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March 14, 2018

Mr. Alan Howard
Chair, Board of Directors
JEA
21 West Church Street
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To the employees of the JEA,

In late 2017, an outgoing JEA Board Chairman encouraged fellow board members to exercise their fiduciary responsibility by assessing the value of JEA and considering the implications of trends in the utility marketplace. Asked by media if I supported such an inquiry, I said it was important and worthy research.

Since consolidation 50 years ago, JEA has served as a countywide, municipal utility operating as an independent authority. Your board is nominated by the mayor and approved by the City Council. Your CEO and other senior leaders are selected and approved by that board. The operations of the utility are managed by that leadership team.

Our Jacksonville City Charter and ordinances give the Mayor and City Council the responsibility to make certain the value of city assets, including those of JEA, are known and maintained in an appropriate manner.

With that mandate, I have encouraged reviews not only of the value of JEA assets, but of a variety of assets owned by the City of Jacksonville, or better stated owned by the people of our great city; that includes each and every one of you who work hard serving our citizens.

There has been a lot of wild speculation that has unfortunately misrepresented these responsibilities so I wanted to communicate some facts directly to you:

1. I HAVE NEVER stated opposition or support, in public or private, for privatizing JEA or any other asset of the people of this city. And, in order to make any decisions about the strategic future of any asset requires more information than we have today.
2. Since becoming mayor, I HAVE continued to seek current valuations and research that helps your government know and protect the value of taxpayer-owned assets. Doing so is one of my responsibilities as your mayor.
3. I NEVER approved retention letters or special compensation for more than 60 members of JEA's leadership, and I have been told the JEA Board never approved such letters. In fact, upon learning that such retention letters were offered, I sought legal advice from the City's General Counsel on my authority to rescind the letters and advised leadership of JEA that I was not supportive of this action.

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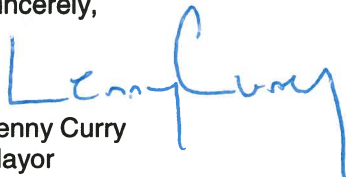
As discussions happen about the value or future of JEA assets, or any other city assets, I am guided by the following 3 principles:

1. It is appropriate and legal for my administration to protect taxpayers' hard earned money. I will not support anything that doesn't first protect taxpayers.
2. A large part of the value of JEA is the important work and dedication of JEA employees. I will not support any policy that doesn't respect the promises made regarding employment and retirement planning for JEA employees.
3. The residents and businesses of our community deserve and rely upon consistent and efficient access to the utility services that power our homes and provide access to clean water.

No future plans for our city or for JEA will have my support unless they meet these principles. Since first becoming mayor, I meet with public employees and their representatives, the leadership of independent authorities, taxpayers, business leaders and my fellow elected officials to ensure a strong plan for our city's future. I will continue to do so.

As always, on behalf of a grateful city, thank you for all that you do to help our city succeed.

Sincerely,


Lenny Curry
Mayor