



IMPROVING LIVES.BUILDING COMMUNITY. to be the best utility in the nation

JEA BOARD OF DIRECTORS MEETING

JEA Headquarters | 1st Floor | Room 120-A&B | 225 North Pearl Street, Jacksonville, FL 32202

March 25, 2025 | 9:00 am

WELCOME

Meeting Called to Order

Time of Reflection

Introductions

Rick Morales, Acting Chair

Adoption of Agenda (Action)

Values Moment

Mariah Spassoff, Leadership Development Solutions Specialist

COMMENTS / PRESENTATIONS

Comments from the Public

Public

Council Liaison's Comments

Council Member Michael Boylan

Managing Director / CEO Comments

Vickie Cavey, Managing Director / CEO

JEA Performance Update

- Corporate Scorecard

Ted Phillips, Chief Financial Officer

- Financial Update

ITEMS FOR BOARD CONSIDERATION AND COMMITTEE REPORTS

Consent Agenda (Action)

- Executive Committee Minutes – February 18, 2025
- Compensation Committee Minutes – February 18, 2025
- Board Meeting Minutes – February 25, 2025
- Proclaim April as Water Conservation Month
- Annual Disclosure Reports

General Joseph DiSalvo, Chair

DELIVERING BUSINESS EXCELLENCE

Electric, Water, and Sewer Rates (Action)

Ted Phillips, Chief Financial Officer

Residential Energy Efficiency & Conservation Programs

Dr. Charles Moreland, Chief Customer Experience Officer

OTHER BUSINESS AND CLOSING CONSIDERATION

Old and Other New Business/Open Discussion

Chair's Report

Rick Morales, Acting Chair

Announcements – Next Board Meeting May 27, 2025

Adjournment

INFORMATIONAL MATERIAL

Appendix A: Executive Committee Minutes – February 18, 2025

Appendix B: Compensation Committee Minutes – February 18, 2025

Appendix C: Board Meeting Minutes – February 25, 2025

Appendix D: Proclaim April as Water Conservation Month

Appendix E: Residential Energy Efficiency & Conservation Programs

Appendix F: Annual Workforce Report

Appendix G: Financial Statements – February 2025

Appendix H: Electric, Water, and Sewer Rates

Appendix I: Annual Disclosure Reports

BOARD CALENDAR

2025 Board Meetings – May 27, June 24, August TBD, September 23, October 28, and November 18

Capital Projects Committee – May 23, August 13, and October TBD

FY26 JEA Budget Workshop – June 4

Finance, Governance, and Audit Committee – August 11 and November 12