

City of Jacksonville

117 W. Duval Street
Jacksonville, FL 32202



Meeting Minutes

Monday, June 8, 2026

1:00 PM

Council Chamber,
1st Floor, City Hall

Special Investigatory Committee on JEA

Council Member Ron Salem, Chair
Council Member Rory Diamond
Council Member Ju 'Coby Pittman

Legislative Asst: Rebecca Bolton
Council Research: Colleen Hampsey
Auditor: Kim Taylor, Council Auditor
Auditor: Brian Parks
OGC: Mary Staffopoulos, Deputy
Legislative Counsel: Jason Teal

Meeting Convened: 1:00 pm Meeting Adjourned: 4:19 pm

Attendance: Committee Members Salem and Pittman; CVP Howland; Council Member Carlucci

Also: Phillip Peterson and Brian Parks, Auditor's Office; Mary Staffopoulos, OGC; Jason Teal, Legislative Counsel; Colleen Hampsey, Council Research

I. Call to Order and Introductions

Chair Salem convened the meeting and called for introductions.

II. Update on Capacity Fees – Council Auditors

Mr. Peterson provided an update on the assessment of capacity fees. He said they received preliminary data from JEA, and have subsequently requested more data. Mr. Peterson indicated that the analysis is ongoing.

III. Update on Employee Survey

Mr. Teal said that the questions for the survey were submitted to the vendor last week with the expectation for the survey to go live on June 22. Mr. Teal said the vendor will send emails to participants prior to the survey, the survey link will be transferable to a private email if desired, and reminder emails will be sent to ensure completion. The sample size is roughly 150-155 upper level management employees and some who work proximal to the CEO.

IV. Testimony from Jody Brooks

Ms. Brooks was still under oath from the morning session. She was joined by Sean Granat, OGC. Chair Salem talked about the JEA internal staff survey of all employees, and he asked if the results will be shared with the JEA Board. CM Salem requested the responses from the open ended questions be shared with the Board. CM Salem asked about the staff assessment being conducted by an outside law firm with individual interviews, and whether those results will be shared with the Board.

Ms. Brooks gave a prepared opening statement wherein she described her position, resume, and her experience with previous JEA leadership. Ms. Brooks asserted that she has not seen toxicity or racism from the current CEO Ms. Cavey. She spoke briefly about the collection of capacity fees.

Mr. Teal asked questions about Ms. Brooks' job duties, now and when Mr. Stowe was the CEO. He asked what divisions Ms. Brooks oversees. He asked how long Ms. Brooks prepared for this testimony. He asked who provides support for Board services and whether "talking points" are provided to the Board chair. Mr. Teal asked about the ethics hotline and how filed complaints are handled. There was discussion about severance packages and post-employment consulting contracts.

Mr. Granat noted that the discussion needs to stay within the scope of the committee's charge.

Mr. Teal asked if the CAO is permitted to provide legal services or advice, and whether Ms. Brooks had ever been warned not to do so by Regina Ross. Mr. Granat said that answer should not be provided as it would be covered under attorney-client privilege.

CM Salem asked about the capacity fee issue and when it was discovered. Mr. Brooks said the inconsistent collection was an unintentional administrative oversight. CM Salem commented on the practice on one on one meetings with Board members, and advocated for fewer of such and more transparency in that regard.

Mr. Teal asked a series of questions about Mayo and capacity fees, the timeline, how the issue was recognized, the Board's awareness of the issue, the disputed amount uncollected, and related settlement discussions. CM Pittman asked what other entities were impacted by the capacity fee issue, and there was discussion about the effect on bond ratings. Ms. Brooks indicated that the CEO is empowered to certain settle disputes on JEA's behalf, up to \$1 million for items in litigation and \$50 million for items not in litigation.

CM Salem asked about workplace climate and Ms. Brooks reiterated that she did not witness toxicity. CM Carlucci encouraged letting the Auditors do their work on the capacity fee issue, and he commented on the interplay with politics, toxicity and the SIC.

V. Testimony from Regina Ross

Ms. Ross, supported by Tiffiny Pinkstaff, OGC, sat to provide testimony. Ms. Ross read a prepared statement that touched on the establishment of client trust and the preservation of privilege.

Mr. Teal asked about Ms. Ross' time as in house counsel at JEA and her observations during that time. He asked if there were JEA employee complaints about the CEO, Ms. Cavey, for unprofessional behavior or temperament. Mr. Teal asked who attended the one on one meetings with Board members, and about the roles of the attorneys assigned to JEA.

Mr. Teal asked about the Mayo capacity fees, how it was discovered and who was informed and when. He asked if Ms. Ross was aware of circumstances in which Ms. Brooks offered legal advice. Mr. Teal asked about settlement discussions with Mayo regarding capacity fees, and Ms. Ross said such conversations were covered by privilege. Mr. Teal asked about post-employment severance packages and consulting contracts. Ms. Pinkstaff and Mr. Fackler, General Counsel, noted that the Committee's discussion needs to stay within the scope of the committee's charge.

VI. Q & A from Committee

Ms. Ross talked about the office climate and culture in general. CM Pittman asked about retaliation against employees who speak out about the CEO, and she asked about staff being overworked and under compensated. CM Pittman asked about how Ms. Cavey was selected for the CEO position.

When CM Salem asked whether Ms. Ross has met with individual Board members, as the SIC suggested previously, Mr. Fackler said she had met with some but would not disclose the member's names.

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