasonable scheduling difficulties. After selection of the arbitrator, the Employer or the Union will notify FMCS and contact the arbitrator. A letter shall be sent immediately to the arbitrator setting forth the issue, and any other pertinent information as agreed to by both parties. The Employer or Union shall be furnished a copy of this correspondence.

26.4 The Employer and the Union, or the Employer and the employee(s) (if the employee processed without Union representation) shall each be responsible for one-half (1/2) of the expenses and fees of the arbitrator. If either party desires to have a transcript made of the hearing, such party shall be responsible for the full cost of such transcript.

26.5 Employees who may be excused from duty to participate in the arbitration proceedings without charge to leave will be the aggrieved employee, if an employee initiated grievance; or aggrieved employee and steward if a Union initiated grievance, and employee witnesses who have direct knowledge of the circumstance and factors bearing on the case.

26.6 [Open]

26.7 The decision, findings, and recommendations of the arbitrator shall be final and binding on the parties to this Agreement with respect to the interpretation, enforcement, or application of the provisions of the Agreement. The arbitrator shall have no power to add to, or subtract from, modify, or ignore any of the terms of the Agreement.

ARTICLE 27: SEVERABILITY

27.1 In the event any article, section, or portion of this Agreement should be held invalid or unenforceable by any court of competent jurisdiction, such decision shall apply only to the specific article, section, or portion thereof specified in the court's decision. Upon request of either party, the parties agree to meet for the purpose of negotiating a substitute for that specific article, section, or portion thereof. All other articles, sections, and portions of this Agreement shall remain valid and enforceable.

Article 28: SYSTEM/LIMITED EMERGENCY-MUTUAL AID ~~[Open]~~

28.1 System or Limited Emergencies

The intent of this language is to define the existence of an emergency, the determination of when employees become "Essential" and "Non-Essential", and the operational and pay guidelines for the JEA and LIUNA.

1. Definitions

A. **Emergency**- An unexpected situation or sudden occurrence of a serious and urgent nature that demands immediate action.
B. **System Emergency** – All or the vast majority of employee's in the company are affected by the emergency.
C. **Limited Emergency** – The emergency only affects a portion of the company – one or more departments, but not all.
D. **Non-Essential Employees**: Employees who are not required to be at work and are either: 1) released from duty (no Blue Sky or Storm Assignment) during some portion of the period of a declared emergency, or 2) who are on duty but not designated as Essential Employees (they are performing Blue Sky Assignments).
E. **Essential Employees** – Employees who are designated as Essential Employees and are performing emergency related duties (Storm Assignment) during a declared emergency.
F. **Storm Riders** – employees whose management has specifically designated as Essential Employees and pursuant to that are required to work and /or remain at a JEA designated facility during an event giving rise to a declared emergency. A storm rider is a subset of an Essential Employee.
G. **Storm Assignment** – Work assignments being performed by an employee during the period their management has specifically designated them as being Essential Employees and altered their normal work schedule for the purpose of restoration after an event giving rise to a declared emergency.
H. **Blue Sky Assignment** – Assignments normally performed by an employee that are not being performed for the purpose of restoration efforts as the result of a declared emergency.

Note 1: An individual employee may be designated either Essential or Non-Essential at different times during the full duration of a declared emergency (System or Limited Emergency). Example: during a major storm event, many employees will likely be deemed Non-Essential initially; but once the storm passes and JEA mobilizes its restoration efforts, those same employees may be deemed Essential.

Note 2: The designation of Essential or Non-Essential may be applied by management to some or all of a bargaining unit, geographical area or department (System or Limited Emergency). In Limited Emergencies these provisions related to designation of Essential and Non-Essential shall apply to the areas covered by the Limited designation, but other areas will continue to operate under "Blue Sky" parameters. Example: A Limited Emergency declared at Northside Generating Station requiring some employees to be designated Non-Essential and placed on administrative leave does not mean that employees downtown are thereby designated Essential.

Note 3: For the period(s) during which Essential Employees are so designated, they shall be deemed to be on a unique, stand-alone schedule – one inherently unpredictable due to the unique nature of each declared emergency and the requirements to achieve restoration, and progress made toward it once underway. Therefore, certain CBA provisions will not apply: rest period(s); schedule

premium nights; schedule premium weekends; notice of shift change; vehicle assignment notice; standby pay; training / instructor supplement; daily and weekly overtime thresholds.

Holiday pay: If an Essential Employee is required to work on a day that would normally be recognized as a holiday under their normal schedule, in addition to the double-pay for time actually worked, they will receive the holiday pay (at regular rates) that they would normally have received if on Non-Essential status / normal work schedule.

Note 4: Transition back to Blue Sky duties. Upon being relieved of duty from Essential Employee status and having worked at least eight (8) consecutive hours, the employee will be entitled to a minimum eight (8) hour transition period before resuming Blue Sky duties. Should that transition period overlap what would have been their normal schedule, they will lose no (regular rate) pay thereby.

Note 5: Preparatory activities in anticipation of a declared emergency period (such as when a hurricane is approaching) or wind-down activities after a declared emergency period will be scheduled and compensated in accordance with the regular CBA provisions.

2. **Declaration of System or Limited Emergency**

The Managing Director of JEA, or designee, has the authority to declare either a system or limited emergency. In the event that the Managing Director or designee declares either type of an emergency, the provisions of this section take effect.

3. **Non-Essential Employees**

These employees are subject to the following:

1) Non-essential Employees may be released from duty and shall be granted administrative leave with pay for the balance of their normal schedule, and any additional days (or portions thereof) when they are not required by the Employer to report to work due to the emergency.
2) Non-essential Employees who are already on previously approved leave with pay at the time of the emergency, or who are scheduled to take authorized leave with pay during the time of the emergency shall not be charged for the leave for that period of time when other Non-essential Employees are on administrative leave with pay as a result of the declared emergency.
3) Non-essential Employees who are already on previously approved leave without pay at the time of the declared emergency, or who are scheduled to take authorized leave without pay during the time of the declared emergency shall not be paid for that period of time when other Non-essential Employees are on administrative leave with pay as a result of the declared emergency.
4) If a scheduled holiday falls within the time that Non-essential Employees are on administrative leave with pay due to a declared emergency, the employees will be paid for the holiday, but will not receive any additional holiday leave or pay for that day.
5) Non-essential Employees required to work for non-Blue Sky purposes will have their designation changed to an Essential Employee. Non-essential Employees required to return to work to perform their regular "Blue Skies" job functions will remain in a non-essential status.

4. **Essential Employees**

These employees will be subject to the following:

1) Essential Employees will be required by JEA to work during the declared emergency. Management may consider volunteers when possible.

2) To the maximum extent possible, when the general population is being required to evacuate an area in anticipation of a hurricane, tropical storm, or similar circumstances where there is advance notice of a situation that is expected to create an emergency, JEA shall allow Essential Employees reasonable time, as determined by JEA, to return to their residence, secure the residence, and make plans for the safety of their family. To the extent that reasonable time falls during the employee's regular schedule, they will lose no time thereby. After allowing a reasonable time for such activities, as determined by JEA, Essential Employees shall be required to report back to work during the emergency.

3) Essential Employees shall be compensated at the premium rate of two (2) times the rate of their regular pay for all time actually worked on Storm Assignment. In addition, these employees will be paid straight time hourly pay for the time that they would have been on administrative leave with pay if they had been designated a Non-essential Employee (i.e., any normally scheduled hours). The maximum amount payable under this provision is forty (40) hours per work week, and it only includes periods during which JEA has any Non-essential Employees relieved of duty, not when all Non-essential Employees are performing "Blue Skies Assignments"

4) During an emergency, Essential Employees who are required to report for work will be provided with meals or meal vouchers.

5. **Alteration of Annual, Vacation, or Personal Leave Schedules**

JEA has the unilateral right to alter the Annual, Vacation, or Personal Leave schedule of any employee in declared emergencies. This right includes the right to require employees who are on leave at the time of the declared emergency to return to work. In such cases, JEA will reimburse the employee for any non-refundable expenses incurred as a result of the cancellation or alteration of the employee's Annual, Vacation, or Personal Leave plans.

6. **JEA Communications with Employees during the Emergency**

Any employee who is released from work during a declared emergency is expected to resume his/her regular work schedule, or to assume their Storm Assignment if applicable, when directed to do so by JEA. In order to assist employees in determining when they are expected to return to work, JEA will take reasonable steps to keep employees advised about the status of JEA operations, including the dates and times that employees are expected to resume their regular work schedule. For example, JEA will release information to employees via the JEA voice mail or e-mail system, through use of employee pagers, through releases of information to news media, and any other appropriate means of communicating with employees. To the extent that an employee relies on information released via local news media to determine when he or she is expected to return to work, JEA employees are to follow instructions related to JEA, not those issued regarding City of Jacksonville employees.

28.2~~14~~ Mutual Aid

When employees are requested and authorized to assist other utilities in the restoration of their service areas, said employees will receive compensation of pay at two (2) times their normal rate of pay for all hours worked in this process to include travel and any other time required. In non-emergency situations assisting other utilities, JEA will pay compensation of two (2) times normal rate of pay if reimbursable from non-JEA sources (e.g., other utility and/or FEMA).

ARTICLE 29: ENTIRE AGREEMENT

~~28.1~~29.1 The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and Agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

29.2 A copy of this Agreement shall be provided to all members of the bargaining unit in the following manner:

(a) The Employer agrees to have an electronic version with any amendments, Memorandum of Agreements and Memorandum of Understanding available for reference by bargaining unit employees.

(b) The Employer agrees to provide 100 copies of the current agreement in paperback. Cost is to be shared equally between the parties. The union will distribute the copies.

~~28.2~~29.3 Except as provided elsewhere, this Agreement shall be effective from October 1, 2025~~2~~, until September 30, 2028~~5~~.

Signature Page(s)

IN WITNESS WHEREOF, WE, the Negotiating Teams for the parties hereto have set our hand this September 8, 2022

For the JEA:

Thomas Wigand

Zasha Del Orbe

Kyle Schoettler

Warren DiNapoli

Carol Higley

For the LIUNA (Local #630):

Jeremy Pappy

Ronnie Burris

Wes Zufall

John Geiger

Dan Stevens

Steve Cottone

Kerry Lewis

Jason Jolly

James Calcote

Robert Farlow

Approved by the LIUNA Local 630 on this 8th day of September, 2022

President

Approved by the Jacksonville City Council on this 25th day of October, 2022..

Introduced by the Council President at the request of JEA:

ORDINANCE 2022-732-E

AN ORDINANCE APPROVING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN JEA AND NORTHEAST FLORIDA PUBLIC EMPLOYEES' LOCAL 630, LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO-CLC (LIUNA), SUCH AGREEMENT COMMENCING OCTOBER 1, 2022 AND ENDING SEPTEMBER 30, 2025; PROVIDING AN EFFECTIVE DATE.

WHEREAS, on September 20, 2022, the JEA Board met and reviewed the agenda item regarding the 2022-2025 Collective Bargaining Agreement between JEA and LIUNA ("the Agreement"), and a copy of the JEA Resolution 2022-33 approving the agenda item is attached hereto as **Exhibit** 1; and

WHEREAS, the JEA Board has authorized the JEA Chief Executive Officer to execute the Agreement, in substantially the same form and format as provided in the agenda packet, on behalf of JEA, and to take all steps necessary to obtain approval of the Agreement by City Council; and

WHEREAS, LIUNA has represented that its members ratified the Agreement on September 8, 2022; and

WHEREAS, JEA has requested that the City Council approve the Agreement; now therefore

BE IT ORDAINED by the Council of the City of Jacksonville:

Section 1. Proposed Agreement between JEA and LIUNA Approved. That certain proposed Collective Bargaining Agreement between JEA and LIUNA, a copy of which is **On File** with the Legislative Services Division, and by this reference is made a part hereof, is

hereby approved. Said Agreement is for a term commencing October 1, 2022 and ending September 30, 2025.

Section 2. Effective Date. This ordinance shall become effective upon signature by the Mayor or upon becoming effective without the Mayor's signature.

Form Approved:

Office of General Counsel

Legislation Prepared By: Adina Teodorescu

GC-#1527578-v1-JEA_-_LIUNA_CBA_22-25.docx

ORDINANCE 2022-732-E

CERTIFICATE OF AUTHENTICATION

ENACTED BY THE COUNCIL

October 25, 2022

Ronald B. Salem

RONALD B. SALEM
COUNCIL VICE PRESIDENT

OCT 26 2022

ATTEST:

Margaret M Sidman

MARGARET M. SIDMAN
COUNCIL DIRECTOR/SECRETARY

APPROVED:

Lenny Curry

LENNY CURRY, MAYOR

CITY OF JACKSONVILLE FLORIDA

APPENDIX A: PAY TABLES AND OCC CODES

LIUNA Job Classification Index		
Job Code	**Job Title**	**Pay Grade**
3301	Apprentice Maintenance Mechanic - Utility Installer Servicer	403
1076	Operator Maintainer Trainee	408
Z661	Water Wastewater Reuse Utility Assistant	411
U222	Utilities Pipefitter Assistant (RL)	411
2603	Utility Locator Trainee	411
1091	Apprentice Electrical & Instrument (E & I) Technician	413
Z663	Fuel Truck Driver	414
2601	Utility Locator	415
1093	Water/Wastewater Reuse Treatment Utility	419
2332	Uitility Field Technician	422
3303	Maintenance Mechanic - Utility Installer Servicer (MMUIS)	423
1075	W/WW Treatment Mechanic I	423
2602	Sr. Utility Locator	423
1088	W/WW Treatment Mechanic II	428
1086	Wastewater Operator Maintainer	428
1084	Water Operator Maintainer	428
6745	Chilled Water Technician I	429
1052	Security and Fire Systems Technician	430
1092	Water/Wastewater/Reuse Treatment Electrical and Instrument (E&I) Technician	430
6746	Chilled Water Technician II	432
1061	Control Systems Technician	433
2425	Water/Wastewater/Reuse Treatment System Coordinator	436

Job Code	Job Classification	Pay Grade	FY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
3301	Apprentice Maintenance Mechanic - Utility Installer Servicer (Appr MMUIS)	403	25/26	$26.95	$28.31	$29.73	$31.21	$32.76	$34.40	$36.13	$37.93
			26/27	$27.90	$29.31	$30.78	$32.31	$33.91	$35.61	$37.40	$39.26
			27/28	$28.88	$30.34	$31.86	$33.45	$35.10	$36.86	$38.71	$40.64
1076	Operator Maintainer Trainee	408	25/26	$26.49	$27.89	$29.35	$30.89				
			26/27	$27.42	$28.87	$30.38	$31.98				
			27/28	$28.38	$29.89	$31.45	$33.10				
Z661 U222 2603	Water Wastewater Reuse Utility Assistant Utilities Pipefitter Assistant (RL) Utility Locator Trainee	411	25/26	$27.17	$27.84	$28.56	$29.26				
			26/27	$28.13	$28.82	$29.56	$30.29				
			27/28	$29.12	$29.83	$30.60	$31.36				
1091	Apprentice Electrical & Instrument (E& I) Technician	413	25/26	$28.03	$29.44	$30.91	$32.45	$34.09	$35.78	$37.58	$39.46
			26/27	$29.02	$30.48	$32.00	$33.59	$35.29	$37.04	$38.90	$40.85
			27/28	$30.04	$31.55	$33.12	$34.77	$36.53	$38.34	$40.27	$42.28
Z663	Fuel Truck Driver	414	25/26	$31.49	$32.29	$33.11	$33.93				
			26/27	$32.60	$33.43	$34.27	$35.12				
			27/28	$33.75	$34.61	$35.47	$36.35				
2601	Utility Locator	415	25/26	$33.02	$33.87	$34.73	$35.60				
			26/27	$34.18	$35.06	$35.95	$36.85				
			27/28	$35.38	$36.29	$37.21	$38.14				
1093	Water/Wastewater Reuse Treatment Utility	419	25/26	$36.37	$37.29	$38.22	$39.18				
			26/27	$37.65	$38.60	$39.56	$40.56				
			27/28	$38.97	$39.96	$40.95	$41.98				
2332	Uitility Field Technician	422	25/26	$45.63	$46.78						
			26/27	$47.23	$48.42						
			27/28	$48.89	$50.12						
1075 2602	W/WW Treatment Mechanic I Sr. Utility Locator	423	25/26	$40.15	$41.16	$42.18	$43.25				
			26/27	$41.56	$42.61	$43.66	$44.77				
			27/28	$43.02	$44.11	$45.19	$46.34				
3303	Maintenance Mechanic - Utility Installer Servicer (MMUIS)	426	25/26	$41.36	$42.39	$43.45	$44.54				
			26/27	$42.81	$43.88	$44.98	$46.10				
			27/28	$44.31	$45.42	$46.56	$47.72				
5098 1088 1086 1084	ATWF Operator Maintainer I W/WW Treatment Mechanic II Wastewater Operator Maintainer Water Operator Maintainer	428	25/26	$45.72	$46.88	$48.05	$49.26				
			26/27	$47.33	$48.53	$49.74	$50.99				
			27/28	$48.99	$50.23	$51.49	$52.78				
6745	Chilled Water Technician I	429	25/26	$43.21	$44.29	$45.41	$46.55				
			26/27	$44.73	$45.85	$47.00	$48.18				
			27/28	$46.30	$47.46	$48.65	$49.87				
5099 1052 1092	ATWF Operator Maintainer II Security and Fire Systems Technician Water/Wastewater/Reuse Treatment Electrical & Instrument (E&I) Technician	430	25/26	$49.16	$50.42	$51.67	$52.97				
			26/27	$50.89	$52.19	$53.48	$54.83				
			27/28	$52.68	$54.02	$55.36	$56.75				
6746	Chilled Water Technician II	432	25/26	$53.60	$54.92						
			26/27	$55.48	$56.85						
			27/28	$57.43	$58.84						
1061	Control Systems Technician	433	25/26	$51.64	$52.92	$54.27	$55.63				
			26/27	$53.45	$54.78	$56.17	$57.58				
			27/28	$55.33	$56.70	$58.14	$59.60				
2425	Water/Wastewater/Reuse Treatment System Coordinator	436	25/26	$55.89	$57.27	$58.71	$60.18	$61.68	$63.22		
			26/27	$57.85	$59.28	$60.77	$62.29	$63.84	$65.44		
			27/28	$59.88	$61.36	$62.90	$64.48	$66.08	$67.74		

Job Code	Classification Title	Pay Grade	FY	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
3301	Apprentice Maintenance Mechanic - Utility Installer Servicer	403	22/23	$21.07	$22.13	$23.24	$24.40	$25.62	$26.90	$28.25	$29.66
			23/24	$22.02	$23.13	$24.28	$25.50	$26.78	$28.11	$29.52	$30.99
			24/25	$22.79	$23.93	$25.13	$26.39	$27.71	$29.10	$30.55	$32.08
1076	Operator Maintainer Trainee	408	22/23	$22.78	$23.98	$25.24	$26.57				
			23/24	$23.80	$25.05	$26.38	$27.76				
			24/25	$24.64	$25.93	$27.30	$28.74				
Z661	Water Wastewater Reuse Utility	411	22/23	$23.37	$23.95	$24.56	$25.17				
U222	Utilities Pipefitter Assistant (RL)		23/24	$24.42	$25.03	$25.66	$26.30				
2603	Utility Locator Trainee		24/25	$25.28	$25.91	$26.56	$27.22				
1091	Apprentice Electrical & Instrument (E & I) Technician	413	22/23	$24.11	$25.33	$26.59	$27.92	$29.32	$30.79	$32.33	$33.95
			23/24	$25.19	$26.47	$27.79	$29.18	$30.64	$32.17	$33.78	$35.47
			24/25	$26.07	$27.39	$28.76	$30.20	$31.71	$33.30	$34.97	$36.72
Z663	Fuel Truck Driver	414	22/23	$27.09	$27.77	$28.48	$29.19				
			23/24	$28.31	$29.02	$29.76	$30.51				
			24/25	$29.30	$30.03	$30.80	$31.57				
		415	22/23	$28.41	$29.14	$29.87	$30.62				
2601	Utility Locator		23/24	$29.69	$30.46	$31.22	$32.00				
			24/25	$30.73	$31.52	$32.31	$33.12				
1093	Water/Wastewater Reuse Treatment	419	22/23	$31.29	$32.07	$32.88	$33.70				
			23/24	$32.70	$33.51	$34.35	$35.21				
			24/25	$33.84	$34.69	$35.56	$36.44				
2332	Uitility Field Technician	422	22/23	$35.75	$36.64	$37.57	$38.51	$39.47			
			23/24	$37.36	$38.29	$39.26	$40.24	$41.24			
			24/25	$38.66	$39.63	$40.63	$41.65	$42.69			
3303	Maintenance Mechanic - Utility Installer Servicer (MMUIS)	423	22/23	$34.54	$35.40	$36.29	$37.20				
			23/24	$36.09	$37.00	$37.92	$38.87				
1075	W/WW Treatment Mechanic I		24/25	$37.36	$38.29	$39.25	$40.23				
2602	Sr. Utility Locator										
1088	W/WW Treatment Mechanic II	428	22/23	$39.34	$40.33	$41.34	$42.38				
1086	Wastewater Operator Maintainer		23/24	$41.11	$42.14	$43.20	$44.28				
1084	Water Operator Maintainer		24/25	$42.55	$43.62	$44.71	$45.83				
6745	Chilled Water Technician I	429	22/23	$37.16	$38.10	$39.06	$40.04				
			23/24	$38.84	$39.82	$40.82	$41.84				
			24/25	$40.19	$41.21	$42.25	$43.31				
1052	Security and Fire Systems Technician	430	22/23	$42.30	$43.37	$44.45	$45.57				
1092	Water/Wastewater/Reuse Treatment Electrical and Instrument (E&I)		23/24	$44.21	$45.32	$46.45	$47.62				
			24/25	$45.75	$46.90	$48.08	$49.28				
6746	Chilled Water Technician II	432	22/23	$46.11	$47.26						
			23/24	$48.18	$49.39						
			24/25	$49.87	$51.11						
1061	Control Systems Technician	433	22/23	$44.43	$45.54	$46.69	$47.86				
			23/24	$46.43	$47.59	$48.79	$50.01				
			24/25	$48.06	$49.26	$50.50	$51.76				
2425	Water/Wastewater/Reuse Treatment System Coordinator	436	22/23	$46.68	$47.84	$49.04	$50.26	$51.52	$52.81		
			23/24	$48.78	$50.00	$51.25	$52.53	$53.84	$55.18		
			24/25	$50.49	$51.75	$53.04	$54.37	$55.72	$57.11		

APPENDIX B: PART-TIME / FULL TIME TEMPORARY EMPLOYEES

B-1. Appendix B shall apply to the part-time/full-time temporary employees or part-time/fulltime Special Purpose Employees who hold the same classification or title and work the same hours under common managers as the employees listed in Appendix A hereafter referred to as "eligible employees".

Per the City of Jacksonville Ordinance Sec. 116.1501 the following definitions apply:

(a) *Temporary Full*-time. A full-time temporary position required for less than six months on a special assignment or to replace an employee on leave.
(b) *Regular* Part-time. A position routinely requiring fewer than 25 hours of work per week (fewer than 50 hours per pay period) on a regular and recurring basis.

B-2. ARTICLES ADOPTED BY REFERENCE

The current provisions of Articles *2 through 9, 10.3 11, 21, 23, 27, and 28* of the Agreement between JEA and the Northeast Florida Public Employees' Local 630, Laborers' International Union of North America, AFL-CIO, are hereby adopted by reference and made a part hereof.

ARTICLE 2:	**SECURITY AND CHECK OFF**
ARTICLE 3:	**UNION ACTIVITY**
ARTICLE 4:	**BULLETIN~~E~~ BOARDS**
ARTICLE 5:	**MANAGEMENT SECURITY**
ARTICLE 6:	**SAVING CLAUSE**
ARTICLE 7:	**MANAGEMENT RIGHTS**
ARTICLE 8:	**STEWARDS AND REPRESENTATION**
ARTICLE 9:	**SPECIAL MEEETINGS**
ARTICLE 10.3:	**SYSTEM OR LIMITED EMERGENCY**
ARTICLE 11:	**TIME TRACKING**
ARTICLE 21:	**ANNUAL LEAVE PLAN H (Accruals prorated based on regular hours worked including paid leave)**
ARTICLE 23:	**ALCOHOL & DRUG ABUSE POLICY AND PROCEDURES**
ARTICLE 27:	**SEVERABILTIY**
ARTICLE 28:	**ENTIRE AGREEMENT**

B-3. GRIEVANCES AND SEPARATIONS

A. Grievance Procedure

(1) No eligible employee has a right to use the Civil Service complaint/grievance procedure. The sole procedure available to eligible employees shall be the Article 25 Grievance Procedure.

(2) Dismissals and separations from employment cannot be grieved.

(3) Grievance of disciplinary actions, other than dismissal, may be grieved only through step 2 of the grievance procedure. Grievances of disciplinary actions may not be taken to arbitration.

B. Separations

(1) An eligible employee may be separated from employment without cause.

(2) An eligible employee may be separated without cause upon ten (10) calendar days' prior written notice of separation, or ten (10) calendar days' pay in lieu of notice, or any combination thereof. A copy of the notice will be forwarded to the Union.

B-4. HOURS OF WORK AND OVERTIME PAYMENT

A. Schedules

(1) The purpose of this article is to define hours of work and computation of Overtime. For accounting purposes, the standard workweek for all employees shall be from 0000 Monday to 2400 Sunday.

(2) The work-days and rest days of eligible employees shall be scheduled consecutively where possible. Eligible employees' work schedules shall be set at the sole discretion of the appropriate manager. JEA will give the employee at least forty-eight (48) hours written notice before changing an employee's regular work schedule. No notice is required in the event of an emergency. JEA shall have the sole discretion to determine when an emergency exists so that notice is not required to change eligible employees' work schedule.

(3) All employees shall be given at least a half-hour lunch break which will be the employee's own time. An employee who is required to work during the lunch break shall be compensated at the applicable rate of pay.

B. Overtime

(1) Part-time employees are not eligible to work overtime. ~~Eligible~~ Temporary Full-time employees shall be required to work overtime when and as required pursuant to Article 10.7. The manager or his/her designated representative shall determine the necessity for overtime hours and the composition of the workforce. In order to fairly distribute the benefit of overtime hours among the work force, the Employer shall provide, as far as practicable, equal distribution of overtime hours among regular and eligible employees.

(2) a. Temporary Full-time ~~Eligibl~~e employees shall be paid at the rate of one and one-half (11/2) times
the employee's regular rate of pay for all hours worked in excess of forty (40) hours per week. Any authorized paid leave or holiday shall count toward the threshold for determining when eligible employees are eligible for overtime pay.

b. ~~With approval of the manager, the employee may elect to receive compensatory time in lieu of cash. Such election and approval shall be made on forms provided by the Employer. An employee may accrue up to a maximum of forty (40) hours of compensatory time. When the maximum has been reached, compensation for additional overtime worked shall be in the form of cash. Accrued compensatory time may be taken at any time when authorized by the appropriate supervisor.~~

~~Requests for compensatory leave of five (5) or more consecutive work days must be submitted in writing at least two (2) weeks in advance. Requests for compensatory leave of less than five (5) consecutive work days must be submitted at least twenty-four (24) hours in advance.~~

b~~e.~~ Temporary Full-time ~~Eligible~~ employees who are assigned to a twelve (12) hour rotating shift shall be paid at the rate of one and one-half (1 ½) times the employee's regular rate of pay for all hours worked in excess of twelve (12) hours in any work day provided the employee works a full week schedule, or in excess of forty (40) hours per week.

(3) A~~n~~ Temporary Full-time~~eligible~~ employee who is called in to work outside of, and not contiguous with, his/her regularly scheduled working hours shall be compensated for the time worked at the straight time rate until the employee has worked forty (40) hours for the week. Hours worked in excess of forty (40) hours in the workweek shall be paid at the rate of one and one-half (1-1/2) times the employee's regular rate of pay. The employee shall be scheduled for at least two (2) hours of work when called in to work outside his/her regularly scheduled working hours.

(4) A~~n~~ Temporary Full-time~~eligible~~ employee who has worked sixteen (16) hours or more in a twenty-four (24) hour period, or eight (8) hours or more overtime in the sixteen (16) hour period immediately preceding his basic workday, shall, upon release, be entitled to an eight (8) hour rest period before he returns to work. If the rest period extends into the employee's basic workday, the employee shall lose no time thereby. Overtime pay for these extended hours will be at the applicable overtime rate. If an employee is called back to work without completing his eight (8) hour rest period, he shall be compensated at the rate of two (2) times his regular rate of pay for all hours worked, commencing from the time he reports back to work and ending when he is released for an eight (8) hour rest period. Paid rest time shall be considered the same as time worked for determining when overtime (one and one-half times the employee's regular rate of pay) starts in any workday. Paid rest time shall not count towards determining eligibility for double time pay.

(5) The appropriate manager or designee may only authorize overtime.

C. ~~System or Limited Emergency~~ System or Limited Emergency – Reference Article 10

~~(1) System or Limited Emergency is defined as actual or potential disruption of service to JEA customers, and requiring extraordinary preparation and response efforts utilizing a large portion of resources available to JEA. This may be due to actual or potential natural disasters including severe storms, tornadoes, hurricanes, ice storms, drought, fires and actual or potential manmade disasters such as explosions or acts of terrorism.~~

~~(2) The Managing Director of JEA, or designee, has the authority to declare either a system or limited emergency. In the event that the Managing Director or designee declares either type of an emergency, the provisions of this section shall take effect.~~

~~(3) NON-ESSENTIAL EMPLOYEES~~

~~Employees, who are designated as nonessential during an emergency, as determined by the Employer, are subject to the following:~~

~~(a) Non-essential employees shall be released from duty and shall be granted administrative leave with pay for the balance of their normal shift, and any additional days when they are not required by the Employer to report to work due to the emergency.~~

~~(b) Non-essential employees who are already on previously approved leave with pay at the time of the emergency, or who are scheduled to take authorized leave with pay during the time of the emergency shall not be charged for the leave for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.~~

~~(c) Non-essential employees who are already on previously approved leave without pay at the time of the emergency, or who are scheduled to take authorized leave without pay during the time of the emergency shall not be paid for that period of time when other non-essential employees are on administrative leave with pay as a result of the emergency.~~

~~(d) If a scheduled holiday falls within the time that non-essential employees are on administrative leave with pay due to an emergency, the employees will be paid for the holiday, but will not receive any additional holiday leave or pay for that day.~~

~~(4) ESSENTIAL EMPLOYEES~~

~~(a) Employees who are required to assist in limited emergencies, as determined and notified by JEA management, are subject to the following:~~

~~(b) Essential employees will be required by the Employer to work during the emergency.~~

~~(c) To the maximum extent possible, when residents are being required to evacuate their residences in anticipation of a hurricane, tropical storm, or similar situation and where there is advance notice of a situation that is expected to create an emergency, the Employer will allow essential employees reasonable time, as determined by the Employer, to return to his/her residence, secure the residence, and make plans for the safety of his/her family. After allowing a reasonable time, as determined by the Employer, for such activities, essential employees shall be required to report back to work during the emergency.~~

~~(d) Essential employees who fail to meet their responsibilities under this provision are subject to disciplinary action.~~

~~(e) Essential employees who are required to work during the emergency shall be compensated for the time worked, as provided for in the hours of work and overtime provision of this agreement. In addition to any compensation payable under that article, essential employees will be paid straight time hourly pay unless compensatory time is mutually agreed to by the employee and his/her manager for the time that they would have been on administrative leave with pay if they had been designated a nonessential employee. The maximum amount payable under this provision is forty (40) hours per workweek.~~

~~(f) During an emergency, essential employees who are required to report for work will be provided with a meal.~~

~~(g) Essential employees who are already on previously approved leave at the time of the~~

~~emergency, or who are scheduled to take authorized leave during the time of the emergency may be required to report to work during the emergency.~~

D. Standby Pay

(1) A Temporary Full-time~~ny eligible~~ employee who is required by the Employer to be on standby duty will receive standby compensation as provided in this section.

(2) For the purpose of this section, aTemporary Full-time~~n eligible~~ employee is on standby if the employee has been directed to carry an Employer furnished electronic paging device or leave a telephone number so the employee can be reached, and the employee must be available to return to work within a reasonable time if called. Employees, who merely carry electronic paging devices, but who are not required to be available to return to work within a reasonable time if called are not on standby.

(3) The formula for the standard rate of Standby Compensation shall be the equivalent of one and one-half (1.5) times the employee's current base hourly rate of pay for each day the employee is on standby. Standby pay shall be paid no later than the end of the first pay period after the pay period in which the standby pay is earned~~The standard rate of standby compensation shall be thirty dollars ($30.00) for fiscal year13/14, thirty dollars ($30.00) for fiscal year 14/15 and thirty dollars ($30.00) for fiscal year15/16, for each day the employee is on standby. Standby pay shall be paid no later than the end of the first pay period after the pay period in which the standby pay is earned.~~

(4) Any employee who fails to comply with the provisions of this section shall not be entitled to standby compensation for that day~~,~~ and shall be subject to discipline.

(5) Employees may arrange substitution of standby duty among themselves, provided Management approves the substitution.

B-5. HOLIDAYS

A. Eligible employees shall be entitled to compensation as provided for in sections 5B and 5C for the ~~eleven (11)~~twelve(12) holidays below:

Date	Event
January First (1st)	(New Year's Day)
Third Monday in January	(Martin Luther King's Birthday)
Third Monday in February	(Presidents' Day)
June 19	(Juneteenth)
Last Monday in May	(Memorial Day)
July Fourth (4th)	(Independence Day)
First Monday in September	(Labor Day)

November 11th	(Veterans' Day)
Fourth Thursday in November	(Thanksgiving)
Friday after Thanksgiving	
December twenty-fourth (24th)	(Christmas Eve)
December twenty-fifth (25th)	(Christmas Day)

B. Eligible employees who are not required to work on a holiday listed above will be compensated at their regular hourly rate times the average number of hours they have worked per day during the six weeks before the holiday. (e.g. 40 hours a week worked - 8 hours pay; 30 hours a week worked - 6 hours of pay; 20 hours a week worked - 4 hours pay). However, no eligible employee who works less than forty (40) hours per week (shift workers who work less than 36 hours) will receive compensation for a holiday unless the holiday is observed on a regular scheduled workday of the eligible employee.

C. Eligible employees who are required to work on a holiday shall be compensated at one and one-half (1-1/2) times their straight time pay for all hours worked on the holiday, in addition to being paid for the holiday pursuant to section B5 above.

B-6. WAGES

A. Eligible employees shall initially be paid at the hourly rate applicable to step one of the step pay plans shown in Appendix ~~B~~A. Eligible employees are not eligible for a step ~~increase until they have worked the equivalent of one year of full-time work equal to 2,080 hours, with no disciplinary action issued during this time.~~

An employee's hourly rate will not be affected should an employee subsequently work on a part-time basis. Also, should an employee specified in Appendix B be appointed to the same classified position that they are employed temporarily in, their pay at the time of the appointment, would remain unchanged.

B. Scheduled Premium

Eligible employees will be paid scheduled premium as provided for in Article 14.3.

C. Incentive Program

At its sole discretion, the Employer may from time to time elect to establish incentive programs for individuals or groups which may consist of cash or other awards in recognition of improved job performance, improved safety records, innovative ideas that result in savings or other benefits, or other similar ~~work related~~work-related improvements, provided the Union is informed in writing of any such programs.

B-7. SAFETY AND HEALTH

A. The Employer agrees that it will conform to and comply with safety, health, sanitation, and working conditions properly required by federal, state, and local law. The Employer and the Union will cooperate in the continuing objective of eliminating safety and health hazards due to unsafe working conditions. No employee shall be directed to operate unsafe equipment or to perform acts considered to be unsafe.

B. Protective devices, wearing apparel, and other equipment necessary to protect employees from injury or occupational disease shall be provided by the Employer in accordance with established safety practices. Protective devices, apparel, and equipment must be used when provided. The Union agrees that willful neglect and failure by an employee to obey safety regulations and to use safety devices shall be just cause for disciplinary action.

C. The Employer will provide one replacement pair of safety shoes to each employee whose job duties require their use and who return the pair needing replacing (as determined by management).

B-8. INJURY IN LINE OF DUTY

Any eligible employee, who sustains a temporary disability as a result of accidental injury in the course of, and arising out of, employment by the Employer**,** shall only be entitled to the benefits payable under the Workers' Compensation Laws of the State of Florida.

B- 9. LIFE INSURANCE

The Employer shall provide five thousand dollars ($5,000.00) group term life insurance for all eligible employees, at no cost to the employee.

Eligible employees who are covered by the group term life insurance policy may purchase additional coverage in the amount of either five thousand dollars ($5,000.00) or ten thousand dollars ($10,000.00) at their own expense.

B-10. JURY AND WITNESS DUTY

An eligible employee who works less than forty (40) hours per week shall have his/her work schedule adjusted to accommodate jury and witness duty. The provisions of Article 22.4 of the Collective Bargaining Agreement between JEA and the Northeast Florida Public Employees' Local 630, Laborers' International Union of North America, AFL-CIO, shall govern eligible employees who work forty (40) hours per week.

B-11. MILITARY LEAVE

Related to employees' military service (present and past), there are Federal and State laws and regulations, as well as City of Jacksonville municipal ordinances, covering employer responsibilities to eligible employees; JEA will comply with all applicable laws, regulations and ordinances covering employees' military service.

B-12. BEREAVEMENT LEAVE

Eligible employees may be granted up to two (2) days off without loss of pay as bereavement leave not otherwise chargeable upon the death of the employee's spouse, child, mother, father, grandmother or grandfather. Bereavement leave of one (1) day shall be granted upon the death of other members of an eligible employee's immediate household.

B-13. MATTERS NOT ADDRESSED

To the extent any provision of the Agreement reached between JEA and, Northeast Florida Public Employees' Local 630 Laborers' International Union of North Florida, AFL-CIO that is not adopted herein by reference, or is not specifically addressed in this appendix, said provision is null and of no effect as it relates to employees covered by this Appendix.

~~APPENDIX C – CONTROLLED SUBSTANCE AND ALCOHOL TESTING~~

~~FEDERAL HIGHWAY ADMINISTRATION~~
~~&~~
~~RANDOM TESTING FOR SAFETY SENSITIVE POSITIONS~~

~~CONTROLLED SUBSTANCE AND ALCOHOL USE TESTING PROGRAM PROCEDURE~~

~~Should any provision(s) of this Appendix C conflict with the provisions of Article 23, the latter shall control.~~

~~I. PURPOSE~~

~~A. To establish a procedure to randomly select employees for alcohol and substance testing as required by the Federal Highway Administration Controlled Substance and Alcohol Use and Testing Program, 49 CFR 382, and for random testing of safety sensitive positions.~~

~~B. To establish a procedure that is well documented and can be sufficiently audited and verified.~~

~~C. To ensure that employees selected for testing are notified in a timely manner.~~

~~D. To ensure that employees are selected in a fair and impartial manner.~~

~~II. PROCESS~~

~~A. DETERMINATION OF ELIGIBLE EMPLOYEES~~

~~1. The Director with Labor Relations responsibility or designee, (the") will generate the master list of employees eligible for random testing. Eligibility pursuant to the Federal Highway Administration Controlled Substance and Alcohol Use and Testing Program will be based on the criteria as determined by the Federal Highway Administration and the responsibilities and duties of JEA personnel. There will be a separate Master List for CDL testing and a separate Master List for safety sensitive testing.~~

~~2. The Master Lists will be reviewed monthly to ensure that the Master Lists properly reflect any employees who are no longer eligible (e.g., through resignation, promotion, no longer safety sensitive, etc.) and employees who should be added (e.g., new hires, promotions, safety sensitive, etc.). If an employee believes that he is no longer safety sensitive, the employee shall notify the Office of Labor Relations in writing or by email with a copy to the employee's manager. If an employee's manager believes that the employee is no longer safety sensitive, the manager shall notify the Office of Labor Relations in writing or by email, with a copy to the employee. Where applicable, the notification (by the employee or the manager) shall specify the anticipated length of time during which the employee will not be "safety sensitive".~~

~~3. The Master Lists shall include:~~
~~a. Employee name~~
~~b. Job Title~~

c. Cost Center
d. Employee Number
e. A number assigned sequentially from the beginning of the list to the end.

4. The Director shall match the random numbers with the corresponding employee name on the Master List.

5. The rSafety Representative shall contact the employee's manager and inform the manager that the employee must report to the designated drug and alcohol testing center within two (2) hours of the manager notifying the employee.

6. The employee's manager shall take reasonable steps to ensure that the employee can timely arrive at the appropriate testing location. If a management error prevents timely arrival of the employee, the employee will not be required to be tested at a later date or time as a result of that particular selection.

7. The results of the contact attempt shall be logged by the manager. The log entry shall indicate the employee's name, date and time of notification by the manager, and contact result (e.g., whether successfully contacted or not).

8. An employee selected for testing shall be excused from testing if he is off from work on a prior approved absence, or due to the employee's work schedule (e.g., an employee on night shift).

9. Prior to the actual selection, a Union representative may request to review the Master Lists. A copy of the Master Lists shall be provided to the Union representative on request **(1)**.

10. It is understood that Master Lists provided to the Union pursuant to II.A.9 shall be sanitized of social security numbers, unless the Union provides express individual waivers authorizing the release of such information.

B. RANDOM NUMBER GENERATION

1. On the day of testing, a computer program will be used to randomly generate the numbers. The user of the program will enter the beginning and ending sequential numbers assigned to the eligible employees and the number of selections that are to be made. Additional numbers may be selected to allow for employees who are not available on the day of testing. All numbers generated may be used. Excess or deficiencies will be determined prior to the end of each calendar year in order to comply with the required percentages (not to exceed +15 employees).

2. The program will output the selections to a predetermined printer. The primary numbers will appear first on the report listing the generated numbers, followed by an equal number of alternate selections. When the selections have been printed, a single digit number (+ or –), that has been previously provided by the Union representative, will be applied to the list of selections, thereby designating the employees who are to be actually selected. The Union representative may request to view the process of number generation or to review the paperwork. No such request shall be denied, provided it can be accomplished in such a manner that prevents the Union representative or the fact of his being permitted to view the process from providing advance notice to any employee subject to testing that a test will be conducted on any particular day, and provided the Union representative reports to the Labor Relations office area within forty-five (45) minutes of notification.

