

Independent Agencies
Follow-up on Bonus and Incentive Payments

JAA

- The JAA Chief Executive Officer (CEO) reinstated the Employee Incentive Pay Plan (EIPP). When the JAA Board approved the EIPP in 2010, it gave discretion to the CEO regarding the implementation and continuation of the plan.
- According to JAA, the CEO formally notified JAA employees the week of Thanksgiving about the reinstatement of the EIPP, but discussions of reinstatement were done at Senior Staff meetings in September and October of 2021.
- The amounts for the EIPP are as follows:
 - FY 2020/21: \$305,000 (expensed/accrued in FY 2020/21, but will be paid in FY 2021/22 for the performance of FY 2020/21)
 - FY 2021/22: \$407,000 (this is the estimated amount provided by JAA that will be expensed/accrued in FY 2021/22)
- As a show of appreciation for staff’s efforts during the pandemic, the JAA CEO authorized a \$250 (net) “Thank You” incentive payment to all JAA employees (except for the CEO) in FY 2021/22. The total cost of the payments was \$87,300.
- Below is information on specific non-contractual bonuses paid to upper management:

Position	Who Approved	Gross Amount per JAA	Net amount Per JAA	Date of Payment
Chief Financial Officer	CEO	\$13,065.89	\$10,000	12/10/2021
Chief Development Officer	CEO	\$13,063.36	\$10,000	12/10/2021

JPA

- In FY 2019/20, four employees of the Senior Executive Team received bonuses in the amount of \$7,500 each, for a total of \$30,000. These bonuses were approved by the CEO.
- In FY 2020/21, non-union terminal support employees received a one-time payment of \$3,000 for a total payment of \$75,000. Per JPA, employees received this one-time payment based on their work during the pandemic.
- To date, there have been no bonus payments made in FY 2021/22.

JTA

- In FY 2020/21 JTA paid an Administrative Recognition Incentive which was a one-time payment of \$2,500 to each non-union administrative staff member for a total payment of \$462,500.
- The Executive Leadership Team and employees that had been with JTA for less than one year were excluded from the incentive.
- To date, there have been no bonus payments made in FY 2021/22.

JEA

- JEA stated that no bonuses have been paid to any JEA employees for FY 2020/21 and FY 2021/22 to date.