3. The random number generation shall be conducted twice each time testing occurs for CDL employees; one each for alcohol and for drug testing. The random number generation shall be conducted twice each

~~time testing occurs for safety sensitive employees; one each for alcohol and for drug testing.~~

4. ~~Random testing shall occur not more than twice monthly for CDL employees and not more than twice monthly for safety-sensitive employees.~~

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JEA Board Agenda

MEMORANDUM

FY2026 External Audit Plan

Board Meeting Date: August 25, 2026

Outcome: [X] INFORMATION ONLY [ ] ACTION [ ] FUTURE BOARD CONSIDERATION

If Action, Provide a Recommended Motion:

N/A

Consent Agenda Item: [ ] Yes [X] No

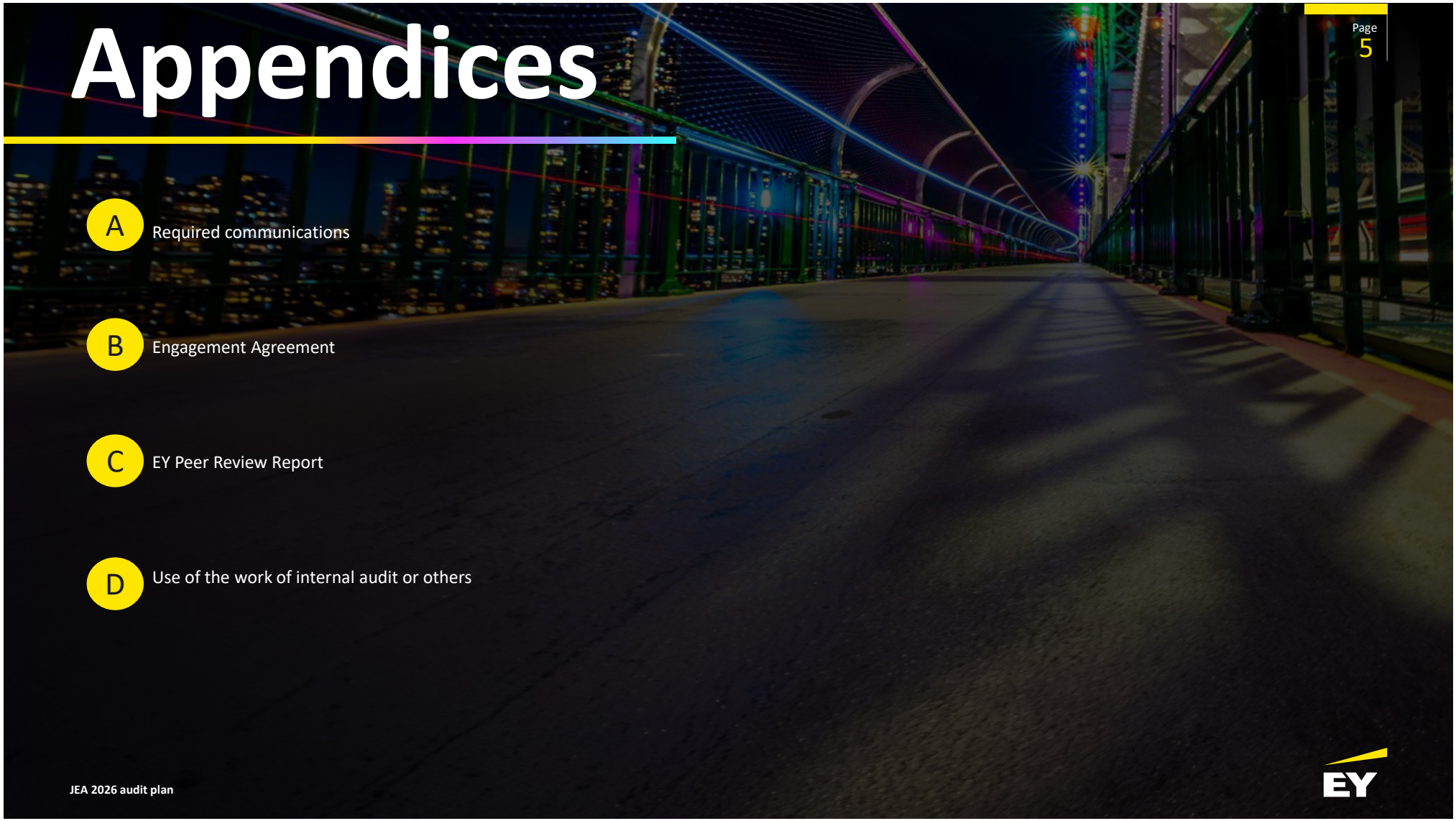
Presenter:	John DiSanto, Managing Director, EY Jessica Muirhead, Assurance Managing Director, EY
Chief:	Jody Brooks, Interim Managing Director/CEO
Strategic Focus Area:	[ ] DEVELOPING AN UNBEATABLE TEAM [X] DELIVERING BUSINESS EXCELLENCE [ ] EARNING CUSTOMER LOYALTY
Background Information & Analysis:	Auditing standards require auditors to communicate certain matters to the governing board that may assist the Board in overseeing management's financial reporting process. Formal approval of the annual financial audit plan demonstrates that the Board has reviewed and is in agreement with the plan. EY has prepared the FY2026 annual financial audit plan. The plan outlines the scope of their services, identifies the EY team that will perform the audit, and presents key considerations that will affect the FY2026 audit.
Financial Impact:	N/A

Committee/Board Meeting/Workshop & Date Presented:

N/A

Appendix:

FY2026 External Audit Plan Appendices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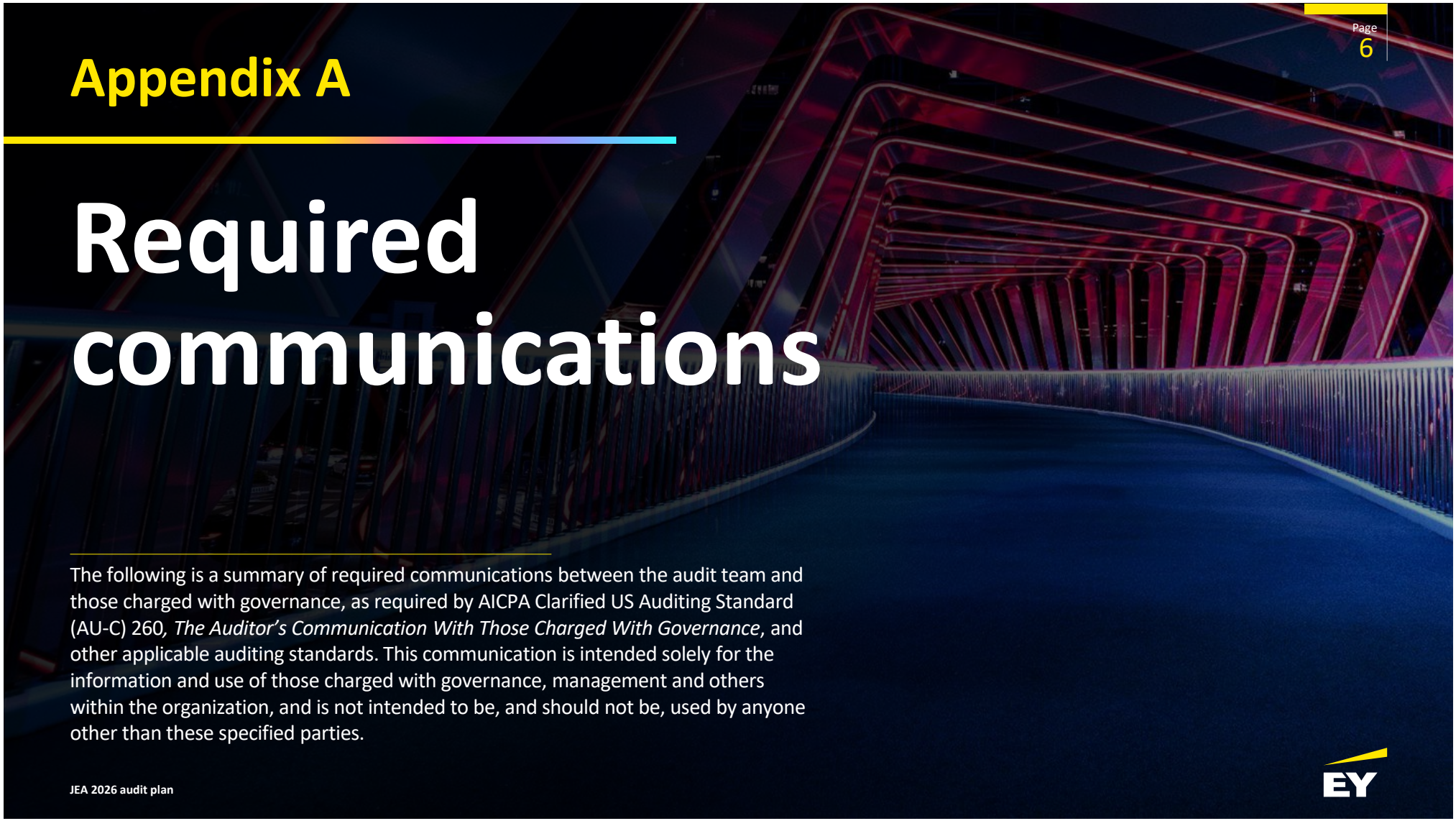

Appendix A

Required communications

The following is a summary of required communications between the audit team and those charged with governance, as required by AICPA Clarified US Auditing Standard (AU-C) 260*, The Auditor's Communication With Those Charged With Governance*, and other applicable auditing standards. This communication is intended solely for the information and use of those charged with governance, management and others within the organization, and is not intended to be, and should not be, used by anyone other than these specified parties.

Required communications

Topic	Comments
Terms of the audit engagement, including the objective of the audit, the auditor's responsibilities under generally accepted auditing standards and management's responsibilities	Refer to the engagement agreement.
Fraud and noncompliance with laws and regulations (illegal acts)	We are not aware of any matters that require communication.
Overall planned scope and timing of the audit, and significant risks identified and any changes thereto	Refer to the executive highlights, audit plan, areas of emphasis and planned responses for additional information.
Significant issues discussed with management in connection with the auditor's initial appointment or recurring retention	There are no matters to communicate.
Independence matters	We are not aware of any matters that in our professional judgment would impair our independence.

Required communications

Topic	Comments
Obtaining information relevant to the audit	Inquiries regarding matters relevant to the audit are to be performed at this meeting: ▪ Fraud, alleged fraud or suspected fraud ▪ Noncompliance with laws and regulations (illegal acts) ▪ Oversight of JEA's assessment of fraud risks ▪ Tips or complaints affecting JEA's financial reporting ▪ Significant unusual transactions ▪ Related party relationships and transactions

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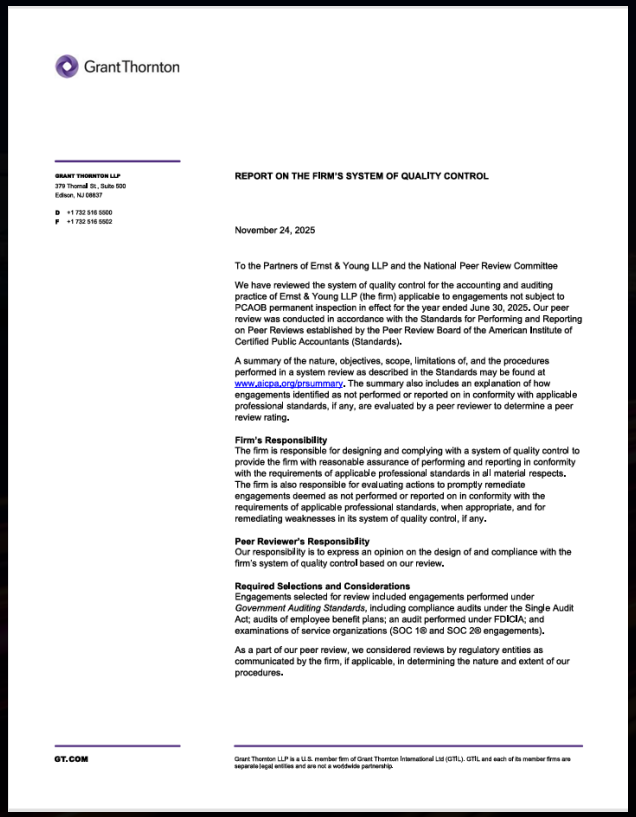

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REPORT ON THE FIRM'S SYSTEM OF QUALITY CONTROL

November 24, 2025

To the Partners of Ernst & Young LLP and the National Peer Review Committee

We have reviewed the system of quality control for the accounting and auditing practice of Ernst & Young LLP (the firm) applicable to engagements not subject to PCAOB permanent inspection in effect for the year ended June 30, 2025. Our peer review was conducted in accordance with the Standards for Performing and Reporting on Peer Reviews established by the Peer Review Board of the American Institute of Certified Public Accountants (Standards).

A summary of the nature, objectives, scope, limitations of, and the procedures performed in a system review as described in the Standards may be found at www.aicpa.org/prsummary. The summary also includes an explanation of how engagements identified as not performed or reported on in conformity with applicable professional standards, if any, are evaluated by a peer reviewer to determine a peer review rating.

Firm's Responsibility
The firm is responsible for designing and complying with a system of quality control to provide the firm with reasonable assurance of performing and reporting in conformity with the requirements of applicable professional standards in all material respects. The firm is also responsible for evaluating actions to promptly remediate engagements deemed as not performed or reported on in conformity with the requirements of applicable professional standards, when appropriate, and for remediating weaknesses in its system of quality control, if any.

Peer Reviewer's Responsibility
Our responsibility is to express an opinion on the design of and compliance with the firm's system of quality control based on our review.

Required Selections and Considerations
Engagements selected for review included engagements performed under *Government Auditing Standards*, including compliance audits under the Single Audit Act; audits of employee benefit plans; an audit performed under FDICIA; and examinations of service organizations (SOC 1® and SOC 2® engagements).

As a part of our peer review, we considered reviews by regulatory entities as communicated by the firm, if applicable, in determining the nature and extent of our procedures.

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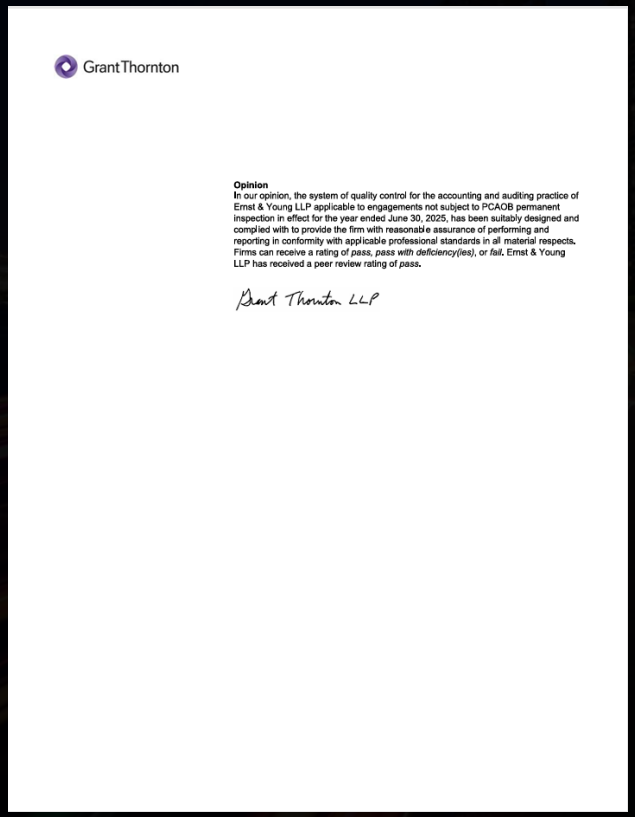

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Opinion
In our opinion, the system of quality control for the accounting and auditing practice of Ernst & Young LLP applicable to engagements not subject to PCAOB permanent inspection in effect for the year ended June 30, 2025, has been suitably designed and complied with to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. Firms can receive a rating of *pass*, *pass with deficiency(ies)*, or *fail*. Ernst & Young LLP has received a peer review rating of *pass*.

Grant Thornton LLP

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Appendix D
Use of the work of internal audit or others
JEA 2026 audit plan
EY

We plan to utilize around 500 hours from internal audit during the FY26 audit cycle.

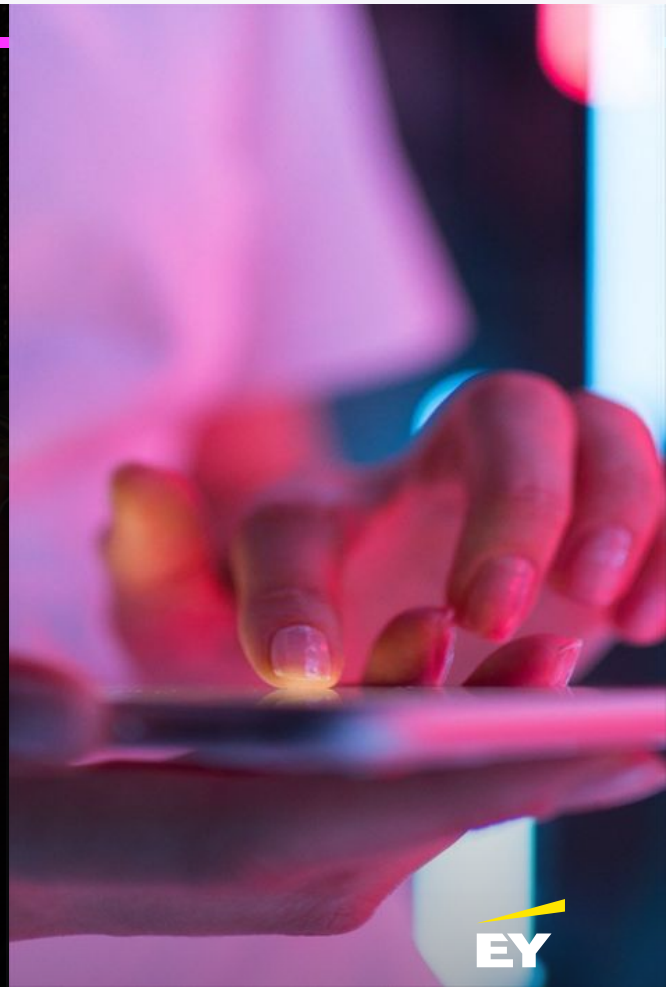
Involvement of internal audit and others

We plan to utilize around 500 hours from internal audit during the FY26 audit cycle.

Areas/significant classes of transactions where EY is planning to use the work of internal audit	Walkthroughs [1]	Substantive procedures [1, 2]
Internal audit		
Financial Statement Close Process	X	
Payroll	X	
Revenue/Accounts Receivable and Cash Receipts	X	X
Purchases/Accounts Payable and Cash Disbursements	X	
Regulatory Assets/Liabilities	X	
Investments	X	
Fixed Assets	X	
Debt	X	
Pension and OPEB	X	
IPE Testing for Data Analytics (Cash Anchor)		X
Materials & Supplies Inventory		X
Fuel Inventory		X
Governance, compliance and oversight activities (board and committee minutes, officer expenses)		X

[1] Direct assistance model — When we use the direct assistance model, we treat internal audit or others as our own staff by providing audit programs, supervising their work, and performing a detail and second-level review of the workpapers.

[2] Reliance model — When we use the reliance model, we perform certain procedures to evaluate the quality and effectiveness of internal audit's or others' work. Procedures will include reviewing audit programs, understanding supervision of procedures performed, reviewing workpapers and results, and performing tests of their work.



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JEA Board Agenda

MEMORANDUM

Building Community®

Contract with Keville Enterprises, Inc. for Water/Wastewater Project Support Services

Board Meeting Date: August 25, 2026

Outcome: [X] INFORMATION ONLY [ ] ACTION [ ] FUTURE BOARD CONSIDERATION

If Action, Provide a Recommended Motion:

N/A

Consent Agenda Item: [ ] Yes [X] No

Presenter: Informational Material

Chief: Ted Phillips, Chief Financial Officer

Strategic Focus Area: [ ] DEVELOPING AN UNBEATABLE TEAM [X] DELIVERING BUSINESS EXCELLENCE [ ] EARNING CUSTOMER LOYALTY

Background Information & Analysis:

The contract for Water/Wastewater Project Support Services was approved by the Awards Committee and now comes before the Board as an informational item.

- The continuing services were publicly solicited as a Request for Proposal (RFP) for Water/Wastewater Project Support Services and awarded on June 4, 2026
- The scope includes providing temporary staff of project managers, schedulers, estimators, and safety personnel to the JEA Project Engineering and Construction group
- This contract is needed to provide supplemental support to JEA staff during periods of increased workload, planning, design, construction activity, staff vacancies, or leaves of absence
- The contract has a five (5)-year term with two (2) one (1)-year renewal options, with an initial projected end date of June 30, 2031

Prior Actions
The contract was approved by the Awards Committee on June 26, 2026, in the amount of $34,311,883 for the five-year term.

Next Steps
Staff will continue to evaluate the needs for temporary staff and will modify the requested headcount as the operational needs dictate through the contract term.

Financial Impact: The financial impact of this contract is $34,311,883.00, which will fund Water/Wastewater Project Support Services through the contract term ending June 30, 2031.

Committee/Board Meeting/Workshop & Date Presented:

N/A

Appendix:

August 2026 Summary Document

JEA Board Review of Large Contracts $25M - $50M

INFORMATIONAL (NO ACTION REQUIRED)

1412103648 Water/Wastewater Project Support Services	**Keville Enterprises, Inc.**	**Capital**	**Five (5) Years w/ Two (2) - 1 Yr. Renewals Start: 07/01/2026 End: 06/30/2031**	**$34,311,883.00**	**N/A**	**$34,311,883.00**

This continuing service contract was approved by the Awards Committee on 06/04/2026.

The scope of work includes providing supplemental project support personnel on an as-needed basis during periods of increased workload, planning, design, construction activity, staff vacancies, or leaves of absence. Staffing levels under this contract are expected to vary based on workload and project needs and are estimated to range from approximately five (5) to twenty-five (25) personnel at any given time. Services provided under this contract may include project management, scheduling, estimating, cost management, construction management, safety oversight, inspection, and other related project support services.

The award amount was based on historical spend as well as identified and budgeted projects at the time of award. The pricing structure of the contract provides fixed labor rates during the first year, with Consumer Price Index (CPI) adjustments applicable in years two through five, including any renewals.

This item is being provided to the Board for informational purposes only. During the Contract period, JEA plans to continue evaluating market conditions and strategically develop an approach for rebidding these services at a later date to ensure continued operational support, competitive pricing, and long-term value.

JEA Board Agenda

MEMORANDUM

Building Community®

Contract Increase with PTI Transformers LP for Auto Transformer Supply

Board Meeting Date: August 25, 2026

Outcome: [X] INFORMATION ONLY [ ] ACTION [ ] FUTURE BOARD CONSIDERATION

If Action, Provide a Recommended Motion:

N/A

Consent Agenda Item: [ ] Yes [X] No

Presenter: Informational Material

Chief: Ted Phillips, Chief Financial Officer

Strategic Focus Area: [ ] DEVELOPING AN UNBEATABLE TEAM [X] DELIVERING BUSINESS EXCELLENCE [ ] EARNING CUSTOMER LOYALTY

Background Information & Analysis:

The contract increase of $12,702,925 for Auto Transformer Supply, for a new not-to-exceed value of $31,778,825, was approved by the Awards Committee and now comes before the Board as an informational item.

- The contract for Auto Transformers Supply was originally awarded in September 2023 for $3,667,500
- The scope includes the supply of auto transformers to support replacements and expansion projects, with reservations for production slots to ensure supply
- Designed for initial stability, this contract includes a methodology (including copper, fuel, steel, and other indices) to allow for price adjustments through the delivery of each transformer
- JEA awarded a seven (7) year agreement to leverage volumes for more favorable pricing and reduce the supply risks as part of JEA's long-term transformer replacement and system growth strategy. Periodic increases are needed as projects are funded, and additional transformers must be ordered to meet lead-time requirements
- JEA initially awarded contract funding for approved projects known at the time
- In June of 2024, an amendment allowed for additional funded projects in the amount of $15,408,400 for a new not-to-exceed of $19,075,900
- The amendment was awarded July 2, 2026, and is now required to maintain continuity of supply through the initial term ending September 13, 2030, in the amount of $12,702,925, for a new not-to-exceed amount of $31,778,825

JEA Board Agenda

MEMORANDUM

Contract Increase with PTI Transformers LP for Auto Transformer Supply – Continued

Background Information & Analysis Continued:	**Next Steps** Staff plans to bring new increase requests in the future as new projects are identified.
Financial Impact:	An additional $12,702,925 to fund the contract term for the Auto Transformer Supply Contract through September 13, 2030, bringing the new not-to-exceed to $31,778,825.

Committee/Board Meeting/Workshop & Date Presented:

N/A

Appendix:

August 2026 Summary Document

JEA Board Review of Large Contracts $25M - $50M

INFORMATIONAL (NO ACTION REQUIRED)

Contract # Short Description	Contracted Supplier	Funding Source	Term (Projected) Start Date - End Date	Original Contract Amount	Amendments (Date : Amount : New NTE)	New Not-to-Exceed
JEA11611 Substation Auto Transformer Supply 1411316246	PTI TRANSFORMERS LP	Capital	Seven (7) Years w/ Two (2) - 1 Yr. Renewals Start: 09/14/2023 End: 09/13/2030	$3,667,500.00	06/06/2024 : $15,408,400.00 : $19,075,900.00 07/02/2026 : $12,702,925.00 : $31,778,825.00	$31,778,825.00

This contract was approved by the Awards Committee on 07/02/2026.

This request is for an increase to the PTI Transformers LP contract to fund additional autotransformers required for substation replacement and expansion projects identified for FY27 through FY30. These projects were not included in the original funded scope but were anticipated as part of JEA's long-term transformer replacement and growth strategy. The additional funding will secure manufacturing production slots and associated transformer purchases needed to support these newly identified capital projects while maintaining schedule certainty in a market characterized by extended transformer lead times.

The original Request for Proposal (RFP) was issued to establish contracts with two autotransformer manufacturers as part of a forward-looking, seven-plus-year plan to support system replacement and expansion needs. The contracts were structured to reserve future production capacity and ensure transformer availability, as substation transformer lead times routinely exceed three years. Following evaluation of price and experience, PTI Transformers LP and Prolec GE Waukesha, Inc. were determined to be the highest-evaluated, lowest-priced responsive and responsible proposers.

At the time of the original award, six autotransformer production slots were forecasted under these contracts. The award documentation noted that additional funding requests would be brought before the Awards Committee periodically as future transformer projects were identified and approved through the budgeting process. This increase is consistent with that approach and provides funding for additional transformer needs that have since been identified for FY27 through FY30. The Prolec GE contract currently remains unfunded because the next forecasted project for which Prolec GE is the lower-priced supplier is not anticipated until 2032.

Transformer pricing under this contract continues to track the Large Specialty Transformer Producer Price Index (PPI). Since the last comparable procurement in October 2017, the PPI increased from 236.7 to 429.6 as of July 2023, representing an 81 percent increase and reflecting the pricing received under the current contract. Additionally, the contract includes a price adjustment provision that allows pricing to be adjusted through manufacturing release, which typically occurs approximately six months prior to shipment.

This item is being provided to the Board for informational purposes only.

Current Project Encumbrance Update: $12,848,325.00 of the $31,778,825.00 awarded to PTI Transformers LP has been encumbered to date.

JEA Board Agenda

MEMORANDUM

Building Community®

Contract Increase with Allied Universal Security Services, LLC for Security Services

Board Meeting Date: August 25, 2026

Outcome: [X] INFORMATION ONLY [ ] ACTION [ ] FUTURE BOARD CONSIDERATION

If Action, Provide a Recommended Motion:

N/A

Consent Agenda Item: [ ] Yes [X] No

Presenter: Informational Material

Chief: Ted Phillips, Chief Financial Officer

Strategic Focus Area: [ ] DEVELOPING AN UNBEATABLE TEAM [X] DELIVERING BUSINESS EXCELLENCE [ ] EARNING CUSTOMER LOYALTY

Background Information & Analysis:

The contract increase for security services was approved at the Awards Committee and now comes before the Board as an informational item.

- The contract for security services was originally awarded in August 2022 for $22,755,616
- The scope includes security services across JEA facilities, including ongoing staffing to support regulatory compliance, employee and contractor safety, and the overall security posture of JEA operations
- On July 2, 2026, this contract was amended to extend the contract term through the first of the two (2) one (1)-year renewals to August 29, 2028, and increase the award amount by $10,420,000, resulting in a new not-to-exceed amount of $33,175,616

Next Steps

Staff will continue to assess market conditions to determine whether to exercise the final renewal option or proceed with issuing a solicitation for services.

Financial Impact:

An additional $10,420,000 will fund the extended contract term for the security services contract through August 29, 2028, and will bring the new not-to-exceed amount to $33,175,616.00.

Committee/Board Meeting/Workshop & Date Presented:

N/A

Appendix:

August 2026 Summary Document

JEA Board Review of Large Contracts $25M - $50M

INFORMATIONAL (NO ACTION REQUIRED)

JEA11127 Security Services 1410766446	**Allied Universal Security Services, LLC**	**O&M**	**Five (5) Years w/ Two (2) - 1 Yr. Renewals** **Start: 08/30/2022** **End: 08/29/2028**	**$22,755,616.00**	**07/02/2026 : $10,420,000.00 : $33,175,616.00**	**$33,175,616.00**

This continuing service contract was approved by the Awards Committee on 07/02/2026.

The requested funding increase supports the additional one year of contract services and the increased demand for security services across JEA facilities resulting from expanded operational requirements and sustained security staffing needs. The requested increase also reflects the continued expansion of operational security requirements across JEA facilities, including ongoing staffing needs necessary to support regulatory compliance, employee and contractor safety, and the overall security posture of JEA operations. This approved request will ensure uninterrupted service, accommodate increased security demands, and provide the most cost-effective solution for maintaining security operations through the remainder of the contract term.

This item is being provided to the Board for informational purposes only.

Current Project Encumbrance Update: $18,155,184.01 of the $33,175,616.00 awarded to Allied Universal Security Services, LLC has been encumbered to date.

JEA Board Agenda

MEMORANDUM

Contract with Gresco Supply, Inc. for Inventory Transformers

Board Meeting Date: August 25, 2026

Outcome: [X] INFORMATION ONLY [ ] ACTION [ ] FUTURE BOARD CONSIDERATION

If Action, Provide a Recommended Motion:

N/A

Consent Agenda Item: [ ] Yes [X] No

Presenter: Informational Material

Chief: Ted Phillips, Chief Financial Officer

Strategic Focus Area: [ ] DEVELOPING AN UNBEATABLE TEAM [X] DELIVERING BUSINESS EXCELLENCE [ ] EARNING CUSTOMER LOYALTY

Background Information & Analysis:

The contract for three-phase (small and large), single-phase pad-mounted, pole-mounted, and miscellaneous transformers for JEA inventory stock was approved by the Awards Committee and now comes before the Board as an informational item.

- The contract was competitively solicited as an Invitation to Negotiate (ITN) and awarded on June 4, 2026, to replace an expiring contract for inventory stock of transformers
- The inventory of transformers consists of 122 JEA-specific transformers. The primary use of these items is to enable voltage changes between them within our network system
- The contract has a five (5)-year term with two (2) one (1)-year renewals, with a projected end date of June 20, 2031
- Gresco Supply, Inc. was one (1) of eight (8) awardees. Their award of $34,718,338.25 represents 52% of the amount awarded to all suppliers and is the only contract for this solicitation to surpass the dollar level, signaling the need for an informational item to the Board of Directors
- Across all awardees, the sourcing event achieved $64,354,041.67 in total savings, including $58,823,686.83 from initial pricing compared to current pricing, and $5,530,354.84 secured during the Best and Final Offer phase.

Financial Impact: $34,718,338.25 to fund the Gresco awarded transformers for the contract period of five (5) years with two (2) one (1)-year renewals.

Committee/Board Meeting/Workshop & Date Presented:

N/A

Appendix:

August 2026 Summary Document

JEA Board Review of Large Contracts $25M - $50M

INFORMATIONAL (NO ACTION REQUIRED)

JEA12903 Three-Phase (Small and Large), Single Phase Pad Mounted, Pole Mounted, and Miscellaneous Transformers for JEA Inventory Stock 1412071247	**Gresco Supply, Inc.**	**Inventory**	**Five (5) Years w/ Two (2) - 1 Yr. Renewals** **Start: 06/21/2026** **End: 06/20/2031**	**$34,718,338.25**	**N/A**	**$34,718,338.25**

This contract award for inventory transformers was approved by the Awards Committee on 06/04/2026.

The solicitation for JEA's distribution transformers that are held in inventory to support maintenance, storm support, and capital projects for FY26 through FY31. The event resulted in awards to eight (8) suppliers based on pricing, production capacity, lead times, quality and compliance, storm response capabilities, and value added programs. Among the awardees, Gresco Supply, Inc. is the only supplier whose award exceeds JEA's $25M, which is why this contract award is being presented as an information item to the Board of Directors. Transformers were grouped to support long term supply stability, with item level awards used when grouping bids were not submitted.

Gresco Supply, Inc. is one of the eight awarded suppliers and received an award totaling $34,718,338.25. Gresco submitted pricing for 106 items, and JEA awarded the items that provided the best overall value based on the evaluation criteria. Gresco's award supports JEA's transformer inventory strategy by providing stable pricing, strong manufacturing capacity, and a dependable supply channel within a market that continues to normalize after several years of volatility.

Across all awardees, the sourcing event achieved $64,354,041.67 dollars in total savings, including $58,823,686.83 dollars from initial pricing and $5,530,354.84 dollars secured during the Best and Final Offer phase. Gresco's competitive pricing contributed to these savings and strengthened JEA's long term supply resilience.

Contract

INDUSTRY UPDATE

AUGUST 2026

JEA

WATER NEWS

PFAS continues to be a subject of much debate, PFAS in biosolids

EPA Deputy Administrator David Fotouhi announced that EPA is working with the U.S. Department of Agriculture (USDA) to inform review of the agency's 2025 draft risk assessment of PFAS in biosolids. This announcement follows recent comments, by Assistant Administrator for Water Jessica Kramer, that the agency was developing guidance on the risks associated with land application of biosolids containing PFAS. Late last year, the National Association of Clean Water Agencies (NACWA) released a model template for a tiered risk management approach.

This movement in EPA activity is occurring at the same time as the DC Circuit Court of Appeals stalls the schedule of proceedings in the plaintiff's appeal (Case # 25-5431) of James Farmer v EPA (Case # 1:24-cv-01654) to determine if amici briefs should be allowed to file in support EPA. In September 2025 the DC Circuit District Court had ruled that the Clean Water Act did not impose a non-discretionary biennial duty to identify and regulate sewage-sludge pollutants (in this instance, PFAS) on EPA.

Multiple water systems targeted by cyberattacks, highlighting criticality of cybersecurity practices

Following cyberattacks impacting multiple water systems, the Cybersecurity and Infrastructure Security Agency (CISA), Federal Bureau of Investigation (FBI), and U.S. Environmental Protection Agency (EPA) are urging utilities to immediately verify that programmable logic controllers (PLCs) and other operational technology (OT) devices are not publicly accessible and remote access controls are properly secured. Prompt action is critical to protect operations and service reliability.

- Water utilities are advised to immediately verify access control protocols to ensure devices are not internet accessible.
- System integrators and service providers are advised to support utility clients in verifying that access controls have been properly implemented.

The escalation in targeting water systems by an unknown adversary follows the joint advisory issued last week specifically focused on mitigating the exploitation of internet-connected operational technology (OT) devices, including PLCs. It is imperative that water systems take immediate action to mitigate these vulnerabilities to protect continuity of service based on guidance in the joint advisory and the CISA guidance entitled "Secure connectivity principles for Operational Technology (OT)."

In addition, AWWA's cybersecurity resources provide systems with an approach to build cybersecurity awareness and create a cyber incident response plan. It includes a "Getting Started Guide" focused on the "first mile fundamentals" starting with removing all nonessential devices from public internet connectivity.

ELECTRIC NEWS

Hawai'i committed to 100% clean energy. Now it's flirting with natural gas

Hawai'i became the first state in the U.S. to legally commit to 100% renewable electricity back in 2015 under Gov. David Ige, who highlighted the state's heavy dependence on oil for power. Now, Gov. Josh Green supports a proposal from JERA, Japan's largest energy company, to build a $2 billion floating LNG import terminal called Longboard LNG. The Federal Energy Regulatory Commission has begun reviewing the project, which could supply roughly 40% of Hawai'i's peak electricity demand by 2030.

Green argues LNG would lower energy costs and help the state transition away from oil while still meeting its mandate to fully decarbonize the grid by 2045. He has said Hawai'i should have pursued natural gas years earlier. However, critics question whether LNG would truly reduce costs — and warn it could slow progress toward the state's clean-energy goals.

FCC Signals Intent to Regulate Public Power Pole Attachments

The Federal Communications Commission plans to consider a Notice of Proposed Rulemaking (NPRM) that would set limits on how state and local governments manage processing timelines and fees for wireline telecommunications deployments under Section 253 of the Telecommunications Act of 1996. The proposal, part of the "Build America: Eliminating Barriers to Wireline Deployments" docket, was introduced at the FCC's June 25 meeting.

APPA is reviewing the proposal and has flagged paragraphs 57 and 58 as particularly concerning. If adopted, public comments would be due about 45 days after publication and replies around 90 days, likely placing deadlines in mid-August and late September or early October.

This NPRM follows an earlier Notice of Inquiry where APPA argued that the FCC lacks authority to regulate pole attachment processes for public power utilities. APPA maintains that Section 253 applies only to government bodies acting as regulators, whereas public power utilities function as market participants when handling pole attachment requests, similar to private companies.

Reserve Report

For the Third Quarter Ending June 2026

Electric System and Water System Reserve and Fund Balances (1)

For the Years Ending September 30
(In Thousands of Dollars)

Electric System

	Actual Fiscal Year 2024	Actual Fiscal Year 2025	Forecasted Fiscal Year 2026	Detail Page #
Unrestricted				
Operations/Revenue Fund	$ 29,261	$ 55,498	$ 33,581	
Self Insurance Reserve Fund				
• Property	10,000	10,000	10,000	3
• Employee health insurance	22,243	22,183	19,877	4
Rate Stabilization				
• DSM / Conservation	937	-	-	5
• Environmental	12,101	2,158	727	6
• Non-Fuel Purchased Power	246,000	246,000	161,000	7
Environmental	-	-	-	8
Customer Deposits	50,376	55,555	58,149	9
Total Unrestricted	370,918	391,394	283,333	
Days of Cash on Hand (2)	112	128	92	
Days of Liquidity (3)	198	184	185	
Restricted				
Debt Service Funds (Sinking Funds)	51,548	64,339	85,283	10
Debt Service Reserve Funds	50,993	37,465	35,772	11
Renewal and Replacement Funds/OCO	(2,161)	63,738	62,685	12
Environmental Fund [Capital Projects]	-	-	-	13
Construction Funds	-	125	17	14
Total Restricted	100,382	165,668	183,758	
Total Electric System	$ 471,299	$ 557,061	$ 467,091	

Water System

Unrestricted				
Operations/Revenue Fund	$ 1,680	$ 39	$ 4,784	
Customer Deposit	18,346	19,167	20,185	15
Total Unrestricted	20,026	19,207	24,969	
Days of Cash on Hand (2)	55	42	74	
Days of Liquidity (3)	140	431	459	
Restricted				
Debt Service Funds (Sinking Funds)	86,549	92,580	98,167	16
Debt Service Reserve Funds	62,614	99,726	91,476	17
Renewal and Replacement Funds	26,267	(41,068)	(32,290)	18
Construction Funds	19,770	59,700	75,169	19
Total Restricted	195,200	210,938	232,522	
Total Water & Sewer System	$ 215,226	$ 230,144	$ 257,491	

(1) This report does not include Scherer, SJRPP, DES or funds held on behalf of the City of Jacksonville.
(2) Days of Cash on Hand includes cash and cash equivalents and Investments amounts under Current Assets on the Combining Statement of Net Position + R&R Fund Balance + Construction Fund balance / ((Total operating expenses - Depreciation + COJ General Fund Contributions) / 365 days)
(3) Days of Liquidity includes cash and cash equivalents and Investments amounts under Current assets on the Combining Statement of Net Position + R&R Fund balance + Construction fund balance + available Revolving Credit Facility) / ((Total operating expenses - Depreciation + COJ General Fund Contributions) / 365 days)
(4) Electric System Unrestricted Environmental and Environmental Fund [Capital Projects] depleted in FY 2024.

Funds Established Per the Bond Resolutions

Fund/Account Description	Electric System	Water and Sewer System
Revenue Fund	Net Revenues (i.e. Revenues minus Cost of Operation and Maintenance), pledged to bondholders, balance available for any lawful purpose after other required payments under the bond resolution have been made.	Pledged to bondholders; balance available for any lawful purpose after other required payments under the bond resolution have been made, however, revenues representing impact fees may only be used to finance costs of expanding the system or on the debt service on bonds issued for such expansion purposes.
Rate Stabilization Fund	Not pledged to bondholders; available for any lawful purpose.	Pledged to bondholders; able to transfer to any other fund or account established under the resolution or use to redeem Bonds.
Debt Service Account	Pledged to bondholders; used to pay debt service on bonds.	Pledged to bondholders; used to pay debt service on bonds.
Debt Service Reserve Account	Pledged to bondholders; used to pay debt service on bonds in the event revenues were insufficient to make such payments.	Pledged to bondholders; used to pay debt service on bonds in the event revenues were insufficient to make such payments.
Renewal and Replacement Fund	Not pledged to bondholders but required amounts deposited into this Fund pursuant to the bond resolution are limited as to what they can be spent on (e.g. capital expenditures and, bond redemptions) .	Pledged to bondholders; but required amounts deposited into this Fund pursuant to the bond resolution are limited as to what they can be spent on (e.g. capital expenditures and, bond redemptions).
Construction Fund	Pledged to bondholders; applied to the payment of costs of the system.	Pledged to bondholders; applied to the payment of costs of the system.
Subordinated Construction Fund	Pledged to bondholders; applied to the payment of costs of the system	Pledged to bondholders; applied to the payment of costs of the system
Construction Fund - Construction Reserve Account	Pledged to bondholders; applied to fund downgraded reserve fund sureties.	Pledged to bondholders; applied to fund downgraded debt service reserve fund sureties.
General Reserve Fund	Not pledged to bondholders; available for any lawful purpose.	n/a

Regardless of whether the Funds/Accounts are designated as pledged, in the event that monies in the Debt Service Account are insufficient to pay debt service on the bonds, pursuant to the respective bond resolutions, amounts in the various Funds/Accounts are required to be transferred to the respective Debt Service Accounts and used to pay debt service.

Electric System Self Insurance - Property

For the Third Quarter Ending June 30, 2026

Definitions and Goals

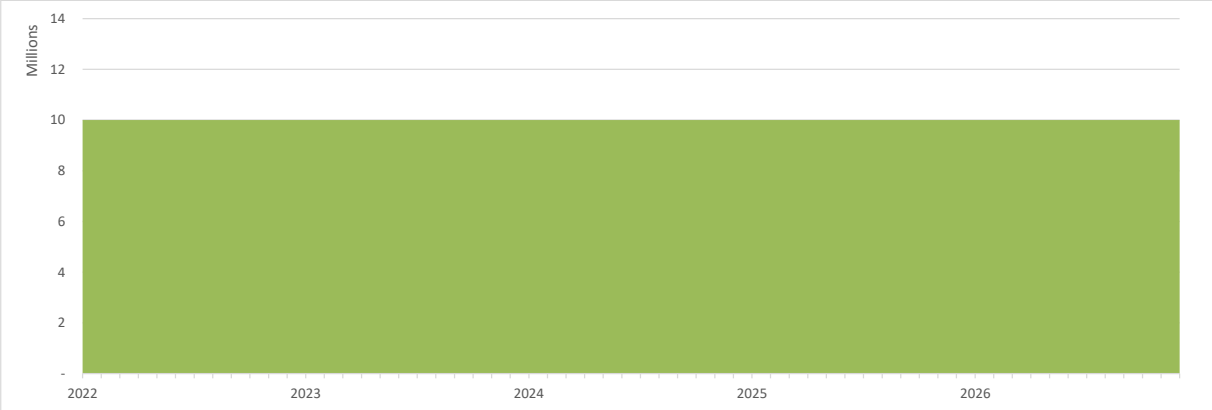
JEA's self-insurance fund is for catastrophic damage to JEA's electric lines (transmission and distribution) caused by the perils of hurricanes, tornadoes, and ice storms. This fund was established in October, 1992, as an alternative to JEA's procurement of commercial property insurance.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ 10,000	$ 10,000
Additions:		
Contributions	-	
Sub-total	$ -	$ -
Withdrawals	-	
Sub-total	$ -	$ -
Ending Balance	$ 10,000	$ 10,000

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000
Additions:					
Contributions	-	-	-	-	-
Sub-total	$ -	$ -	$ -	$ -	$ -
Withdrawals	-	-	-	-	-
Sub-total	$ -	$ -	$ -	$ -	$ -
Ending balance	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000



Observations

- Reserve/Fund Authorization: Budget Appropriation.

Electric System Self Insurance - Employee Health Insurance

For the Third Quarter Ending June 30, 2026

Definitions and Goals

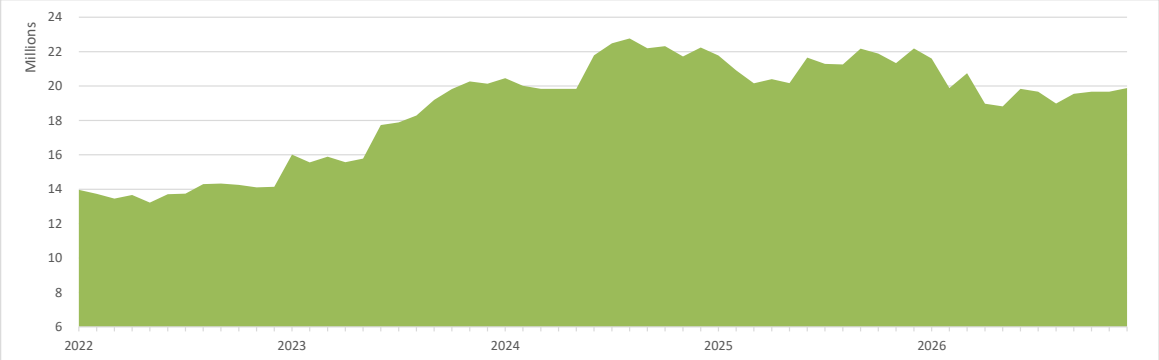
This reserve fund is a requirement under Florida Statute 112.08 that requires self insured government plans to have enough money in a reserve fund to cover the Incurred But Not Reimbursed (IBNR) claims and a 60 day surplus of claims. The IBNR claims are claims that would still need to be paid if the company went back to a fully insured plan or dropped coverage all together. An actuary calculates this amount annually.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ 19,831	$ 22,183
Additions:		
Employee Contributions	1,658	6,235
Retirees and Other	2,269	8,485
Employer Contributions	6,570	24,154
Sub-total	$ 10,497	$ 38,874
Withdrawals:		
Payments for Claims	10,146	38,527
Actuary & Other Payments	630	2,653
Other		
Sub-total	$ 10,777	$ 41,180
Ending Balance	$ 19,551	$ 19,877

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 14,272	$ 14,145	$ 20,134	$ 22,243	$ 22,183
Additions:					
Employee Contributions	6,714	6,179	6,084	6,443	6,235
Retiree & Other Contributions	5,713	9,998	7,724	7,731	8,485
Employer Contributions	20,688	22,875	23,904	25,682	24,154
Sub-total	$ 33,115	$ 39,052	$ 37,712	$ 39,857	$ 38,874
	$ (0)				
Withdrawals:					
Payments for Claims	30,819	30,057	33,140	37,429	38,527
Actuary & Other Payments	2,423	3,006	2,463	2,488	2,653
Sub-total	$ 33,242	$ 33,063	$ 35,603	$ 39,917	$ 41,180
Ending balance	$ 14,145	$ 20,134	$ 22,243	$ 22,183	$ 19,877



Maximum Balance:	22,765	Average Balance:	18,779
Minimum Balance:	13,224		

Observations

- Self Insurance for Employee Health Insurance began in July 2009.

Electric System Rate Stabilization - DSM / Conservation

For the Third Quarter Ending June 30, 2026

Definitions and Goals

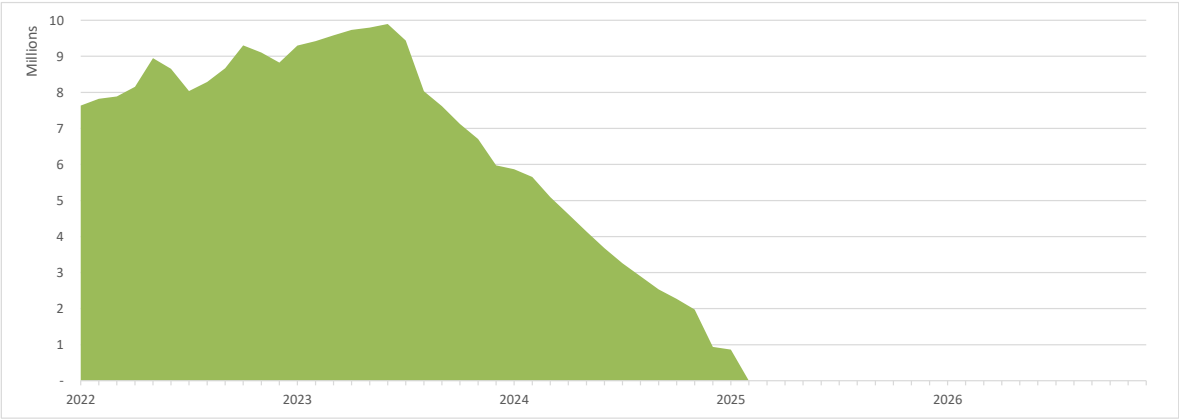
The Electric System Bond Resolution authorizes the establishment of a Rate Stabilization Fund in which contributions or withdrawals shall be made as set forth in the current annual budget or an amount otherwise determined by an authorized officer of JEA. The Rate Stabilization Fund provides a means to minimize the year-to-year impact to customer charges and support financial metrics by providing consistent revenue collection for expenditures impacted by external factors such as fuel, debt management and regulatory requirements or initiatives. Effective April 1, 2023, the Environmental charge and Conservation charges were eliminated for all rate classes and incorporated into the energy charge.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ -	$ -
Additions:		
Contributions	-	-
Sub-total	$ -	$ -
Withdrawals:		
Withdrawals	-	-
Sub-total	$ -	$ -
Ending Balance	$ -	$ -

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 7,233	$ 8,824	$ 5,976	$ 937	$ -
Additions:					
Contributions	7,164	2,959	1	-	-
Sub-total	$ 7,164	$ 2,959	$ 1	$ -	$ -
Withdrawals:					
Withdrawals	5,573	5,807	5,040	937	-
Sub-total	$ 5,573	$ 5,807	$ 5,040	$ 937	$ -
Ending balance	$ 8,824	$ 5,976	$ 937	-	$ -



Maximum Balance:	9,897	Average Balance:	4,129
Minimum Balance:	-		

Observations

- Rate Stabilization Fund for Demand Side Management began in April 2009.

Electric System Rate Stabilization - Environmental

For the Third Quarter Ending June 30, 2026

Definitions and Goals

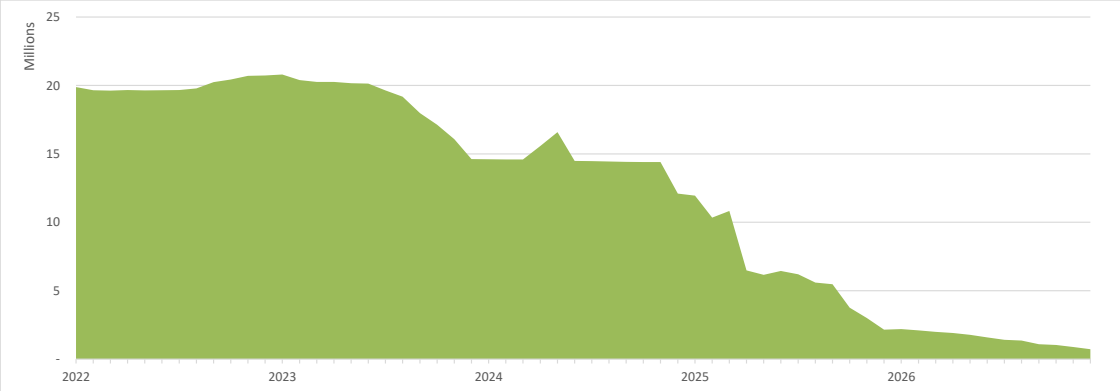
The Electric System Bond Resolution authorizes the establishment of a Rate Stabilization Fund in which contributions or withdrawals shall be made as set forth in the current annual budget or an amount otherwise determined by an authorized officer of JEA. The Rate Stabilization Fund provides a means to minimize the year-to-year impact to customer charges and support financial metrics by providing consistent revenue collection for expenditures impacted by external factors such as fuel, debt management and regulatory requirements or initiatives. Deposits to this fund began in fiscal year 2010 for amounts representing the Electric System Environmental Charge ($0.62 per 1000 kWh). Withdrawals from this reserve are limited to potential environmental expenditures approved by the Board, and may include initiatives such as the cost of acquisition of renewable energy capacity. Costs directly required to operate and maintain the environmentally driven or regulatory required assets can also be funded from this revenue source. Effective April 1, 2023, the Environmental charge and Conservation charges were eliminated for all rate classes and incorporated into the energy charge. Basic monthly charges for each rate class were raised to more closely represent the cost to serve each class of customer.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ 1,585	$ 2,158
Additions:		
Contributions	(0)	
Sub-total	$ (0)	$ -
Withdrawals:		
Withdrawals	504	$ 1,431
Sub-total	$ 504	$ 1,431
Ending Balance	$ 1,081	$ 727

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 19,756	$ 20,728	$ 14,612	$12,101	$ 2,158
Additions:					
Contributions	7,619	3,111	(0)	-	-
Sub-total	$ 7,619	$ 3,111	$ (0)	$ -	$ -
Withdrawals:					
Withdrawals	6,647	9,227	2,511	9,943	1,431
Sub-total	$ 6,647	$ 9,227	$ 2,511	$ 9,943	$ 1,431
Ending balance	$ 20,728	$ 14,612	$ 12,101	$ 2,158	$ 727



Maximum Balance:	20,800	Average Balance:	12,289
Minimum Balance:	727		

Observations

- Rate Stabilization Fund for Environmental began in June 2010.

Electric System Rate Stabilization - Non-Fuel Purchased Power

For the Third Quarter Ending June 30, 2026

Definitions and Goals

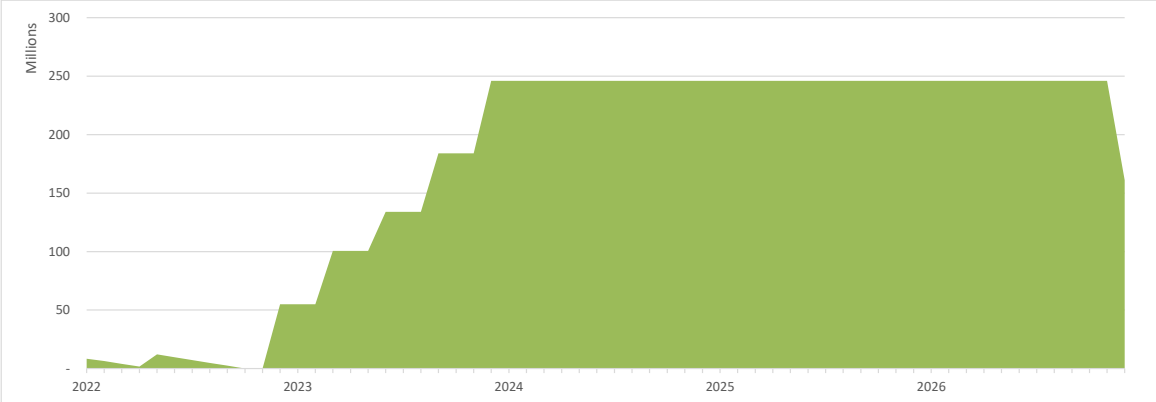
The Electric System Bond Resolution authorizes the establishment of a Rate Stabilization Fund in which deposits or withdrawals shall be made as set forth in the current annual budget or an amount otherwise determined by an authorized officer of JEA. The Rate Stabilization Funds provide a means to minimize the year-to-year impact to customer charges and support financial metrics by providing consistent revenue collection for expenditures impacted by external factors such as fuel, debt management and regulatory requirements or initiatives. Deposits to the Rate Stabilization Fund for Non-Fuel Purchased Power Stabilization during the fiscal year are made with the approval of the CEO or CFO, provided such deposits are not in excess of JEA's total operating budget for the current fiscal year. Withdrawals from the Rate Stabilization Fund for Non-Fuel Purchased Power are to reimburse the costs associated with any non-fuel purchased power activities. Withdrawals can be made as necessary during the fiscal year and requires the approval of the CEO or the CFO.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ 246,000	$ 246,000
Additions:		
Contributions	-	-
Sub-total	$ -	$ -
Withdrawals:		
Withdrawals	-	85,000
Sub-total	$ -	$ 85,000
Ending Balance	$ 246,000	$ 161,000

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 10,513	$ 55,000	$ 246,000	$ 246,000	$ 246,000
Additions:					
Contributions	72,731	191,000	-	-	-
Sub-total	$ 72,731	$ 191,000	$ -	$ -	$ -
Withdrawals:					
Withdrawals	28,244	-	-	-	85,000
Sub-total	$ 28,244	$ -	$ -	$ -	$ 85,000
Ending balance	$ 55,000	$ 246,000	$ 246,000	$ 246,000	$ 161,000



Maximum Balance:	246,000	Average Balance:	174,903
Minimum Balance:	-		

Observations

- The Non-Fuel Purchased Power Rate Stabiliation Fund began in FY 2014.

Electric System Environmental Reserve

For the Third Quarter Ending June 30, 2026

Definitions and Goals

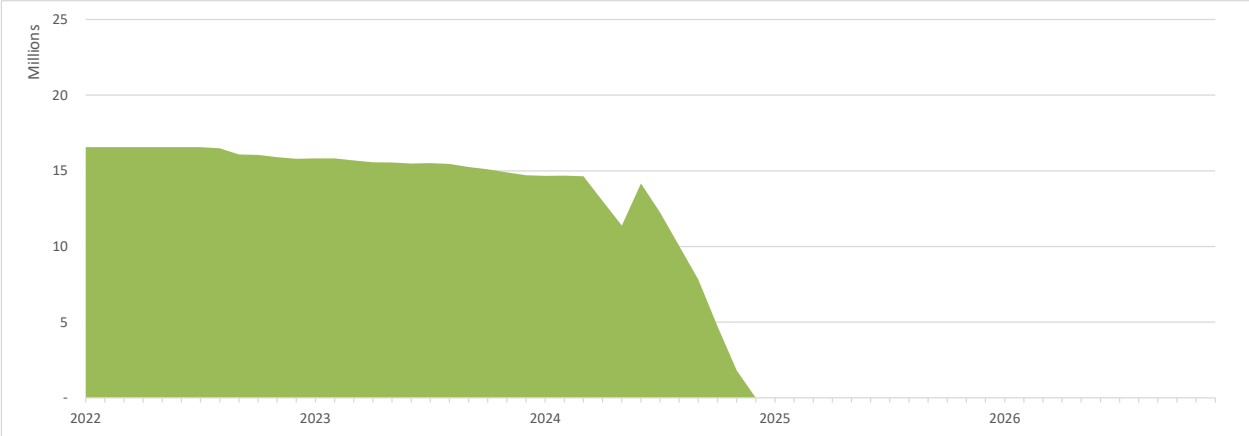
This reserve represents the initial amounts collected from the Electric System Environmental Charge and will be deposited until the balance in this reserve equals the balance in the environmental liability account. Withdrawals from this account will represent payments for these liabilities. Fund was fully drawn down in FY 2024

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ -	$ -
Additions:		
Contributions	-	-
Sub-total	$ -	$ -
Withdrawals:		
Withdrawals	-	-
Sub-total	$ -	$ -
Ending Balance	$ -	$ -

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 16,568	$ 15,797	$ 14,713	$ -	$ -
Additions:					
Contributions	-	58	2	-	-
Sub-total	$ -	$ 58	$ 2	$ -	$ -
Withdrawals:					
Withdrawals	771	1,142	14,715	-	-
Sub-total	$ 771	$ 1,142	$ 14,715	$ -	$ -
Ending balance	$ 15,797	$ 14,713	$ -	$ -	$ -



Maximum Balance:	16,568	Average Balance:	8,340
Minimum Balance:	-		

Observations

- The Environmental Reserve began in FY 2008.

Electric System Customer Deposits

For the Third Quarter Ending June 30, 2026

Definitions and Goals

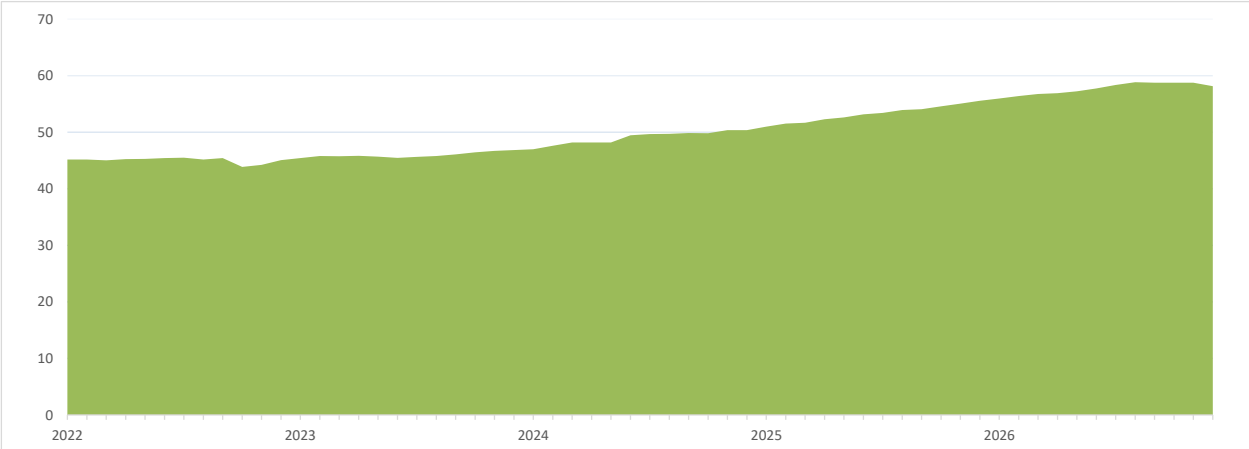
Pursuant to internal procedure CR40400 MBC302 Credit and Collections, JEA assesses customers a deposit that may be used to offset any future unpaid amounts during the course of providing utility service to a customer.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ 57,734	$ 55,555
Additions:		
Net Customer Activity	1,107	3,350
Sub-total	$ 1,107	$ 3,350
Withdrawals:		
Net Customer Activity	76	756
Sub-total	$ 76	$ 756
Ending Balance	$ 58,765	$ 58,149

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 45,179	$ 45,044	$ 46,838	$ 50,376	$ 55,555
Additions:					
Net Customer Activity	1,889	2,195	3,604	5,713	3,350
Sub-total	$ 1,889	$ 2,195	$ 3,604	$ 5,713	$ 3,350
Withdrawals:					
Net Customer Activity	2,024	400	66	534	756
Sub-total	$ 2,024	$ 400	$ 66	$ 534	$ 756
Ending balance	$ 45,044	$ 46,838	$ 50,376	$ 55,555	$ 58,149



Maximum Balance:	58,841	Average Balance:	50,198
Minimum Balance:	43,872		

Observations

Electric System Debt Service Sinking Fund

For the Third Quarter Ending June 30, 2026

Definitions and Goals

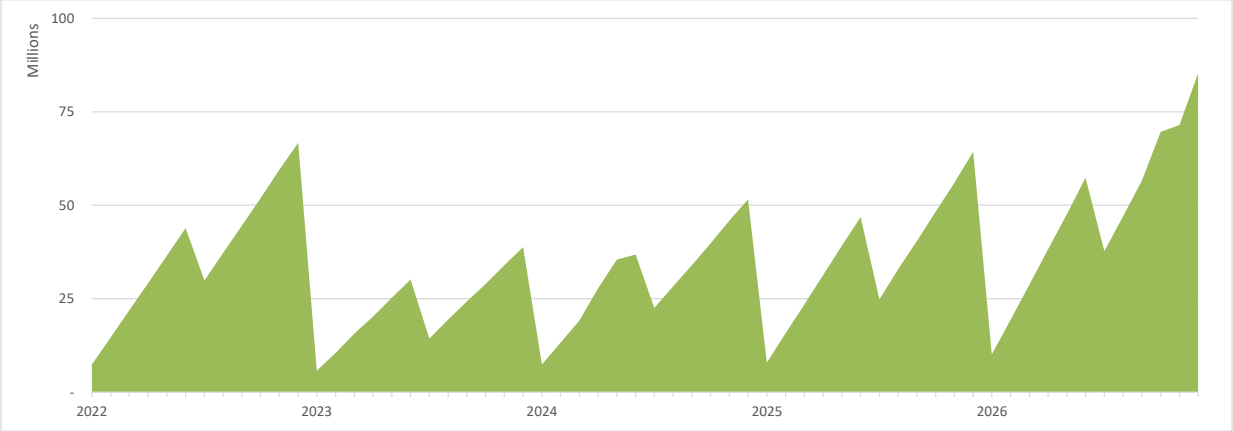
JEA is required monthly to fund from revenues an amount equal to the aggregate of the Debt Service Requirement for senior and subordinated bonds for such month into this account. On or before such interest payment date, JEA shall pay out of this account to the paying agents the amount required for the interest and principal due on such date.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ 57,343	$ 64,339
Additions:		
Revenue Fund Deposits	30,787	113,617
Sub-total	$ 30,787	$ 113,617
Withdrawals:		
Principal and Int Payments	31,614	92,673
Sub-total	$ 31,614	$ 92,673
Ending Balance	$ 56,516	$ 85,283

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 80,988	$ 66,706	$ 38,818	$ 51,548	$ 64,339
Additions:					
Revenue Fund Deposits	91,059	73,192	93,685	97,089	113,617
Sub-total	$ 91,059	$ 73,192	$ 93,685	$ 97,089	$ 113,617
Withdrawals:					
Principal and Int Payments	105,342	101,079	80,954	84,298	92,673
Sub-total	$ 105,342	$ 101,079	$ 80,954	$ 84,298	$ 92,673
Ending balance	$ 66,706	$ 38,818	$ 51,548	$ 64,339	$ 85,283



Maximum Balance:	85,283	Average Balance:	34,545
Minimum Balance:	5,778		

Observations

- September 30th ending balances are used to pay the October 1st interest and principal payments.
- This report does not include any Scherer debt service sinking funds.
- Timing differences occur due to the accrual of debt service during one fiscal year and the payment in the following fiscal year (primarily fixed rate principal and interest on October 1st of the following fiscal year).
- Projections are based on the debt outstanding as of the quarter-end referenced above.

Electric System Debt Service Reserve Account

For the Third Quarter Ending June 30, 2026

Definitions and Goals

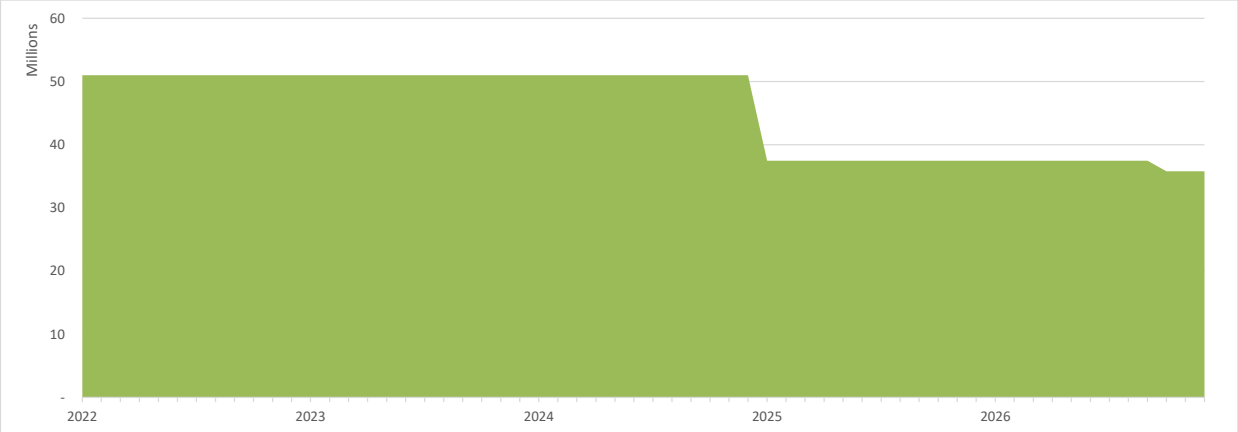
This reserve will be funded, maintained and held for the benefit of bondholders as specified in the Supplemental Resolution authorizing the sale of the bonds to pay principal and/or interest on the bonds should revenues from operations not be sufficient for such purpose in accordance with the appropriate bond resolution. It is JEA's current practice to fund this reserve account with cash from the sale of bonds; however, revenues may be utilized to fund this reserve when necessary.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ 37,465	$ 37,465
Additions:		
Proceeds from Bonds	-	-
Sub-total	$ -	$ -
Withdrawals:		
Release to Construction Fund	-	1,693
Sub-total	$ -	$ 1,693
Ending Balance	$ 37,465	$ 35,772

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 50,993	$ 50,993	$ 50,993	$ 50,993	$ 37,465
Additions:					
Proceeds from Bonds	-	-	-	-	-
Sub-total	$ -	$ -	$ -	$ -	$ -
Withdrawals:					
Release for Defeasance				13,529	
Release to Construction Fund	-	-	-		1,693
Sub-total	$ -	$ -	$ -	$ 13,529	$ 1,693
Ending balance	$ 50,993	$ 50,993	$ 50,993	$ 37,465	$ 35,772



Maximum Balance:	50,993	Average Balance:	45,497
Minimum Balance:	35,772		

Observations

- This report does not include any Scherer debt service reserves.
- Projections are based on the debt outstanding as of the quarter-end referenced above.
- Periodic releases of Debt Service Reserve Funds are attributable to principal paydowns and/or bond transactions

Electric System Renewal and Replacement (R&R) / Operating Capital Outlay (OCO)

For the Third Quarter Ending June 30, 2026

Definitions and Goals

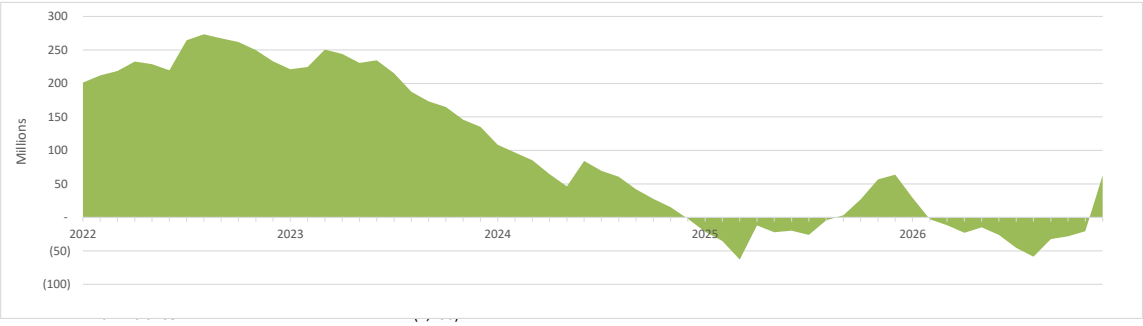
Pursuant to the bond resolution and Article 21 of the City of Jacksonville Charter, JEA is required to deposit from the revenue fund annually an amount for Renewal and Replacement of system assets. According to the bond resolutions the amount is equal to the greater of 10% of the prior year defined annual net revenues or 5% of the prior year defined gross revenues. The funds shall be used for the purposes of paying the cost of extensions, enlargements or additions to, or the replacement of capital assets. In addition, as a portion of the base rate, JEA will recover from current revenue a formula driven amount for capital expenditures known as Operating Capital Outlay. This amount is calculated separately from the R&R deposit and may be allocated for use between capacity or non-capacity related expenditures based on the most beneficial economic and tax related financing structure incorporating the use of internal and bond funding.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ (26,198)	$ 63,738
Additions:		
R&R/OCO Contribution	70,075	220,300
Reimbursement from Debt Funding	25,000	219,626
Other	1,906	2,152
Sub-total	$ 96,981	$ 442,078
Withdrawals:		
Capital Expenditures	103,247	443,131
Transfers betw Capital Fds		
Debt Reduction	-	-
Other		
Sub-total	$ 103,247	$ 443,131
Ending Balance	$ (32,464)	$ 62,685

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 183,800	$ 233,019	$ 135,034	$ (2,160)	$ 63,738
Additions:					
R&R/OCO Contribution	240,825	143,458	136,307	224,336	220,300
Reimbursement from Debt Funding				95,267	219,626
Other	6,031	12,774	1,876	1,376	2,152
Sub-total	$ 246,856	$ 156,232	$ 138,183	$320,979	$ 442,078
Withdrawals:					
Capital Expenditures	197,637	234,217	265,824	251,491	443,131
Transfers/loans b/w Capital Fds					
Debt Defeasance	-	20,000	9,553	3,590	-
Other	-	-	-	-	-
Sub-total	$ 197,637	$ 254,217	$ 275,377	$255,081	$ 443,131
Ending balance	$ 233,019	$ 135,034	$ (2,160)	$63,738	$ 62,685



Maximum Balance:	273,391	Average Balance:	96,017
Minimum Balance:	(63,064)		

Observations

- Other includes Sale of Property and miscellaneous billings.

Electric System Environmental Fund - Capital Projects

For the Third Quarter Ending June 30, 2026

Definitions and Goals

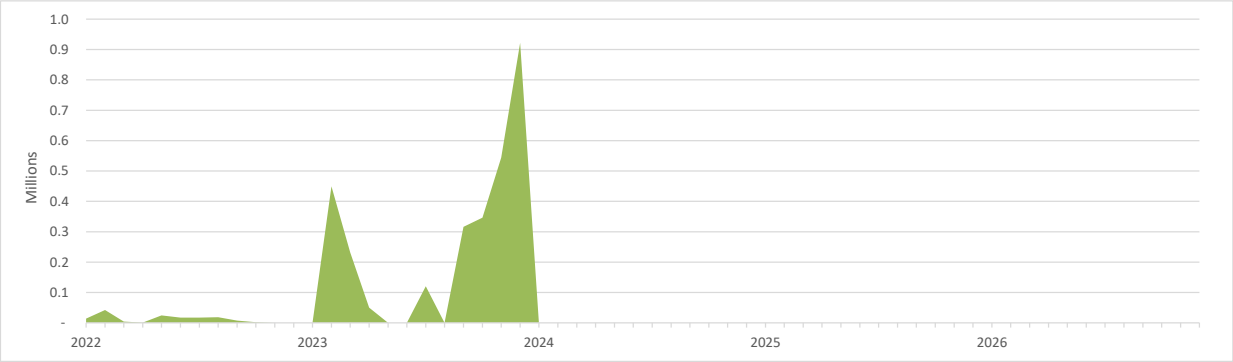
The Environmental Charge will be applied to all kWh consumption and structured to provide funding for major specific environmental and regulatory program needs. The Environmental Charge is designed to recover from customers all costs of environmental remediation and compliance with new and existing environmental regulations, excluding the amount already collected in the Environmental Liability Reserve, as specified in the Pricing Policy for specific environmental and regulatory programs. This fund represents the amounts collected from the Electric System Environmental Charge and used on expenditures for capital projects. Environemental Rate was dissolved in April 2023.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ -	$ -
Additions:		
Environmental Contributions	-	-
Sub-total	$ -	$ -
Withdrawals:		
Capital Expenditures	-	-
Sub-total	$ -	$ -
Ending Balance	$ -	$ -

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 83	$ -	$ 922	$ -	$ -
Additions:					
Environmental Contributions	502	3,089	5	-	-
Sub-total	$ 502	$ 3,089	$ 5	$ -	$ -
Withdrawals:					
Capital Expenditures	586	2,167	927	-	-
Sub-total	$ 586	$ 2,167	$ 927	$ -	$ -
Ending balance	$ -	$ 922	$ -	$ -	$ -



Maximum Balance:	922	Average Balance:	52
Minimum Balance:	-		

Observations

- The Environmental Construction Fund began in October 2019 and ended April 2023.

Electric System Construction / Bond Fund

For the Third Quarter Ending June 30, 2026

Definitions and Goals

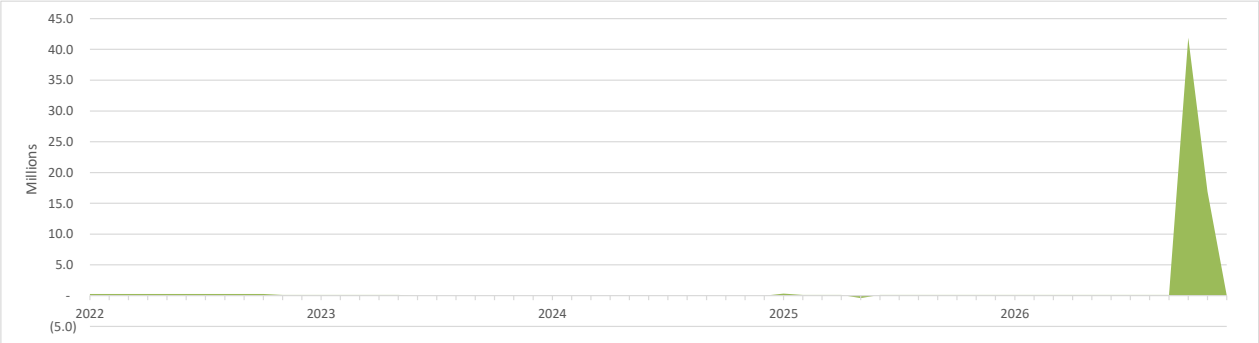
JEA maintains a senior and subordinated construction fund of which bonds proceeds are deposited and used for the payment of the costs of additions, extensions and improvements to the Electric System. The senior construction fund is limited to the costs of additions, extension and improvements relating to non-generation capital expenditures. The subordinated construction fund is used for capital projects relating to all categories of capital expenditures but primarily targeted to fund generation capital expenditures.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ 125	$ 125
Additions:		
Bond Proceeds	-	313,800
Transfers		
Other		
Sub-total	$ -	$ 313,800
Withdrawals:		
Allocation of Bond Proceeds	-	66,908
Transfers betw Capital Fds		
Repayment of Revolving Credit Facility		247,000
Sub-total	$ -	$ 313,908
Ending Balance	$ 125	$ 17

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 286	$ 111	$ -	$ -	$ 125
Additions:					
Bond Proceeds	0	-	-	916	313,800
Transfers				468	
Other				5	
Sub-total	$ -	$ -	$ -	$ 1,389	$ 313,800
Withdrawals:					
Capital Expenditures	175	111	-	1,264	66,908
Transfers/loans b/w Capital Fds					
Repayment of Revolving Credit Facility					247,000
Sub-total	$ 175	$ 111	$ -	$ 1,264	$ 313,908
Ending balance	$ 111	$ -	$ -	$ 125	$ 17



Maximum Balance:	41,905	Average Balance:	1,079
Minimum Balance:	-		

Observations

- JEA's philosophy has been to borrow bond funds on a "just-in-time" basis. Staff has used revolving credit facility borrowings and loans between capital funds to decrease borrowing costs.

Water System Customer Deposits

For the Third Quarter Ending June 30, 2026

Definitions and Goals

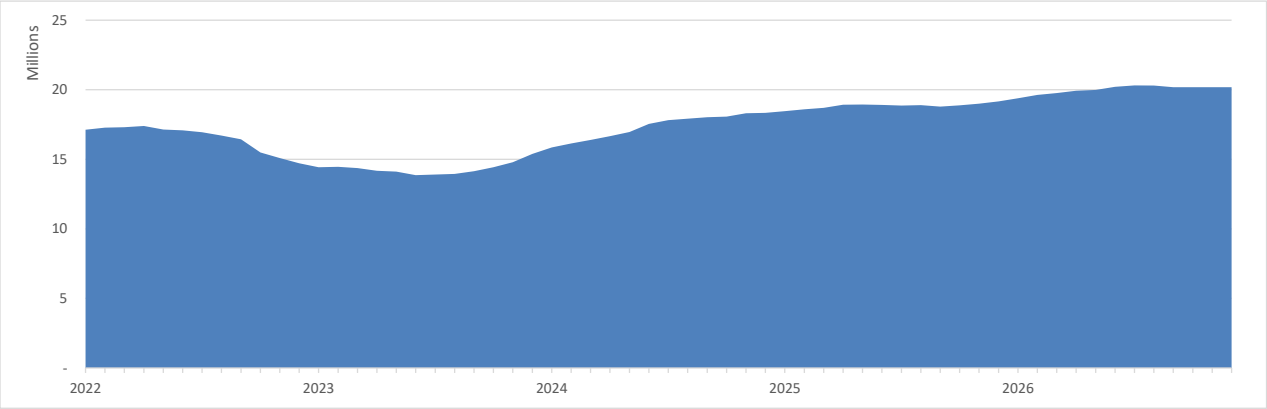
Pursuant to internal procedure CR40400 MBC302 Credit and Collections, JEA assesses customers a deposit that may be used to offset any future unpaid amounts during the course of providing utility service to a customer.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ 20,209	$ 19,167
Additions:		
Allocated from Electric	102	1,958
Sub-total	$ 102	$ 1,958
Withdrawals:		
Allocated from Electric	125	940
Sub-total	$ 125	$ 940
Ending Balance	$ 20,185	$ 20,185

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 17,044	$ 14,711	$ 15,386	$ 18,346	$ 19,167
Additions:					
Allocated from Electric	356	1,543	2,960	1,024	1,958
Sub-total	$ 356	$ 1,543	$ 2,960	$ 1,024	$ 1,958
Withdrawals:	2,689	868	-	202	940
Allocated from Electric					
Sub-total	$ 2,689	$ 868	$ -	$ 202	$ 940
Ending balance	$ 14,711	$ 15,386	$ 18,346	$ 19,167	$ 20,185



Maximum Balance:	20,311	Average Balance:	17,419
Minimum Balance:	13,864		

Observations

Water System Debt Service Sinking Fund

For the Third Quarter Ending June 30, 2026

Definitions and Goals

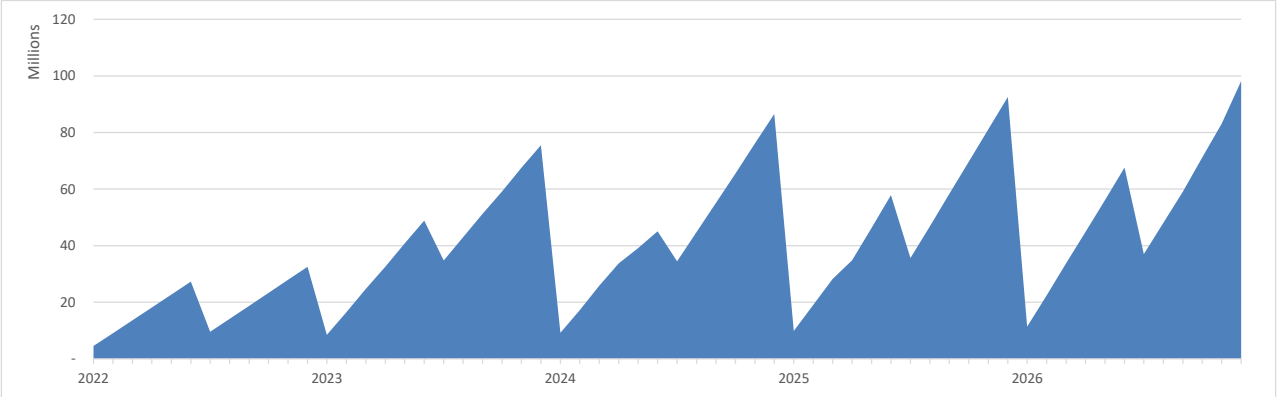
JEA is required monthly to fund from revenues an amount equal to the aggregate of the Debt Service Requirement for senior and subordinated bonds for such month into this account. On or before such interest payment date, JEA shall pay out of this account to the paying agents the amount required for the interest and principal due on such date.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ 67,553	$ 92,580
Additions:		
Revenue fund deposits	36,830	139,553
Sub-total	$ 36,830	$ 139,553
Withdrawals:		
Principal and interest payments	45,263	133,966
Sub-total	$ 45,263	$ 133,966
Ending Balance	$ 59,120	$ 98,167

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 30,006	$ 32,499	$ 75,477	$ 86,549	$ 92,580
Additions:					
Revenue fund deposits	55,811	105,201	137,337	135,860	139,553
Sub-total	$ 55,811	$ 105,201	$ 137,337	$ 135,860	$ 139,553
Withdrawals:					
Principal and interest payments	53,318	62,222	126,264	129,829	133,966
Sub-total	$ 53,318	$ 62,222	$ 126,264	$ 129,829	$ 133,966
Ending balance	$ 32,499	$ 75,477	$ 86,549	$ 92,580	$ 98,167



Maximum Balance:	98,168	Average Balance:	41,177
Minimum Balance:	4,545		

Observations

- September 30th ending balances are used to pay Oct 1st interest and principal payments.
- Timing differences occur due to the accrual of debt service during one fiscal year and the payment in the following fiscal year (primarily fixed rate principal and interest on Oct 1st of the following fiscal year).
- Projections are based on the debt outstanding as of the quarter referenced above plus projected new money issuance.

Water System Debt Service Reserve Account

For the Third Quarter Ending June 30, 2026

Definitions and Goals

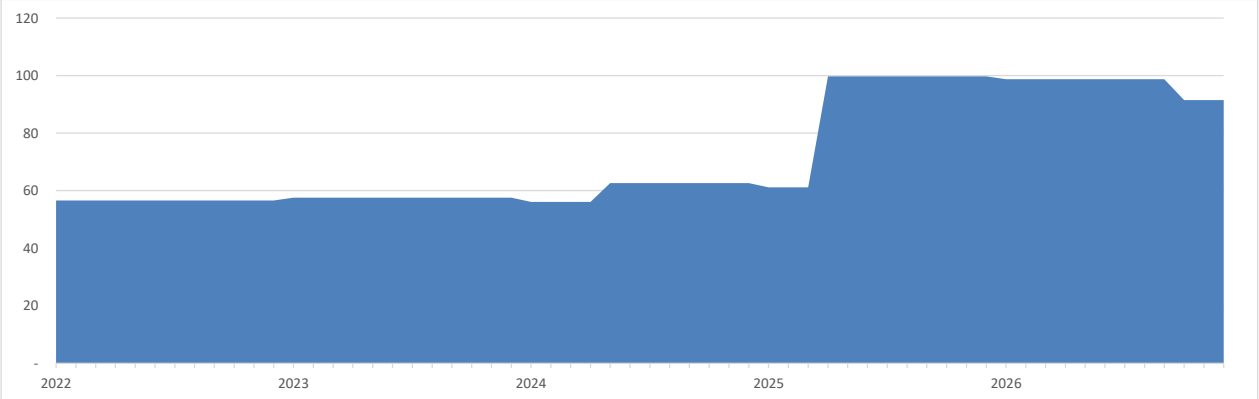
This reserve will be funded, maintained and held for the benefit of bondholders as specified in the Supplemental Resolution authorizing the sale of the bonds to pay principal and/or interest on the bonds should revenues from operations not be sufficient for such purpose in accordance with the appropriate bond resolution. It is JEA's current practice to fund this reserve account with cash from the sale of bonds; however, revenues may be utilized to fund this reserve when necessary.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ 98,699	$ 99,726
Additions:		
Bond Issue	-	-
Revenue Fund		-
Sub-total	$ -	$ -
Withdrawals:		
Release to Revenue Fund	-	1,027
Release to Construction Fund		7,223
Sub-total	$ -	$ 8,250
Ending Balance	$ 98,699	$ 91,476

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 55,665	$ 56,606	$ 57,587	$ 62,614	$ 99,726
Additions:					
Bond Issue				38,582	-
Revenue Fund	941	981	5,027	-	-
Sub-total	$ 941	$ 981	$ 5,027	$ 38,582	$ -
Withdrawals:					
Release to Revenue Fund		-	-	1,470	1,027
Release to Construction Fund		-	-	-	7,223
Sub-total	$ -	$ -	$ -	$ 1,470	$ 8,250
Ending balance	$ 56,606	$ 57,587	$ 62,614	$ 99,726	$ 91,476



Maximum Balance:	99,726	Average Balance:	72,320
Minimum Balance:	56,079		

Observations

- Projections are based on the debt outstanding as of the quarter referenced above.
- Periodic releases of Debt Service Reserve Funds are attributable to principal paydowns and/or bond transactions

Water System Renewal and Replacement (R&R) / Operating Capital Outlay (OCO)

For the Third Quarter Ending June 30, 2026

Definitions and Goals

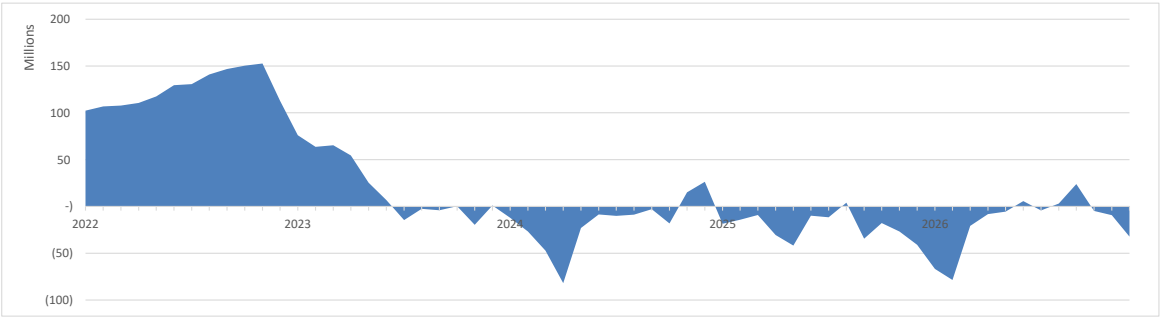
Pursuant to the Water System bond resolutions and Article 21 of the City of Jacksonville Charter, JEA is required to deposit from the revenue fund annually an amount for Renewal and Replacement of system assets. According to the bond resolutions the amount is equal to the greater of 10% of the prior year defined annual net revenues or 5% of the prior year defined gross revenues. The funds shall be used for the purposes of paying the cost of extensions, enlargements or additions to, or the replacement of capital assets of the Water System. In addition, as a portion of the base rate, JEA will recover from current revenue a formula driven amount for capital expenditures which is referred to as Operating Capital Outlay. This amount is calculated separately from the R&R deposit. Capacity fees are charged to customers as a one- time fee for a new connection to the Water System and a one- time fee for a new connection to the Water Reclaimation System. Capacity charges may be used and applied for the purpose of paying costs of expansion of the Water System or paying or providing for the payment of debt that was issued for the same purpose.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ 5,740	$ (41,068)
Additions:		
R&R/OCO Contribution	37,809	106,236
Capacity Fees	18,011	75,210
Reimbursement from Debt Funding	92,707	383,493
Other	(793)	245
Sub-total	$ 147,734	$ 565,183
Withdrawals:		
Capital Expenditures	129,675	555,206
NVU	6	1,200
Other		
Sub-total	$ 129,681	$ 556,406
Ending Balance	$ 23,793	$ (32,290)

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 97,066	$ 112,930	$ 946	$ 26,267	$ (41,068)
Additions:					
R&R/OCO Contribution	197,357	108,060	62,834	80,468	106,236
Capacity Fees	48,027	64,535	89,827	63,090	75,210
Reimbursement from Debt Funding		127,072	332,150	293,367	383,493
Other (incl septic tank)	18,654	20,497	7,667	1,092	245
Sub-total	$ 264,038	$ 320,164	$ 492,478	$ 438,017	$ 565,183
Withdrawals:					
Capital Expenditures	234,775	426,329	463,498	502,331	555,206
NVU		-	-	564	1,200
Other (incl septic tank)	13,399	5,819	3,659	2,457	-
Sub-total	$ 248,174	$ 432,148	$ 467,157	$ 505,352	$ 556,406
Ending balance	$ 112,930	$ 946	$ 26,267	$ (41,068)	$ (32,290)



Maximum Balance:	152,710	Average Balance:	18,540
Minimum Balance:	(81,983)		

Observations

- Other includes the Septic Tank Phase-out project, Sale of Property, and change in receivable.
- Environmental Fund [Capital Projects] schedule is now included in the above Renewal and Replacement (R&R) schedule.

Water System - Construction / Bond Fund

For the Third Quarter Ending June 30, 2026

Definitions and Goals

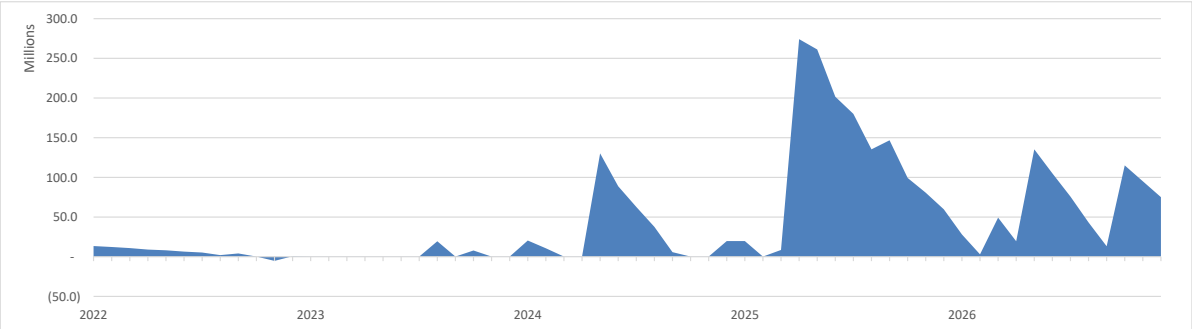
JEA maintains a senior and subordinated construction fund of which bonds proceeds are deposited and used for the payment of the costs of additions, extensions and improvements to the Water System.

Current Activity

(In Thousands)	Quarter-End	2026
Opening Balance	$ 105,078	$ 59,700
Additions:		
Bond Proceeds	-	397,100
Revolving credit facility	-	275,000
Other	732	1,861
Sub-total	$ 732	$ 673,962
Withdrawals:		
Allocation of Bond Proceeds	92,707	383,493
Repayment of Revolving credit facility	-	275,000
Sub-total	$ 92,707	$ 658,493
Ending Balance	$ 13,103	$ 75,169

Historical Activity

	2022	2023	2024	2025	2026
Opening Balance	$ 14,266	$ 646	$ 242	$ 19,770	$ 59,700
Additions:					
Bond Proceeds	7,304		206,622	495,000	397,100
Revolving credit facility		127,000	170,000	50,000	275,000
Other	-	-	2,197	4,555	1,861
Sub-total	$ 7,304	$ 127,000	$ 378,819	$ 549,555	$ 673,962
Withdrawals:					
Capital Expenditures	20,924	127,404	359,291	509,625	383,493
Repayment of Revolving credit facility					275,000
Other	-	-			
Sub-total	$ 20,924	$ 127,404	$ 359,291	$ 509,625	$ 658,493
Ending balance	$ 646	$ 242	$ 19,770	$ 59,700	$ 75,169



Maximum Balance:	274,170	Average Balance:	44,954
Minimum Balance:	(5,260)		

Observations

- JEA's philosophy has been to borrow bond funds on a "just-in-time" basis. Staff has used revolving credit facility borrowings and loans between capital funds to decrease borrowing costs.

Jacksonville

FY26 Jacksonville Small and Emerging Business (JSEB) SPEND

	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	YTD Totals
Prime	$1,314,162	$1,507,002	$1,258,105	$1,429,910	$929,554	$1,288,911	$2,149,652	$1,554,189	$1,569,822	$0	$0	$0	$13,001,307
Sub	$1,182,090	$1,198,415	$461,686	$939,595	$888,086	$1,053,058	$1,166,202	$1,945,722	$750,006	$213,682	$0	$0	$9,798,541
Total	$2,496,252	$2,705,417	$1,719,791	$2,369,504	$1,817,640	$2,341,969	$3,315,854	$3,499,911	$2,319,829	$213,682	$0	$0	$22,799,848
%	1.56%	1.69%	1.07%	1.48%	1.14%	1.46%	2.07%	2.19%	1.45%	0.13%	0.00%	0.00%	14.25%
	$6,921,460			$6,529,113			$9,135,593			$213,682			
	QTR1			QTR2			QTR3			QTR4			
	CUMULATIVE TOTAL			$13,450,572			$22,586,166			$22,799,848			

57% Prime Spend
43% Subcontractor Spend
71.25% of Spend Goal
14.25% of Available Spend

Meets = $32M: Exceeds > $32M

Available Spend = $160,000,000	JSEB Goal = $32,000,000	20.00%	
	Actual = $22,799,848	14.25%	71.25%
		of Available Spend	of Spend Goal

QTR	JSEB Qtrly Cumulative Spend	JSEB Spend Goal	JSEB Spend Stretch Goal
QTR1	$6,921,460	$32,000,000	$35,000,000
QTR2	$13,450,572	$32,000,000	$35,000,000
QTR3	$22,586,166	$32,000,000	$35,000,000
QTR4	$22,799,848	$32,000,000	$35,000,000

Month	New JSEB Vendors FY26 vs FY25
Oct-25	1
Nov-25	2
Dec-25	1
Jan-26	1
Feb-26	5
Mar-26	4
Apr-26	4
May-26	2
Jun-26	0
Jul-26	0
Aug-26	0
Sep-26	0
Total New JSEBs	20

JEA
Monthly Financial Statements
June 2026

Monthly Financial Statements

June 2026

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Statements of Net Position
(in thousands)

	June 2026 (unaudited)	September 2025
ASSETS		
Current assets:		
Cash and cash equivalents	$ 225,076	$ 316,166
Investments	203,095	103,966
Customer accounts receivable, net of allowance ($2,655 and $2,680, respectively)	288,917	263,538
Inventories:		
Materials and supplies	143,652	158,331
Fuel	40,695	46,942
Prepaid assets	30,456	33,677
Other current assets	16,889	38,460
Total current assets	**948,780**	**961,080**
Noncurrent assets:		
Restricted assets:		
Cash and cash equivalents	87,923	183,825
Investments	208,521	250,410
Other restricted assets	1,512	1,624
Total restricted assets	**297,956**	**435,859**
Costs to be recovered from future revenues	1,093,662	1,082,220
Hedging derivative instruments	41,966	58,775
Other noncurrent assets	75,876	74,394
Total noncurrent assets	**1,509,460**	**1,651,248**
Capital assets:		
Land and easements	238,316	237,993
Plant in service	14,925,775	14,200,087
Lease asset	93,313	93,313
Less accumulated depreciation	(9,470,936)	(9,158,810)
Plant in service, net	5,786,468	5,372,583
Construction work in progress	1,120,093	1,242,531
Net capital assets	**6,906,561**	**6,615,114**
Total assets	**9,364,801**	**9,227,442**
Deferred outflows of resources		
Unrealized pension contributions and losses	121,337	121,337
Accumulated decrease in fair value of hedging derivatives	27,212	11,082
Unamortized deferred losses on refundings	74,996	83,808
Unrealized asset retirement obligations	31,554	31,525
Unrealized OPEB contributions and losses	13,731	13,731
Total deferred outflows of resources	**268,830**	**261,483**
Total assets and deferred outflows of resources	**$ 9,633,631**	**$ 9,488,925**

Statements of Net Position (continued)
(in thousands)

	June 2026 (unaudited)	September 2025
LIABILITIES		
Current liabilities:		
Accounts and accrued expenses payable	$ 74,018	$ 89,606
Customer deposits and prepayments	102,667	108,420
Billings on behalf of state and local governments	32,560	30,294
Compensation and benefits payable	22,648	15,449
City of Jacksonville payable	15,108	11,590
Asset retirement obligations	2,350	3,172
Total current liabilities	249,351	258,531
Current liabilities payable from restricted assets:		
Debt due within one year	127,025	105,445
Interest payable	38,862	77,237
Construction contracts and accounts payable	68,278	165,702
Renewal and replacement reserve	11,145	9,365
Total current liabilities payable from restricted assets	245,310	357,749
Noncurrent liabilities:		
Long-term debt:		
Debt payable, less current portion	3,539,580	3,291,605
Unamortized premium, net	229,560	253,086
Total long-term debt	3,769,140	3,544,691
Net pension liability	878,778	878,778
Lease liability	84,899	84,899
Asset retirement obligations	29,204	28,353
Compensation and benefits payable	41,166	45,621
Other liabilities	77,969	67,101
Total noncurrent liabilities	4,881,156	4,649,443
Total liabilities	**5,375,817**	**5,265,723**
Deferred inflows of resources		
Revenues to be used for future costs	288,706	285,882
Accumulated increase in fair value of hedging derivatives	41,966	58,774
Unrealized OPEB gains	19,767	19,767
Unrealized pension gains	95,519	95,519
Total deferred inflows of resources	**445,958**	**459,942**
Net position		
Net investment in capital assets	3,318,100	3,166,224
Restricted for:		
Capital projects	16,519	104,136
Debt service	96,209	106,180
Other purposes	(3,531)	1,739
Unrestricted	384,559	384,981
Total net position	3,811,856	3,763,260
Total liabilities, deferred inflows of resources, and net position	**$ 9,633,631**	**$ 9,488,925**

Statements of Revenues, Expenses, and Changes in Net Position
(in thousands - unaudited)

	Month June		Year-to-Date June	
	2026	**2025**	**2026**	**2025**
Operating revenues				
Electric - base	$ 96,439	$ 92,076	$ 746,848	$ 708,584
Electric - fuel and purchased power	54,531	48,765	416,472	367,100
Water and sewer	47,960	46,798	422,127	391,339
District energy system	1,181	1,165	9,386	8,843
Other operating revenues	2,855	2,856	24,834	29,900
Total operating revenues	202,966	191,660	1,619,667	1,505,766
Operating expenses				
Operations and maintenance:				
Maintenance and other operating expenses	50,203	39,323	419,662	421,056
Fuel	36,433	36,563	291,450	251,166
Purchased power	33,033	42,560	309,279	318,515
Depreciation	36,077	33,273	327,911	303,787
State utility and franchise taxes	8,423	7,900	65,669	60,836
Recognition of deferred costs and revenues, net	11,697	(183)	32,093	9,391
Total operating expenses	175,866	159,436	1,446,064	1,364,751
Operating income	**27,100**	**32,224**	**173,603**	**141,015**
Nonoperating revenues (expenses)				
Interest on debt	(13,130)	(12,492)	(112,204)	(101,614)
Earnings from The Energy Authority	1,265	1,542	8,946	9,687
Allowance for funds used during construction	4,026	4,235	40,383	39,721
Other nonoperating income, net	475	500	4,180	4,560
Investment income	1,434	2,458	17,376	16,584
Other interest, net	(45)	(72)	(2,001)	(2,070)
Total nonoperating expenses, net	(5,975)	(3,829)	(43,320)	(33,132)
Income before contributions	**21,125**	**28,395**	**130,283**	**107,883**
Contributions (to) from				
General Fund, City of Jacksonville, Florida	(14,900)	(11,453)	(134,099)	(103,069)
Developers and other	22,511	22,132	143,817	135,750
Reduction of plant cost through contributions	(15,843)	(19,466)	(91,405)	(85,833)
Total contributions, net	**(8,232)**	**(8,787)**	**(81,687)**	**(53,152)**
Change in net position	12,893	19,608	48,596	54,731
Net position, beginning of period	3,798,963	3,690,230	3,763,260	3,655,107
Net position, end of period	**$ 3,811,856**	**$ 3,709,838**	**$ 3,811,856**	**$ 3,709,838**

Statement of Cash Flows
(in thousands - unaudited)

	Year-to-Date June 2026	Year-to-Date June 2025
Operating activities		
Receipts from customers	$ 1,561,822	$ 1,462,708
Payments to suppliers	(802,005)	(773,505)
Payments for salaries and benefits	(275,752)	(262,246)
Other operating activities	43,504	28,474
Net cash provided by operating activities	**527,569**	**455,431**
Noncapital and related financing activities		
Contribution to General Fund, City of Jacksonville, Florida	(130,651)	(93,561)
Net cash used in noncapital and related financing activities	**(130,651)**	**(93,561)**
Capital and related financing activities		
Acquisition and construction of capital assets	(716,142)	(582,473)
Defeasance of debt	-	(591,370)
Proceeds received from debt	-	1,047,675
Interest paid on debt	(164,643)	(131,987)
Repayment of debt principal	(105,445)	(106,305)
Capital contributions	52,412	49,916
Revolving credit agreement withdrawals	375,000	150,000
Revolving credit agreement repayments	-	(197,000)
Other capital financing activities	8,130	72,067
Net cash used in capital and related financing activities	**(550,688)**	**(289,477)**
Investing activities		
Proceeds from sale and maturity of investments	220,184	212,115
Purchase of investments	(279,725)	(252,385)
Distributions from The Energy Authority	7,303	8,231
Investment income	19,016	18,820
Net cash used in investing activities	**(33,222)**	**(13,219)**
Net change in cash and cash equivalents	(186,992)	59,174
Cash and cash equivalents at beginning of year	499,991	436,242
Cash and cash equivalents at end of period	**$ 312,999**	**$ 495,416**
Reconciliation of operating income to net cash provided by operating activities		
Operating income	$ 173,603	$ 141,015
Adjustments:		
Depreciation and amortization	327,911	303,787
Recognition of deferred costs and revenues, net	32,093	9,391
Other nonoperating income, net	(2,165)	(2,083)
Changes in noncash assets and noncash liabilities:		
Accounts receivable	(25,379)	(20,956)
Inventories	20,926	(5,597)
Other assets	(107,806)	16,498
Accounts and accrued expenses payable	11,792	21,871
Current liabilities payable from restricted assets	2,107	2,141
Other noncurrent liabilities and deferred inflows	94,487	(10,636)
Net cash provided by operating activities	**$ 527,569**	**$ 455,431**
Noncash activity		
Contribution of capital assets from developers	$ 91,405	$ 85,833
Unrealized investment fair market value changes, net	$ (2,300)	$ (2,712)

Combining Statement of Net Position
(in thousands - unaudited) June 2026

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Assets								
Current assets:								
Cash and cash equivalents	$ 192,527	$ 3,830	$ -	$ 196,357	26,804	$ 1,915	$ -	$ 225,076
Investments	200,747	2,348	-	203,095	-	-	-	203,095
Customer accounts receivable, net of allowance ($2,655)	222,109	-	-	222,109	66,420	388	-	288,917
Inventories:								
Materials and supplies	134,550	-	-	134,550	9,102	-	-	143,652
Fuel	40,695	-	-	40,695	-	-	-	40,695
Prepaid assets	29,606	-	-	29,606	838	12	-	30,456
Other current assets	10,219	38	(1,732)	8,525	32,000	-	(23,636)	16,889
Total current assets	**830,453**	**6,216**	**(1,732)**	**834,937**	**135,164**	**2,315**	**(23,636)**	**948,780**
Noncurrent assets:								
Restricted assets:								
Cash and cash equivalents	125	26,388	-	26,513	48,590	12,820	-	87,923
Investments	63,627	1,539	-	65,166	143,355	-	-	208,521
Other restricted assets	1,505	7	-	1,512	-	-	-	1,512
Total restricted assets	65,257	27,934	-	93,191	191,945	12,820	-	297,956
Costs to be recovered from future revenues	542,193	25,630	-	567,823	524,733	1,106	-	1,093,662
Hedging derivative instruments	41,966	-	-	41,966	-	-	-	41,966
Other noncurrent assets	45,973	29,252	-	75,225	108,563	-	(107,912)	75,876
Total noncurrent assets	**695,389**	**82,816**	**-**	**778,205**	**825,241**	**13,926**	**(107,912)**	**1,509,460**
Capital assets:								
Land and easements	139,205	6,660	-	145,865	89,400	3,051	-	238,316
Plant in service	6,935,666	1,316,043	-	8,251,709	6,595,147	78,919	-	14,925,775
Lease asset	93,313	-	-	93,313	-	-	-	93,313
Less accumulated depreciation	(4,748,887)	(1,315,735)	-	(6,064,622)	(3,360,206)	(46,108)	-	(9,470,936)
Plant in service, net	2,419,297	6,968	-	2,426,265	3,324,341	35,862	-	5,786,468
Construction work in progress	335,591	-	-	335,591	756,093	28,409	-	1,120,093
Net capital assets	2,754,888	6,968	-	2,761,856	4,080,434	64,271	-	6,906,561
Total assets	**4,280,730**	**96,000**	**(1,732)**	**4,374,998**	**5,040,839**	**80,512**	**(131,548)**	**9,364,801**
Deferred outflows of resources								
Unrealized pension contributions and losses	58,180	15,555	-	73,735	47,602	-	-	121,337
Accumulated decrease in fair value of hedging derivatives	27,212	-	-	27,212	-	-	-	27,212
Unamortized deferred losses on refundings	51,050	363	-	51,413	23,484	99	-	74,996
Unrealized asset retirement obligations	31,554	-	-	31,554	-	-	-	31,554
Unrealized OPEB contributions and losses	7,552	-	-	7,552	6,179	-	-	13,731
Total deferred outflows of resources	175,548	15,918	-	191,466	77,265	99	-	268,830
Total assets and deferred outflows of resources	**$ 4,456,278**	**$ 111,918**	**$ (1,732)**	**$ 4,566,464**	**$ 5,118,104**	**$ 80,611**	**$ (131,548)**	**$ 9,633,631**

Combining Statement of Net Position (continued)
(in thousands - unaudited) June 2026

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Liabilities								
Current liabilities:								
Accounts and accrued expenses payable	$ 84,344	$ 31	$ (31)	$ 84,344	$ 13,280	$ 30	$ (23,636)	$ 74,018
Customer deposits and prepayments	77,658	-	-	77,658	25,009	-	-	102,667
Billings on behalf of state and local governments	27,842	-	-	27,842	4,718	-	-	32,560
Compensation and benefits payable	15,017	-	-	15,017	7,574	57	-	22,648
City of Jacksonville payable	11,945	-	-	11,945	3,163	-	-	15,108
Asset retirement obligations	2,350	-	-	2,350	-	-	-	2,350
Total current liabilities	219,156	31	(31)	219,156	53,744	87	(23,636)	249,351
Current liabilities payable from restricted assets:								
Debt due within one year	57,905	17,565	-	75,470	49,490	2,065	-	127,025
Interest payable	15,658	386	-	16,044	22,002	816	-	38,862
Construction contracts and accounts payable	9,185	1,701	(1,701)	9,185	57,215	1,878	-	68,278
Renewal and replacement reserve	-	11,145	-	11,145	-	-	-	11,145
Total current liabilities payable from restricted assets	82,748	30,797	(1,701)	111,844	128,707	4,759	-	245,310
Noncurrent liabilities:								
Long-term debt:								
Debt payable, less current portion	1,408,005	25,735	-	1,433,740	2,043,875	61,965	-	3,539,580
Unamortized premium (discount), net	102,219	(28)	-	102,191	127,369	-	-	229,560
Total long-term debt	1,510,224	25,707	-	1,535,931	2,171,244	61,965	-	3,769,140
Net pension liability	483,328	-	-	483,328	395,450	-	-	878,778
Lease liability	84,899	-	-	84,899	-	-	-	84,899
Asset retirement obligations	29,204	-	-	29,204	-	-	-	29,204
Compensation and benefits payable	29,193	-	-	29,193	11,858	115	-	41,166
Other liabilities	185,881	-	-	185,881	-	-	(107,912)	77,969
Total noncurrent liabilities	2,322,729	25,707	-	2,348,436	2,578,552	62,080	(107,912)	4,881,156
Total liabilities	2,624,633	56,535	(1,732)	2,679,436	2,761,003	66,926	(131,548)	5,375,817
Deferred inflows of resources								
Revenues to be used for future costs	273,165	15,541	-	288,706	-	-	-	288,706
Accumulated increase in fair value of hedging derivatives	41,966	-	-	41,966	-	-	-	41,966
Unrealized OPEB gains	10,872	-	-	10,872	8,895	-	-	19,767
Unrealized pension gains	36,439	29,266	-	65,705	29,814	-	-	95,519
Total deferred inflows of resources	362,442	44,807	-	407,249	38,709	-	-	445,958
Net position								
Net investment in (divestment of) capital assets	1,258,936	(10,084)	-	1,248,852	2,069,679	(431)	-	3,318,100
Restricted for:								
Capital projects	(30,834)	-	-	(30,834)	36,897	10,456	-	16,519
Debt service	43,429	14,115	-	57,544	37,117	1,548	-	96,209
Other purposes	(2,820)	359	1,701	(760)	(2,771)	-	-	(3,531)
Unrestricted	200,492	6,186	(1,701)	204,977	177,470	2,112	-	384,559
Total net position	1,469,203	10,576	-	1,479,779	2,318,392	13,685	-	3,811,856
Total liabilities, deferred inflows of resources, and net position	**$ 4,456,278**	**$ 111,918**	**$ (1,732)**	**$ 4,566,464**	**$ 5,118,104**	**$ 80,611**	**$ (131,548)**	**$ 9,633,631**

Combining Statement of Net Position
(in thousands) September 2025

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Total JEA
Assets							
Current assets:							
Cash and cash equivalents	$ 291,563	$ 3,525	$ -	$ 295,088	$ 19,223	$ 1,855	$ 316,166
Investments	101,908	2,058	-	103,966	-	-	103,966
Customer accounts receivable, net of allowance ($2,680)	201,220	-	-	201,220	62,162	156	263,538
Inventories:							
Materials and supplies	2,550	-	-	2,550	155,781	-	158,331
Fuel	46,942	-	-	46,942	-	-	46,942
Prepaid assets	33,246	-	-	33,246	423	8	33,677
Other current assets	33,820	100	(1,454)	32,466	5,994	-	38,460
Total current assets	711,249	5,683	(1,454)	715,478	243,583	2,019	961,080
Noncurrent assets:							
Restricted assets:							
Cash and cash equivalents	125	30,000	-	30,125	129,750	23,950	183,825
Investments	170,376	943	-	171,319	79,091	-	250,410
Other restricted assets	1,615	9	-	1,624	-	-	1,624
Total restricted assets	172,116	30,952	-	203,068	208,841	23,950	435,859
Costs to be recovered from future revenues	546,202	38,298	-	584,500	496,712	1,008	1,082,220
Hedging derivative instruments	58,775	-	-	58,775	-	-	58,775
Other noncurrent assets	44,483	29,252	-	73,735	659	-	74,394
Total noncurrent assets	821,576	98,502	-	920,078	706,212	24,958	1,651,248
Capital assets:							
Land and easements	139,135	6,660	-	145,795	89,147	3,051	237,993
Plant in service	6,721,073	1,316,043	-	8,037,116	6,085,180	77,791	14,200,087
Lease Asset	93,313	-	-	93,313	-	-	93,313
Less accumulated depreciation	(4,583,636)	(1,315,428)	-	(5,899,064)	(3,216,101)	(43,645)	(9,158,810)
Plant in service, net	2,369,885	7,275	-	2,377,160	2,958,226	37,197	5,372,583
Construction work in progress	287,799	-	-	287,799	935,386	19,346	1,242,531
Net capital assets	2,657,684	7,275	-	2,664,959	3,893,612	56,543	6,615,114
Total assets	**4,190,509**	**111,460**	**(1,454)**	**4,300,515**	**4,843,407**	**83,520**	**9,227,442**
Deferred outflows of resources							
Unrealized pension contributions and losses	58,180	15,555	-	73,735	47,602	-	121,337
Accumulated decrease in fair value of hedging derivatives	11,082	-	-	11,082	-	-	11,082
Unamortized deferred losses on refundings	58,127	536	-	58,663	25,036	109	83,808
Unrealized asset retirement obligations	31,525	-	-	31,525	-	-	31,525
Unrealized OPEB contributions and losses	7,552	-	-	7,552	6,179	-	13,731
Total deferred outflows of resources	166,466	16,091	-	182,557	78,817	109	261,483
Total assets and deferred outflows of resources	**$ 4,356,975**	**$ 127,551**	**$ (1,454)**	**$ 4,483,072**	**$ 4,922,224**	**$ 83,629**	**$ 9,488,925**

Combining Statement of Net Position (continued)
(in thousands) September 2025

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Total JEA
Liabilities							
Current liabilities:							
Accounts and accrued expenses payable	$ 72,881	$ 80	$ (80)	$ 72,881	$ 16,671	$ 54	$ 89,606
Customer deposits and prepayments	83,332	-	-	83,332	25,088	-	108,420
Billings on behalf of state and local governments	25,972	-	-	25,972	4,322	-	30,294
Compensation and benefits payable	10,580	-	-	10,580	4,831	38	15,449
City of Jacksonville payable	8,264	-	-	8,264	3,326	-	11,590
Asset retirement obligations	3,172	-	-	3,172	-	-	3,172
Total current liabilities	204,201	80	(80)	204,201	54,238	92	258,531
Current liabilities payable from restricted assets:							
Debt due within one year	36,885	17,105	-	53,990	49,460	1,995	105,445
Interest payable	31,135	1,053	-	32,188	43,120	1,929	77,237
Construction contracts and accounts payable	50,676	1,374	(1,374)	50,676	112,437	2,589	165,702
Renewal and replacement reserve	-	9,365	-	9,365	-	-	9,365
Total current liabilities payable from restricted assets	118,696	28,897	(1,374)	146,219	205,017	6,513	357,749
Noncurrent liabilities:							
Long-term debt:							
Debt payable, less current portion	1,365,910	43,300	-	1,409,210	1,818,365	64,030	3,291,605
Unamortized premium (discount), net	115,668	(53)	-	115,615	137,473	(2)	253,086
Total long-term debt	1,481,578	43,247	-	1,524,825	1,955,838	64,028	3,544,691
Net pension liability	483,328	-	-	483,328	395,450	-	878,778
Lease Liability	84,899	-	-	84,899	-	-	84,899
Asset retirement obligations	28,353	-	-	28,353	-	-	28,353
Compensation and benefits payable	31,879	-	-	31,879	13,637	105	45,621
Other liabilities	67,101	-	-	67,101	-	-	67,101
Total noncurrent liabilities	2,177,138	43,247	-	2,220,385	2,364,925	64,133	4,649,443
Total liabilities	**2,500,035**	**72,224**	**(1,454)**	**2,570,805**	**2,624,180**	**70,738**	**5,265,723**
Deferred inflows of resources							
Revenues to be used for future costs	270,341	15,541	-	285,882	-	-	285,882
Accumulated increase in fair value of hedging derivatives	58,774	-	-	58,774	-	-	58,774
Unrealized OPEB gains	10,872	-	-	10,872	8,895	-	19,767
Unrealized pension gains	36,439	29,266	-	65,705	29,814	-	95,519
Total deferred inflows of resources	376,426	44,807	-	421,233	38,709	-	459,942
Net position							
Net investment in (divestment of) capital assets	1,172,836	(13,288)	-	1,159,548	2,017,628	(10,952)	3,166,224
Restricted for:							
Capital projects	65,478	-	-	65,478	18,632	20,026	104,136
Debt service	36,885	17,840	-	54,725	49,460	1,995	106,180
Other purposes	-	365	1,374	1,739	-	-	1,739
Unrestricted	205,315	5,603	(1,374)	209,544	173,615	1,822	384,981
Total net position	1,480,514	10,520	-	1,491,034	2,259,335	12,891	3,763,260
Total liabilities, deferred inflows of resources, and net position	**$ 4,356,975**	**$ 127,551**	**$ (1,454)**	**$ 4,483,072**	**$ 4,922,224**	**$ 83,629**	**$ 9,488,925**

Combining Statement of Revenues, Expenses, and Changes in Net Position
(in thousands - unaudited) for the month ended June 2026

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating revenues								
Electric - base	$ 97,692	$ -	$ -	$ 97,692	$ -	$ -	$ (1,253)	$ 96,439
Electric - fuel and purchased power	55,570	1,698	(1,698)	55,570	-	-	(1,039)	54,531
Water and sewer	-	-	-	-	48,028	-	(68)	47,960
District energy system	-	-	-	-	-	1,219	(38)	1,181
Other operating revenues	1,782	-	-	1,782	1,530	-	(457)	2,855
Total operating revenues	155,044	1,698	(1,698)	155,044	49,558	1,219	(2,855)	202,966
Operating expenses								
Operations and maintenance:								
Maintenance and other operating expenses	26,934	198	-	27,132	25,341	585	(2,855)	50,203
Fuel	36,433	-	-	36,433	-	-	-	36,433
Purchased power	34,731	-	(1,698)	33,033	-	-	-	33,033
Depreciation	18,595	34	-	18,629	17,175	273	-	36,077
State utility and franchise taxes	7,309	-	-	7,309	1,114	-	-	8,423
Recognition of deferred costs and revenues, net	10,016	1,396	-	11,412	284	1	-	11,697
Total operating expenses	134,018	1,628	(1,698)	133,948	43,914	859	(2,855)	175,866
Operating income	21,026	70	-	21,096	5,644	360	-	27,100
Nonoperating revenues (expenses)								
Interest on debt	(5,238)	(162)	-	(5,400)	(7,456)	(274)	-	(13,130)
Earnings from The Energy Authority	1,265	-	-	1,265	-	-	-	1,265
Allowance for funds used during construction	1,141	-	-	1,141	2,865	20	-	4,026
Other nonoperating income, net	222	10	-	232	243	-	-	475
Investment income	765	101	-	866	562	6	-	1,434
Other interest, net	(49)	-	-	(49)	4	-	-	(45)
Total nonoperating expenses, net	(1,894)	(51)	-	(1,945)	(3,782)	(248)	-	(5,975)
Income before contributions	19,132	19	-	19,151	1,862	112	-	21,125
Contributions (to) from								
General Fund, City of Jacksonville, Florida	(11,759)	-	-	(11,759)	(3,141)	-	-	(14,900)
Developers and other	185	-	-	185	22,326	-	-	22,511
Reduction of plant cost through contributions	(185)	-	-	(185)	(15,658)	-	-	(15,843)
Total contributions, net	(11,759)	-	-	(11,759)	3,527	-	-	(8,232)
Change in net position	7,373	19	-	7,392	5,389	112	-	12,893
Net position, beginning of period	1,461,830	10,557	-	1,472,387	2,313,003	13,573	-	3,798,963
Net position, end of period	**$ 1,469,203**	**$ 10,576**	**$ -**	**$ 1,479,779**	**$ 2,318,392**	**$ 13,685**	**$ -**	**$ 3,811,856**

Combining Statement of Revenues, Expenses, and Changes in Net Position (continued)
(in thousands - unaudited) for the month ended June 2025

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating revenues								
Electric - base	$ 93,355	$ -	$ -	$ 93,355	$ -	$ -	$ (1,279)	$ 92,076
Electric - fuel and purchased power	49,662	1,664	(1,664)	49,662	-	-	(897)	48,765
Water and sewer	-	-	-	-	46,864	-	(66)	46,798
District energy system	-	-	-	-	-	1,238	(73)	1,165
Other operating revenues	1,987	-	-	1,987	1,456	-	(587)	2,856
Total operating revenues	145,004	1,664	(1,664)	145,004	48,320	1,238	(2,902)	191,660
Operating expenses								
Operations and maintenance:								
Maintenance and other operating expenses	18,063	198	-	18,261	23,425	539	(2,902)	39,323
Fuel	36,563	-	-	36,563	-	-	-	36,563
Purchased power	44,224	-	(1,664)	42,560	-	-	-	42,560
Depreciation	18,150	34	-	18,184	14,819	270	-	33,273
State utility and franchise taxes	6,823	-	-	6,823	1,077	-	-	7,900
Recognition of deferred costs and revenues, net	(1,644)	1,357	-	(287)	103	1	-	(183)
Total operating expenses	122,179	1,589	(1,664)	122,104	39,424	810	(2,902)	159,436
Operating income	22,825	75	-	22,900	8,896	428	-	32,224
Nonoperating revenues (expenses)								
Interest on debt	(5,341)	(210)	-	(5,551)	(6,661)	(280)	-	(12,492)
Earnings from The Energy Authority	1,542	-	-	1,542	-	-	-	1,542
Allowance for funds used during construction	795	-	-	795	3,434	6	-	4,235
Other nonoperating income, net	284	14	-	298	202	-	-	500
Investment income	1,877	201	-	2,078	337	43	-	2,458
Other interest, net	(77)	-	-	(77)	5	-	-	(72)
Total nonoperating expenses, net	(920)	5	-	(915)	(2,683)	(231)	-	(3,829)
Income before contributions	21,905	80	-	21,985	6,213	197	-	28,395
Contributions (to) from								
General Fund, City of Jacksonville, Florida	(8,143)	-	-	(8,143)	(3,310)	-	-	(11,453)
Developers and other	1,707	-	-	1,707	20,425	-	-	22,132
Reduction of plant cost through contributions	(1,707)	-	-	(1,707)	(17,759)	-	-	(19,466)
Total contributions, net	(8,143)	-	-	(8,143)	(644)	-	-	(8,787)
Change in net position	13,762	80	-	13,842	5,569	197	-	19,608
Net position, beginning of period	1,432,763	10,381	-	1,443,144	2,235,181	11,905	-	3,690,230
Net position, end of period	**$ 1,446,525**	**$ 10,461**	**$ -**	**$ 1,456,986**	**$ 2,240,750**	**$ 12,102**	**$ -**	**$ 3,709,838**

Combining Statement of Revenues, Expenses, and Changes in Net Position
(in thousands - unaudited) for the 9 months ended June 2026

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating revenues								
Electric - base	$ 757,497	$ -	$ -	$ 757,497	$ -	$ -	$ (10,649)	$ 746,848
Electric - fuel and purchased power	424,658	15,401	(15,401)	424,658	-	-	(8,186)	416,472
Water and sewer	-	-	-	-	422,820	-	(693)	422,127
District energy system	-	-	-	-	-	9,882	(496)	9,386
Other operating revenues	15,813	-	-	15,813	13,436	-	(4,415)	24,834
Total operating revenues	1,197,968	15,401	(15,401)	1,197,968	436,256	9,882	(24,439)	1,619,667
Operating expenses								
Operations and maintenance:								
Maintenance and other operating expenses	222,646	1,780	-	224,426	215,221	4,454	(24,439)	419,662
Fuel	291,450	-	-	291,450	-	-	-	291,450
Purchased power	324,680	-	(15,401)	309,279	-	-	-	309,279
Depreciation	176,643	307	-	176,950	148,498	2,463	-	327,911
State utility and franchise taxes	56,177	-	-	56,177	9,492	-	-	65,669
Recognition of deferred costs and revenues, net	17,781	12,570	-	30,351	1,731	11	-	32,093
Total operating expenses	1,089,377	14,657	(15,401)	1,088,633	374,942	6,928	(24,439)	1,446,064
Operating income	108,591	744	-	109,335	61,314	2,954	-	173,603
Nonoperating revenues (expenses)								
Interest on debt	(45,214)	(1,454)	-	(46,668)	(63,067)	(2,469)	-	(112,204)
Earnings from The Energy Authority	8,946	-	-	8,946	-	-	-	8,946
Allowance for funds used during construction	9,603	-	-	9,603	30,658	122	-	40,383
Other nonoperating income, net	2,224	93	-	2,317	1,863	-	-	4,180
Investment income	12,392	673	-	13,065	4,124	187	-	17,376
Other interest, net	(2,030)	-	-	(2,030)	29	-	-	(2,001)
Total nonoperating expenses, net	(14,079)	(688)	-	(14,767)	(26,393)	(2,160)	-	(43,320)
Income before contributions	94,512	56	-	94,568	34,921	794	-	130,283
Contributions (to) from								
General Fund, City of Jacksonville, Florida	(105,823)	-	-	(105,823)	(28,276)	-	-	(134,099)
Developers and other	3,041	-	-	3,041	140,776	-	-	143,817
Reduction of plant cost through contributions	(3,041)	-	-	(3,041)	(88,364)	-	-	(91,405)
Total contributions, net	(105,823)	-	-	(105,823)	24,136	-	-	(81,687)
Change in net position	(11,311)	56	-	(11,255)	59,057	794	-	48,596
Net position, beginning of year	1,480,514	10,520	-	1,491,034	2,259,335	12,891	-	3,763,260
Net position, end of period	**$ 1,469,203**	**$ 10,576**	**$ -**	**$ 1,479,779**	**$ 2,318,392**	**$ 13,685**	**$ -**	**$ 3,811,856**

Combining Statement of Revenues, Expenses, and Changes in Net Position
(in thousands - unaudited) for the 9 months ended June 2025

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating revenues								
Electric - base	$ 719,241	$ -	$ -	$ 719,241	$ -	$ -	$ (10,657)	$ 708,584
Electric - fuel and purchased power	374,564	15,455	(15,455)	374,564	-	-	(7,464)	367,100
Water and sewer	-	-	-	-	391,835	-	(496)	391,339
District energy system	-	-	-	-	-	9,382	(539)	8,843
Other operating revenues	18,761	-	-	18,761	16,525	-	(5,386)	29,900
Total operating revenues	1,112,566	15,455	(15,455)	1,112,566	408,360	9,382	(24,542)	1,505,766
Operating expenses								
Operations and maintenance:								
Maintenance and other operating expenses	238,927	1,790	-	240,717	200,830	4,051	(24,542)	421,056
Fuel	251,166	-	-	251,166	-	-	-	251,166
Purchased power	333,970	-	(15,455)	318,515	-	-	-	318,515
Depreciation	166,478	307	-	166,785	134,583	2,419	-	303,787
State utility and franchise taxes	52,035	-	-	52,035	8,801	-	-	60,836
Recognition of deferred costs and revenues, net	(3,440)	12,212	-	8,772	609	10	-	9,391
Total operating expenses	1,039,136	14,309	(15,455)	1,037,990	344,823	6,480	(24,542)	1,364,751
Operating income	73,430	1,146	-	74,576	63,537	2,902	-	141,015
Nonoperating revenues (expenses)								
Interest on debt	(43,804)	(1,889)	-	(45,693)	(53,694)	(2,227)	-	(101,614)
Earnings from The Energy Authority	9,687	-	-	9,687	-	-	-	9,687
Allowance for funds used during construction	6,762	-	-	6,762	32,891	68	-	39,721
Other nonoperating income, net	2,599	122	-	2,721	1,839	-	-	4,560
Investment income	13,155	691	-	13,846	2,329	409	-	16,584
Other interest, net	(2,172)	-	-	(2,172)	102	-	-	(2,070)
Total nonoperating expenses, net	(13,773)	(1,076)	-	(14,849)	(16,533)	(1,750)	-	(33,132)
Income before contributions	59,657	70	-	59,727	47,004	1,152	-	107,883
Contributions (to) from								
General Fund, City of Jacksonville, Florida	(73,282)	-	-	(73,282)	(29,787)	-	-	(103,069)
Developers and other	4,151	-	-	4,151	131,599	-	-	135,750
Reduction of plant cost through contributions	(4,151)	-	-	(4,151)	(81,682)	-	-	(85,833)
Total contributions, net	(73,282)	-	-	(73,282)	20,130	-	-	(53,152)
Change in net position	(13,625)	70	-	(13,555)	67,134	1,152	-	54,731
Net position, beginning of year	1,460,150	10,391	-	1,470,541	2,173,616	10,950	-	3,655,107
Net position, end of period	**$ 1,446,525**	**$ 10,461**	**$ -**	**$ 1,456,986**	**$ 2,240,750**	**$ 12,102**	**$ -**	**$ 3,709,838**

Combining Statement of Cash Flows
(in thousands - unaudited) for the 9 months ended June 2026

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating activities								
Receipts from customers	$ 1,153,960	$ 15,401	$ (15,679)	$ 1,153,682	$ 418,512	$ 9,652	$ (20,024)	$ 1,561,822
Payments to suppliers	(714,367)	327	15,679	(698,361)	(124,413)	(3,670)	24,439	(802,005)
Payments for salaries and benefits	(187,360)	-	-	(187,360)	(87,609)	(783)	-	(275,752)
Other operating activities	37,412	(49)	-	37,363	10,556	-	(4,415)	43,504
Net cash provided by operating activities	289,645	15,679	-	305,324	217,046	5,199	-	527,569
Noncapital and related financing activities								
Contribution to General Fund, City of Jacksonville, Florida	(102,207)	-	-	(102,207)	(28,444)	-	-	(130,651)
Net cash used in noncapital and related financing activities	(102,207)	-	-	(102,207)	(28,444)	-	-	(130,651)
Capital and related financing activities								
Acquisition and construction of capital assets	(315,346)	-	-	(315,346)	(389,895)	(10,901)	-	(716,142)
Interest paid on debt	(66,785)	(1,825)	-	(68,610)	(92,473)	(3,560)	-	(164,643)
Repayment of debt principal	(36,885)	(17,105)	-	(53,990)	(49,460)	(1,995)	-	(105,445)
Capital contributions	-	-	-	-	52,412	-	-	52,412
Revolving credit agreement withdrawals	100,000	-	-	100,000	275,000	-	-	375,000
Other capital financing activities	5,560	143	-	5,703	2,427	-	-	8,130
Net cash used in capital and related financing activities	(313,456)	(18,787)	-	(332,243)	(201,989)	(16,456)	-	(550,688)
Investing activities								
Proceeds from sale and maturity of investments	178,334	-	-	178,334	41,850	-	-	220,184
Purchase of investments	(172,038)	(898)	-	(172,936)	(106,789)	-	-	(279,725)
Distributions from The Energy Authority	7,303	-	-	7,303	-	-	-	7,303
Investment income	13,383	699	-	14,082	4,747	187	-	19,016
Net cash provided by (used in) investing activities	26,982	(199)	-	26,783	(60,192)	187	-	(33,222)
Net change in cash and cash equivalents	(99,036)	(3,307)	-	(102,343)	(73,579)	(11,070)	-	(186,992)
Cash and cash equivalents at beginning of year	291,688	33,525	-	325,213	148,973	25,805	-	499,991
Cash and cash equivalents at end of period	**$ 192,652**	**$ 30,218**	**$ -**	**$ 222,870**	**$ 75,394**	**$ 14,735**	**$ -**	**$ 312,999**
Reconciliation of operating income to net cash provided by operating activities								
Operating income	$ 108,591	$ 744	$ -	$ 109,335	$ 61,314	$ 2,954	$ -	$ 173,603
Adjustments:								
Depreciation and amortization	176,643	307	-	176,950	148,498	2,463	-	327,911
Recognition of deferred costs and revenues, net	17,781	12,570	-	30,351	1,731	11	-	32,093
Other nonoperating income, net	(2,237)	-	-	(2,237)	72	-	-	(2,165)
Changes in noncash assets and noncash liabilities:								
Accounts receivable	(20,889)	-	-	(20,889)	(4,259)	(231)	-	(25,379)
Inventories	(125,753)	-	-	(125,753)	146,679	-	-	20,926
Other assets	27,083	-	-	27,083	(134,885)	(4)	-	(107,806)
Accounts and accrued expenses payable	12,171	(49)	-	12,122	(325)	(5)	-	11,792
Current liabilities payable from restricted assets	-	2,107	-	2,107	-	-	-	2,107
Other noncurrent liabilities and deferred inflows	96,255	-	-	96,255	(1,779)	11	-	94,487
Net cash provided by operating activities	$ 289,645	$ 15,679	$ -	$ 305,324	$ 217,046	$ 5,199	$ -	$ 527,569
Noncash activity								
Contribution of capital assets from developers	$ 3,041	$ -	$ -	$ 3,041	$ 88,364	$ -	$ -	$ 91,405
Unrealized investment fair market value changes, net	$ (1,614)	$ (12)	$ -	$ (1,626)	$ (674)	$ -	$ -	$ (2,300)

JEA

Combining Statement of Cash Flows
(in thousands - unaudited) for the 9 months ended June 2025

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating activities								
Receipts from customers	$ 1,083,601	$ 15,455	$ (15,753)	$ 1,083,303	$ 389,372	$ 9,189	$ (19,156)	$ 1,462,708
Payments to suppliers	(657,794)	355	15,753	(641,686)	(153,055)	(3,306)	24,542	(773,505)
Payments for salaries and benefits	(181,005)	-	-	(181,005)	(80,489)	(752)	-	(262,246)
Other operating activities	17,000	(58)	-	16,942	16,918	-	(5,386)	28,474
Net cash provided by operating activities	261,802	15,752	-	277,554	172,746	5,131	-	455,431
Noncapital and related financing activities								
Contribution to General Fund, City of Jacksonville, Florida	(67,130)	-	-	(67,130)	(26,431)	-	-	(93,561)
Net cash used in noncapital and related financing activities	(67,130)	-	-	(67,130)	(26,431)	-	-	(93,561)
Capital and related financing activities								
Acquisition and construction of capital assets	(205,211)	-	-	(205,211)	(371,505)	(5,757)	-	(582,473)
Defeasance of debt	(514,535)	-	-	(514,535)	(76,835)	-	-	(591,370)
Proceeds received from debt	472,830	-	-	472,830	532,845	42,000	-	1,047,675
Interest paid on debt	(55,986)	(2,457)	-	(58,443)	(71,765)	(1,779)	-	(131,987)
Repayment of debt principal	(32,515)	(16,445)	-	(48,960)	(55,415)	(1,930)	-	(106,305)
Capital contributions	-	-	-	-	49,916	-	-	49,916
Revolving credit agreement withdrawals	100,000	-	-	100,000	50,000	-	-	150,000
Revolving credit agreement repayments	-	-	-	-	(170,000)	(27,000)	-	(197,000)
Other capital financing activities	34,234	179	-	34,413	38,145	(491)	-	72,067
Net cash provided by (used in) capital and related financing activities	(201,183)	(18,723)	-	(219,906)	(74,614)	5,043	-	(289,477)
Investing activities								
Proceeds from sale and maturity of investments	173,182	667	-	173,849	38,266	-	-	212,115
Purchase of investments	(158,851)	(667)	-	(159,518)	(92,867)	-	-	(252,385)
Distributions from The Energy Authority	8,231	-	-	8,231	-	-	-	8,231
Investment income	13,825	736	-	14,561	3,850	409	-	18,820
Net cash provided by (used in) investing activities	36,387	736	-	37,123	(50,751)	409	-	(13,219)
Net change in cash and cash equivalents	29,876	(2,235)	-	27,641	20,950	10,583	-	59,174
Cash and cash equivalents at beginning of year	230,655	30,167	-	260,822	159,572	15,848	-	436,242
Cash and cash equivalents at end of period	$ 260,531	$ 27,932	$ -	$ 288,463	$ 180,522	$ 26,431	$ -	$ 495,416
Reconciliation of operating income to net cash provided by operating activities								
Operating income	$ 73,430	$ 1,146	$ -	$ 74,576	$ 63,537	$ 2,902	$ -	$ 141,015
Adjustments:								
Depreciation and amortization	166,478	307	-	166,785	134,583	2,419	-	303,787
Recognition of deferred costs and revenues, net	(3,440)	12,212	-	8,772	609	10	-	9,391
Other nonoperating income (loss), net	(2,185)	-	-	(2,185)	102	-	-	(2,083)
Changes in noncash assets and noncash liabilities:								
Accounts receivable	(18,623)	-	-	(18,623)	(2,140)	(193)	-	(20,956)
Inventories	12,114	-	-	12,114	(17,711)	-	-	(5,597)
Other assets	3,178	13,280	-	16,458	42	(2)	-	16,498
Accounts and accrued expenses payable	28,575	(57)	-	28,518	(6,625)	(22)	-	21,871
Current liabilities payable from restricted assets	-	2,141	-	2,141	-	-	-	2,141
Other noncurrent liabilities and deferred inflows	2,275	(13,277)	-	(11,002)	349	17	-	(10,636)
Net cash provided by operating activities	$ 261,802	$ 15,752	$ -	$ 277,554	$ 172,746	$ 5,131	$ -	$ 455,431
Noncash activity								
Contribution of capital assets from developers	$ 4,151	$ -	$ -	$ 4,151	$ 81,682	$ -	$ -	$ 85,833
Unrealized investment fair market value changes, net	$ (839)	$ (22)	$ -	$ (861)	$ (1,851)	$ -	$ -	$ (2,712)

Debt Service Coverage
June 2026
(unaudited)

	Month June		Year-to-Date June	
	2026	**2025**	**2026**	**2025**
Electric System				
Senior debt service coverage, (annual minimum 1.20x)	14.03 x	9.45 x	9.65 x	6.36 x
Senior and subordinated debt service coverage, (annual minimum 1.15x)	5.72 x	5.67 x	3.94 x	3.82 x
Bulk Power Supply System				
Debt service coverage, (annual minimum 1.15x)	3.84 x	4.83 x	3.38 x	3.03 x
St. Johns River Power Park, Second Resolution				
Debt service coverage, (annual minimum 1.15x)	1.18 x	1.18 x	1.15 x	1.15 x
Water and Sewer System				
Senior debt service coverage, (annual minimum 1.25x)	2.92 x	2.78 x	2.87 x	3.24 x
Senior and subordinated debt service coverage excluding capacity fees [1]	2.12 x	2.11 x	2.15 x	2.14 x
Senior and subordinated debt service coverage including capacity fees [1]	2.72 x	2.34 x	2.67 x	2.67 x
District Energy System				
Debt service coverage	1.44 x	1.67 x	1.41 x	1.85 x

[1] Annual minimum coverage is either 1.00x aggregate debt service and aggregate subordinated debt service (excluding capacity charges) or the sum of 1.00x aggregate debt service and 1.20x aggregate subordinated debt service (including capacity charges).

Fixed Charge Coverage
June 2026
(unaudited)

	Month June		Year-to-Date June	
	2026	**2025**	**2026**	**2025**
Electric System [2]	2.13 x	2.05 x	1.55 x	1.51 x
Water and Sewer System [3]	2.44 x	2.05 x	2.39 x	2.35 x

[2] Net Revenues plus JEA's share of SJRPP's, Bulk Power Supply System's, and MEAG Vogtle's debt service and FPL Scherer capacity payments less city contribution, divided by the sum of the adjusted debt service requirement and JEA's share of SJRPP's, Bulk Power Supply System's, and MEAG Vogtle's debt service and FPL Capacity payments.
[3] Net Revenues less city contribution, divided by the sum of the adjusted debt service requirement

Days of Liquidity
June 2026
(unaudited)

	Year-to-Date June	
	2026	**2025**
Electric System	123	207
Water and Sewer System	147	238

Electric System
Operating Statistics
June 2026 and 2025 (unaudited)

	Month			Year-to-Date		
	2026	2025	Variance	2026	2025	Variance
Electric revenues sales ($'000's):						
Residential	$ 84,558	$ 78,906	7.16%	$ 628,996	$ 574,594	9.47%
Commercial	46,309	41,756	10.90%	364,757	327,808	11.27%
Industrial	20,676	20,790	-0.55%	168,738	172,895	-2.40%
Public street lighting	1,427	1,319	8.19%	12,786	11,607	10.16%
Electric revenues - territorial	152,970	142,771	7.14%	1,175,277	1,086,904	8.13%
Sales for resale - off system	281	323	-13.00%	7,825	1,562	400.96%
Electric revenues	153,251	143,094	7.10%	1,183,102	1,088,466	8.69%
Regulatory	279	128	117.97%	1,077	7,569	-85.77%
Allowance for doubtful accounts	(268)	(205)	30.73%	(2,024)	(2,230)	-9.24%
Net Electric Revenues	$ 153,262	$ 143,017	7.16%	$ 1,182,155	$ 1,093,805	8.08%
MWh sales						
Residential	585,488	590,031	-0.77%	4,181,650	4,307,310	-2.92%
Commercial	408,383	382,878	6.66%	3,102,992	2,980,125	4.12%
Industrial	221,214	235,374	-6.02%	1,775,990	1,985,129	-10.54%
Public street lighting	4,768	4,578	4.15%	42,661	42,558	0.24%
Total MWh sales - territorial	1,219,853	1,212,861	0.58%	9,103,293	9,315,122	-2.27%
Sales for resale - off system	6,256	9,246	-32.34%	89,205	45,310	96.88%
Total MWh sales	1,226,109	1,222,107	0.33%	9,192,498	9,360,432	-1.79%
Average number of accounts						
Residential	483,973	479,460	0.94%	482,172	477,128	1.06%
Commercial	57,922	57,315	1.06%	57,732	57,134	1.05%
Industrial	147	208	-29.33%	154	208	-25.96%
Public street lighting	4,061	4,093	-0.78%	4,068	4,090	-0.54%
Total average accounts	546,103	541,076	0.93%	544,126	538,560	1.03%
Residential averages						
Revenue per account - $	174.72	164.57	6.17%	1,304.51	1,204.28	8.32%
kWh per account	1,209.75	1,231	-1.70%	8,673	9,028	-3.93%
Revenue per kWh - ¢	14.44	13.37	7.98%	15.04	13.34	12.76%
Degree days						
Heating degree days	-	-	-	1,119	1,128	(9)
Cooling degree days	500	519	(19)	1,519	1,715	(196)
Total degree days	500	519	(19)	2,638	2,843	(205)
Degree days - 30 year average		459			2,541	

Water and Sewer System
Operating Statistics
June 2026 and 2025 (unaudited)

	Month								
	Water			Sewer			Reuse		
	2026	2025	Variance	2026	2025	Variance	2026	2025	Variance
Revenues ($'000's):									
Residential	$ 10,577	$ 10,795	-2.02%	$ 14,710	$ 13,789	6.68%	$ 1,904	$ 1,830	4.04%
Commercial and industrial	5,581	5,571	0.18%	10,654	10,188	4.57%	879	790	11.27%
Irrigation	3,694	3,838	-3.75%				100	63	58.73%
Gross revenues	19,852	20,204	-1.74%	25,364	23,977	5.78%	2,883	2,683	7.45%
Allowance for doubtful accounts	(29)	-		(38)	-		(4)	-	
Net revenues	$ 19,823	$ 20,204	-1.89%	$ 25,326	$ 23,977	5.63%	$ 2,879	$ 2,683	7.31%
Kgal sales									
Residential	1,711,450	1,742,279	-1.77%	1,493,060	1,516,507	-1.55%	350,940	328,699	6.77%
Commercial and industrial	1,219,832	1,243,088	-1.87%	1,054,118	1,075,689	-2.01%	188,927	168,226	12.31%
Irrigation	532,617	591,762	-9.99%				72,258	48,088	50.26%
Total kgals sales	3,463,899	3,577,129	-3.17%	2,547,178	2,592,196	-1.74%	612,125	545,013	12.31%
Average number of accounts:									
Residential	344,765	340,366	1.29%	311,361	306,963	1.43%	30,980	29,707	4.29%
Commercial and industrial	28,099	27,877	0.80%	19,913	19,748	0.84%	1,179	1,114	5.83%
Irrigation	38,901	38,918	-0.04%				43	43	0.00%
Total average accounts	411,765	407,161	1.13%	331,274	326,711	1.40%	32,202	30,864	4.34%
Residential averages:									
Revenue per account - $	30.68	31.72	-3.28%	47.24	44.92	5.16%	61.46	61.60	-0.23%
Kgals per account	4.96	5.12	-3.13%	4.80	4.94	-2.83%	11.33	11.06	2.44%
Revenue per kgals - $	6.18	6.20	-0.32%	9.85	9.09	8.36%	5.43	5.57	-2.51%

	Year-to-Date								
	Water			Sewer			Reuse		
	2026	2025	Variance	2026	2025	Variance	2026	2025	Variance
Revenues ($'000's):									
Residential	$ 93,850	$ 86,969	7.91%	$ 132,026	$ 125,429	5.26%	$ 15,535	$ 15,310	1.47%
Commercial and industrial	50,210	41,163	21.98%	94,029	89,830	4.67%	6,103	5,940	2.74%
Irrigation	30,916	27,225	13.56%				709	321	120.87%
Gross revenues	174,976	155,357	12.63%	226,055	215,259	5.02%	22,347	21,571	3.60%
Allowance for doubtful accounts	(236)	(134)	76.12%	(295)	(199)	48.24%	(27)	(19)	42.11%
Net revenues	$ 174,740	$ 155,223	12.57%	$ 225,760	$ 215,060	4.98%	$ 22,320	$ 21,552	3.56%
Kgal sales									
Residential	14,999,721	15,033,552	-0.23%	13,162,913	13,314,398	-1.14%	2,731,476	2,683,153	1.80%
Commercial and industrial	10,558,551	10,664,554	-0.99%	9,271,991	9,381,762	-1.17%	1,268,129	1,252,460	1.25%
Irrigation	4,263,239	4,255,244	0.19%				516,056	350,102	47.40%
Total kgals sales	29,821,511	29,953,350	-0.44%	22,434,904	22,696,160	-1.15%	4,515,661	4,285,715	5.37%
Average number of accounts:									
Residential	343,073	338,646	1.31%	309,672	305,285	1.44%	30,580	29,161	4.87%
Commercial and industrial	28,003	27,808	0.70%	19,847	19,714	0.67%	1,154	1,078	7.05%
Irrigation	38,866	38,850	0.04%				43	43	0.00%
Total average accounts	409,942	405,304	1.14%	329,519	324,999	1.39%	31,777	30,282	4.94%
Residential averages:									
Revenue per account - $	273.56	256.81	6.52%	426.34	410.86	3.77%	508.01	525.02	-3.24%
Kgals per account	43.72	44.39	-1.51%	42.51	43.61	-2.52%	89.32	92.01	-2.92%
Revenue per kgals - $	6.26	5.78	8.30%	10.03	9.42	6.48%	5.69	5.71	-0.35%

	Month				Year-to-Date			
Rain statistics	2026	2025	Variance	30 Year Avg	2026	2025	Variance	30 Year Avg
Rainfall	5.42	3.92	1.50	7.60	22.67	26.28	(3.61)	32.19
Rain Days	13	16	(3)	14	60	79	(19)	73

Appendix

Schedule of Cash and Investments
(in thousands - unaudited) June 2026

	Electric System and Bulk Power Supply System	SJRPP System	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Total JEA
Unrestricted cash and investments						
Operations	$ 57,876	$ 3,224	$ 61,100	$ 6,619	$ 1,915	$ 69,634
Rate stabilization:						
Environmental	1,081	-	1,081	-	-	1,081
Purchased Power	246,000	-	246,000	-	-	246,000
Total rate stabilization funds	247,081	-	247,081	-	-	247,081
Customer deposits	58,766	-	58,766	20,185	-	78,951
General reserve	-	2,954	2,954	-	-	2,954
Self insurance reserve funds:						
Self funded health plan	19,551	-	19,551	-	-	19,551
Property insurance reserve	10,000	-	10,000	-	-	10,000
Total self insurance reserve funds	29,551	-	29,551	-	-	29,551
Total unrestricted cash and investments	$ 393,274	$ 6,178	$ 399,452	$ 26,804	$ 1,915	$ 428,171
Restricted assets						
Renewal and replacement funds	$ (32,464)	$ 11,145	$ (21,319)	$ 23,794	$ 72	$ 2,547
Debt service reserve account	39,824	1,922	41,746	98,699	-	140,445
Debt service funds	59,087	14,501	73,588	59,120	2,364	135,072
Construction funds	125	-	125	13,103	10,384	23,612
Subtotal	66,572	27,568	94,140	194,716	12,820	301,676
Unrealized holding gain (loss) on investments	(2,820)	47	(2,773)	(2,771)	-	(5,544)
Other funds	-	312	312	-	-	312
Total restricted cash and investments	$ 63,752	$ 27,927	$ 91,679	$ 191,945	$ 12,820	$ 296,444
Total cash and investments	**$ 457,026**	**$ 34,105**	**$ 491,131**	**$ 218,749**	**$ 14,735**	**$ 724,615**

Schedule of Cash and Investments
(in thousands - unaudited) September 2025

	Electric System and Bulk Power Supply System	SJRPP System	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Total JEA
Unrestricted cash and investments						
Operations	$ 57,575	$ 3,156	$ 60,731	$ 56	$ 1,855	$ 62,642
Rate stabilization:						
Environmental	2,158	-	2,158	-	-	2,158
Purchased Power	246,000	-	246,000	-	-	246,000
Total rate stabilization funds	248,158	-	248,158	-	-	248,158
Customer deposits	55,555	-	55,555	19,167	-	74,722
General reserve	-	2,427	2,427	-	-	2,427
Self insurance reserve funds:						
Self funded health plan	22,183	-	22,183	-	-	22,183
Property insurance reserve	10,000	-	10,000	-	-	10,000
Total self insurance reserve funds	32,183	-	32,183	-	-	32,183
Total unrestricted cash and investments	$ 393,471	$ 5,583	$ 399,054	$ 19,223	$ 1,855	$ 420,132
Restricted assets						
Renewal and replacement funds	$ 63,738	$ 9,365	$ 73,103	$ (41,068)	$ 5,248	$ 37,283
Debt service reserve account	39,824	2,320	42,144	99,726	-	141,870
Debt service funds	68,020	18,893	86,913	92,580	3,924	183,417
Construction funds	125	-	125	59,700	14,778	74,603
Subtotal	171,707	30,578	202,285	210,938	23,950	437,173
Unrealized holding gain (loss) on investments	(1,206)	53	(1,153)	(2,097)	-	(3,250)
Other funds	-	312	312	-	-	312
Total restricted cash and investments	$ 170,501	$ 30,943	$ 201,444	$ 208,841	$ 23,950	$ 434,235
Total cash and investments	**$ 563,972**	**$ 36,526**	**$ 600,498**	**$ 228,064**	**$ 25,805**	**$ 854,367**

Investment Portfolio Report
JUNE 2026
(unaudited)

Investment	Book Value	Yield	% Of Total
Treasuries	$ 79,937,822	3.75%	11.01%
Agencies			
Federal Farm Credit Bank	69,000,003	3.75%	9.50%
Federal Home Loan Bank	126,655,542	3.43%	17.44%
Federal National Mortgage Assoc.	5,018,750	4.48%	0.69%
Total	200,674,295	3.56%	27.63%
Municipal Bonds	80,198,294	4.08%	11.04%
Commercial Paper	56,239,785	3.98%	7.74%
U.S. Treasury Money Market Funds (1)	122,299,436	3.54%	16.84%
Agency Money Market Funds (2)	37,215,000	3.56%	5.12%
Florida Palm Fund	30,500,000	3.72%	4.20%
Florida Class Fund	30,000,000	3.71%	4.13%
Florida Prime Fund	79,500,000	3.83%	10.95%
Wells Fargo Bank Accounts (3)			
Electric, Scherer	4,996,315	0.60%	0.69%
SJRPP	2,103,646	0.60%	0.29%
Water & Sewer, DES	2,538,824	0.60%	0.35%
Total Portfolio	**$ 726,203,418**	**3.67%**	**100.00%**

Weighted Avg. Annual Yield Excluding Bank & Money Market Funds	3.75%
Investment Portfolio 12 Month Rolling Average	3.71%
Benchmark: 2 Year Treasury 12 Month Rolling Average	3.70%

Some investments listed above may be classified as Cash Equivalents on the Statements of Net Position in accordance with generally accepted accounting principles.

(1) Treasury Funds: Fidelity, Goldman Sachs, State Street
(2) Government Funds: State Street, Wells Fargo Allspring
(3) Month-end bank balances excluding sweep balances

Schedule of Outstanding Indebtedness
June 2026
(unaudited)

	Interest Rates	Principal Payment Dates	Par Amount Principal Outstanding	Current Portion of Long-Term Debt
Electric Enterprise				
Electric System				
Fixed Rate Senior	3.000-6.056%	2026-2044	$ 756,350,000	$ 10,300,000
Fixed Rate Subordinated	4.000-6.406%	2026-2039	420,975,000	44,505,000
Variable Rate Senior	2.600%	2030-2038	25,000,000	-
Other Obligations	3.826%	2029	247,000,000	-
Total Electric System	4.113% (wtd avg)	2026-2044	1,449,325,000	54,805,000
Bulk Power Supply System				
Fixed Rate Senior	5.920%	2026-2030	16,585,000	3,100,000
St. Johns River Power Park				
Fixed Rate Senior	3.000-5.450%	2026-2028	43,300,000	17,565,000
Total Electric Enterprise	4.090% (wtd avg)	2026-2044	1,509,210,000	75,470,000
Water and Sewer System				
Fixed Rate Senior	3.000-6.310%	2026-2055	1,624,855,000	45,105,000
Fixed Rate Subordinated	4.000-5.000%	2026-2040	51,155,000	2,460,000
Variable Rate Senior	2.586%	2028-2042	51,820,000	-
Variable Rate Subordinated	2.477-2.698%	2026-2038	90,535,000	1,925,000
Other Obligations	3.83%	2029	275,000,000	-
Total Water and Sewer System	4.397% (wtd avg)	2026-2055	2,093,365,000	49,490,000
District Energy System				
Fixed Rate Senior	3.694-5.601%	2026-2055	64,030,000	2,065,000
Total District Energy System	5.407% (wtd avg)	2026-2055	64,030,000	2,065,000
Total JEA	**4.287% (wtd avg)**	**2026-2055**	**$ 3,666,605,000**	**$ 127,025,000**

Debt Ratio
(unaudited)

	Current YTD
Electric Enterprise	44.4%
Water and Sewer System	47.1%

Electric System
Production Statistics
June 2026 and 2025 (unaudited)

	Month		Year-to-Date	
	2026	**2025**	**2026**	**2025**
Generated power:				
Steam:				
Fuel oil #6				
Fuel expense	$ 130,950	$ (3,698)	$ 4,219,004	$ 138,939
Barrels consumed	1,171	(33)	37,729	1,243
$/ per barrel consumed	$ 111.83	$ 112.05	$ 111.82	$ 111.78
kWh generated (1)	12,959	-	22,049,943	394,042
Cost per MWh	$ 10,104.93	$ -	$ 191.34	$ 352.60
Natural gas units #1-3				
Fuel expense - variable	$ 7,081,307	$ 7,881,654	$ 63,068,187	$ 21,625,584
MMBTUs consumed	1,993,599	2,106,914	14,935,415	6,607,438
$/ per MMBTU consumed	$ 3.55	$ 3.74	$ 4.22	$ 3.27
kWh generated (1)	172,873,213	185,355,760	1,317,045,350	560,465,340
Cost per MWh	$ 40.96	$ 42.52	$ 47.89	$ 38.59
Biomass units #1-2				
Fuel expense	$ 117,772	$ 63,444	$ 537,956	$ 777,737
kWh generated	3,439,280	1,495,829	16,825,727	24,982,529
Cost per MWh	$ 34.24	$ 42.41	$ 31.97	$ 31.13
Coal				
Fuel expense	$ 1,366,875	$ 2,596,538	$ 9,416,865	$ 18,698,767
kWh generated	31,043,040	40,095,862	226,419,708	180,611,321
Cost per MWh	$ 44.03	$ 64.76	$ 41.59	$ 103.53
Pet coke and limestone				
Fuel expense	$ 8,125,664	$ 5,989,228	$ 33,547,084	$ 28,828,111
kWh generated	143,746,887	113,696,889	636,530,059	534,798,422
Cost per MWh	$ 56.53	$ 52.68	$ 52.70	$ 53.90
Combustion turbine:				
Fuel oil #2				
Fuel expense	$ 191,925	$ 365,457	$ 6,449,641	$ 4,142,722
Barrels consumed	949	2,878	59,333	35,967
$/ per barrel consumed	$ 202.24	$ 126.98	$ 108.70	$ 115.18
kWh generated	207,505	400,631	26,239,665	15,957,467
Cost per MWh	$ 924.92	$ 912.20	$ 245.80	$ 259.61
Natural gas (includes landfill)				
Fuel expense Kennedy & landfill - variable	$ 565,069	$ 1,388,678	$ 4,027,624	$ 13,954,238
MMBTUs consumed	160,461	371,658	1,018,741	3,660,330
$/ per MMBTU consumed	$ 3.52	$ 3.74	$ 3.95	$ 3.81
kWh generated (1)	19,037,405	32,922,398	91,300,412	318,268,282
Cost per MWh	$ 29.68	$ 42.18	$ 44.11	$ 43.84
Fuel expense BB simple - variable	$ 1,019,389	$ 1,028,736	$ 7,133,548	$ 13,325,965
MMBTUs consumed	$ 340,743	339,553	2,105,372	3,940,554
$/ per MMBTU consumed	$ 2.99	$ 3.03	$ 3.39	$ 3.38
kWh generated (1)	27,486,007	29,943,500	184,538,837	338,253,003
Cost per MWh	$ 37.09	$ 34.36	$ 38.66	$ 39.40
Fuel expense BB combined - variable	$ 9,010,171	$ 9,276,452	$ 102,502,292	$ 85,874,728
MMBTUs consumed	2,777,621	2,726,747	24,438,272	24,133,587
$/ per MMBTU consumed	$ 3.24	$ 3.40	$ 4.19	$ 3.56
kWh generated (1)	396,376,369	386,485,042	3,476,167,481	3,430,593,346
Cost per MWh	$ 22.73	$ 24.00	$ 29.49	$ 25.03
Fuel expense GEC simple - variable	$ 3,181,019	$ 2,072,693	$ 14,631,305	$ 22,647,323
MMBTUs consumed	787,174	498,996	3,496,733	5,579,034
$/ per MMBTU consumed	$ 4.04	$ 4.15	$ 4.18	$ 4.06
kWh generated	71,334,707	43,590,030	312,782,206	480,830,856
Cost per MWh	$ 44.59	$ 47.55	$ 46.78	$ 47.10
Natural gas expense - fixed	$ 3,461,415	$ 3,204,015	$ 28,200,842	$ 27,804,117
Total generated power:				
Fuel expense	$ 34,251,556	$ 33,863,196	$ 273,734,346	$ 237,818,231
kWh generated	865,557,372	833,985,941	6,309,899,388	5,885,154,608
Cost per MWh	**$ 39.57**	**$ 40.60**	**$ 43.38**	**$ 40.41**

(1) Allocation of kWh generated is based upon a ratio of gas MBTU's (adjusted to oil equivalent - 95.5%) and oil MBTU's.

Electric System
Production Statistics (Continued)
June 2026 and 2025 (unaudited)

	Month		Year-to-Date	
	2026	2025	2026	2025
Cost of fuels				
Natural gas	$ 24,318,369	$ 24,852,227	$ 219,563,797	$ 185,231,955
Petcoke	8,125,664	5,989,228	33,547,084	28,828,111
Coal	1,366,875	2,596,538	9,416,865	18,698,767
Fuel oil #2	191,925	365,457	6,449,641	4,142,722
Fuel oil #6	130,950	(3,698)	4,219,004	138,939
Biomass	117,772	63,444	537,956	777,737
Total	$ 34,251,556	$ 33,863,196	$ 273,734,346	$ 237,818,231
Purchased power:				
FPL				
Purchases	$ 7,911,768	$ 5,016,409	$ 55,126,683	$ 48,337,604
kWh purchased	173,710,000	110,705,000	1,112,665,000	1,140,669,000
Cost per MWh	$ 45.55	$ 45.31	$ 49.54	$ 42.38
Plant Vogtle				
kWh Purchased	148,460,000	147,710,000	1,251,910,000	1,101,185,000
Fixed Costs				
Purchases	$ 18,150,583	$ 18,905,022	$ 145,571,365	$ 142,833,480
Cost per MWh	$ 122.26	$ 127.99	$ 116.28	$ 129.71
Fuel				
Purchases	$ 1,230,270	$ 3,758,978	$ 13,110,791	$ 15,316,956
Cost per MWh	$ 8.29	$ 25.45	$ 10.47	$ 13.91
Plant Scherer				
Purchases	$ 1,427,785	$ 1,569,870	$ 9,865,331	$ 9,910,176
SJRPP				
Purchases	$ 1,698,745	$ 1,664,659	$ 15,401,289	$ 15,455,420
TEA Solar				
Purchases	$ 1,900,767	$ 1,881,519	$ 15,682,970	$ 15,058,628
kWh purchased	35,190,000	35,310,000	284,561,000	281,435,000
Cost per MWh	$ 54.01	$ 53.29	$ 55.11	$ 53.51
TEA & other				
Purchases	$ 3,838,118	$ 12,998,024	$ 79,786,801	$ 96,968,188
kWh purchased	61,105,451	166,965,975	604,590,502	1,311,182,417
Cost per MWh	$ 62.81	$ 77.85	$ 131.97	$ 73.95
Purchases	$ 36,158,035	$ 45,794,481	$ 334,545,229	$ 343,880,453
kWh purchased	418,465,451	460,690,975	3,253,726,502	3,834,471,417
Cost per MWh	$ 86.41	$ 99.40	$ 102.82	$ 89.68
Subtotal - generated and purchased power:	$ 70,409,591	$ 79,657,677	$ 608,279,575	$ 581,698,684
Fuel interchange sales	(280,426)	(322,562)	(7,824,595)	(1,749,198)
Earnings of The Energy Authority	(1,237,580)	(1,538,991)	(8,641,882)	(9,296,214)
EPA Allowance Purchases	-	-	(24,000)	(22,500)
Realized and Unrealized (Gains) Losses	81,344	(510,266)	(6,739,371)	(3,000,997)
Fuel procurement and handling	1,505,861	2,258,612	13,669,567	12,684,171
Byproduct reuse	594,771	951,240	10,809,626	3,687,266
Total generated and net purchased power:				
Cost, net	71,073,560	80,495,709	609,528,919	584,001,212
kWh generated and purchased	1,284,022,823	1,294,676,916	9,563,625,890	9,719,626,025
Cost per MWh	$ 55.35	$ 62.17	$ 63.73	$ 60.08
Reconciliation:				
Generated and purchased power per above	$ 71,073,559	55.35	$ 609,528,919	63.73
SJRPP debt service	$ (1,500,981)	(1.17)	$ (13,621,416)	(1.42)
SJRPP R & R	$ (197,764)	(0.15)	$ (1,779,873)	(0.19)
Scherer power production	$ (553,762)	(0.43)	$ (3,308,813)	(0.35)
Scherer R & R	$ (874,022)	(0.68)	$ (6,556,517)	(0.69)
MEAG Debt Service	$ (18,150,583)	(14.14)	$ (145,571,365)	(15.22)
MEAG-Prepaid Fuel	$ (151,162)	(0.12)	$ (578,371)	(0.06)
MEAG-Plant Vogtle Buyer's Additional Compensation	$ -	-	$ (2,038,601)	(0.21)
FPL Capacity	$ (1,960,000)	(1.53)	$ (13,160,000)	(1.38)
TEA Solar Capacity	$ (505,866)	(0.39)	$ (4,402,255)	(0.46)
TEA and Other Capacity	$ (1,550,611)	(1.21)	$ (16,365,860)	(1.71)
Rounding	$ (1)		$ 1	
Energy expense per budget page	$ 45,628,808	$ 35.54	$ 402,145,848	$ 42.05

Electric System		Month			Prior Year Month	
Budget vs. Actual	**Annual Budget**	**Budget**	**Actual**	**Variance**	**Actual**	**Variance**
June 2026 and 2025 (unaudited)	**2025-26**	**2025-26**	**2025-26**	**%**	**2024-25**	**%**
Fuel related Revenues & Expenses						
Fuel Rate Revenues	$ 550,877,850	$ 50,332,583	$ 55,391,129	10.05%	$ 49,413,558	12.10%
Fuel Expense and Purchased Power:						
Fuel Expense - Electric System	404,518,873	37,094,781	36,433,531		36,562,781	
Other Purchased Power	145,204,558	13,132,326	9,195,277		14,737,343	
Subtotal Energy Expense	549,723,431	50,227,107	45,628,808	9.16%	51,300,124	11.06%
Transfer to (from) Other Regulatory Funds,	-	-	9,660,767		(1,960,884)	
Fuel Related Uncollectibles	1,154,419	105,476	101,554		74,318	
Total	550,877,850	50,332,583	55,391,129	-10.05%	49,413,558	-12.10%
Fuel Balance	**-**	**-**	**-**		**-**	
Nonfuel related Revenues						
Base Rate Revenues	1,001,043,754	93,029,075	90,284,989		86,547,474	
Investment Income	15,070,053	1,335,893	1,521,653		1,787,526	
Natural Gas Revenue Pass Through	2,238,064	186,505	113,448		85,182	
Other Revenues	26,089,551	2,174,129	2,051,439		2,240,237	
Total Nonfuel related Revenues	1,044,441,422	96,725,602	93,971,529	-2.85%	90,660,419	3.65%
Nonfuel related Expenses						
Non-Fuel O&M	320,815,257	23,256,666	23,605,370		22,675,557	
DSM / Conservation O&M	-	-	-		647,518	
Environmental O&M	1,886,970	157,714	278,773		128,110	
Rate Stabilization - Environmental	(1,886,970)	(157,714)	(278,773)		(128,110)	
Natural Gas Expense Pass Through	2,347,290	194,836	107,865		108,942	
Debt Principal - Electric System	54,805,000	4,567,083	4,567,083		2,815,000	
Debt Interest - Electric System	74,790,288	7,140,280	5,832,929		5,823,562	
R&R - Electric System	80,299,650	6,691,638	6,691,638		6,076,296	
Operating Capital Outlay	165,154,415	50,000,000	50,000,000		20,000,000	
City Contribution Expense	141,096,681	11,758,057	11,758,057		7,399,450	
Taxes & Uncollectibles	2,260,208	188,351	192,531		150,600	
Nonfuel Purchased Power:						
* SJRPP D/S Principal	17,565,000	1,463,750	1,463,750		1,425,417	
* SJRPP D/S Interest	1,543,618	128,635	118,359		162,192	
** Other Non-Fuel Purchased Power	183,764,015	23,391,959	24,047,253		25,958,984	
Total Nonfuel Expenses	1,044,441,422	128,781,255	128,384,835	0.31%	93,243,518	-37.69%
Non-Fuel Balance	**-**	**(32,055,653)**	**(34,413,306)**		**(2,583,099)**	
Total Balance	**$ -**	**$ (32,055,653)**	**$ (34,413,306)**		**$ (2,583,099)**	
Total Revenues	1,595,319,272	147,058,185	149,362,658	1.57%	140,073,977	6.63%
Total Expenses	1,595,319,272	179,113,838	183,775,964	-2.60%	142,657,076	-28.82%
KWH Sold - Territorial	13,125,000,000	1,219,733,517	1,219,852,159	0.01%	1,212,861,065	0.58%
KWH Sold - Off System	-	-	6,256,000		9,246,000	
KWH Sold - Total	**13,125,000,000**	**1,219,733,517**	**1,226,108,159**	**0.52%**	**1,222,107,065**	**0.33%**

* Gross debt service

** Includes transmission capacity, SJRPP and Scherer R & R, O & M and Investment Income.

JEA

Electric System		Year-to-Date			Prior Year-to-Date	
Budget vs. Actual	**Annual Budget**	**Budget**	**Actual**	**Variance**	**Actual**	**Variance**
June 2026 and 2025 (unaudited)	**2025-26**	**2025-26**	**2025-26**	**%**	**2024-25**	**%**
Fuel related Revenues & Expenses						
Fuel Rate Revenues	$ 550,877,850	$ 374,009,733	$ 417,592,971	11.65%	$ 373,725,644	11.74%
Fuel Expense and Purchased Power:						
Fuel Expense - Electric System	404,518,873	275,652,685	291,450,168		251,166,171	
Other Purchased Power	145,204,558	97,573,274	110,695,680		127,852,267	
Subtotal Energy Expense	549,723,431	373,225,959	402,145,848	-7.75%	379,018,438	-6.10%
Transfer to (from) Other Regulatory Funds,	-	-	14,687,597		(6,204,038)	
Fuel Related Uncollectibles	1,154,419	783,774	759,526		911,244	
Total	550,877,850	374,009,733	417,592,971	-11.65%	373,725,644	-11.74%
Fuel Balance	**-**	**-**	**-**		**-**	
Nonfuel related Revenues						
Base Rate Revenues	1,001,043,754	702,192,714	701,635,036		661,065,015	
Conservation Charge Revenue	-	-	226		-	
Environmental Charge Revenue	-	-	3		-	
Investment Income	15,070,053	11,248,573	14,006,912		13,994,722	
Natural Gas Revenue Pass Through	2,238,064	1,678,548	1,229,711		1,033,759	
Other Revenues	26,089,551	19,567,163	18,573,472		82,761,119	
Total Nonfuel related Revenues	1,044,441,422	734,686,998	735,445,360	0.10%	758,854,615	-3.08%
Nonfuel related Expenses						
Non-Fuel O&M	320,815,257	231,570,502	215,560,443		207,107,341	
DSM / Conservation O&M	-	-	-		5,870,249	
Environmental O&M	1,886,970	1,419,128	1,076,942		6,522,219	
Rate Stabilization - DSM	-	-	-		(937,039)	
Rate Stabilization - Environmental	(1,886,970)	(1,419,128)	(1,076,939)		(6,631,761)	
Natural Gas Expense Pass Through	2,347,290	1,756,153	1,417,550		1,230,242	
Debt Principal - Electric System	54,805,000	41,103,750	41,103,750		25,335,000	
Debt Interest - Electric System	74,790,288	55,767,403	50,571,457		48,272,916	
R&R - Electric System	80,299,650	60,224,738	60,224,738		54,686,662	
Operating Capital Outlay	165,154,415	50,000,000	50,000,000		96,419,684	
City Contribution Expense	141,096,681	105,822,511	105,822,511		66,595,048	
Taxes & Uncollectibles	2,260,208	1,695,156	1,420,559		1,502,794	
Nonfuel Purchased Power:						
* SJRPP D/S Principal	17,565,000	13,173,750	13,173,750		12,828,750	
* SJRPP D/S Interest	1,543,618	1,157,713	1,065,232		1,459,727	
** Other Non-Fuel Purchased Power	183,764,015	192,591,401	193,396,726		189,382,196	
Total Nonfuel Expenses	1,044,441,422	754,863,077	733,756,719	2.80%	709,644,028	-3.40%
Non-Fuel Balance	**-**	**(20,176,079)**	**1,688,641**		**49,210,587**	
Total Balance	**$ -**	**$ (20,176,079)**	**$ 1,688,641**		**$ 49,210,587**	
Total Revenues	1,595,319,272	1,108,696,731	1,153,038,331	4.00%	1,132,580,259	1.81%
Total Expenses	1,595,319,272	1,128,872,810	1,151,349,690	-1.99%	1,083,369,672	-6.27%
KWH Sold - Territorial	13,125,000,000	9,206,669,904	9,103,292,557	-1.12%	9,315,121,776	-2.27%
KWH Sold - Off System	-	-	89,205,000		45,310,000	
KWH Sold - Total	**13,125,000,000**	**9,206,669,904**	**9,192,497,557**	**-0.15%**	**9,360,431,776**	**-1.79%**

* Gross debt service
** Includes transmission capacity, SJRPP and Scherer R & R, O & M and Investment Income.

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Water and Sewer System		Month			Prior Year Month	
Budget vs. Actual June 2026 and 2025 (unaudited)	Annual Budget 2025-26	Budget 2025-26	Actual 2025-26	Variance %	Actual 2024-25	Variance %
Revenues						
Water & Sewer Revenues	$ 574,055,811	$ 50,625,136	$ 46,984,838		$ 45,743,460	
Capacity & Extension Fees	91,190,222	11,553,485	6,668,323		2,665,530	
Investment Income	6,946,818	647,167	586,377		449,676	
Other Income	86,856,263	31,808,007	31,773,101		8,701,202	
Total Revenue	759,049,114	94,633,795	86,012,639	-9.11%	57,559,868	49.43%
Expenses						
O & M Expenses	292,299,615	22,829,617	23,666,195		22,464,755	
Normandy Village Utility O&M	-	-	210,453		-	
Debt Principal - Water & Sewer	49,490,000	4,124,167	4,124,167		4,278,125	
Debt Interest - Water & Sewer	112,505,100	9,375,425	8,377,167		7,677,932	
R&R - Water & Sewer	31,236,150	2,603,013	2,603,013		2,593,513	
Operating Capital Outlay	139,640,970	30,000,000	30,000,000		7,000,000	
Operating Capital Outlay - Capacity/Extension	91,190,222	11,553,485	6,668,323		2,665,530	
City Contribution Expense	37,702,060	3,141,838	3,141,838		3,007,653	
Uncollectibles & Fees	1,033,300	86,108	(377,897)		2,765	
Interlocal Agreements	3,951,697	-	-		-	
Total Expenses	759,049,114	83,713,653	78,413,259	6.33%	49,690,273	-57.80%
Total Balance	$ -	$ 10,920,142	$ 7,599,380		$ 7,869,595	
Sales kgals						
Water	42,458,252	3,863,905	3,463,899	-10.35%	3,577,129	-3.17%
Sewer	38,253,941	3,338,873	3,159,303	-5.38%	3,137,209	0.70%
Total	**80,712,193**	**7,202,778**	**6,623,202**	**-8.05%**	**6,714,338**	**-1.36%**

		Year-To-Date			Prior Year to Date	
Budget vs. Actual June 2026 and 2025 (unaudited)	Annual Budget 2025-26	Budget 2025-26	Actual 2025-26	Variance %	Actual 2024-25	Variance %
Revenues						
Water & Sewer Revenues	$ 574,055,811	$ 426,242,436	$ 413,913,748		$ 383,930,380	
Capacity & Extension Fees	91,190,222	66,498,492	52,412,104		49,916,295	
Investment Income	6,946,818	4,816,184	4,797,439		4,179,293	
Other Income	86,856,263	77,972,643	75,269,227		47,229,974	
Total Revenue	759,049,114	575,529,755	546,392,518	-5.06%	485,255,942	12.60%
Expenses						
O & M Expenses	292,299,615	212,523,561	210,830,624		194,646,764	
Normandy Village Utility O&M	-	-	1,857,779		-	
Debt Principal - Water & Sewer	49,490,000	37,117,500	37,117,500		37,756,878	
Debt Interest - Water & Sewer	112,505,100	84,378,825	71,355,338		62,273,755	
Rate Stabilization - Environmental	-	-	-		(42,663)	
R&R - Water & Sewer	31,236,150	23,427,113	23,427,113		23,341,613	
Operating Capital Outlay	139,640,970	60,000,000	60,000,000		30,000,000	
Operating Capital Outlay - Capacity/Extension	91,190,222	66,498,492	52,412,104		49,916,295	
Operating Capital Outlay - Environmental	-	-	-		42,663	
City Contribution Expense	37,702,060	28,276,545	28,276,545		27,068,873	
Uncollectibles & Fees	1,033,300	774,975	171,960		547,081	
Interlocal Agreements	3,951,697	3,951,697	4,201,583		3,753,324	
Total Expenses	759,049,114	516,948,708	489,650,546	5.28%	429,304,583	-14.06%
Total Balance	$ -	$ 58,581,047	$ 56,741,972		$ 55,951,359	
Sales kgals						
Water	42,458,252	31,464,788	29,821,511	-5.22%	29,953,350	-0.44%
Sewer	38,253,941	28,359,223	26,950,565	-4.97%	26,981,875	-0.12%
Total	**80,712,193**	**59,824,011**	**56,772,076**	**-5.10%**	**56,935,225**	**-0.29%**

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District Energy System		Month			Prior Year Month	
Budget vs. Actual **June 2026 and 2025 (unaudited)**	**Annual Budget 2025-26**	**Budget 2025-26**	**Actual 2025-26**	**Variance %**	**Actual 2024-25**	**Variance %**
Revenues						
Revenues	$ 14,851,693	$ 1,260,323	$ 1,219,597		$ 1,238,059	
Other Revenue	108,000	-	-		-	
Investment Income	134,236	11,186	6,583		42,655	
Total Revenue	15,093,929	1,271,509	1,226,180	-3.56%	1,280,714	-4.26%
Expenses						
O & M Expenses	6,848,490	611,606	578,775		537,297	
Debt Principal - District Energy System	2,065,000	172,083	172,083		166,250	
Debt Interest - District Energy System	4,090,845	340,904	271,880		277,772	
R&R - District Energy System	697,600	58,133	58,133		54,575	
Operating Capital Outlay	1,391,994	300,000	300,000		600,000	
Total Expenses	15,093,929	1,482,726	1,380,871	6.87%	1,635,894	15.59%
Total Balance	**$ -**	**$ (211,217)**	**$ (154,691)**		**$ (355,180)**	

		Year-To-Date			Prior-Year-to-Date	
Budget vs. Actual **June 2026 and 2025 (unaudited)**	**Annual Budget 2025-26**	**Budget 2025-26**	**Actual 2025-26**	**Variance %**	**Actual 2024-25**	**Variance %**
Revenues						
Revenues	$ 14,851,693	$ 10,228,388	$ 9,883,002		$ 9,718,929	
Other Revenue	108,000	108,000	108,000		-	
Investment Income	134,236	100,677	187,492		409,030	
Total Revenue	15,093,929	10,437,065	10,178,494	-2.48%	10,127,959	0.50%
Expenses						
O & M Expenses	6,848,490	4,696,379	4,448,440		4,035,541	
Debt Principal - District Energy System	2,065,000	1,548,750	1,548,750		1,496,250	
Debt Interest - District Energy System	4,090,845	3,068,134	2,446,920		2,210,085	
R&R - District Energy System	697,600	523,200	523,200		491,175	
Operating Capital Outlay	1,391,994	808,000	808,000		1,887,042	
Total Expenses	15,093,929	10,644,463	9,775,310	8.17%	10,120,093	3.41%
Total Balance	**$ -**	**$ (207,398)**	**$ 403,184**		**$ 7,866**	

JEA
Monthly Financial Statements
July 2026

Monthly Financial Statements

July 2026

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Statements of Net Position
(in thousands)

	July 2026 (unaudited)	September 2025
ASSETS		
Current assets:		
Cash and cash equivalents	$ 209,024	$ 316,166
Investments	236,513	103,966
Customer accounts receivable, net of allowance ($2,644 and $2,680, respectively)	307,267	263,538
Inventories:		
Materials and supplies	142,647	158,331
Fuel	42,722	46,942
Prepaid assets	31,577	33,677
Other current assets	20,176	38,460
Total current assets	**989,926**	**961,080**
Noncurrent assets:		
Restricted assets:		
Cash and cash equivalents	296,809	183,825
Investments	191,347	250,410
Other restricted assets	1,516	1,624
Total restricted assets	**489,672**	**435,859**
Costs to be recovered from future revenues	1,097,908	1,082,220
Hedging derivative instruments	43,972	58,775
Other noncurrent assets	75,098	74,394
Total noncurrent assets	**1,706,650**	**1,651,248**
Capital assets:		
Land and easements	238,451	237,993
Plant in service	14,940,222	14,200,087
Lease asset	93,313	93,313
Less accumulated depreciation	(9,500,331)	(9,158,810)
Plant in service, net	5,771,655	5,372,583
Construction work in progress	1,177,706	1,242,531
Net capital assets	**6,949,361**	**6,615,114**
Total assets	**9,645,937**	**9,227,442**
Deferred outflows of resources		
Unrealized pension contributions and losses	121,337	121,337
Accumulated decrease in fair value of hedging derivatives	34,374	11,082
Unamortized deferred losses on refundings	77,883	83,808
Unrealized asset retirement obligations	31,436	31,525
Unrealized OPEB contributions and losses	13,731	13,731
Total deferred outflows of resources	**278,761**	**261,483**
Total assets and deferred outflows of resources	**$ 9,924,698**	**$ 9,488,925**

Statements of Net Position (continued)
(in thousands)

	July 2026 (unaudited)	September 2025
LIABILITIES		
Current liabilities:		
Accounts and accrued expenses payable	$ 90,699	$ 89,606
Customer deposits and prepayments	100,802	108,420
Billings on behalf of state and local governments	36,348	30,294
Compensation and benefits payable	15,468	15,449
City of Jacksonville payable	15,122	11,590
Asset retirement obligations	2,508	3,172
Total current liabilities	260,947	258,531
Current liabilities payable from restricted assets:		
Debt due within one year	113,135	105,445
Interest payable	47,793	77,237
Construction contracts and accounts payable	64,867	165,702
Renewal and replacement reserve	11,342	9,365
Total current liabilities payable from restricted assets	237,137	357,749
Noncurrent liabilities:		
Long-term debt:		
Debt payable, less current portion	3,719,585	3,291,605
Unamortized premium, net	297,238	253,086
Total long-term debt	4,016,823	3,544,691
Net pension liability	878,778	878,778
Lease liability	84,899	84,899
Asset retirement obligations	28,928	28,353
Compensation and benefits payable	41,475	45,621
Net OPEB liability	81	-
Other liabilities	85,112	67,101
Total noncurrent liabilities	5,136,096	4,649,443
Total liabilities	**5,634,180**	**5,265,723**
Deferred inflows of resources		
Revenues to be used for future costs	281,924	285,882
Accumulated increase in fair value of hedging derivatives	43,972	58,774
Unrealized OPEB gains	19,767	19,767
Unrealized pension gains	95,519	95,519
Total deferred inflows of resources	**441,182**	**459,942**
Net position		
Net investment in capital assets	3,128,689	3,166,224
Restricted for:		
Capital projects	210,410	104,136
Debt service	93,815	106,180
Other purposes	(3,479)	1,739
Unrestricted	419,901	384,981
Total net position	3,849,336	3,763,260
Total liabilities, deferred inflows of resources, and net position	**$ 9,924,698**	**$ 9,488,925**

Statements of Revenues, Expenses, and Changes in Net Position
(in thousands - unaudited)

	Month July		Year-to-Date July	
	2026	**2025**	**2026**	**2025**
Operating revenues				
Electric - base	$ 112,640	$ 107,506	$ 859,488	$ 816,090
Electric - fuel and purchased power	59,359	55,949	475,831	423,049
Water and sewer	52,539	50,445	474,666	441,784
District energy system	1,277	1,257	10,663	10,100
Other operating revenues	2,676	3,312	27,510	33,212
Total operating revenues	228,491	218,469	1,848,158	1,724,235
Operating expenses				
Operations and maintenance:				
Maintenance and other operating expenses	47,285	49,807	466,947	470,863
Fuel	48,806	47,333	340,256	298,499
Purchased power	40,817	33,182	350,096	351,697
Depreciation	37,252	33,426	365,163	337,213
State utility and franchise taxes	9,910	9,021	75,579	69,857
Recognition of deferred costs and revenues, net	(4,088)	83	28,005	9,474
Total operating expenses	179,982	172,852	1,626,046	1,537,603
Operating income	**48,509**	**45,617**	**222,112**	**186,632**
Nonoperating revenues (expenses)				
Interest on debt	(13,022)	(11,876)	(125,226)	(113,490)
Earnings from The Energy Authority	858	236	9,804	9,923
Allowance for funds used during construction	4,229	4,332	44,612	44,053
Other nonoperating income, net	726	502	4,906	5,062
Investment income	1,849	1,590	19,225	18,174
Other interest, net	(264)	(141)	(2,265)	(2,211)
Total nonoperating expenses, net	(5,624)	(5,357)	(48,944)	(38,489)
Income before contributions	**42,885**	**40,260**	**173,168**	**148,143**
Contributions (to) from				
General Fund, City of Jacksonville, Florida	(14,900)	(11,451)	(148,999)	(114,520)
Developers and other	26,656	30,384	170,473	166,134
Reduction of plant cost through contributions	(17,161)	(24,188)	(108,566)	(110,021)
Total contributions, net	**(5,405)**	**(5,255)**	**(87,092)**	**(58,407)**
Change in net position	37,480	35,005	86,076	89,736
Net position, beginning of period	3,811,856	3,709,838	3,763,260	3,655,107
Net position, end of period	**$ 3,849,336**	**$ 3,744,843**	**$ 3,849,336**	**$ 3,744,843**

Statement of Cash Flows
(in thousands - unaudited)

	Year-to-Date July 2026	Year-to-Date July 2025
Operating activities		
Receipts from customers	$ 1,766,453	$ 1,655,145
Payments to suppliers	(895,570)	(887,982)
Payments for salaries and benefits	(317,663)	(290,035)
Other operating activities	45,735	33,687
Net cash provided by operating activities	**598,955**	**510,815**
Noncapital and related financing activities		
Contribution to General Fund, City of Jacksonville, Florida	(145,551)	(103,968)
Net cash used in noncapital and related financing activities	**(145,551)**	**(103,968)**
Capital and related financing activities		
Acquisition and construction of capital assets	(798,186)	(648,109)
Defeasance of debt	(168,010)	(591,370)
Proceeds received from debt	856,125	1,047,675
Interest paid on debt	(170,558)	(132,710)
Repayment of debt principal	(105,445)	(106,305)
Capital contributions	61,907	56,114
Revolving credit agreement withdrawals	375,000	150,000
Revolving credit agreement repayments	(522,000)	(197,000)
Other capital financing activities	71,274	72,234
Net cash used in capital and related financing activities	**(399,893)**	**(349,471)**
Investing activities		
Proceeds from sale and maturity of investments	247,118	240,703
Purchase of investments	(322,904)	(295,798)
Distributions from The Energy Authority	7,303	9,443
Investment income	20,814	20,683
Net cash used in investing activities	**(47,669)**	**(24,969)**
Net change in cash and cash equivalents	5,842	32,407
Cash and cash equivalents at beginning of year	499,991	436,242
Cash and cash equivalents at end of period	**$ 505,833**	**$ 468,649**
Reconciliation of operating income to net cash provided by operating activities		
Operating income	$ 222,112	$ 186,632
Adjustments:		
Depreciation and amortization	365,163	337,213
Recognition of deferred costs and revenues, net	28,005	9,474
Other nonoperating income, net	(2,029)	(2,225)
Changes in noncash assets and noncash liabilities:		
Accounts receivable	(43,730)	(36,985)
Inventories	19,904	(9,358)
Other assets	(108,676)	19,269
Accounts and accrued expenses payable	23,165	16,945
Current liabilities payable from restricted assets	2,356	2,394
Other noncurrent liabilities and deferred inflows	92,685	(12,544)
Net cash provided by operating activities	**$ 598,955**	**$ 510,815**
Noncash activity		
Contribution of capital assets from developers	$ 108,566	$ 110,021
Unrealized investment fair market value changes, net	$ (2,300)	$ (2,712)

Combining Statement of Net Position
(in thousands - unaudited) July 2026

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Assets								
Current assets:								
Cash and cash equivalents	$ 170,144	$ 3,837	$ -	$ 173,981	32,999	$ 2,044	$ -	$ 209,024
Investments	234,165	2,348	-	236,513	-	-	-	236,513
Customer accounts receivable, net of allowance ($2,644)	237,799	-	-	237,799	68,966	502	-	307,267
Inventories:								
Materials and supplies	133,197	-	-	133,197	9,450	-	-	142,647
Fuel	42,722	-	-	42,722	-	-	-	42,722
Prepaid assets	30,650	-	-	30,650	907	20	-	31,577
Other current assets	12,305	55	(1,793)	10,567	33,202	-	(23,593)	20,176
Total current assets	**860,982**	**6,240**	**(1,793)**	**865,429**	**145,524**	**2,566**	**(23,593)**	**989,926**
Noncurrent assets:								
Restricted assets:								
Cash and cash equivalents	90,369	28,218	-	118,587	166,587	11,635	-	296,809
Investments	46,453	1,539	-	47,992	143,355	-	-	191,347
Other restricted assets	1,504	12	-	1,516	-	-	-	1,516
Total restricted assets	138,326	29,769	-	168,095	309,942	11,635	-	489,672
Costs to be recovered from future revenues	543,723	24,222	-	567,945	528,732	1,231	-	1,097,908
Hedging derivative instruments	43,972	-	-	43,972	-	-	-	43,972
Other noncurrent assets	45,196	29,252	-	74,448	107,043	-	(106,393)	75,098
Total noncurrent assets	**771,217**	**83,243**	**-**	**854,460**	**945,717**	**12,866**	**(106,393)**	**1,706,650**
Capital assets:								
Land and easements	139,205	6,660	-	145,865	89,535	3,051	-	238,451
Plant in service	6,935,549	1,316,043	-	8,251,592	6,609,711	78,919	-	14,940,222
Lease asset	93,313	-	-	93,313	-	-	-	93,313
Less accumulated depreciation	(4,764,130)	(1,315,770)	-	(6,079,900)	(3,374,050)	(46,381)	-	(9,500,331)
Plant in service, net	2,403,937	6,933	-	2,410,870	3,325,196	35,589	-	5,771,655
Construction work in progress	361,071	-	-	361,071	785,256	31,379	-	1,177,706
Net capital assets	2,765,008	6,933	-	2,771,941	4,110,452	66,968	-	6,949,361
Total assets	**4,397,207**	**96,416**	**(1,793)**	**4,491,830**	**5,201,693**	**82,400**	**(129,986)**	**9,645,937**
Deferred outflows of resources								
Unrealized pension contributions and losses	58,180	15,555	-	73,735	47,602	-	-	121,337
Accumulated decrease in fair value of hedging derivatives	34,374	-	-	34,374	-	-	-	34,374
Unamortized deferred losses on refundings	52,339	344	-	52,683	25,101	99	-	77,883
Unrealized asset retirement obligations	31,436	-	-	31,436	-	-	-	31,436
Unrealized OPEB contributions and losses	7,552	-	-	7,552	6,179	-	-	13,731
Total deferred outflows of resources	183,881	15,899	-	199,780	78,882	99	-	278,761
Total assets and deferred outflows of resources	**$ 4,581,088**	**$ 112,315**	**$ (1,793)**	**$ 4,691,610**	**$ 5,280,575**	**$ 82,499**	**$ (129,986)**	**$ 9,924,698**

Combining Statement of Net Position (continued)
(in thousands - unaudited) July 2026

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Liabilities								
Current liabilities:								
Accounts and accrued expenses payable	$ 100,122	$ 41	$ (41)	$ 100,122	$ 14,144	$ 26	$ (23,593)	$ 90,699
Customer deposits and prepayments	75,900	-	-	75,900	24,902	-	-	100,802
Billings on behalf of state and local governments	31,350	-	-	31,350	4,998	-	-	36,348
Compensation and benefits payable	10,672	-	-	10,672	4,766	30	-	15,468
City of Jacksonville payable	11,948	-	-	11,948	3,174	-	-	15,122
Asset retirement obligations	2,508	-	-	2,508	-	-	-	2,508
Total current liabilities	**232,500**	**41**	**(41)**	**232,500**	**51,984**	**56**	**(23,593)**	**260,947**
Current liabilities payable from restricted assets:								
Debt due within one year	49,375	17,565	-	66,940	44,130	2,065	-	113,135
Interest payable	18,445	515	-	18,960	27,746	1,087	-	47,793
Construction contracts and accounts payable	9,511	1,752	(1,752)	9,511	52,194	3,162	-	64,867
Renewal and replacement reserve	-	11,342	-	11,342	-	-	-	11,342
Total current liabilities payable from restricted assets	**77,331**	**31,174**	**(1,752)**	**106,753**	**124,070**	**6,314**	**-**	**237,137**
Noncurrent liabilities:								
Long-term debt:								
Debt payable, less current portion	1,469,160	25,735	-	1,494,895	2,162,725	61,965	-	3,719,585
Unamortized premium (discount), net	131,962	(24)	-	131,938	165,300	-	-	297,238
Total long-term debt	1,601,122	25,711	-	1,626,833	2,328,025	61,965	-	4,016,823
Net pension liability	483,328	-	-	483,328	395,450	-	-	878,778
Lease liability	84,899	-	-	84,899	-	-	-	84,899
Asset retirement obligations	28,928	-	-	28,928	-	-	-	28,928
Compensation and benefits payable	29,332	-	-	29,332	12,034	109	-	41,475
Net OPEB liability	42	-	-	42	39	-	-	81
Other liabilities	191,505	-	-	191,505	-	-	(106,393)	85,112
Total noncurrent liabilities	**2,419,156**	**25,711**	**-**	**2,444,867**	**2,735,548**	**62,074**	**(106,393)**	**5,136,096**
Total liabilities	**2,728,987**	**56,926**	**(1,793)**	**2,784,120**	**2,911,602**	**68,444**	**(129,986)**	**5,634,180**
Deferred inflows of resources								
Revenues to be used for future costs	266,383	15,541	-	281,924	-	-	-	281,924
Accumulated increase in fair value of hedging derivatives	43,972	-	-	43,972	-	-	-	43,972
Unrealized OPEB gains	10,872	-	-	10,872	8,895	-	-	19,767
Unrealized pension gains	36,439	29,266	-	65,705	29,814	-	-	95,519
Total deferred inflows of resources	357,666	44,807	-	402,473	38,709	-	-	441,182
Net position								
Net investment in (divestment of) capital assets	1,187,488	(11,594)	-	1,175,894	1,951,689	1,106	-	3,128,689
Restricted for:								
Capital projects	44,736	-	-	44,736	156,847	8,827	-	210,410
Debt service	39,834	15,617	-	55,451	36,643	1,721	-	93,815
Other purposes	(2,820)	360	1,752	(708)	(2,771)	-	-	(3,479)
Unrestricted	225,197	6,199	(1,752)	229,644	187,856	2,401	-	419,901
Total net position	1,494,435	10,582	-	1,505,017	2,330,264	14,055	-	3,849,336
Total liabilities, deferred inflows of resources, and net position	**$ 4,581,088**	**$ 112,315**	**$ (1,793)**	**$ 4,691,610**	**$ 5,280,575**	**$ 82,499**	**$ (129,986)**	**$ 9,924,698**

Combining Statement of Net Position
(in thousands) September 2025

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Total JEA
Assets							
Current assets:							
Cash and cash equivalents	$ 291,563	$ 3,525	$ -	$ 295,088	$ 19,223	$ 1,855	$ 316,166
Investments	101,908	2,058	-	103,966	-	-	103,966
Customer accounts receivable, net of allowance ($2,680)	201,220	-	-	201,220	62,162	156	263,538
Inventories:							
Materials and supplies	2,550	-	-	2,550	155,781	-	158,331
Fuel	46,942	-	-	46,942	-	-	46,942
Prepaid assets	33,246	-	-	33,246	423	8	33,677
Other current assets	33,820	100	(1,454)	32,466	5,994	-	38,460
Total current assets	**711,249**	**5,683**	**(1,454)**	**715,478**	**243,583**	**2,019**	**961,080**
Noncurrent assets:							
Restricted assets:							
Cash and cash equivalents	125	30,000	-	30,125	129,750	23,950	183,825
Investments	170,376	943	-	171,319	79,091	-	250,410
Other restricted assets	1,615	9	-	1,624	-	-	1,624
Total restricted assets	172,116	30,952	-	203,068	208,841	23,950	435,859
Costs to be recovered from future revenues	546,202	38,298	-	584,500	496,712	1,008	1,082,220
Hedging derivative instruments	58,775	-	-	58,775	-	-	58,775
Other noncurrent assets	44,483	29,252	-	73,735	659	-	74,394
Total noncurrent assets	**821,576**	**98,502**	**-**	**920,078**	**706,212**	**24,958**	**1,651,248**
Capital assets:							
Land and easements	139,135	6,660	-	145,795	89,147	3,051	237,993
Plant in service	6,721,073	1,316,043	-	8,037,116	6,085,180	77,791	14,200,087
Lease Asset	93,313	-	-	93,313	-	-	93,313
Less accumulated depreciation	(4,583,636)	(1,315,428)	-	(5,899,064)	(3,216,101)	(43,645)	(9,158,810)
Plant in service, net	2,369,885	7,275	-	2,377,160	2,958,226	37,197	5,372,583
Construction work in progress	287,799	-	-	287,799	935,386	19,346	1,242,531
Net capital assets	2,657,684	7,275	-	2,664,959	3,893,612	56,543	6,615,114
Total assets	**4,190,509**	**111,460**	**(1,454)**	**4,300,515**	**4,843,407**	**83,520**	**9,227,442**
Deferred outflows of resources							
Unrealized pension contributions and losses	58,180	15,555	-	73,735	47,602	-	121,337
Accumulated decrease in fair value of hedging derivatives	11,082	-	-	11,082	-	-	11,082
Unamortized deferred losses on refundings	58,127	536	-	58,663	25,036	109	83,808
Unrealized asset retirement obligations	31,525	-	-	31,525	-	-	31,525
Unrealized OPEB contributions and losses	7,552	-	-	7,552	6,179	-	13,731
Total deferred outflows of resources	166,466	16,091	-	182,557	78,817	109	261,483
Total assets and deferred outflows of resources	**$ 4,356,975**	**$ 127,551**	**$ (1,454)**	**$ 4,483,072**	**$ 4,922,224**	**$ 83,629**	**$ 9,488,925**

Combining Statement of Net Position (continued)
(in thousands) September 2025

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Total JEA
Liabilities							
Current liabilities:							
Accounts and accrued expenses payable	$ 72,881	$ 80	$ (80)	$ 72,881	$ 16,671	$ 54	$ 89,606
Customer deposits and prepayments	83,332	-	-	83,332	25,088	-	108,420
Billings on behalf of state and local governments	25,972	-	-	25,972	4,322	-	30,294
Compensation and benefits payable	10,580	-	-	10,580	4,831	38	15,449
City of Jacksonville payable	8,264	-	-	8,264	3,326	-	11,590
Asset retirement obligations	3,172	-	-	3,172	-	-	3,172
Total current liabilities	**204,201**	**80**	**(80)**	**204,201**	**54,238**	**92**	**258,531**
Current liabilities payable from restricted assets:							
Debt due within one year	36,885	17,105	-	53,990	49,460	1,995	105,445
Interest payable	31,135	1,053	-	32,188	43,120	1,929	77,237
Construction contracts and accounts payable	50,676	1,374	(1,374)	50,676	112,437	2,589	165,702
Renewal and replacement reserve	-	9,365	-	9,365	-	-	9,365
Total current liabilities payable from restricted assets	118,696	28,897	(1,374)	146,219	205,017	6,513	357,749
Noncurrent liabilities:							
Long-term debt:							
Debt payable, less current portion	1,365,910	43,300	-	1,409,210	1,818,365	64,030	3,291,605
Unamortized premium (discount), net	115,668	(53)	-	115,615	137,473	(2)	253,086
Total long-term debt	1,481,578	43,247	-	1,524,825	1,955,838	64,028	3,544,691
Net pension liability	483,328	-	-	483,328	395,450	-	878,778
Lease Liability	84,899	-	-	84,899	-	-	84,899
Asset retirement obligations	28,353	-	-	28,353	-	-	28,353
Compensation and benefits payable	31,879	-	-	31,879	13,637	105	45,621
Other liabilities	67,101	-	-	67,101	-	-	67,101
Total noncurrent liabilities	**2,177,138**	**43,247**	**-**	**2,220,385**	**2,364,925**	**64,133**	**4,649,443**
Total liabilities	**2,500,035**	**72,224**	**(1,454)**	**2,570,805**	**2,624,180**	**70,738**	**5,265,723**
Deferred inflows of resources							
Revenues to be used for future costs	270,341	15,541	-	285,882	-	-	285,882
Accumulated increase in fair value of hedging derivatives	58,774	-	-	58,774	-	-	58,774
Unrealized OPEB gains	10,872	-	-	10,872	8,895	-	19,767
Unrealized pension gains	36,439	29,266	-	65,705	29,814	-	95,519
Total deferred inflows of resources	**376,426**	**44,807**	**-**	**421,233**	**38,709**	**-**	**459,942**
Net position							
Net investment in (divestment of) capital assets	1,172,836	(13,288)	-	1,159,548	2,017,628	(10,952)	3,166,224
Restricted for:							
Capital projects	65,478	-	-	65,478	18,632	20,026	104,136
Debt service	36,885	17,840	-	54,725	49,460	1,995	106,180
Other purposes	-	365	1,374	1,739	-	-	1,739
Unrestricted	205,315	5,603	(1,374)	209,544	173,615	1,822	384,981
Total net position	**1,480,514**	**10,520**	**-**	**1,491,034**	**2,259,335**	**12,891**	**3,763,260**
Total liabilities, deferred inflows of resources, and net position	**$ 4,356,975**	**$ 127,551**	**$ (1,454)**	**$ 4,483,072**	**$ 4,922,224**	**$ 83,629**	**$ 9,488,925**

Combining Statement of Revenues, Expenses, and Changes in Net Position
(in thousands - unaudited) for the month ended July 2026

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating revenues								
Electric - base	$ 113,903	$ -	$ -	$ 113,903	$ -	$ -	$ (1,263)	$ 112,640
Electric - fuel and purchased power	60,334	1,696	(1,696)	60,334	-	-	(975)	59,359
Water and sewer	-	-	-	-	52,608	-	(69)	52,539
District energy system	-	-	-	-	-	1,388	(111)	1,277
Other operating revenues	1,530	-	-	1,530	1,591	1	(446)	2,676
Total operating revenues	175,767	1,696	(1,696)	175,767	54,199	1,389	(2,864)	228,491
Operating expenses								
Operations and maintenance:								
Maintenance and other operating expenses	22,976	197	-	23,173	26,376	600	(2,864)	47,285
Fuel	48,806	-	-	48,806	-	-	-	48,806
Purchased power	42,513	-	(1,696)	40,817	-	-	-	40,817
Depreciation	19,949	35	-	19,984	16,994	274	-	37,252
State utility and franchise taxes	8,708	-	-	8,708	1,202	-	-	9,910
Recognition of deferred costs and revenues, net	(5,770)	1,397	-	(4,373)	284	1	-	(4,088)
Total operating expenses	137,182	1,629	(1,696)	137,115	44,856	875	(2,864)	179,982
Operating income	38,585	67	-	38,652	9,343	514	-	48,509
Nonoperating revenues (expenses)								
Interest on debt	(5,190)	(162)	-	(5,352)	(7,395)	(275)	-	(13,022)
Earnings from The Energy Authority	858	-	-	858	-	-	-	858
Allowance for funds used during construction	1,256	-	-	1,256	2,847	126	-	4,229
Other nonoperating income, net	567	11	-	578	148	-	-	726
Investment income	1,193	90	-	1,283	561	5	-	1,849
Other interest, net	(279)	-	-	(279)	15	-	-	(264)
Total nonoperating expenses, net	(1,595)	(61)	-	(1,656)	(3,824)	(144)	-	(5,624)
Income before contributions	36,990	6	-	36,996	5,519	370	-	42,885
Contributions (to) from								
General Fund, City of Jacksonville, Florida	(11,758)	-	-	(11,758)	(3,142)	-	-	(14,900)
Developers and other	2,643	-	-	2,643	24,013	-	-	26,656
Reduction of plant cost through contributions	(2,643)	-	-	(2,643)	(14,518)	-	-	(17,161)
Total contributions, net	(11,758)	-	-	(11,758)	6,353	-	-	(5,405)
Change in net position	25,232	6	-	25,238	11,872	370	-	37,480
Net position, beginning of period	1,469,203	10,576	-	1,479,779	2,318,392	13,685	-	3,811,856
Net position, end of period	**$ 1,494,435**	**$ 10,582**	**$ -**	**$ 1,505,017**	**$ 2,330,264**	**$ 14,055**	**$ -**	**$ 3,849,336**

Combining Statement of Revenues, Expenses, and Changes in Net Position (continued)
(in thousands - unaudited) for the month ended July 2025

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating revenues								
Electric - base	$ 108,768	$ -	$ -	$ 108,768	$ -	$ -	$ (1,262)	$ 107,506
Electric - fuel and purchased power	56,822	1,701	(1,701)	56,822	-	-	(873)	55,949
Water and sewer	-	-	-	-	50,512	-	(67)	50,445
District energy system	-	-	-	-	-	1,334	(77)	1,257
Other operating revenues	2,152	-	-	2,152	1,712	-	(552)	3,312
Total operating revenues	167,742	1,701	(1,701)	167,742	52,224	1,334	(2,831)	218,469
Operating expenses								
Operations and maintenance:								
Maintenance and other operating expenses	27,943	198	-	28,141	23,927	570	(2,831)	49,807
Fuel	47,333	-	-	47,333	-	-	-	47,333
Purchased power	34,883	-	(1,701)	33,182	-	-	-	33,182
Depreciation	18,266	35	-	18,301	14,855	270	-	33,426
State utility and franchise taxes	7,866	-	-	7,866	1,155	-	-	9,021
Recognition of deferred costs and revenues, net	(1,381)	1,357	-	(24)	106	1	-	83
Total operating expenses	134,910	1,590	(1,701)	134,799	40,043	841	(2,831)	172,852
Operating income	32,832	111	-	32,943	12,181	493	-	45,617
Nonoperating revenues (expenses)								
Interest on debt	(4,959)	(210)	-	(5,169)	(6,427)	(280)	-	(11,876)
Earnings from The Energy Authority	236	-	-	236	-	-	-	236
Allowance for funds used during construction	838	-	-	838	3,487	7	-	4,332
Other nonoperating income, net	287	13	-	300	202	-	-	502
Investment income	997	90	-	1,087	461	42	-	1,590
Other interest, net	(188)	-	-	(188)	47	-	-	(141)
Total nonoperating expenses, net	(2,789)	(107)	-	(2,896)	(2,230)	(231)	-	(5,357)
Income before contributions	30,043	4	-	30,047	9,951	262	-	40,260
Contributions (to) from								
General Fund, City of Jacksonville, Florida	(8,142)	-	-	(8,142)	(3,309)	-	-	(11,451)
Developers and other	1,789	-	-	1,789	28,595	-	-	30,384
Reduction of plant cost through contributions	(1,789)	-	-	(1,789)	(22,399)	-	-	(24,188)
Total contributions, net	(8,142)	-	-	(8,142)	2,887	-	-	(5,255)
Change in net position	21,901	4	-	21,905	12,838	262	-	35,005
Net position, beginning of period	1,446,525	10,461	-	1,456,986	2,240,750	12,102	-	3,709,838
Net position, end of period	**$ 1,468,426**	**$ 10,465**	**$ -**	**$ 1,478,891**	**$ 2,253,588**	**$ 12,364**	**$ -**	**$ 3,744,843**

Combining Statement of Revenues, Expenses, and Changes in Net Position
(in thousands - unaudited) for the 10 months ended July 2026

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating revenues								
Electric - base	$ 871,400	$ -	$ -	$ 871,400	$ -	$ -	$ (11,912)	$ 859,488
Electric - fuel and purchased power	484,992	17,097	(17,097)	484,992	-	-	(9,161)	475,831
Water and sewer	-	-	-	-	475,428	-	(762)	474,666
District energy system	-	-	-	-	-	11,270	(607)	10,663
Other operating revenues	17,343	-	-	17,343	15,027	1	(4,861)	27,510
Total operating revenues	1,373,735	17,097	(17,097)	1,373,735	490,455	11,271	(27,303)	1,848,158
Operating expenses								
Operations and maintenance:								
Maintenance and other operating expenses	245,622	1,977	-	247,599	241,597	5,054	(27,303)	466,947
Fuel	340,256	-	-	340,256	-	-	-	340,256
Purchased power	367,193	-	(17,097)	350,096	-	-	-	350,096
Depreciation	196,592	342	-	196,934	165,492	2,737	-	365,163
State utility and franchise taxes	64,885	-	-	64,885	10,694	-	-	75,579
Recognition of deferred costs and revenues, net	12,011	13,967	-	25,978	2,015	12	-	28,005
Total operating expenses	1,226,559	16,286	(17,097)	1,225,748	419,798	7,803	(27,303)	1,626,046
Operating income	147,176	811	-	147,987	70,657	3,468	-	222,112
Nonoperating revenues (expenses)								
Interest on debt	(50,404)	(1,616)	-	(52,020)	(70,462)	(2,744)	-	(125,226)
Earnings from The Energy Authority	9,804	-	-	9,804	-	-	-	9,804
Allowance for funds used during construction	10,859	-	-	10,859	33,505	248	-	44,612
Other nonoperating income, net	2,791	104	-	2,895	2,011	-	-	4,906
Investment income	13,585	763	-	14,348	4,685	192	-	19,225
Other interest, net	(2,309)	-	-	(2,309)	44	-	-	(2,265)
Total nonoperating expenses, net	(15,674)	(749)	-	(16,423)	(30,217)	(2,304)	-	(48,944)
Income before contributions	131,502	62	-	131,564	40,440	1,164	-	173,168
Contributions (to) from								
General Fund, City of Jacksonville, Florida	(117,581)	-	-	(117,581)	(31,418)	-	-	(148,999)
Developers and other	5,684	-	-	5,684	164,789	-	-	170,473
Reduction of plant cost through contributions	(5,684)	-	-	(5,684)	(102,882)	-	-	(108,566)
Total contributions, net	(117,581)	-	-	(117,581)	30,489	-	-	(87,092)
Change in net position	13,921	62	-	13,983	70,929	1,164	-	86,076
Net position, beginning of year	1,480,514	10,520	-	1,491,034	2,259,335	12,891	-	3,763,260
Net position, end of period	**$ 1,494,435**	**$ 10,582**	**$ -**	**$ 1,505,017**	**$ 2,330,264**	**$ 14,055**	**$ -**	**$ 3,849,336**

Combining Statement of Revenues, Expenses, and Changes in Net Position
(in thousands - unaudited) for the 10 months ended July 2025

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating revenues								
Electric - base	$ 828,009	$ -	$ -	$ 828,009	$ -	$ -	$ (11,919)	$ 816,090
Electric - fuel and purchased power	431,386	17,156	(17,156)	431,386	-	-	(8,337)	423,049
Water and sewer	-	-	-	-	442,347	-	(563)	441,784
District energy system	-	-	-	-	-	10,716	(616)	10,100
Other operating revenues	20,913	-	-	20,913	18,237	-	(5,938)	33,212
Total operating revenues	1,280,308	17,156	(17,156)	1,280,308	460,584	10,716	(27,373)	1,724,235
Operating expenses								
Operations and maintenance:								
Maintenance and other operating expenses	266,870	1,988	-	268,858	224,757	4,621	(27,373)	470,863
Fuel	298,499	-	-	298,499	-	-	-	298,499
Purchased power	368,853	-	(17,156)	351,697	-	-	-	351,697
Depreciation	184,744	342	-	185,086	149,438	2,689	-	337,213
State utility and franchise taxes	59,901	-	-	59,901	9,956	-	-	69,857
Recognition of deferred costs and revenues, net	(4,821)	13,569	-	8,748	715	11	-	9,474
Total operating expenses	1,174,046	15,899	(17,156)	1,172,789	384,866	7,321	(27,373)	1,537,603
Operating income	106,262	1,257	-	107,519	75,718	3,395	-	186,632
Nonoperating revenues (expenses)								
Interest on debt	(48,763)	(2,099)	-	(50,862)	(60,121)	(2,507)	-	(113,490)
Earnings from The Energy Authority	9,923	-	-	9,923	-	-	-	9,923
Allowance for funds used during construction	7,600	-	-	7,600	36,378	75	-	44,053
Other nonoperating income, net	2,886	135	-	3,021	2,041	-	-	5,062
Investment income	14,152	781	-	14,933	2,790	451	-	18,174
Other interest, net	(2,360)	-	-	(2,360)	149	-	-	(2,211)
Total nonoperating expenses, net	(16,562)	(1,183)	-	(17,745)	(18,763)	(1,981)	-	(38,489)
Income before contributions	89,700	74	-	89,774	56,955	1,414	-	148,143
Contributions (to) from								
General Fund, City of Jacksonville, Florida	(81,424)	-	-	(81,424)	(33,096)	-	-	(114,520)
Developers and other	5,940	-	-	5,940	160,194	-	-	166,134
Reduction of plant cost through contributions	(5,940)	-	-	(5,940)	(104,081)	-	-	(110,021)
Total contributions, net	(81,424)	-	-	(81,424)	23,017	-	-	(58,407)
Change in net position	8,276	74	-	8,350	79,972	1,414	-	89,736
Net position, beginning of year	1,460,150	10,391	-	1,470,541	2,173,616	10,950	-	3,655,107
Net position, end of period	**$ 1,468,426**	**$ 10,465**	**$ -**	**$ 1,478,891**	**$ 2,253,588**	**$ 12,364**	**$ -**	**$ 3,744,843**

Combining Statement of Cash Flows
(in thousands - unaudited) for the 10 months ended July 2026

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating activities								
Receipts from customers	$ 1,309,828	$ 17,097	$ (17,436)	$ 1,309,489	$ 468,482	$ 10,924	$ (22,442)	$ 1,766,453
Payments to suppliers	(797,284)	378	17,436	(779,470)	(139,204)	(4,199)	27,303	(895,570)
Payments for salaries and benefits	(216,074)	-	-	(216,074)	(100,690)	(899)	-	(317,663)
Other operating activities	39,672	(39)	-	39,633	10,962	1	(4,861)	45,735
Net cash provided by operating activities	336,142	17,436	-	353,578	239,550	5,827	-	598,955
Noncapital and related financing activities								
Contribution to General Fund, City of Jacksonville, Florida	(113,965)	-	-	(113,965)	(31,586)	-	-	(145,551)
Net cash used in noncapital and related financing activities	(113,965)	-	-	(113,965)	(31,586)	-	-	(145,551)
Capital and related financing activities								
Acquisition and construction of capital assets	(343,494)	-	-	(343,494)	(442,103)	(12,589)	-	(798,186)
Defeasance of debt	(104,750)	-	-	(104,750)	(63,260)	-	-	(168,010)
Proceeds received from debt	404,375	-	-	404,375	451,750	-	-	856,125
Interest paid on debt	(69,963)	(1,825)	-	(71,788)	(95,209)	(3,561)	-	(170,558)
Repayment of debt principal	(36,885)	(17,105)	-	(53,990)	(49,460)	(1,995)	-	(105,445)
Capital contributions	-	-	-	-	61,907	-	-	61,907
Revolving credit agreement withdrawals	100,000	-	-	100,000	275,000	-	-	375,000
Revolving credit agreement repayments	(247,000)	-	-	(247,000)	(275,000)	-	-	(522,000)
Other capital financing activities	32,565	143	-	32,708	38,566	-	-	71,274
Net cash used in capital and related financing activities	(265,152)	(18,787)	-	(283,939)	(97,809)	(18,145)	-	(399,893)
Investing activities								
Proceeds from sale and maturity of investments	199,498	-	-	199,498	47,620	-	-	247,118
Purchase of investments	(209,447)	(898)	-	(210,345)	(112,559)	-	-	(322,904)
Distributions from The Energy Authority	7,303	-	-	7,303	-	-	-	7,303
Investment income	14,446	779	-	15,225	5,397	192	-	20,814
Net cash provided by (used in) investing activities	11,800	(119)	-	11,681	(59,542)	192	-	(47,669)
Net change in cash and cash equivalents	(31,175)	(1,470)	-	(32,645)	50,613	(12,126)	-	5,842
Cash and cash equivalents at beginning of year	291,688	33,525	-	325,213	148,973	25,805	-	499,991
Cash and cash equivalents at end of period	**$ 260,513**	**$ 32,055**	**$ -**	**$ 292,568**	**$ 199,586**	**$ 13,679**	**$ -**	**$ 505,833**
Reconciliation of operating income to net cash provided by operating activities								
Operating income	$ 147,176	$ 811	$ -	$ 147,987	$ 70,657	$ 3,468	$ -	$ 222,112
Adjustments:								
Depreciation and amortization	196,592	342	-	196,934	165,492	2,737	-	365,163
Recognition of deferred costs and revenues, net	12,011	13,967	-	25,978	2,015	12	-	28,005
Other nonoperating income, net	(2,116)	-	-	(2,116)	87	-	-	(2,029)
Changes in noncash assets and noncash liabilities:								
Accounts receivable	(36,579)	-	-	(36,579)	(6,805)	(346)	-	(43,730)
Inventories	(126,427)	-	-	(126,427)	146,331	-	-	19,904
Other assets	25,913	-	-	25,913	(134,577)	(12)	-	(108,676)
Accounts and accrued expenses payable	25,328	(40)	-	25,288	(2,086)	(37)	-	23,165
Current liabilities payable from restricted assets	-	2,356	-	2,356	-	-	-	2,356
Other noncurrent liabilities and deferred inflows	94,244	-	-	94,244	(1,564)	5	-	92,685
Net cash provided by operating activities	$ 336,142	$ 17,436	$ -	$ 353,578	$ 239,550	$ 5,827	$ -	$ 598,955
Noncash activity								
Contribution of capital assets from developers	$ 5,684	$ -	$ -	$ 5,684	$ 102,882	$ -	$ -	$ 108,566
Unrealized investment fair market value changes, net	$ (1,614)	$ (12)	$ -	$ (1,626)	$ (674)	$ -	$ -	$ (2,300)

JEA

Combining Statement of Cash Flows
(in thousands - unaudited) for the 10 months ended July 2025

	Electric System and Bulk Power Supply System	SJRPP System	Elimination of Intercompany transactions	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Eliminations	Total JEA
Operating activities								
Receipts from customers	$ 1,229,989	$ 17,156	$ (17,521)	$ 1,229,624	$ 436,297	$ 10,659	$ (21,435)	$ 1,655,145
Payments to suppliers	(760,525)	409	17,521	(742,595)	(168,984)	(3,776)	27,373	(887,982)
Payments for salaries and benefits	(199,847)	-	-	(199,847)	(89,358)	(830)	-	(290,035)
Other operating activities	20,922	(44)	-	20,878	18,747	-	(5,938)	33,687
Net cash provided by operating activities	290,539	17,521	-	308,060	196,702	6,053	-	510,815
Noncapital and related financing activities								
Contribution to General Fund, City of Jacksonville, Florida	(74,529)	-	-	(74,529)	(29,439)	-	-	(103,968)
Net cash used in noncapital and related financing activities	(74,529)	-	-	(74,529)	(29,439)	-	-	(103,968)
Capital and related financing activities								
Acquisition and construction of capital assets	(225,096)	-	-	(225,096)	(416,306)	(6,707)	-	(648,109)
Defeasance of debt	(514,535)	-	-	(514,535)	(76,835)	-	-	(591,370)
Proceeds received from debt	472,830	-	-	472,830	532,845	42,000	-	1,047,675
Interest paid on debt	(56,384)	(2,457)	-	(58,841)	(72,090)	(1,779)	-	(132,710)
Repayment of debt principal	(32,515)	(16,445)	-	(48,960)	(55,415)	(1,930)	-	(106,305)
Capital contributions	-	-	-	-	56,114	-	-	56,114
Revolving credit agreement withdrawals	100,000	-	-	100,000	50,000	-	-	150,000
Revolving credit agreement repayments	-	-	-	-	(170,000)	(27,000)	-	(197,000)
Other capital financing activities	34,182	179	-	34,361	38,363	(490)	-	72,234
Net cash provided by (used in) capital and related financing activities	(221,518)	(18,723)	-	(240,241)	(113,324)	4,094	-	(349,471)
Investing activities								
Proceeds from sale and maturity of investments	200,303	667	-	200,970	39,733	-	-	240,703
Purchase of investments	(201,724)	(667)	-	(202,391)	(93,407)	-	-	(295,798)
Distributions from The Energy Authority	9,443	-	-	9,443	-	-	-	9,443
Investment income	15,111	818	-	15,929	4,303	451	-	20,683
Net cash provided by (used in) investing activities	23,133	818	-	23,951	(49,371)	451	-	(24,969)
Net change in cash and cash equivalents	17,625	(384)	-	17,241	4,568	10,598	-	32,407
Cash and cash equivalents at beginning of year	230,655	30,167	-	260,822	159,572	15,848	-	436,242
Cash and cash equivalents at end of period	$ 248,280	$ 29,783	$ -	$ 278,063	$ 164,140	$ 26,446	$ -	$ 468,649
Reconciliation of operating income to net cash provided by operating activities								
Operating income	$ 106,262	$ 1,257	$ -	$ 107,519	$ 75,718	$ 3,395	$ -	$ 186,632
Adjustments:								
Depreciation and amortization	184,744	342	-	185,086	149,438	2,689	-	337,213
Recognition of deferred costs and revenues, net	(4,821)	13,569	-	8,748	715	11	-	9,474
Other nonoperating income (loss), net	(2,374)	-	-	(2,374)	149	-	-	(2,225)
Changes in noncash assets and noncash liabilities:								
Accounts receivable	(31,462)	-	-	(31,462)	(5,466)	(57)	-	(36,985)
Inventories	8,113	-	-	8,113	(17,471)	-	-	(9,358)
Other assets	5,593	13,280	-	18,873	395	1	-	19,269
Accounts and accrued expenses payable	24,110	(44)	-	24,066	(7,121)	-	-	16,945
Current liabilities payable from restricted assets	-	2,394	-	2,394	-	-	-	2,394
Other noncurrent liabilities and deferred inflows	374	(13,277)	-	(12,903)	345	14	-	(12,544)
Net cash provided by operating activities	$ 290,539	$ 17,521	$ -	$ 308,060	$ 196,702	$ 6,053	$ -	$ 510,815
Noncash activity								
Contribution of capital assets from developers	$ 5,940	$ -	$ -	$ 5,940	$ 104,081	$ -	$ -	$ 110,021
Unrealized investment fair market value changes, net	$ (839)	$ (22)	$ -	$ (861)	$ (1,851)	$ -	$ -	$ (2,712)

Debt Service Coverage
July 2026
(unaudited)

	Month July		Year-to-Date July	
	2026	**2025**	**2026**	**2025**
Electric System				
Senior debt service coverage, (annual minimum 1.20x)	13.70 x	11.13 x	10.08 x	6.85 x
Senior and subordinated debt service coverage, (annual minimum 1.15x)	5.57 x	6.73 x	4.11 x	4.11 x
Bulk Power Supply System				
Debt service coverage, (annual minimum 1.15x)	2.01 x	1.07 x	3.24 x	2.83 x
St. Johns River Power Park, Second Resolution				
Debt service coverage, (annual minimum 1.15x)	1.12 x	1.12 x	1.14 x	1.14 x
Water and Sewer System				
Senior debt service coverage, (annual minimum 1.25x)	3.30 x	3.49 x	2.91 x	3.26 x
Senior and subordinated debt service coverage excluding capacity fees [1]	2.29 x	2.40 x	2.17 x	2.17 x
Senior and subordinated debt service coverage including capacity fees [1]	3.09 x	2.94 x	2.72 x	2.70 x
District Energy System				
Debt service coverage	1.79 x	1.82 x	1.44 x	1.84 x

[1] Annual minimum coverage is either 1.00x aggregate debt service and aggregate subordinated debt service (excluding capacity charges) or the sum of 1.00x aggregate debt service and 1.20x aggregate subordinated debt service (including capacity charges).

Fixed Charge Coverage
July 2026
(unaudited)

	Month July		Year-to-Date July	
	2026	**2025**	**2026**	**2025**
Electric System [2]	2.17 x	2.37 x	1.62 x	1.59 x
Water and Sewer System [3]	2.82 x	2.65 x	2.44 x	2.39 x

[2] Net Revenues plus JEA's share of SJRPP's, Bulk Power Supply System's, and MEAG Vogtle's debt service and FPL Scherer capacity payments less city contribution, divided by the sum of the adjusted debt service requirement and JEA's share of SJRPP's, Bulk Power Supply System's, and MEAG Vogtle's debt service and FPL Capacity payments.
[3] Net Revenues less city contribution, divided by the sum of the adjusted debt service requirement

Days of Liquidity
July 2026
(unaudited)

	Year-to-Date July	
	2026	**2025**
Electric System	210	203
Water and Sewer System	570	201

Electric System
Operating Statistics
July 2026 and 2025 (unaudited)

	Month			Year-to-Date		
	2026	2025	Variance	2026	2025	Variance
Electric revenues sales ($'000's):						
Residential	$ 101,772	$ 91,690	11.00%	$ 730,768	$ 666,284	9.68%
Commercial	50,708	46,728	8.52%	415,465	374,536	10.93%
Industrial	20,088	22,954	-12.49%	188,826	195,849	-3.59%
Public street lighting	1,437	1,350	6.44%	14,223	12,957	9.77%
Electric revenues - territorial	174,005	162,722	6.93%	1,349,282	1,249,626	7.97%
Sales for resale - off system	256	1,313	-80.50%	8,081	2,875	181.08%
Electric revenues	174,261	164,035	6.23%	1,357,363	1,252,501	8.37%
Regulatory	167	1,714	-90.26%	1,244	9,283	-86.60%
Allowance for doubtful accounts	(191)	(159)	20.13%	(2,215)	(2,389)	-7.28%
Net Electric Revenues	$ 174,237	$ 165,590	5.22%	$ 1,356,392	$ 1,259,395	7.70%
MWh sales						
Residential	709,823	676,085	4.99%	4,891,473	4,983,395	-1.84%
Commercial	453,572	423,270	7.16%	3,556,564	3,403,395	4.50%
Industrial	218,779	253,762	-13.79%	1,994,769	2,238,891	-10.90%
Public street lighting	4,713	4,672	0.88%	47,374	47,230	0.30%
Total MWh sales - territorial	1,386,887	1,357,789	2.14%	10,490,180	10,672,911	-1.71%
Sales for resale - off system	1,688	8,798	-80.81%	90,893	54,108	67.98%
Total MWh sales	1,388,575	1,366,587	1.61%	10,581,073	10,727,019	-1.36%
Average number of accounts						
Residential	484,486	479,962	0.94%	482,404	477,411	1.05%
Commercial	57,951	57,431	0.91%	57,754	57,164	1.03%
Industrial	148	209	-29.19%	154	208	-25.96%
Public street lighting	4,063	4,095	-0.78%	4,067	4,091	-0.59%
Total average accounts	546,648	541,697	0.91%	544,379	538,874	1.02%
Residential averages						
Revenue per account - $	210.06	191.04	9.96%	1,514.85	1,395.62	8.54%
kWh per account	1,465.11	1,409	4.01%	10,140	10,438	-2.86%
Revenue per kWh - ¢	14.34	13.56	5.74%	14.94	13.37	11.74%
Degree days						
Heating degree days	-	-	-	1,119	1,128	(9)
Cooling degree days	607	621	(14)	2,126	2,336	(210)
Total degree days	607	621	(14)	3,245	3,464	(219)
Degree days - 30 year average		544			3,085	

JEA

Water and Sewer System
Operating Statistics
July 2026 and 2025 (unaudited)

	Month								
	Water			Sewer			Reuse		
	2026	2025	Variance	2026	2025	Variance	2026	2025	Variance
Revenues ($'000's):									
Residential	$ 11,650	$ 11,592	0.50%	$ 16,273	$ 15,046	8.15%	$ 1,927	$ 2,034	-5.26%
Commercial and industrial	6,094	6,071	0.38%	11,622	10,824	7.37%	981	996	-1.51%
Irrigation	4,041	3,888	3.94%				95	61	55.74%
Gross revenues	21,785	21,551	1.09%	27,895	25,870	7.83%	3,003	3,091	-2.85%
Allowance for doubtful accounts	(31)	-		(41)	-		(3)	-	
Net revenues	$ 21,754	$ 21,551	0.94%	$ 27,854	$ 25,870	7.67%	$ 3,000	$ 3,091	-2.94%
Kgal sales									
Residential	1,886,614	1,835,468	2.79%	1,642,884	1,607,543	2.20%	351,133	375,718	-6.54%
Commercial and industrial	1,313,709	1,300,667	1.00%	1,124,149	1,108,530	1.41%	210,791	216,157	-2.48%
Irrigation	584,110	581,299	0.48%				54,965	61,904	-11.21%
Total kgals sales	3,784,433	3,717,434	1.80%	2,767,033	2,716,073	1.88%	616,889	653,779	-5.64%
Average number of accounts:									
Residential	345,335	340,788	1.33%	311,925	307,365	1.48%	31,089	29,859	4.12%
Commercial and industrial	28,125	27,883	0.87%	19,931	19,760	0.87%	1,184	1,120	5.71%
Irrigation	38,933	38,934	0.00%				43	43	0.00%
Total average accounts	412,393	407,605	1.17%	331,856	327,125	1.45%	32,316	31,022	4.17%
Residential averages:									
Revenue per account - $	33.74	34.02	-0.82%	52.17	48.95	6.58%	61.98	68.12	-9.01%
Kgals per account	5.46	5.39	1.30%	5.27	5.23	0.76%	11.29	12.58	-10.25%
Revenue per kgals - $	6.18	6.32	-2.22%	9.91	9.36	5.88%	5.49	5.41	1.48%

	Year-to-Date								
	Water			Sewer			Reuse		
	2026	2025	Variance	2026	2025	Variance	2026	2025	Variance
Revenues ($'000's):									
Residential	$ 105,500	$ 98,561	7.04%	$ 148,299	$ 140,475	5.57%	$ 17,462	$ 17,344	0.68%
Commercial and industrial	56,304	47,234	19.20%	105,651	100,654	4.96%	7,084	6,936	2.13%
Irrigation	34,957	31,113	12.35%				804	382	110.47%
Gross revenues	196,761	176,908	11.22%	253,950	241,129	5.32%	25,350	24,662	2.79%
Allowance for doubtful accounts	(267)	(134)	99.25%	(336)	(199)	68.84%	(30)	(19)	57.89%
Net revenues	$ 196,494	$ 176,774	11.16%	$ 253,614	$ 240,930	5.26%	$ 25,320	$ 24,643	2.75%
Kgal sales									
Residential	16,886,335	16,869,020	0.10%	14,805,797	14,921,941	-0.78%	3,082,609	3,058,871	0.78%
Commercial and industrial	11,872,260	11,965,221	-0.78%	10,396,140	10,490,292	-0.90%	1,478,920	1,468,617	0.70%
Irrigation	4,847,349	4,836,543	0.22%				571,021	412,006	38.60%
Total kgals sales	33,605,944	33,670,784	-0.19%	25,201,937	25,412,233	-0.83%	5,132,550	4,939,494	3.91%
Average number of accounts:									
Residential	343,300	338,860	1.31%	309,898	305,493	1.44%	30,631	29,230	4.79%
Commercial and industrial	28,015	27,815	0.72%	19,855	19,719	0.69%	1,157	1,082	6.93%
Irrigation	38,872	38,859	0.03%				43	43	0.00%
Total average accounts	410,187	405,534	1.15%	329,753	325,212	1.40%	31,831	30,355	4.86%
Residential averages:									
Revenue per account - $	307.31	290.86	5.66%	478.54	459.83	4.07%	570.08	593.36	-3.92%
Kgals per account	49.19	49.78	-1.19%	47.78	48.85	-2.19%	100.64	104.65	-3.83%
Revenue per kgals - $	6.25	5.84	7.02%	10.02	9.41	6.48%	5.66	5.67	-0.18%

	Month				Year-to-Date			
Rain statistics	2026	2025	Variance	30 Year Avg	2026	2025	Variance	30 Year Avg
Rainfall	6.42	7.01	(0.59)	6.77	29.09	33.29	(4.20)	38.96
Rain Days	9	14	(5)	14	69	93	(24)	86

Appendix

Schedule of Cash and Investments
(in thousands - unaudited) July 2026

	Electric System and Bulk Power Supply System	SJRPP System	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Total JEA
Unrestricted cash and investments						
Operations	$ 69,355	$ 3,229	$ 72,584	$ 12,887	$ 2,044	$ 87,515
Rate stabilization:						
Environmental	914	-	914	-	-	914
Purchased Power	246,000	-	246,000	-	-	246,000
Total rate stabilization funds	246,914	-	246,914	-	-	246,914
Customer deposits	58,977	-	58,977	20,112	-	79,089
General reserve	-	2,956	2,956	-	-	2,956
Self insurance reserve funds:						
Self funded health plan	19,063	-	19,063	-	-	19,063
Property insurance reserve	10,000	-	10,000	-	-	10,000
Total self insurance reserve funds	29,063	-	29,063	-	-	29,063
Total unrestricted cash and investments	$ 404,309	$ 6,185	$ 410,494	$ 32,999	$ 2,044	$ 445,537
Restricted assets						
Renewal and replacement funds	$ (47,137)	$ 11,342	$ (35,795)	$ (3,860)	$ 2,328	$ (37,327)
Debt service reserve account	38,131	1,923	40,054	91,476	-	131,530
Debt service funds	58,279	16,132	74,411	64,390	2,808	141,609
Construction funds	90,369	-	90,369	160,707	6,499	257,575
Subtotal	139,642	29,397	169,039	312,713	11,635	493,387
Unrealized holding gain (loss) on investments	(2,820)	48	(2,772)	(2,771)	-	(5,543)
Other funds	-	312	312	-	-	312
Total restricted cash and investments	$ 136,822	$ 29,757	$ 166,579	$ 309,942	$ 11,635	$ 488,156
Total cash and investments	**$ 541,131**	**$ 35,942**	**$ 577,073**	**$ 342,941**	**$ 13,679**	**$ 933,693**

Schedule of Cash and Investments
(in thousands - unaudited) September 2025

	Electric System and Bulk Power Supply System	SJRPP System	Total Electric Enterprise Fund	Water and Sewer Enterprise Fund	District Energy System Fund	Total JEA
Unrestricted cash and investments						
Operations	$ 57,575	$ 3,156	$ 60,731	$ 56	$ 1,855	$ 62,642
Rate stabilization:						
Environmental	2,158	-	2,158	-	-	2,158
Purchased Power	246,000	-	246,000	-	-	246,000
Total rate stabilization funds	248,158	-	248,158	-	-	248,158
Customer deposits	55,555	-	55,555	19,167	-	74,722
General reserve	-	2,427	2,427	-	-	2,427
Self insurance reserve funds:						
Self funded health plan	22,183	-	22,183	-	-	22,183
Property insurance reserve	10,000	-	10,000	-	-	10,000
Total self insurance reserve funds	32,183	-	32,183	-	-	32,183
Total unrestricted cash and investments	$ 393,471	$ 5,583	$ 399,054	$ 19,223	$ 1,855	$ 420,132
Restricted assets						
Renewal and replacement funds	$ 63,738	$ 9,365	$ 73,103	$ (41,068)	$ 5,248	$ 37,283
Debt service reserve account	39,824	2,320	42,144	99,726	-	141,870
Debt service funds	68,020	18,893	86,913	92,580	3,924	183,417
Construction funds	125	-	125	59,700	14,778	74,603
Subtotal	171,707	30,578	202,285	210,938	23,950	437,173
Unrealized holding gain (loss) on investments	(1,206)	53	(1,153)	(2,097)	-	(3,250)
Other funds	-	312	312	-	-	312
Total restricted cash and investments	$ 170,501	$ 30,943	$ 201,444	$ 208,841	$ 23,950	$ 434,235
Total cash and investments	**$ 563,972**	**$ 36,526**	**$ 600,498**	**$ 228,064**	**$ 25,805**	**$ 854,367**

Investment Portfolio Report
JULY 2026
(unaudited)

Investment	Book Value	Yield	% Of Total
Treasuries	$ 79,852,666	3.77%	8.53%
Agencies			
Federal Farm Credit Bank	69,000,003	3.75%	7.37%
Federal Home Loan Bank	136,662,690	3.59%	14.60%
Federal National Mortgage Assoc.	0	0.00%	0.00%
Total	205,662,693	3.64%	21.97%
Municipal Bonds	79,341,168	4.04%	8.47%
Commercial Paper	68,437,910	4.05%	7.31%
U.S. Treasury Money Market Funds (1)	329,226,177	3.55%	35.17%
Agency Money Market Funds (2)	38,740,000	3.56%	4.14%
Florida Palm Fund	20,500,000	3.72%	2.19%
Florida Class Fund	20,000,000	3.73%	2.14%
Florida Prime Fund	79,500,000	3.84%	8.49%
Wells Fargo Bank Accounts (3)			
Electric, Scherer	8,138,378	0.60%	0.87%
SJRPP	1,880,419	0.60%	0.20%
Water & Sewer, DES	4,937,321	0.60%	0.53%
Total Portfolio	**$ 936,216,733**	**3.65%**	**100.00%**

Weighted Avg. Annual Yield Excluding Bank & Money Market Funds	3.80%
Investment Portfolio 12 Month Rolling Average	3.67%
Benchmark: 2 Year Treasury 12 Month Rolling Average	3.73%

Some investments listed above may be classified as Cash Equivalents on the Statements of Net Position in accordance with generally accepted accounting principles.

(1) Treasury Funds: Fidelity, Goldman Sachs, State Street
(2) Government Funds: State Street, Wells Fargo Allspring
(3) Month-end bank balances excluding sweep balances

Schedule of Outstanding Indebtedness
July 2026
(unaudited)

	Interest Rates	Principal Payment Dates	Par Amount Principal Outstanding	Current Portion of Long-Term Debt
Electric Enterprise				
Electric System				
Fixed Rate Senior	3.000-6.056%	2026-2056	$ 878,030,000	$ 10,300,000
Fixed Rate Subordinated	4.000-5.250%	2026-2056	598,920,000	35,975,000
Variable Rate Senior	2.606%	2030-2038	25,000,000	-
Total Electric System	4.335% (wtd avg)	2026-2056	1,501,950,000	46,275,000
Bulk Power Supply System				
Fixed Rate Senior	5.920%	2026-2030	16,585,000	3,100,000
St. Johns River Power Park				
Fixed Rate Senior	3.000-5.450%	2026-2028	43,300,000	17,565,000
Total Electric Enterprise	**4.305% (wtd avg)**	**2026-2056**	**1,561,835,000**	**66,940,000**
Water and Sewer System				
Fixed Rate Senior	3.000-6.310%	2026-2056	2,013,345,000	39,745,000
Fixed Rate Subordinated	4.000-5.000%	2026-2040	51,155,000	2,460,000
Variable Rate Senior	2.270%	2028-2042	51,820,000	-
Variable Rate Subordinated	2.235-2.348%	2026-2038	90,535,000	1,925,000
Total Water and Sewer System	**4.425% (wtd avg)**	**2026-2056**	**2,206,855,000**	**44,130,000**
District Energy System				
Fixed Rate Senior	3.694-5.601%	2026-2055	64,030,000	2,065,000
Total District Energy System	**5.407% (wtd avg)**	**2026-2055**	**64,030,000**	**2,065,000**
Total JEA	**4.391% (wtd avg)**	**2026-2056**	**$ 3,832,720,000**	**$ 113,135,000**

Debt Ratio
(unaudited)

	Current YTD
Electric Enterprise	45.8%
Water and Sewer System	49.6%

JEA

Electric System
Production Statistics
July 2026 and 2025 (unaudited)

	Month		Year-to-Date	
	2026	**2025**	**2026**	**2025**
Generated power:				
Steam:				
Fuel oil #6				
Fuel expense	$ 602,984	$ 51,100	$ 4,821,988	$ 190,039
Barrels consumed	5,392	457	43,122	1,700
$/ per barrel consumed	$ 111.83	$ 111.82	$ 111.82	$ 111.79
kWh generated (1)	3,081,790	269,540	25,131,733	663,581
Cost per MWh	$ 195.66	$ 189.58	$ 191.87	$ 286.38
Natural gas units #1-3				
Fuel expense - variable	$ 10,217,396	$ 10,358,282	$ 73,285,583	$ 31,983,866
MMBTUs consumed	2,456,559	2,623,824	17,391,974	9,231,262
$/ per MMBTU consumed	$ 4.16	$ 3.95	$ 4.21	$ 3.46
kWh generated (1)	221,444,149	241,057,168	1,538,489,499	801,522,509
Cost per MWh	$ 46.14	$ 42.97	$ 47.63	$ 39.90
Biomass units #1-2				
Fuel expense	$ 59,893	$ 32,815	$ 597,849	$ 810,552
kWh generated	3,294,742	1,121,718	20,120,469	26,104,247
Cost per MWh	$ 18.18	$ 29.25	$ 29.71	$ 31.05
Coal				
Fuel expense	$ 1,312,824	$ 1,957,775	$ 10,729,689	$ 20,656,542
kWh generated	33,748,140	40,351,156	260,167,848	220,962,477
Cost per MWh	$ 38.90	$ 48.52	$ 41.24	$ 93.48
Pet coke and limestone				
Fuel expense	$ 8,368,637	$ 9,407,857	$ 41,915,721	$ 38,235,968
kWh generated	170,062,486	196,035,116	806,592,545	730,833,538
Cost per MWh	$ 49.21	$ 47.99	$ 51.97	$ 52.32
Combustion turbine:				
Fuel oil #2				
Fuel expense	$ 223,482	$ 102,200	$ 6,673,123	$ 4,244,921
Barrels consumed	1,100	420	60,434	36,387
$/ per barrel consumed	$ 203.17	$ 243.33	$ 110.42	$ 116.66
kWh generated	486,226	128,642	26,725,891	16,086,109
Cost per MWh	$ 459.63	$ 794.45	$ 249.69	$ 263.89
Natural gas (includes landfill)				
Fuel expense Kennedy & landfill - variable	$ 979,894	$ 926,082	$ 5,007,518	$ 14,880,320
MMBTUs consumed	235,502	236,590	1,254,243	3,896,920
$/ per MMBTU consumed	$ 4.16	$ 3.91	$ 3.99	$ 3.82
kWh generated (1)	27,697,530	21,108,854	118,997,942	339,377,136
Cost per MWh	$ 35.38	$ 43.87	$ 42.08	$ 43.85
Fuel expense BB simple - variable	$ 1,968,210	$ 1,536,028	$ 9,101,759	$ 14,861,993
MMBTUs consumed	$ 521,298	400,730	2,626,670	4,341,284
$/ per MMBTU consumed	$ 3.78	$ 3.83	$ 3.47	$ 3.42
kWh generated (1)	44,653,493	36,496,600	229,192,330	374,749,603
Cost per MWh	$ 44.08	$ 42.09	$ 39.71	$ 39.66
Fuel expense BB combined - variable	$ 10,523,763	$ 11,750,621	$ 113,026,055	$ 97,625,349
MMBTUs consumed	2,477,139	2,954,204	26,915,412	27,087,790
$/ per MMBTU consumed	$ 4.25	$ 3.98	$ 4.20	$ 3.60
kWh generated (1)	355,325,889	417,010,241	3,831,493,371	3,847,603,587
Cost per MWh	$ 29.62	$ 28.18	$ 29.50	$ 25.37
Fuel expense GEC simple - variable	$ 4,381,820	$ 4,781,015	$ 19,013,125	$ 27,428,338
MMBTUs consumed	967,191	1,117,660	4,463,924	6,696,694
$/ per MMBTU consumed	$ 4.53	$ 4.28	$ 4.26	$ 4.10
kWh generated	88,176,460	99,259,743	400,958,666	580,090,599
Cost per MWh	$ 49.69	$ 48.17	$ 47.42	$ 47.28
Natural gas expense - fixed	$ 3,919,863	$ 3,591,584	$ 32,120,705	$ 31,395,702
Total generated power:				
Fuel expense	$ 42,558,767	$ 44,495,360	$ 316,293,113	$ 282,313,591
kWh generated	947,970,905	1,052,838,778	7,257,870,294	6,937,993,386
Cost per MWh	**$ 44.89**	**$ 42.26**	**$ 43.58**	**$ 40.69**

(1) Allocation of kWh generated is based upon a ratio of gas MBTU's (adjusted to oil equivalent - 95.5%) and oil MBTU's.

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Electric System
Production Statistics (Continued)
July 2026 and 2025 (unaudited)

	Month		Year-to-Date	
	2026	2025	2026	2025
Cost of fuels				
Natural gas	$ 31,990,947	$ 32,943,614	$ 251,554,744	$ 218,175,568
Petcoke	8,368,637	9,407,857	41,915,721	38,235,968
Coal	1,312,824	1,957,775	10,729,689	20,656,542
Fuel oil #2	223,482	102,200	6,673,123	4,244,921
Fuel oil #6	602,984	51,100	4,821,988	190,039
Biomass	59,893	32,815	597,849	810,552
Total	$ 42,558,767	$ 44,495,360	$ 316,293,113	$ 282,313,591
Purchased power:				
FPL				
Purchases	$ 8,421,687	$ 6,023,313	$ 63,548,370	$ 54,360,917
kWh purchased	194,250,000	138,190,000	1,306,915,000	1,278,859,000
Cost per MWh	$ 43.35	$ 43.59	$ 48.62	$ 42.51
Plant Vogtle				
kWh Purchased	152,837,000	152,431,000	1,404,747,000	1,253,616,000
Fixed Costs				
Purchases	$ 17,956,293	$ 18,425,408	$ 163,527,658	$ 161,258,888
Cost per MWh	$ 117.49	$ 120.88	$ 116.41	$ 128.63
Fuel				
Purchases	$ 1,245,152	$ 1,273,684	$ 14,355,943	$ 16,590,641
Cost per MWh	$ 8.15	$ 8.36	$ 10.22	$ 13.23
Plant Scherer				
Purchases	$ 616,988	$ 355,039	$ 10,482,319	$ 10,265,216
SJRPP				
Purchases	$ 1,695,629	$ 1,700,464	$ 17,096,918	$ 17,155,884
TEA Solar				
Purchases	$ 1,965,511	$ 1,887,330	$ 17,648,481	$ 16,945,959
kWh purchased	36,394,000	36,278,000	320,955,000	317,713,000
Cost per MWh	$ 54.01	$ 52.02	$ 54.99	$ 53.34
TEA & other				
Purchases	$ 11,229,276	$ 5,572,322	$ 91,016,076	$ 102,540,510
kWh purchased	91,524,812	34,343,570	696,115,313	1,345,525,987
Cost per MWh	$ 122.69	$ 162.25	$ 130.75	$ 76.21
Purchases	$ 43,130,537	$ 35,237,561	$ 377,675,766	$ 379,118,014
kWh purchased	475,005,812	361,242,570	3,728,732,313	4,195,713,987
Cost per MWh	$ 90.80	$ 97.55	$ 101.29	$ 90.36
Subtotal - generated and purchased power:	$ 85,689,304	$ 79,732,921	$ 693,968,879	$ 661,431,605
Fuel interchange sales	(256,212)	(563,084)	(8,080,807)	(2,312,282)
Earnings of The Energy Authority	(829,349)	(212,301)	(9,471,232)	(9,508,515)
EPA Allowance Purchases	-	-	(24,000)	(22,500)
Realized and Unrealized (Gains) Losses	3,107,177	242,423	(3,632,195)	(2,758,574)
Fuel procurement and handling	1,962,732	1,205,824	15,632,299	13,889,996
Byproduct reuse	1,177,075	1,388,929	11,986,701	5,076,195
Total generated and net purchased power:				
Cost, net	90,850,726	81,794,712	700,379,645	665,795,924
kWh generated and purchased	1,422,976,717	1,414,081,348	10,986,602,607	11,133,707,373
Cost per MWh	$ 63.85	$ 57.84	$ 63.75	$ 59.80
Reconciliation:				
Generated and purchased power per above	$ 90,850,726	63.85	$ 700,379,645	63.75
SJRPP debt service	$ (1,497,865)	(1.05)	$ (15,119,281)	(1.38)
SJRPP R & R	$ (197,764)	(0.14)	$ (1,977,636)	(0.18)
Scherer power production	$ (319,171)	(0.22)	$ (3,627,984)	(0.33)
Scherer R & R	$ (297,817)	(0.21)	$ (6,854,335)	(0.62)
MEAG Debt Service	$ (17,956,293)	(12.62)	$ (163,527,658)	(14.88)
MEAG-Prepaid Fuel	$ (36,414)	(0.03)	$ (614,785)	(0.06)
MEAG-Plant Vogtle Buyer's Additional Compensation	$ -	-	$ (2,038,601)	(0.19)
FPL Capacity	$ (1,960,000)	(1.38)	$ (15,120,000)	(1.38)
TEA Solar Capacity	$ (522,728)	(0.37)	$ (4,924,983)	(0.45)
TEA and Other Capacity	$ (1,858,575)	(1.31)	$ (18,224,435)	(1.66)
Rounding	$ (0)		$ -	
Energy expense per budget page	$ 66,204,099	$ 46.53	$ 468,349,947	$ 42.63

Electric System Budget vs. Actual July 2026 and 2025 (unaudited)	Annual Budget 2025-26	Month Budget 2025-26	Month Actual 2025-26	Variance %	Prior Year Month Actual 2024-25	Variance %
Fuel related Revenues & Expenses						
Fuel Rate Revenues	$ 550,877,850	$ 63,120,801	$ 60,148,010	-4.71%	$ 56,316,748	6.80%
Fuel Expense and Purchased Power:						
Fuel Expense - Electric System	404,518,873	46,388,360	48,805,750		47,332,536	
Other Purchased Power	145,204,558	16,600,165	17,398,349		10,625,630	
Subtotal Energy Expense	549,723,431	62,988,525	66,204,099	-5.11%	57,958,166	-14.23%
Transfer to (from) Other Regulatory Funds,	-	-	(6,125,948)		(1,699,150)	
Fuel Related Uncollectibles	1,154,419	132,276	69,859		57,732	
Total	550,877,850	63,120,801	60,148,010	4.71%	56,316,748	-6.80%
Fuel Balance	**-**	**-**	**-**		**-**	
Nonfuel related Revenues						
Base Rate Revenues	1,001,043,754	104,180,924	105,158,624		99,298,564	
Investment Income	15,070,053	1,218,220	1,193,186		996,728	
Natural Gas Revenue Pass Through	2,238,064	186,505	96,949		89,100	
Other Revenues	26,089,551	2,174,129	2,178,093		2,427,859	
Total Nonfuel related Revenues	1,044,441,422	107,759,778	108,626,852	0.80%	102,812,251	5.66%
Nonfuel related Expenses						
Non-Fuel O&M	320,815,257	34,663,333	22,573,376		24,709,122	
DSM / Conservation O&M	-	-	-		649,674	
Environmental O&M	1,886,970	155,948	167,247		1,714,220	
Rate Stabilization - Environmental	(1,886,970)	(155,948)	(167,247)		(1,714,220)	
Natural Gas Expense Pass Through	2,347,290	200,465	136,270		109,280	
Debt Principal - Electric System	54,805,000	4,567,083	4,659,208		2,815,000	
Debt Interest - Electric System	74,790,288	6,340,962	5,883,372		5,441,771	
R&R - Electric System	80,299,650	6,691,638	6,691,638		6,076,296	
Operating Capital Outlay	165,154,415	-	-		20,000,000	
City Contribution Expense	141,096,681	11,758,057	11,758,057		14,828,966	
Taxes & Uncollectibles	2,260,208	188,351	130,818		112,091	
Nonfuel Purchased Power:						
* SJRPP D/S Principal	17,565,000	1,463,750	1,463,750		1,425,417	
* SJRPP D/S Interest	1,543,618	128,635	118,359		162,192	
** Other Non-Fuel Purchased Power	183,764,015	23,277,865	23,444,073		23,451,745	
Total Nonfuel Expenses	1,044,441,422	89,280,139	76,858,921	13.91%	99,781,554	22.97%
Non-Fuel Balance	**-**	**18,479,639**	**31,767,931**		**3,030,697**	
Total Balance	**$ -**	**$ 18,479,639**	**$ 31,767,931**		**$ 3,030,697**	
Total Revenues	1,595,319,272	170,880,579	168,774,862	-1.23%	159,128,999	6.06%
Total Expenses	1,595,319,272	152,400,940	137,006,931	10.10%	156,098,302	12.23%
KWH Sold - Territorial	13,125,000,000	1,365,948,918	1,386,887,339	1.53%	1,357,789,381	2.14%
KWH Sold - Off System	-	-	1,688,000		8,798,000	
KWH Sold - Total	**13,125,000,000**	**1,365,948,918**	**1,388,575,339**	**1.66%**	**1,366,587,381**	**1.61%**

* Gross debt service

** Includes transmission capacity, SJRPP and Scherer R & R, O & M and Investment Income.

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Electric System Budget vs. Actual July 2026 and 2025 (unaudited)	Annual Budget 2025-26	Year-to-Date Budget 2025-26	Year-to-Date Actual 2025-26	Year-to-Date Variance %	Prior Year-to-Date Actual 2024-25	Prior Year-to-Date Variance %
Fuel related Revenues & Expenses						
Fuel Rate Revenues	$ 550,877,850	$ 437,130,534	$ 477,740,981	9.29%	$ 430,042,392	11.09%
Fuel Expense and Purchased Power:						
Fuel Expense - Electric System	404,518,873	322,041,045	340,255,918		298,498,708	
Other Purchased Power	145,204,558	114,173,439	128,094,029		138,477,897	
Subtotal Energy Expense	549,723,431	436,214,484	468,349,947	-7.37%	436,976,605	-7.18%
Transfer to (from) Other Regulatory Funds,	-	-	8,561,649		(7,903,187)	
Fuel Related Uncollectibles	1,154,419	916,050	829,385		968,974	
Total	550,877,850	437,130,534	477,740,981	-9.29%	430,042,392	-11.09%
Fuel Balance	**-**	**-**	**-**		**-**	
Nonfuel related Revenues						
Base Rate Revenues	1,001,043,754	806,373,638	806,793,659		760,363,579	
Conservation Charge Revenue	-	-	226		-	
Environmental Charge Revenue	-	-	3		-	
Investment Income	15,070,053	12,466,793	15,200,098		14,991,451	
Natural Gas Revenue Pass Through	2,238,064	1,865,053	1,326,661		1,122,859	
Other Revenues	26,089,551	21,741,293	20,751,564		85,188,978	
Total Nonfuel related Revenues	1,044,441,422	842,446,777	844,072,211	0.19%	861,666,867	-2.04%
Nonfuel related Expenses						
Non-Fuel O&M	320,815,257	266,660,411	238,133,819		231,816,463	
DSM / Conservation O&M	-	-	-		6,519,923	
Environmental O&M	1,886,970	1,575,075	1,244,189		8,236,439	
Rate Stabilization - DSM	-	-	-		(937,039)	
Rate Stabilization - Environmental	(1,886,970)	(1,575,075)	(1,244,186)		(8,345,981)	
Natural Gas Expense Pass Through	2,347,290	1,956,617	1,553,820		1,339,522	
Debt Principal - Electric System	54,805,000	45,670,833	45,762,958		28,150,000	
Debt Interest - Electric System	74,790,288	62,108,365	56,454,829		53,714,687	
R&R - Electric System	80,299,650	66,916,375	66,916,375		60,762,958	
Operating Capital Outlay	165,154,415	50,000,000	50,000,000		116,419,684	
City Contribution Expense	141,096,681	117,580,567	117,580,567		81,424,014	
Taxes & Uncollectibles	2,260,208	1,883,507	1,551,377		1,614,886	
Nonfuel Purchased Power:						
* SJRPP D/S Principal	17,565,000	14,637,500	14,637,500		14,254,167	
* SJRPP D/S Interest	1,543,618	1,286,348	1,183,591		1,621,919	
** Other Non-Fuel Purchased Power	183,764,015	215,869,266	216,840,799		212,833,941	
Total Nonfuel Expenses	1,044,441,422	844,569,789	810,615,638	4.02%	809,425,583	-0.15%
Non-Fuel Balance	**-**	**(2,123,012)**	**33,456,573**		**52,241,284**	
Total Balance	**$ -**	**$ (2,123,012)**	**$ 33,456,573**		**$ 52,241,284**	
Total Revenues	1,595,319,272	1,279,577,311	1,321,813,192	3.30%	1,291,709,259	2.33%
Total Expenses	1,595,319,272	1,281,700,323	1,288,356,619	-0.52%	1,239,467,975	-3.94%
KWH Sold - Territorial	13,125,000,000	10,572,618,822	10,490,179,896	-0.78%	10,672,911,157	-1.71%
KWH Sold - Off System	-	-	90,893,000		54,108,000	
KWH Sold - Total	**13,125,000,000**	**10,572,618,822**	**10,581,072,896**	**0.08%**	**10,727,019,157**	**-1.36%**

* Gross debt service
** Includes transmission capacity, SJRPP and Scherer R & R, O & M and Investment Income.

JEA

Water and Sewer System Budget vs. Actual July 2026 and 2025 (unaudited)	Annual Budget 2025-26	Month Budget 2025-26	Month Actual 2025-26	Month Variance %	Prior Year Month Actual 2024-25	Prior Year Month Variance %
Revenues						
Water & Sewer Revenues	$ 574,055,811	$ 49,897,908	$ 51,481,314		$ 49,308,126	
Capacity & Extension Fees	91,190,222	7,331,028	9,495,256		6,197,140	
Investment Income	6,946,818	686,202	560,878		460,362	
Other Income	86,856,263	1,978,213	1,739,967		6,962,902	
Total Revenue	759,049,114	59,893,351	63,277,415	5.65%	62,928,530	0.55%
Expenses						
O & M Expenses	292,299,615	27,814,638	25,872,447		23,262,828	
Normandy Village Utility O&M	-	-	(40,215)		-	
Debt Principal - Water & Sewer	49,490,000	4,124,167	3,995,833		4,278,125	
Debt Interest - Water & Sewer	112,505,100	9,375,425	8,480,128		7,444,187	
R&R - Water & Sewer	31,236,150	2,603,013	2,603,013		2,593,513	
Operating Capital Outlay	139,640,970	-	-		5,000,000	
Operating Capital Outlay - Capacity/Extension	91,190,222	7,331,028	9,495,256		6,197,140	
City Contribution Expense	37,702,060	3,141,838	3,141,838		6,027,526	
Uncollectibles & Fees	1,033,300	86,108	76,000		47	
Interlocal Agreements	3,951,697	-	-		-	
Total Expenses	759,049,114	54,476,217	53,624,300	1.56%	54,803,366	2.15%
Total Balance	$ -	$ 5,417,134	$ 9,653,115		$ 8,125,164	
Sales kgals						
Water	42,458,252	3,733,424	3,784,433	1.37%	3,717,434	1.80%
Sewer	38,253,941	3,341,800	3,383,922	1.26%	3,369,852	0.42%
Total	**80,712,193**	**7,075,224**	**7,168,355**	**1.32%**	**7,087,286**	**1.14%**

Budget vs. Actual July 2026 and 2025 (unaudited)	Annual Budget 2025-26	Year-To-Date Budget 2025-26	Year-To-Date Actual 2025-26	Year-To-Date Variance %	Prior Year to Date Actual 2024-25	Prior Year to Date Variance %
Revenues						
Water & Sewer Revenues	$ 574,055,811	$ 476,140,344	$ 465,395,062		$ 433,238,506	
Capacity & Extension Fees	91,190,222	73,829,521	61,907,360		56,113,436	
Investment Income	6,946,818	5,502,387	5,358,318		4,639,655	
Other Income	86,856,263	79,950,857	77,009,194		54,192,875	
Total Revenue	759,049,114	635,423,109	609,669,934	-4.05%	548,184,472	11.22%
Expenses						
O & M Expenses	292,299,615	240,906,683	236,703,071		217,909,592	
Normandy Village Utility O&M	-	-	1,817,564		-	
Debt Principal - Water & Sewer	49,490,000	41,241,667	41,113,333		42,035,003	
Debt Interest - Water & Sewer	112,505,100	93,754,250	79,835,466		69,717,942	
Rate Stabilization - Environmental	-	-	-		(54,447)	
R&R - Water & Sewer	31,236,150	26,030,125	26,030,125		25,935,125	
Operating Capital Outlay	139,640,970	60,000,000	60,000,000		35,000,000	
Operating Capital Outlay - Capacity/Extension	91,190,222	73,829,521	61,907,360		56,113,436	
Operating Capital Outlay - Environmental	-	-	-		54,447	
City Contribution Expense	37,702,060	31,418,384	31,418,384		33,096,400	
Uncollectibles & Fees	1,033,300	861,083	247,960		547,127	
Interlocal Agreements	3,951,697	3,951,697	4,201,583		3,753,324	
Total Expenses	759,049,114	571,993,410	543,274,846	5.02%	484,107,949	-12.22%
Total Balance	$ -	$ 63,429,699	$ 66,395,088		$ 64,076,523	
Sales kgals						
Water	42,458,252	35,198,212	33,605,944	-4.52%	33,670,784	-0.19%
Sewer	38,253,941	31,701,023	30,334,487	-4.31%	30,351,727	-0.06%
Total	**80,712,193**	**66,899,235**	**63,940,431**	**-4.42%**	**64,022,511**	**-0.13%**

JEA

District Energy System Budget vs. Actual July 2026 and 2025 (unaudited)	Annual Budget 2025-26	Month Budget 2025-26	Month Actual 2025-26	Month Variance %	Prior Year Month Actual 2024-25	Prior Year Month Variance %
Revenues						
Revenues	$ 14,851,693	$ 1,500,128	$ 1,386,976		$ 1,333,631	
Other Revenue	108,000	-	571		-	
Investment Income	134,236	11,186	4,250		41,586	
Total Revenue	15,093,929	1,511,314	1,391,797	-7.91%	1,375,217	1.21%
Expenses						
O & M Expenses	6,848,490	742,475	613,625		568,265	
Debt Principal - District Energy System	2,065,000	172,083	172,083		166,250	
Debt Interest - District Energy System	4,090,845	340,904	271,880		277,772	
R&R - District Energy System	697,600	58,133	58,133		54,575	
Operating Capital Outlay	1,391,994	-	-		-	
Total Expenses	15,093,929	1,313,595	1,115,721	15.06%	1,066,862	-4.58%
Total Balance	**$ -**	**$ 197,719**	**$ 276,076**		**$ 308,355**	

Budget vs. Actual July 2026 and 2025 (unaudited)	Annual Budget 2025-26	Year-To-Date Budget 2025-26	Year-To-Date Actual 2025-26	Year-To-Date Variance %	Prior-Year-to-Date Actual 2024-25	Prior-Year-to-Date Variance %
Revenues						
Revenues	$ 14,851,693	$ 11,728,516	$ 11,269,978		$ 11,052,560	
Other Revenue	108,000	108,000	108,571		-	
Investment Income	134,236	111,863	191,742		450,616	
Total Revenue	15,093,929	11,948,379	11,570,291	-3.16%	11,503,176	0.58%
Expenses						
O & M Expenses	6,848,490	5,438,854	5,062,065		4,603,807	
Debt Principal - District Energy System	2,065,000	1,720,833	1,720,833		1,662,500	
Debt Interest - District Energy System	4,090,845	3,409,038	2,718,800		2,487,857	
R&R - District Energy System	697,600	581,333	581,333		545,750	
Operating Capital Outlay	1,391,994	808,000	808,000		1,887,042	
Total Expenses	15,093,929	11,958,058	10,891,031	8.92%	11,186,956	2.65%
Total Balance	**$ -**	**$ (9,679)**	**$ 679,260**		**$ 316,220**	

From: NK A <kwautomail@phone2action.com>
Sent: Wednesday, July 8, 2026 6:57 PM
To: Dalton, Melissa M. <charmm2@jea.com>
Subject: Please Reduce Emissions and Transition to Renewable Energy

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear JEA Board Services Manager,

Since its inception the Jacksonville Electric Authority (JEA) has primarily focused on delivering affordable, reliable electricity. With the acceleration of global warming JEA should also focus on reducing its greenhouse gas emissions. It is time for JEA to reduce its dependence on fossil fuels by transitioning to renewable energy sources. As a citizen-owner and customer I am asking you to accelerate JEA's transition to clean, renewable energy sources.

Sincerely,

NK A
4101 coral tree cir
Pompano, FL 33073
nkace18@gmail.com
(202) 654-7896

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Northeast Florida Group. If you need more information, please contact J. Logan Cross, SCNEF Chair at Sierra Club Northeast Florida Group at logan.cross@florida.sierraclub.org or (415) 977-5500.

MUZETTE THOMAS<kwautomail@phone2action.com>

Dalton, Melissa M.

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

This effect not only families with children but the elders and people that's on disability or a fixed income and don't have any other resources. There should be more that you should do for the community then continue to go up on the bills the pain my way does not work for a lot of us and we love the doing the traditional way but there should be a better way of breaking it down of the payments or a longer payment extension for our light bills

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

MUZETTE THOMAS
4326 Springfield Boulevard, n/a
Jacksonville, FL 32206
muzettethomas@gmail.com
(904) 803-1447

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673

Brown, Sheree S.

From: Gina Caramanno <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 6:00 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Concerned about a fixed incomes. Please keep That in mind.

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Thank you for considering my message.

Sincerely,

Gina Caramanno
858 Center Street North
Baldwin, FL 32234
skraps1968@gmail.com
(321) 720-5612

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I ask you to take meaningful action and follow through with your commitment to double solar

Denise Dookeran<kwautomail@phone2action.com>

Dalton, Melissa M.

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.] Correspondence

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Thank you for considering my message.

Sincerely,

Denise Dookeran
3110 S US HWY 41
Dunnellon, FL 34432

denise.dookeran@sierraclub.org
(954) 790-2835

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

I ask you to take meaningful action and follow through with your commitment to double solar

Kareem Barakzoy<kwautomail@phone2action.com>

Dalton, Melissa M.

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.] Correspondence

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Kareem Barakzoy
305 Valverde lane
Saint Augustine, FL 32086

kareembarakzoy@gmail.com
(304) 906-6704

Brown, Sheree S.

From: Kaitlynn Dominguez <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 10:20 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Born and raised in the city, i am very proud of the efforts going into cleaning up our city. What I do not understand is with all the efforts Donna Deegan has put in, not once has clean energy been introduced. We have solar panels on flock cameras and various street signs. Why are we not using solar, water, or wind to sustain our city and its community? Why are we forced into paying out more and more and more money to efforts that are polluting our city. We need alternative energy, we need another company that is willing to do what JEA isn't going to do.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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action.

Thank you for considering my message.

Sincerely,

Kaitlynn Dominguez
5637 Dunmire ave
Jacksonville, FL 32219
dominguezkaitlynn@gmail.com
(904) 901-1470

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

I ask you to take meaningful action and follow through with your commitment to double solar

Elisabeth Carroll<kwautomail@phone2action.com>

Dalton, Melissa M.

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Elisabeth Carroll
19201 Vista Lane
Indian Shores, FL 33785

ehcarroll15@gmail.com
(727) 812-9449

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I ask you to take meaningful action and follow through with your commitment to double solar

Kelvin Pressley<kwautomail@phone2action.com>

Dalton, Melissa M.

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Kelvin Pressley
11681 Stonebridge Dr N
Jacksonville, FL 32223

pittfan2812@yahoo.com
(904) 855-5194

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I ask you to take meaningful action and follow through with your commitment to double solar

Yesi Lugo<kwautomail@phone2action.com>

Dalton, Melissa M.

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Thank you for considering my message.

Sincerely,

Yesi Lugo
12023 ELDER BRANCH LN
Jacksonville, FL 32219

yesilugo24@gmail.com
(347) 791-9122

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I ask you to take meaningful action and follow through with your commitment to double solar

Linda Martin<kwautomail@phone2action.com>

Dalton, Melissa M.

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

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Thank you for considering my message.

Sincerely,

Linda Martin
2334 Acadie Dr.
Jacksonville, FL 32217

gentrymartin@yahoo.com
(904) 733-1470

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I ask you to take meaningful action and follow through with your commitment to double solar

Elizabeth Zaharioudakis<kwautomail@phone2action.com>

Dalton, Melissa M.

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Solar is the Most Logical, Efficient option?? Please double our solar capacity. TRIPPLE IT??

Dear City of Jacksonville leaders and JEA Board Members,

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Elizabeth Zaharioudakis
1147 Homard Blvd East
Jacksonville, FL 32225
bethz@xecu.net
(904) 962-2584

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

I ask you to take meaningful action and follow through with your commitment to double solar

Levi Speights<kwautomail@phone2action.com>

Dalton, Melissa M.

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Levi Speights
8320 Bascom Rd.
Jacksonville, FL 32216
levispeights@yahoo.com
(904) 316-5076

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I ask you to take meaningful action and follow through with your commitment to double solar

Catherine Elliott<kwautomail@phone2action.com>

Dalton, Melissa M.

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Catherine Elliott
3203 POST ST
Jacksonville, FL 32205

cmelliott2432@gmail.com
(904) 234-2829

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

From: Sha"Tique Blue
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar
Date: Friday, July 3, 2026 5:21:16 PM

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

I have a apartment and it's no way my lights bill should be so high

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Sha'Tique Blue
1646 W 45th St Apt E324

Jacksonville, FL 32208
bentonsamantha81@gmail.com
(904) 517-0911

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Shawnee oneal <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 11:12 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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4) Protect the St. Johns River from coal ash pollution once and for all.

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Thank you for considering my message.

Sincerely,

Shawnee oneal
14120 Ridgewick Dr
Jacksonville, FL 32218
shawnee0209@gmail.com
(904) 258-7135

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Brown, Sheree S.

From: Pattie Burch <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 2:55 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

It matters because of inflation we are working hard everyday and a big percentage of my check goes to bills mostly jea please give us a break and you know whatever you bill us we have to pay or have no electricity what a choice y'all have to do better please

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Pattie Burch
8633 Washington Ave
Jacksonville, FL 32208
bsassyladyp@aol.com
(904) 314-8799

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Cinthia Cotto <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 4:19 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Is good enough our bills are sky rocketed you also charge us over 9 dollars just by paying online and you still not satisfied and want to raised it more. We are not happy on this decision, we feel like we been robed by your company.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Cinthia Cotto
303 Century St
Jacksonville, FL 32211
cottocinthia3@gmail.com
(904) 862-9082

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Stephanie Hudson <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 3:21 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Stephanie Hudson
6096 Blank Dr
Jacksonville, FL 32244
srmhudson@gmail.com
(843) 252-9937

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Maddie Tilly <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 4:56 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

WE NEED CLEAN SUSTAINABLE ENERGY!!!!

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

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3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Maddie Tilly
13401 SUTTON PARK DR S
Jacksonville, FL 32224
maddietilly@icloud.com
(603) 244-0043

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Dena Cook <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 10:45 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Understandably, in this economy expenses have risen and continue to escalating. But another 3% RAISE!!!!! Very DISAPPOINTED!!

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Dena Cook
4460 Hodges Blvd Apt 803
Jacksonville, FL 32224
nailsbyde@gmail.com
(205) 492-4963

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Jada Soliz <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 2:23 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Our power has gone out multiple times this year during very mild thunderstorms. The prices are being raised but the service isn't getting better. With today technology we shouldnt be having frequent power outages or high energy prices.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Jada Soliz
12312 Harbor Winds Dr N
Jacksonville, FL 32225
jayjaysoliz@gmail.com
(707) 315-5427

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Abigail Figueroa <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 10:37 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Abigail Figueroa
1040 Mayer Dr
Jacksonville, FL 32211
abbyfigueroa12@gmail.com
(585) 689-0077

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Jack Daniel <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 2:09 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Rising energy costs should not be a thing with today's technology. Fix it!

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Jack Daniel
12312 harbor winds drive N
Jacksonville, FL 32225
jackdan96@yahoo.com
(850) 974-8270

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Linda Martin <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 9:31 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Linda Martin
2334 Acadie Dr.
Jacksonville, FL 32217
gentrymartin@yahoo.com
(904) 733-1470

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Donald Fair <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 1:00 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

They picked the wrong time to raise utility bills

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

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2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Donald Fair
7524 Southside Blvd
Jacksonville, FL 32256
dfairone03@gmail.com
(843) 246-2847

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Dragan Muzdalo <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 10:31 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

We cant afford to live instead of lowering pricing you guys just keep raising them. You put the people's interest in this city at the top right lol.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Dragan Muzdalo
2308 Shull Dr
Jacksonville, FL 32216
dm.muzdalo@yahoo.com
(915) 251-9805

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Adam Washell <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 7:52 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

It’s time our “public utility” starts working for us and not the other way around. Clean energy and affordable utilities NOW!

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

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4) Protect the St. Johns River from coal ash pollution once and for all.

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Thank you for considering my message.

Sincerely,

Adam Washell
521 MURRAY DR
Jacksonville, FL 32205
adamwashell9@gmail.com
(850) 714-3977

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Dragan Muzdalo <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 10:31 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

We cant afford to live instead of lowering pricing you guys just keep raising them. You put the people's interest in this city at the top right lol.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Dragan Muzdalo
2308 Shull Dr
Jacksonville, FL 32216
dm.muzdalo@yahoo.com
(915) 251-9805

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Rachael Riccobene <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 7:18 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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Thank you for considering my message.

Sincerely,

Rachael Riccobene
106 Ridgecrest Ct
Panama City, FL 32405
r.riccobene1976@gmail.com
(561) 312-9760

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Jeanette W Smith <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 10:24 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Knock it off JEA

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

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4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Jeanette W Smith
1960 Kusaie Dr
Jacksonville, FL 32246
msjamazonia@gmail.com
(904) 697-7182

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Ellen Gagne <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 7:06 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Ellen Gagne
4600 Middleton Park Cir E Apt B309
Jacksonville, FL 32224
gagel64@gmail.com
(240) 672-7657

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Jade crews <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 10:01 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Jade crews
7845 Paradise Island Blvd Apt 4008
Jacksonville, FL 32256
jadeccrews@gmail.com
(904) 574-7404

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: carlos caballero <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 6:49 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

carlos caballero
12397 San jose blvd
St. Cloud, FL 32223
ccaballero45@gmail.com
(915) 673-8659

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Luz Miranda <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 9:57 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

I am tired of paying i had a broken meter on the street and my bill was sky high for months and when they noticed i was i never got a refund for all the money i payed

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Luz Miranda
8004 Triumph Ln
Jacksonville, FL 32244
israydellyz07@gmail.com
(904) 514-6182

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Tamara Hull <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 6:05 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Thank you for considering my message.

Sincerely,

Tamara Hull
11701 palm lake dr
Jacksonville, FL 32218
jtmoney.th@gmail.com
(904) 924-5728

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Melodi Willis <kwautomail@phone2action.com>
Sent: Tuesday, July 14, 2026 8:26 PM
To: Brown, Sheree S.
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

I am asking you to remove the Water First North Florida project from consideration until independent scientific research shows that it will not contaminate the Floridan Aquifer with PFAS ("forever chemicals"), pharmaceuticals, and other emerging contaminants.

The Floridan Aquifer supplies drinking water to millions of Floridians and feeds the springs, rivers, and wetlands that make North Florida so special. Once contaminants enter the aquifer, they may remain there for generations.

I support finding better ways to manage Florida's water, but those solutions should not put our drinking water or springs at unnecessary risk. Before wastewater is intentionally introduced into the aquifer, the public deserves clear, independent scientific proof that these contaminants will not accumulate or spread through our groundwater.

There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Melodi Willis
7620 NW 79th Ave Apt J7
Tamarac, FL 33321
melodiwillis@yahoo.com

(954) 592-5009

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Nk Acevedo <kwautomail@phone2action.com>
Sent: Wednesday, July 8, 2026 6:57 PM
To: Brown, Sheree S.
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

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There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Nk Acevedo
4101 Coral Tree Cir
Coconut Creek, FL 33073
nkace18@gmail.com

(202) 654-7896

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Christopher Carman <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 9:54 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Christopher Carman
3020 Gilmore Street VE APT 4J
Jacksonville, FL 32205
ccarman25@gmail.com
(786) 346-5831

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Britnie Tillett <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 9:53 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

As a single parent, it’s too expensive

Dear City of Jacksonville leaders and JEA Board Members,

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4) Protect the St. Johns River from coal ash pollution once and for all.

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Thank you for considering my message.

Sincerely,

Britnie Tillett
6888 Howalt Dr
Jacksonville, FL 32277
ladybeautyb05@icloud.com
(904) 300-4939

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Harry Jones <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 5:53 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Harry Jones
2455 Ormsby Cir W
Jacksonville, FL 32210
blastinghousemedia@gmail.com
(904) 801-6109

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Randall Taylor <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 9:44 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Enough is enough.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Randall Taylor
6178 Lannie Rd
jAX, FL 32218
randall.h.taylor@gmail.com
(904) 442-3031

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Katie Ross <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 4:45 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

JEA Please take meaningful action to double solar.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

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Thank you for considering my message.

Sincerely,

Katie Ross
4669 Barnes Rd
Jacksonville, FL 32207
kwross15@yahoo.com
(904) 613-0986

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Andres Lizarazu <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 9:22 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Andres Lizarazu
82 Codona Glen Dr
Saint Johns, FL 32259
andres.lizarazu@gmail.com
(609) 721-1691

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Amber Rodgers <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 4:31 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Amber Rodgers
10142 Nala Ln
Jacksonville, FL 32218
jairdk@yahoo.com
(513) 602-5098

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Kristen Grano-De-Oro <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 8:44 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Kristen Grano-De-Oro
160 Grand Cypress
Saint Johns, FL 32259
k.granodeoro@gmail.com
(904) 588-2638

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Christopher Tensley <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 3:57 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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It seems that this only happens when we need to start using our heating and air conditioning the most

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Thank you for considering my message.

Sincerely,

Christopher Tensley
6966 Jack Horner Ln
Jacksonville, FL 32210
ctensley20@gmail.com
(904) 673-5185

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Keturah Porter <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 8:26 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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utilities should not be the same cost of renting another place. Some residents have to choose between utilities n groceries n gas.

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Thank you for considering my message.

Sincerely,

Keturah Porter
7056 Tampico Rd S
Jacksonville, FL 32244
keturahasberry@gmail.com
(904) 236-7344

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Rallyn Johnson <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 2:23 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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I don’t understand why the city doesn’t use the river itself for power with the title force. They can power it underwater turbine. Not to mention wave power generators. There are a lot cheaper to maintain than solar or wind. With no land to buy either. Or rent. Cheaper more sustainable, which means lower operating expenses.

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Rallyn Johnson
2076 Blair St
Jacksonville, FL 32206
johnsonrallyn@yahoo.com
(904) 226-0003

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Brown, Sheree S.

From: Marshall Jackson <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 7:53 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Thank you for considering my message.

Sincerely,

Marshall Jackson
14042 Fish Eagle Dr E
Jacksonville, FL 32226
mccoy.j74@gmail.com
(904) 405-7011

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Jamie Thomas <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 8:18 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Jamie Thomas
2003 Eclipse Dr
Middleburg, FL 32068
loeper620@gmail.com
(904) 278-0008

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Epifinie B <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 8:43 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Epifinie B
8745 Palm Breeze Rd
Jacksonville, FL 32256
epifinieb@gmail.com
(904) 408-5542

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Ranika Thompson <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 2:02 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

My bill every month has been over 600-700 dollars I can't afford to pay my light bill or get things for my children for school I had jea to come out and exam my meter they said nothing was wrong my light bill is 780 this and I can't afford it my lights will off this month I have 7children.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Thank you for considering my message.

Sincerely,

Ranika Thompson
4816 Playschool Dr
Jacksonville, FL 32209
moroccodr2009@gmail.com
(904) 226-0478

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Casey Schlickeisen <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 7:40 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Thank you for considering my message.

Sincerely,

Casey Schlickeisen
2837 Park St
Jacksonville, FL 32205
caschlickphoto@gmail.com
(646) 479-4597

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Karen Williams <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 1:49 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Stop high prices

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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4) Protect the St. Johns River from coal ash pollution once and for all.

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Thank you for considering my message.

Sincerely,

Karen Williams
11884 Hayden Lakes Cir
Jacksonville, FL 32218
karenwilliams0701@gmail.com
(904) 521-6879

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Ben Davis <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 1:22 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Ben Davis
7723 India Ave, Unit 176, Jacksonville FL 32211
Jacksonville, FL 32211
update.vase.03@icloud.com
(904) 258-8689

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Stacie Anderson <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 1:20 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

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1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Stacie Anderson
2437 Cedar Trace Drive West
Jacksonville, FL 32246
seraphael@hotmail.com
(904) 834-9385

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Jackson Currie <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 8:52 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

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Thank you for considering my message.

Sincerely,

Jackson Currie
4060 Dellwood Ave
Jacksonville, FL 32205
jcurrie613@gmail.com
(917) 748-6906

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Michael Dunlap <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 11:49 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Yesterday is a good time start

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Thank you for considering my message.

Sincerely,

Michael Dunlap
1120 2nd Ave N
Jacksonville Beach, FL 32250
mwdarchitect@gmail.com
(904) 358-1002

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Michael Dunlap <kwautomail@phone2action.com>
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To: Dalton, Melissa M.
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Thank you for considering my message.

Sincerely,

Michael Dunlap
1120 2nd Ave N
Jacksonville Beach, FL 32250
mwdarchitect@gmail.com
(904) 358-1002

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Brown, Sheree S.

From: Steffani Hendrieth <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 1:16 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

I am asking JEA to seriously reconsider the continued increase in utility costs. Many working families are already struggling with the rising cost of rent, groceries, transportation, and other essential expenses. Every increase in utility bills places an even greater financial burden on customers who are doing their best to stay afloat. Reliable electricity and water are necessities, not luxuries. I encourage JEA to prioritize affordability, improve transparency about rate increases, and explore ways to reduce costs instead of passing them on to customers whenever possible. I hope JEA will take the concerns of its community into account and work toward solutions that keep utility services affordable for everyone.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching,

and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Steffani Hendrieth
3730 Dupont Ave, 8204, Jacksonville FL 32217
Jacksonville, FL 32217
steffanih14@gmail.com
(904) 208-8526

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Leah Wilson <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 11:15 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Please make clean investments into our community

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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Thank you for considering my message.

Sincerely,

Leah Wilson
8620 Lone Star Rd
Jacksonville, FL 32211
leahruthwilson@gmail.com
(502) 203-7917

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Mary Moore <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 9:27 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Mary Moore
8665 Little Swift Cir
Jacksonville, FL 32256
moorma63@gmail.com
(678) 898-3759

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Brown, Sheree S.

From: Suzanne Jenkins <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 11:36 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Suzanne Jenkins
4765 Silver Ridge Ct
Jacksonville, FL 32207
ccssj@comcast.net
(904) 318-6883

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Brown, Sheree S.

From: Mary Bell <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 7:16 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Mary Bell
1259 Brookwood Forest Blvd
Jacksonville, FL 32225
marybeth7197@yahoo.com
(904) 502-1679

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Carol Russell <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 6:31 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Lifelong resident of Jacksonville who wants my child and grandchildren to breathe clean air .

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Carol Russell
1396 Elmar Rd
Jacksonville, FL 32218
carolrussell1396@gmail.com
(904) 338-6756

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Annie Erstling <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 8:31 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Thank you for considering my message.

Sincerely,

Annie Erstling
3320 RIVERSIDE AVE
Jacksonville, FL 32205
annieerstling@icloud.com
(904) 707-2902

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Brown, Sheree S.

From: Cherilyn Armstrong <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 8:37 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Rising cost of electric bill, grocery, mortgage is beginning to become unaffordable especially when the income is not going up

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Cherilyn Armstrong
8640 Dylan Michael Dr
Jacksonville, FL 32210
cherilyn0314@gmail.com.com
(904) 609-0450

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Brown, Sheree S.

From: Crissy Adamson <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 9:01 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Crissy Adamson
1205 MCGIRTS CREEK DR E
Jacksonville, FL 32221
aniyahbabygirl@hotmail.com
(507) 220-0349

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Brown, Sheree S.

From: Sheila Portnoy <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 9:26 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Why it matters ! Because you are affecting Families which means you are affecting Children ! Raising the price to all is causing more suffering than you can imagine . People are losing their homes , I've been in Jacksonville all my life and have seen it grow , don't abuse it keep it . Be honorable and through these difficult times keep the prices as they are for a year or 2 Our Ciuntry needs to get back on track ! Have compassion and know this will pay off in the long run ! Our City needs this financial challenge put on hold ???? there's a way and JEA knows how to do it ! Thank you for the chance to reach out !!! May Gid be the Glory ??

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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2) Stop raising our bills to prop up dirty energy.

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4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching,

and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Sheila Portnoy
11546 Kelvyn Grove Pl
Jacksonville, FL 32225
gizmoportnoy@aol.com
(904) 307-2240

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Patricia Walker <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 6:26 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Patricia Walker
1025 Pheasant Dr
Jacksonville, FL 32218
tinywalker218@gmail.com
(904) 506-3738

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Dorothy Violette <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 4:18 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Come on people. Do the right thing for your people

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Dorothy Violette
12865 Sw Highway 17 Lot 372
Arcadia, FL 34269
dlviolette3@gmail.com
(207) 484-1692

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Naomi Jenkins <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 8:17 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Is JEA holding Jacksonville hostage? Sure seems like it! Jacksonville is struggling to be affordable for many families and increased utility bills are only going to drive people away!

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Naomi Jenkins
3533 Talisman Dr
Middleburg, FL 32068
njenkins310@icloud.com
(904) 708-1514

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Carmen Ranjel <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 7:38 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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Thank you for considering my message.

Sincerely,

Carmen Ranjel
5162 Floral Bluff Rd
Jacksonville, FL 32211
carmen.leah79@icloud.com
(904) 322-2131

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Ryan Witmer <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 12:11 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

The solutions, technology and capital exist. Be bold. Make Jacksonville a first class city; anti-fragile and ready for the future.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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Thank you for considering my message.

Sincerely,

Ryan Witmer
275 1st st s
Jax beach, FL 32246
ryanleewitmer@gmail.com
(628) 215-1190

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Brown, Sheree S.

From: Kristen Webb <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 4:14 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

I am working 10 hours a day. I leave my ac on 80 * when I'm not home. My electric bill is something that I try very hard to keep under 150$. I am single and my children are grown and on their own. I live in the same place for the last 4 years. My electric bills have always run around 120$
EXCEPT THE LAST 2 months . It has gone up 75$. I'm not doing anything different than I already do. SO PLEASE TELL ME WHY !!!
I'm hope every one of your board members go to prison. You are all criminals

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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action.

Thank you for considering my message.

Sincerely,

Kristen Webb
3701 Danforth Dr Apt 1111r # D
Jacksonville, FL 32224
webbkristen618@gmail.com
(904) 887-0355

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Kaitlynn Dominguez <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 10:20 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Born and raised in the city, i am very proud of the efforts going into cleaning up our city. What I do not understand is with all the efforts Donna Deegan has put in, not once has clean energy been introduced. We have solar panels on flock cameras and various street signs. Why are we not using solar, water, or wind to sustain our city and its community? Why are we forced into paying out more and more and more money to efforts that are polluting our city. We need alternative energy, we need another company that is willing to do what JEA isn't going to do.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold

action.

Thank you for considering my message.

Sincerely,

Kaitlynn Dominguez
5637 Dunmire ave
Jacksonville, FL 32219
dominguezkaitlynn@gmail.com
(904) 901-1470

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Christal Robles <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 11:00 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Please don’t raise our bills times are hard enough we shouldn’t have to pay for a building you want

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Thank you for considering my message.

Sincerely,

Christal Robles
6539 Townsend Rd Lot 297
Jacksonville, FL 32244
trainbabycat@yahoo.com
(386) 868-8243

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Lance Shugerman <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 6:15 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Lance Shugerman
1443 N Market St
Jacksonville, FL 32206
lance@shugerman.com
(512) 373-9570

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Brown, Sheree S.

From: Cindy Corey <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 1:03 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

In sunny Florida there is no excuse not to utilize solar energy

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Cindy Corey
868 IONIA ST
Jacksonville, FL 32206
cindyleecorey@gmail.com
(904) 673-6740

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Lauren Marquez <mrslaurenmarquez@gmail.com>
Sent: Thursday, July 30, 2026 10:48 PM
To: Brown, Sheree S.
Cc: newstips@news4jax.com; iteam@news4jax.com; digitalteam@wjxt.com; news@firstcoastnews.com; news@actionnewsjax.com; letters@jacksonville.com; newsroom@jacksonville.com
Subject: Jacksonville Families Can't Afford Another JEA Rate Increase

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear JEA Board Members,

I am writing as a concerned Jacksonville resident and JEA customer regarding the continued increase in utility rates. I am also copying local news organizations because I believe the public deserves greater transparency and accountability regarding decisions that affect nearly every household in our community.

Like many families across Jacksonville, my household is already facing rising costs in nearly every aspect of daily life. Homeowners insurance, property taxes, groceries, gasoline, healthcare, and other essential expenses continue to increase. For many residents, wages have not kept pace with these rising costs, and every additional increase makes it more difficult to make ends meet.

Utilities are not a luxury—they are a necessity. Unlike many other expenses, customers cannot simply choose to go without electricity or water. Every rate increase places an additional burden on working families, seniors living on fixed incomes, veterans, and small business owners who are already struggling with the increasing cost of living.

What is especially frustrating is that JEA reports more than $2 billion in annual revenue, yet customers continue to be asked to pay more. I understand that revenue is not the same as profit and that operating a utility comes with significant expenses. However, as a publicly owned utility, JEA has a responsibility to be transparent with the people who ultimately fund its operations.

Before asking residents to pay higher rates, what specific cost-cutting measures were implemented internally? Were executive expenses, consulting contracts, operational efficiencies, and discretionary spending thoroughly evaluated? What alternatives were considered before deciding that customers should bear additional costs? These are reasonable questions that deserve clear and detailed answers.

As a publicly owned utility, JEA exists to serve the people of Jacksonville. That responsibility includes providing reliable, affordable utility services while remaining accountable to the community. Transparency should not be optional—it should be a fundamental part of earning and maintaining the public's trust.

I respectfully ask the Board to reconsider future rate increases, continue exploring every reasonable opportunity to reduce internal costs, and provide the public with greater transparency regarding the financial decisions that lead to these increases. Jacksonville residents deserve to understand how these decisions are made, why they are necessary, and what steps have been taken to minimize the financial impact on the people who rely on JEA every day.

Our community deserves affordable utilities, honest communication, and leadership that prioritizes the well-being of the people it serves. I hope you will carefully consider the concerns of your customers and demonstrate that every effort has been made to protect the residents of Jacksonville before asking them to pay more.

Thank you for your time and consideration.

Sincerely,

Lauren Wilkeson
Jacksonville, Florida
JEA Customer

I ask you to take meaningful action and follow through with your commitment to double solar

PETER Harding Jr<kwautomail@phone2action.com>

Dalton, Melissa M.

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Renewable energy is much cleaner than your expensive and toxic natural gas plant,

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

PETER Harding Jr

1534 Holly Oaks Lake Rd W
JACKSONVILLE, FL 32225
pharding@bellsouth.net
(904) 258-0267

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Randi White <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 11:37 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

My last monthly bill was 836.00 and I can't live like this anymore! I have 3 teenagers in my house and now have to instruct 10 minute showers, and if it's brown only then flush it down ??

We need something different as a resource!

Who can afford this??? This company has a net worth over 7.9 billion dollars and our community is suffering!

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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4) Protect the St. Johns River from coal ash pollution once and for all.

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and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Randi White
2839 Sweetholly Dr
Jacksonville, FL 32223
randi5583@gmail.com
(904) 525-2540

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Brown, Sheree S.

From: Russell Wilson <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 11:19 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

My family cannot sustain the high cost of utilities. We are good citizens who keep our usage as low as possible, sacrificing comfort for the greater good. You could also sacrifice some comfort for the people you are called to lead.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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4) Protect the St. Johns River from coal ash pollution once and for all.

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Thank you for considering my message.

Sincerely,

Russell Wilson
8620 Lone star Rd, Jacksonville FL 32211
Jacksonville, FL 32211
rusty.wilson502@yahoo.com
(502) 203-8251

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Brown, Sheree S.

From: Leah Wilson <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 11:15 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Please make clean investments into our community

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Leah Wilson
8620 Lone Star Rd
Jacksonville, FL 32211
leahruthwilson@gmail.com
(502) 203-7917

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Brown, Sheree S.

From: Ella soni <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 10:16 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Not everyone gets 8% pay raise to come up with extra funds to pay JEA, it’s bonuses in their pockets

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Ella soni
4354 Apple Tree Pl
Jacksonville, FL 32258
ellasoni@hotmail.com
(904) 707-4926

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Corey Determan <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 10:50 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Corey Determan
269 Carriann Cove Trail W
Jacksonville, FL 32225
determancs@gmail.com
(904) 405-0941

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Nestor Rodriguez <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 9:58 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

This high enerdy bill is getting out of hand. I have solar panels and im still paying over $350.00 a month. We have to do something abiut this now!

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Thank you for considering my message.

Sincerely,

Nestor Rodriguez
16771 Yellow Bluff Rd # :null
Jacksonville, FL 32226
tito691@hotmail.com
(931) 338-3132

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Kelly Rosensteel <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 10:43 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Tell JEA to stop ripping us off!

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Thank you for considering my message.

Sincerely,

Kelly Rosensteel
4263 Timuquana Rd
Jacksonville, FL 32210
kelly.e.rosensteel@gmail.com
(386) 689-8969

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Nancy Neumann <kwautomail@phone2action.com>
Sent: Wednesday, July 8, 2026 8:22 AM
To: Brown, Sheree S.
Subject: Concerning the Water First North Florida project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

I am asking you to remove the Water First North Florida project from consideration until independent scientific research shows that it will not contaminate the Floridan Aquifer with PFAS ("forever chemicals"), pharmaceuticals, and other emerging contaminants.

The Floridan Aquifer supplies drinking water to millions of Floridians and feeds the springs, rivers, and wetlands that make North Florida so special. Once contaminants enter the aquifer, they may remain there for generations.

I support finding better ways to manage Florida's water, but those solutions should not put our drinking water or springs at unnecessary risk. Before wastewater is intentionally introduced into the aquifer, the public deserves clear, independent scientific proof that these contaminants will not accumulate or spread through our groundwater.

There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Nancy Neumann
315 Court St Rm 117
Clearwater, FL 33756
nancyneumann@t-online.de

(253) 426-8384

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Sheila Portnoy <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 9:32 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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4) Protect the St. Johns River from coal ash pollution once and for all.

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Thank you for considering my message.

Sincerely,

Sheila Portnoy
11546 Kelvyn Grove Pl
Jacksonville, FL 32225
gizmoportnoy@aol.com
(904) 307-2240

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Armie Mccloud <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 9:31 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Hard keeping up payments

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Armie Mccloud
7706 Courage Ct
Jacksonville, FL 32210
mccloud.armie@yahoo.com
(904) 613-0559

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: William Campbell <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 9:11 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

William Campbell
3868 Juliet Leia Cir N
Jacksonville, FL 32218
lilwill32205@gmail.com
(904) 768-9685

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Rachel Axler <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 9:31 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Thank you for considering my message.

Sincerely,

Rachel Axler
287 Coral Way
Jacksonville, FL 32250
brookeaxler@att.net
(904) 247-5900

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Cameron Nelson <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 8:46 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Cameron Nelson
13000 Broxton Bay Dr Apt 208
Jacksonville, FL 32218
toddnelson593@comcast.net
(904) 894-4176

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Alexandra Villa <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 9:01 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Alexandra Villa
10834 Stanton Hills Dr E
Jacksonville, FL 32222
alexandrasimmonstokens@gmail.com
(201) 325-1507

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Vickie Carter <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 8:28 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Stop punishing those that are on social security to where they have to choose between power and water than buying groceries or getting their medicine. It’s not the people who are constantly being investigated for wrong doing. JEA has a monopoly going on and it also needs to stop

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Vickie Carter
6321 Peacock Ridge Dr
Jacksonville, FL 32221
vcarter6667@gmail.com
(904) 852-7256

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Lisa Weissmann <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 8:56 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Lisa Weissmann
10000 Gate Pkwy N Apt 526 Unit 526
Jacksonville, FL 32246
lgwbtts@comcast.net
(904) 460-3305

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Brown, Sheree S.

From: Fallon Luke <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 7:41 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Thank you for considering my message.

Sincerely,

Fallon Luke
4059 Piper Dr
Jacksonville, FL 32207
fallonluke11@gmail.com
(904) 777-7777

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Vonkesha Bartley <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 11:47 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Vonkesha Bartley
12394 Glimmer Way
Jacksonville, FL 32219
vonkeshabartley@yahoo.com
(904) 312-8060

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Audris Mcrae <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 4:11 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Audris Mcrae
1140 Kendall Town Blvd Unit 42014201
Jacksonville, FL 32225
audrismcrae@yahoo.com
(904) 927-6472

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Melissa Eutsey <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 11:45 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Melissa Eutsey
1000 Bert Rd
Jacksonville, FL 32211
melissaeutsey30@gmail.com
(786) 482-1199

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Destinee Roberts <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 11:42 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Destinee Roberts
2317 Westmont St
Jacksonville, FL 32207
destineer26@gmail.com
(904) 898-5044

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Rod Finley <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 10:43 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Donna Deegan need to go she has sold this city out to big corporations and migrants and tourist let alone her believing that illegals should stay in America she is a problem for all native long time residents of Duval county....Donna is Harmful

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Rod Finley
2396 Mallory Hills Rd
Jacksonville, FL 32221
roddiefin20@gmail.com
(904) 219-7773

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Jessica Miller <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 10:26 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Jessica Miller
2126 Antilles Ct
Jacksonville, FL 32216
mtnmantra@gmail.com
(732) 995-9114

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Brown, Sheree S.

From: Marcy Bartlett <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 9:56 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Thank you for considering my message.

Sincerely,

Marcy Bartlett
13364 Beach Blvd Unit 10171017
Jacksonville, FL 32224
seadreamsforyou@gmail.com
(904) 993-4095

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Pamela Nichols Pamela Nichols <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 8:51 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Pamela Nichols Pamela Nichols
10201 west beaver St Lot 79
Jacksonville, FL 32220
pamnichols23@yahoo.com
(786) 575-5350

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Bailee Everett <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 8:47 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Bailee Everett
3253 Corby St
Jacksonville, FL 32205
baileemorgan07@gmail.com
(352) 356-0153

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Carolyn Lounsbury aka Sissy <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 8:26 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Stop the rising costs. Many of us live on only on social security. JEA is out of control and needs to be brought back to earth. These rate increases are ridiculous.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Thank you for considering my message.

Sincerely,

Carolyn Lounsbury aka Sissy
9460 Telford Ln
Jacksonville, FL 32244
clounsbury93@gmail.com
(904) 290-0234

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Tamara Jones <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 6:27 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Thank you for considering my message.

Sincerely,

Tamara Jones
4702 Cedar Point Rd
Jacksonville, FL 32226
jonestamara834@gmail.com
(904) 522-2677

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Tiffany Short <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 6:18 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Thank you for considering my message.

Sincerely,

Tiffany Short
3686 Crossview Dr
Jacksonville, FL 32224
tnoble85@gmail.com
(904) 614-0864

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Brown, Sheree S.

From: Suzanne Sapp <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 6:17 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Thank you for considering my message.

Sincerely,

Suzanne Sapp
1997 Sadler Rd Unit 15805 # 15805
Fernandina Beach, FL 32035
suzannesappfl@gmail.com
(904) 517-2881

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Brown, Sheree S.

From: Vincent Baker III <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 5:23 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

With all the available energy choices out there, aside from corporate greed wanting to cost their citizens more, there is absolutely zero reason we're letting the rest of the world beat up in clean energy! America is suppose to be the example to the rest of the world, but meanwhile where other countries are making moves to improve life for their citizens, America is keeping to the same old, outdated systems that harm our environment and cost our citizens more!

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Vincent Baker III
801 Grove Park Blvd
Jacksonville, FL 32216
vincebaker3@ymail.com
(904) 400-0888

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Brown, Sheree S.

From: Cynthia Bauman <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 5:21 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

We just recently moved to Jacksonville , and electricity prices are quite expensive .

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Cynthia Bauman
4801 Blackpine Cr
Jacksonville, FL 32210
cynthia.bauman70@gmail.com
(850) 461-7676

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Bonnie Brewton <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 4:25 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Thank you for considering my message.

Sincerely,

Bonnie Brewton
7724 N Pearl St
Jacksonville, FL 32208
missbonniebrewton@gmail.com
(904) 574-6777

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Alejandro Franzuela <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 3:00 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Alejandro Franzuela
3992 Victoria Lakes Dr S
Jacksonville, FL 32226
al.franzuela@gmail.com
(973) 960-1671

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Steven Koskinen <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 2:28 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Steven Koskinen
306 Holly Ave
Jacksonville, FL 32211
sjk2588@gmail.com
(201) 960-2282

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Chyann Moore <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 1:46 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Hey there just a single mom of 4 trying to get by. Jea is the only company we have to choose for electricity and water no other options. I think solar panels would be a awesome option!

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Chyann Moore
1317 W 32nd St
Jacksonville, FL 32209
chymm711@gmail.comc
(904) 647-0083

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Carlos Nieves <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 11:54 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

This is hurting us all please make this right

Dear City of Jacksonville leaders and JEA Board Members,

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Carlos Nieves
3875 San Pablo Rd S Apt 315
Jacksonville, FL 32224
smilinglikeailler@gmail.com
(754) 301-1608

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Tomas Camblor <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 11:38 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Electricity is unaffordable

Dear City of Jacksonville leaders and JEA Board Members,

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4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Tomas Camblor
1825 Ribault Scenic Dr
Jacksonville, FL 32208
tecamblor1976@gmail.com
(843) 263-2295

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Connie Smith <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 11:29 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Connie Smith
7442 countryman lane
Jacksonville, FL 32244
connie.smith73@gmail.com
(904) 762-5583

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Sandford Bennett <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 11:28 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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4) Protect the St. Johns River from coal ash pollution once and for all.

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Thank you for considering my message.

Sincerely,

Sandford Bennett
959 Chapeltown Cir N, Jacksonville, FL 32225-5266
Jacksonville, FL 32225
sbenn98191@aol.com
(904) 383-8588

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Geri Payne <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 11:00 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Geri Payne
1560 Abe Ct
Jacksonville, FL 32225
reneereads365@outlook.com
(904) 898-4850

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Juan Echegaray <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 10:01 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Earth is quickly approaching a point of no return. Earth doesn't care if you don't believe in global warming. Do the right thing by cutting carbon emissions.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Juan Echegaray
5724 Lake Fern Dr S
Jacksonville, FL 32258
jecheg99@yahoo.com
(904) 303-2083

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Nicholi Whitter Whitter <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 9:56 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Nicholi Whitter Whitter
9377 Scaup Way
Jacksonville, FL 32218
nicholi.whitter29@gmail.com
(407) 435-4178

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Glenn Millican <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 9:27 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Stop the crazy price hikes!

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Thank you for considering my message.

Sincerely,

Glenn Millican
14296 Satinwood Dr
Jacksonville, FL 32224
millicanglenn@yahoo.com
(619) 201-9962

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Brown, Sheree S.

From: Sujan Westerband <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 9:09 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Sujan Westerband
8952 Hare Ave
Jacksonville, FL 32211
suji_westerband_01@yahoo.com
(904) 416-9179

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Marion Johnson <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 7:05 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Marion Johnson
7550 Quitina Dr
Jacksonville, FL 32277
mjpurple18@yahoo.com
(904) 724-3264

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Dylan White <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 10:10 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Get rid of coal and bring in the renewable resources

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Dylan White
415 Malcross Ave
Jacksonville, FL 32208
insanity.dw@gmail.com
(904) 335-7930

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Jerlisha Williams <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 6:06 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Jerlisha Williams
9524 Flechette Ave
Jacksonville, FL 32208
williamsjerlisha@gmail.com
(904) 805-4420

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Elizabeth Zaharioudakis <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 2:15 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

I don’t know WHO is running the JEA Board, but they Must get educated about solar! Why doesn’t Every city building roof and parking lot have solar panels by now???? Who’s scamming the $$$???

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Elizabeth Zaharioudakis
1147 Homard Blvd E
Jacksonville, FL 32235
bethz@xecu.net
(904) 962-2584

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Terry Lester <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 12:01 AM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

This issue matters because a lot of people can't afford the high JEA bills they struggle to make ends meet and then JEA don't think of that, they keep raising the Services which I appreciate the services but don't need to be keep going up, and I'm all about pollution I think we need to clean it up, and I love the solar method I think that's pretty neat ,we won't need to worry so much about fossil fuels.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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4) Protect the St. Johns River from coal ash pollution once and for all.

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Thank you for considering my message.

Sincerely,

Terry Lester
10552 Arendal Rd
Jacksonville, FL 32218
terrylester13@gmail.com
(904) 945-7417

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Terry Lester <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 11:56 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

This issue matters because a lot of people can't afford the high JEA bills they struggle to make ends meet and then JEA don't think of that they keep raising the Services which I appreciate the services but they don't need to be keep going up, and I'm all about pollution I think we need to clean it up, and I love the solar method I think that's pretty neat ,we won't need to worry so much about fossil fuels.

Dear City of Jacksonville leaders and JEA Board Members,

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2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Terry Lester
10552 Arendal Rd
Jacksonville, FL 32218
terrylester13@gmail.com
(904) 945-7417

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Mary Canepa <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 11:13 PM
To: Dalton, Melissa M.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Its making it hard to have a large bill like this.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Mary Canepa
4460 Hodges Blvd Apt 2019
Jacksonville, FL 32224
mariacanepa2019@gmail.com
(904) 945-8029

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Deborah Curry <kwautomail@phone2action.com>
Sent: Sunday, July 26, 2026 12:18 PM
To: Brown, Sheree S.
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

This concern for quantity one Quality of water in lower Florida is the primate to stop the BARGE CANAL such a terrible Ides. The loss of water is one this the pollution of the aquifer the source of water for southern Florida is so much worse!

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

I am asking you to remove the Water First North Florida project from consideration until independent scientific research shows that it will not contaminate the Floridan Aquifer with PFAS ("forever chemicals"), pharmaceuticals, and other emerging contaminants.

The Floridan Aquifer supplies drinking water to millions of Floridians and feeds the springs, rivers, and wetlands that make North Florida so special. Once contaminants enter the aquifer, they may remain there for generations.

I support finding better ways to manage Florida's water, but those solutions should not put our drinking water or springs at unnecessary risk. Before wastewater is intentionally introduced into the aquifer, the public deserves clear, independent scientific proof that these contaminants will not accumulate or spread through our groundwater.

There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Deborah Curry
4396 NE 139th Lane

Anthony, FL 32617
figure_it_out@earthlink.net
(941) 321-1556

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Tuck G <kwautomail@phone2action.com>
Sent: Saturday, July 25, 2026 1:42 PM
To: Brown, Sheree S.
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

I am asking you to remove the Water First North Florida project from consideration until independent scientific research shows that it will not contaminate the Floridan Aquifer with PFAS ("forever chemicals"), pharmaceuticals, and other emerging contaminants.

The Floridan Aquifer supplies drinking water to millions of Floridians and feeds the springs, rivers, and wetlands that make North Florida so special. Once contaminants enter the aquifer, they may remain there for generations.

I support finding better ways to manage Florida's water, but those solutions should not put our drinking water or springs at unnecessary risk. Before wastewater is intentionally introduced into the aquifer, the public deserves clear, independent scientific proof that these contaminants will not accumulate or spread through our groundwater.

There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Tuck G
3207 Victoria Ln
Eustis, FL 32726
tuckahue@tuta.com

(352) 459-9196

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Nk Acevedo <kwautomail@phone2action.com>
Sent: Wednesday, July 8, 2026 6:57 PM
To: Brown, Sheree S.
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

I am asking you to remove the Water First North Florida project from consideration until independent scientific research shows that it will not contaminate the Floridan Aquifer with PFAS ("forever chemicals"), pharmaceuticals, and other emerging contaminants.

The Floridan Aquifer supplies drinking water to millions of Floridians and feeds the springs, rivers, and wetlands that make North Florida so special. Once contaminants enter the aquifer, they may remain there for generations.

I support finding better ways to manage Florida's water, but those solutions should not put our drinking water or springs at unnecessary risk. Before wastewater is intentionally introduced into the aquifer, the public deserves clear, independent scientific proof that these contaminants will not accumulate or spread through our groundwater.

There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Nk Acevedo
4101 Coral Tree Cir
Coconut Creek, FL 33073
nkace18@gmail.com

(202) 654-7896

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Barbara Schwartz <kwautomail@phone2action.com>
Sent: Tuesday, July 7, 2026 7:58 AM
To: Brown, Sheree S.
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

I am asking you to remove the Water First North Florida project from consideration until independent scientific research shows that it will not contaminate the Floridan Aquifer with PFAS ("forever chemicals"), pharmaceuticals, and other emerging contaminants.

The Floridan Aquifer supplies drinking water to millions of Floridians and feeds the springs, rivers, and wetlands that make North Florida so special. Once contaminants enter the aquifer, they may remain there for generations.

I support finding better ways to manage Florida's water, but those solutions should not put our drinking water or springs at unnecessary risk. Before wastewater is intentionally introduced into the aquifer, the public deserves clear, independent scientific proof that these contaminants will not accumulate or spread through our groundwater.

There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Barbara Schwartz
4455 NE 31ST Street
Ocala, FL 34470
vallabha@cox.net

(352) 216-6238

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Cynthia Key <kwautomail@phone2action.com>
Sent: Monday, July 6, 2026 6:21 PM
To: Brown, Sheree S.
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

I am asking you to remove the Water First North Florida project from consideration until independent scientific research shows that it will not contaminate the Floridan Aquifer with PFAS ("forever chemicals"), pharmaceuticals, and other emerging contaminants.

The Floridan Aquifer supplies drinking water to millions of Floridians and feeds the springs, rivers, and wetlands that make North Florida so special. Once contaminants enter the aquifer, they may remain there for generations.

I support finding better ways to manage Florida's water, but those solutions should not put our drinking water or springs at unnecessary risk. Before wastewater is intentionally introduced into the aquifer, the public deserves clear, independent scientific proof that these contaminants will not accumulate or spread through our groundwater.

There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Cynthia Key
19011 Northwest 81 Terrace
Alachua, FL 32615
cyndykey@aol.com

(201) 555-0123

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Ruth Johnson <kwautomail@phone2action.com>
Sent: Monday, July 6, 2026 5:48 PM
To: Brown, Sheree S.
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Water is a necessary for Life of all Humans, plants and animals.

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

I am asking you to remove the Water First North Florida project from consideration until independent scientific research shows that it will not contaminate the Floridan Aquifer with PFAS ("forever chemicals"), pharmaceuticals, and other emerging contaminants.

The Floridan Aquifer supplies drinking water to millions of Floridians and feeds the springs, rivers, and wetlands that make North Florida so special. Once contaminants enter the aquifer, they may remain there for generations.

I support finding better ways to manage Florida's water, but those solutions should not put our drinking water or springs at unnecessary risk. Before wastewater is intentionally introduced into the aquifer, the public deserves clear, independent scientific proof that these contaminants will not accumulate or spread through our groundwater.

There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Ruth Johnson
1357 Emerald Dunes Dr
Sun City Center, FL 33573
rajohnson130@icloud.com

(312) 909-7455

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Nancy Fairbanks <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 8:02 PM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Nancy Fairbanks
79 BRONSON LN
Palm Coast, FL 32137
ncrn22@gmail.com
(904) 651-5532

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Ranika Thompson <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 2:02 PM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

My bill every month has been over 600-700 dollars I can’t afford to pay my light bill or get things for my children for school I had jea to come out and exam my meter they said nothing was wrong my light bill is 780 this and I can’t afford it my lights will off this month I have 7children.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Ranika Thompson
4816 Playschool Dr
Jacksonville, FL 32209
moroccodr2009@gmail.com
(904) 226-0478

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Karen Williams <kwautomail@phone2action.com>
Sent: Sunday, July 5, 2026 1:49 PM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Stop high prices

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Karen Williams
11884 Hayden Lakes Cir
Jacksonville, FL 32218
karenwilliams0701@gmail.com
(904) 521-6879

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: natalie martinez <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 11:02 AM
To: Brown, Sheree S.
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

I am asking you to remove the Water First North Florida project from consideration until independent scientific research shows that it will not contaminate the Floridan Aquifer with PFAS ("forever chemicals"), pharmaceuticals, and other emerging contaminants.

The Floridan Aquifer supplies drinking water to millions of Floridians and feeds the springs, rivers, and wetlands that make North Florida so special. Once contaminants enter the aquifer, they may remain there for generations.

I support finding better ways to manage Florida's water, but those solutions should not put our drinking water or springs at unnecessary risk. Before wastewater is intentionally introduced into the aquifer, the public deserves clear, independent scientific proof that these contaminants will not accumulate or spread through our groundwater.

There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

natalie martinez
1103 SW 4th Avenue
Gainesville, FL 32601
nmartinez2@ufl.edu

(786) 848-9887

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Diane Dodge <kwautomail@phone2action.com>
Sent: Saturday, August 1, 2026 4:54 PM
To: Brown, Sheree S.
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

I am asking you to remove the Water First North Florida project from consideration until independent scientific research shows that it will not contaminate the Floridan Aquifer with PFAS ("forever chemicals"), pharmaceuticals, and other emerging contaminants.

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There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Diane Dodge
314 Military Blvd
Ormond Beach, FL 32174
dedodge@yahoo.com

(386) 615-7407

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Glynda Caldwell <kwautomail@phone2action.com>
Sent: Friday, July 31, 2026 4:02 PM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Wean yourselves off of toxic forms of energy. It's the smart and right thing to do.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

We need JEA to take meaningful action:

1) Set a deadline to retire coal and gas plants, starting with Northside.

2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Glynda Caldwell
13822 Harbor Creek Place
JACKSONVILLE, FL 32224
glynda.j.caldwell@gmail.com
(904) 716-4321

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

Subject: FW: JEA Leadership Turmoil Underscores the Need for a Public, Transparent Energy Planning Process

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From: Robert Rutkowski <r_e_rutkowski@att.net>
Sent: Friday, July 31, 2026 5:44:55 PM
To: Media Relations Mailbox <media@jea.com>; jbrooks@jea.com <jbrooks@jea.com>; mgorender@jea.com <mgorender@jea.com>
Subject: JEA Leadership Turmoil Underscores the Need for a Public, Transparent Energy Planning Process

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

MG Orender, Board Chair
JEA Board of Directors
mgorender@jea.com

Jody Brooks, Interim CEO
media@jea.com, jbrooks@jea.com

Re: JEA Leadership Turmoil Underscores the Need for a Public, Transparent Energy Planning Process

Dear Chair and CEO:

In light of recent news that JEA CEO Vickie Cavey has taken an extended leave of absence and Jody Brooks is serving as interim CEO, the Sierra Club Beyond Coal Campaign, the Florida Chapter of the Sierra Club, The CLEO Institute, Jacksonville Branch of the NAACP, the Duval Affordable Clean Energy Coalition, Sunshine Power Faith Coalition, True SCLC Florida Jax Leadership Coalition, local volunteer leaders, and ratepayers are calling on JEA to commit to a public, transparent Integrated Resource Plan (IRP) process. Jacksonville ratepayers deserve a real seat at the table in decisions about the city's energy future.

This moment also presents an opportunity to build a stronger, more accountable JEA—one that's rooted in trust, transparency, and real partnership with the community it serves. Jacksonville deserves a municipal utility that listens to its residents, includes them in the decisions that shape our energy future, and earns the public's trust. They're ready to work alongside JEA to help build that future together.

Jacksonville ratepayers have every reason to demand a seat at the table for decisions that will shape their energy bills, their health, and their city for decades to come. This leadership change, the 5th CEO change in 6 years, is exactly why an open, public IRP process matters now more than ever. Energy decisions of this scale — including JEA's

proposed $1.57 billion-plus gas plant — should never be made behind closed doors, and they certainly shouldn't be finalized during a period when the agency's own leadership is in flux.

In 2023, JEA claimed a new methane gas plant was the most affordable option for Jacksonville's energy needs. Just two years later, projected costs have increased 139%, and an independent RMI analysis found the project could cost customers an additional $2.5 billion over its lifetime, plus roughly $1 billion in health impacts from pollution. Jacksonville can't afford more shortsighted decisions, and the community deserves a transparent process to determine the best path forward.

A transparent IRP process would mean:

Real public input before major energy resource decisions are finalized, not after;
Clear, plain-language information about what JEA is planning and why;
Independent opportunities for ratepayers, community organizations, and experts to weigh in; and
Accountability built into the process itself, rather than left to chance.

Jacksonville deserves an energy future decided in the light of day, by the people who will be paying for it — not one shaped by insiders during a moment of institutional instability. We are calling on JEA and its Board to use this moment to recommit to genuine public participation in energy planning, starting with a transparent IRP process that puts ratepayers back where they belong: at the table.

Yours sincerely,
Robert E. Rutkowski

2527 Faxon Court
Topeka, Kansas 66605-2086
USA
E-mail: r_e_rutkowski@att.net

Outlook

FW: I ask you to take meaningful action and follow through with your commitment to double solar

From Dalton, Melissa M. <charmm2@jea.com>
Date Mon 8/3/2026 9:19 AM
To Taylor, Tori G. <taylvg@jea.com>

Please save

Melissa Dalton
Director, Board and Administrative Services | Assistant to MD/CEO
Mobile: (904) 616-4219
charmm2@jea.com

From: Glynda Caldwell <kwautomail@phone2action.com>
Sent: Friday, July 31, 2026 4:02 PM
To: Dalton, Melissa M. <charmm2@jea.com>
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Wean yourselves off of toxic forms of energy. It's the smart and right thing to do.

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Glynda Caldwell
13822 Harbor Creek Place
JACKSONVILLE, FL 32224
glynda.j.caldwell@gmail.com
(904) 716-4321

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Brown, Sheree S.

From: Sarah Eleftheratos <kwautomail@phone2action.com>
Sent: Monday, August 3, 2026 4:39 PM
To: Brown, Sheree S.
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

I am asking you to remove the Water First North Florida project from consideration until independent scientific research shows that it will not contaminate the Floridan Aquifer with PFAS ("forever chemicals"), pharmaceuticals, and other emerging contaminants.

The Floridan Aquifer supplies drinking water to millions of Floridians and feeds the springs, rivers, and wetlands that make North Florida so special. Once contaminants enter the aquifer, they may remain there for generations.

I support finding better ways to manage Florida's water, but those solutions should not put our drinking water or springs at unnecessary risk. Before wastewater is intentionally introduced into the aquifer, the public deserves clear, independent scientific proof that these contaminants will not accumulate or spread through our groundwater.

There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Sarah Eleftheratos
12844 Stone Tower Loop
FORT MYERS, FL 33913
aquagirl88@gmail.com

(717) 891-1718

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Carol Harlow <kwautomail@phone2action.com>
Sent: Monday, August 3, 2026 9:30 PM
To: Brown, Sheree S.
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

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There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Carol Harlow
9105 Cypresswood Cir
Tampa, FL 33647
walker_52_@msn.com

(813) 391-1884

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Alexandra Paniwozik <kwautomail@phone2action.com>
Sent: Saturday, July 4, 2026 2:05 AM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

We can’t afford these rates

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

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4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Alexandra Paniwozik
8945 Needlepoint Pl
Jacksonville, FL 32244
acat6519@gmail.com
(305) 395-2823

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Stella Cherry <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 6:29 PM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Seniors can not stretch their incomes any further

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Thank you for considering my message.

Sincerely,

Stella Cherry
16755 Yellow Bluff Rd
Jacksonville, FL 32226
maecherry1113@yahoo.com
(904) 710-4815

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Sarah Younger <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 11:08 PM
To: Brown, Sheree S.
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

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There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Sarah Younger
P.O. Box 611
High Springs, FL 32643
pilamye@hotmail.com

(386) 454-1257

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club Suwannee-St Johns Group. If you need more information, please contact Suwannee-St Johns Group at Sierra Club Suwannee-St Johns Group at ssjsierra@gmail.com.

Brown, Sheree S.

From: Betsie Miller <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 5:43 PM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Stop wasting resident's money.

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

Every month, ratepayers feel the impact of JEA's bad decisions in the form of rising bills. Families in our community cannot afford endless rate hikes just to keep old polluting plants running. JEA's failure to invest in affordable solar and clean energy is costing us now and will cost us even more in the future.

And it's not just about money. Keeping Northside Generating Station open threatens the St. Johns River with toxic coal ash that could poison our water, our fish, and our health. A coal ash spill would be catastrophic for Jacksonville, yet JEA still refuses to move away from this dangerous fuel.

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2) Stop raising our bills to prop up dirty energy.

3) Invest in clean local solar and storage that lowers costs, creates jobs, and protects our community.

4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Betsie Miller
15459 Yellow Bluff Rd
Jacksonville, FL 32226
bsmiller111051@gmail.com
(904) 521-8866

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Briana Fread <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 12:20 PM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

I am struggling financially as rates continue to rise. I called once, because it was so high i thought there was an error; my bill was around $175, the man on the line was able to break my bill down and tell me i used around $45 of services. The other $130 was just fees!!!

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Briana Fread
4320 sunbeam
Jacksonville, FL 32257
theslytheriest@gmail.com
(904) 563-4561

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Brown, Sheree S.

From: .Michael Freda <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 11:14 AM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Lower bills, reduce pollution, plus save money on meds. for people with respiratory conditions. This should be a no brainer. This is the second time I filled out one of these questionnaires. Does the left hand know what the right hands doing?

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

.Michael Freda
7401Tahiti Rd.
Jackson, FL 32216
mfreda72@gmail.com
(904) 352-0059

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Anna Gordon <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 11:11 AM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

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Thank you for considering my message.

Sincerely,

Anna Gordon
10908 Moorewood Dr
Jacksonville, FL 32256
nanaandtony@aol.com
(904) 338-3501

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Brown, Sheree S.

From: Sarah Pitts <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 11:10 AM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Dear City of Jacksonville leaders and JEA Board Members,

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4) Protect the St. Johns River from coal ash pollution once and for all.

Jacksonville deserves a utility that puts people first, not fossil fuel profits. The community is watching, and we will not sit by while JEA continues to poison our future and drive up our bills. It's time for bold action.

Thank you for considering my message.

Sincerely,

Sarah Pitts
7530 Westland Oaks Dr
Jacksonville, FL 32244
sarahjd0811@gmail.com
(904) 718-4621

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Lee Wilkerson <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 11:07 AM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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4) Protect the St. Johns River from coal ash pollution once and for all.

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Thank you for considering my message.

Sincerely,

Lee Wilkerson
12634 Gandalf Ln
Jacksonville, FL 32225
lfwpro@gmail.com
(904) 525-3831

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Brown, Sheree S.

From: Manuel Pinto-Andrews <kwautomail@phone2action.com>
Sent: Friday, July 3, 2026 10:25 AM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

stop increasing bills

Dear City of Jacksonville leaders and JEA Board Members,

We expect JEA to follow through with your commitment to double solar. While other utilities are lowering costs and cleaning up their energy, Jacksonville families are stuck paying higher bills for dirty, outdated coal and gas.

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Thank you for considering my message.

Sincerely,

Manuel Pinto-Andrews
13703 Richmond Park Dr N
Jacksonville, FL 32224
epintoandrews@aol.com
(303) 709-3962

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Kiana Bacino <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 4:15 PM
To: Brown, Sheree S. 2
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

My meter is outdated so I'm already being charged more than I'm using every single day. My meter is outdated so I'm already being charged more than I'm using every single day. My meter is outdated so I'm already being charged more than I'm using every single day. My meter is outdated so I'm already being charged more than I'm using every single day. My meter is outdated so I'm already being charged more than I'm using every single day. My meter is outdated so I'm already being charged more than I'm using every single day. My meter is outdated so I'm already being charged more than I'm using every single day. My meter is outdated so I'm already being charged more than I'm using every single day. My meter is outdated so I'm already being charged more than I'm using every single day. My meter is outdated so I'm already being charged more than I'm using every single day. My meter outdated .....

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Sincerely,

Kiana Bacino
618 staffordshire dr e
Jacksonville, FL 32225
kianabacino@gmail.com
(904) 885-3174

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Brown, Sheree S.

From: Wendy Beyda <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 7:20 AM
To: Brown, Sheree S. 2
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the St. Johns River Water Management District Governing Board and JEA Board of Directors,

I am asking you to remove the Water First North Florida project from consideration until independent scientific research shows that it will not contaminate the Floridan Aquifer with PFAS ("forever chemicals"), pharmaceuticals, and other emerging contaminants.

The Floridan Aquifer supplies drinking water to millions of Floridians and feeds the springs, rivers, and wetlands that make North Florida so special. Once contaminants enter the aquifer, they may remain there for generations.

I support finding better ways to manage Florida's water, but those solutions should not put our drinking water or springs at unnecessary risk. Before wastewater is intentionally introduced into the aquifer, the public deserves clear, independent scientific proof that these contaminants will not accumulate or spread through our groundwater.

There are safer alternatives that deserve greater investment, including water conservation, local reuse of reclaimed water, and other water supply solutions that don't transfer the risks to another watershed.

Please put science first. Remove the Water First North Florida project until independent research demonstrates that our aquifer, springs, and drinking water will be protected.

Our water is too important to gamble with.

Thank you for your consideration.

Sincerely,

Wendy Beyda
770 Trellis Bay Dr
St. Augustine, FL 32092
wbeyda27@gmail.com

(908) 907-1131

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Steve Patrick <kwautomail@phone2action.com>
Sent: Thursday, July 2, 2026 9:23 AM
To: Brown, Sheree S. 2
Subject: Protect Our Springs and Aquifer - Pause the Water First North Florida Project

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Thank you for your consideration.

Sincerely,

Steve Patrick
10196 Pine Breeze Road W
Jacksonville, FL 32257
spatrickfamily@yahoo.com

(904) 262-2395

This message was sent by KnowWho, as a service provider, on behalf of an individual associated with Sierra Club. If you need more information, please contact Member Care at Sierra Club at member.care@sierraclub.org or (415) 977-5673.

Brown, Sheree S.

From: Kareem Barakzoy <kwautomail@phone2action.com>
Sent: Wednesday, August 5, 2026 7:41 PM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear City of Jacksonville leaders and JEA Board Members,

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Thank you for considering my message.

Sincerely,

Kareem Barakzoy
305 valverde lane
Saint Augustine, FL 32086
kareembarakzoy@gmail.com
(304) 906-6704

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Brown, Sheree S.

From: Kareem Barakzoy <kwautomail@phone2action.com>
Sent: Wednesday, August 5, 2026 8:25 PM
To: Brown, Sheree S.
Subject: I ask you to take meaningful action and follow through with your commitment to double solar

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Thank you for considering my message.

Sincerely,

Kareem Barakzoy
305 valverde lane
Saint Augustine, FL 32086
kareembarakzoy@gmail.com
(304) 906-6704

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From: T
To: Brown, Sheree S.
Cc: JEA Water Adjustment Mailbox
Subject: FORMAL BILLING DISPUTE & BOARD ESCALATION - Account # 5164011154
Date: Friday, August 14, 2026 1:03:18 PM

[External Email - Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email.]

Dear Members of the JEA Board of Directors (Attn: John Baker, Chair),

On behalf of Frank T. Minenok III, I am writing to formally request an executive review of an ongoing billing dispute under JEA Leak Confirmation Number 3112222090.

We have resolved a continuous internal toilet flapper leak and demonstrated good faith by paying $897.00 out-of-pocket over the last few weeks to maintain a zero past-due balance. Despite this, Tier 2 Manager Eric is misapplying JEA's written Residential Leak Adjustment Policy (Bullet #3) by blending water supply numbers into the wastewater credit formula. Furthermore, management is utilizing a flawed rolling 12-month baseline average that includes active leak months, ignoring the 9,000-gallon "1 Year Ago" benchmark printed on Page 3 of our statement.

When challenged on this policy error, the manager claimed on a recorded line that clean water from a toilet tank "eventually goes out through the system with dirty water" to justify a $101.00 credit.

Per JEA guidelines, we are entitled to a full sewer credit for our two highest consecutive cycles (May and June) totaling $223.87, leaving a shortage of exactly $122.87. Because local management refuses to separate these utility services as required by your guidelines, we are escalating this matter directly to the Board of Directors and the Jacksonville City Council for a formal compliance audit.

We request that an executive manager manually apply the remaining $122.87 credit to resolve this file.

Sincerely,

Tavi Chantel Rose
Authorized Representative for Frank T. Minenok III
Phone: 330-770-9166