

We'll Foster Your Educational Goals

To keep our team members sharp and on the edge of evolving technology, JEA encourages and rewards continuous education. All regular full-time employees are eligible for education reimbursement for courses or degrees that contribute to increasing the skills and talents of the employee in his/her current position or elsewhere in the company. In addition, training classes are held during regular working hours to develop employees' skills, teach the latest technology, update industry news, and keep our work environment as safe as possible.

JEA offers a variety of in-house training programs as well as state certified apprenticeship programs. JEA apprentices receive classroom and on-the-job training to develop the craft skills required for their positions.

JEA is a dynamic, community-owned utility with a diverse array of possible cooperative opportunities. We are looking for the next generation of JEA employees. Are you interested in learning more? Ask us about co-op positions and get to know JEA.



Benefit from a Career at JEA



JEA is striving to create an environment where the differences of each unique individual are respected and appreciated.

Recruitment Services: (904) 665-4404
Jobline: (904) 665-7240
Fax: (904) 665-6192
Email: recsel@jea.com

Apply online at jea.com

JEA is an equal opportunity and equal access employer that provides a safe, drug-free environment for its workers. Under F.S. 295, preference in appointment will be given to eligible veterans and eligible spouses.

We'll appreciate your energy!





JEA employees are offered a generous benefits package with most benefits starting on the first day of employment. Benefits include:

- **Medical/Dental Coverage:** Health coverage is available on the first day of employment and is provided by Blue Cross/Blue Shield of Florida. It includes vision as well as a prescription plan. Coverage can also be purchased for dependants. Dental coverage is provided by Delta Dental.
- **Competitive Salaries**
- **Short and Long Term Disability:** Plans are available for purchase by employees and will pay up to 60 percent of your wages. Short term disability begins on the seventh day of illness for up to six months and long term disability begins after the sixth month.
- **11 Paid Holidays**
- **Annual Leave:** JEA regular employees accrue a minimum of 6.15 hours bi-weekly or four weeks per year.
- **Family and Medical Leave (FMLA):** Allows an employee to take as much as 12 workweeks of job protected leave in the event of certain family and medical situations if specific criteria are met.

- **Life Insurance:** Provided for employees with the option to purchase more through Cigna. Life insurance can also be purchased for dependants.
- **Pension:** JEA provides a great benefits package for its employees – and the pension and retirement benefits provided by the General Employees Pension Plan (GEPP) are the crown jewels. It's never too early to learn about the valuable benefits of retirement plan membership.
- **Deferred Compensation Program:** Funded by Hartford Life Insurance, this program is designed to help you prepare for a more financially secure retirement. Contributions to this plan are made through payroll deductions.
- **Paid time off:** Employer allows time off for bereavement and jury duty.
- **Military Leave:** Separation allowances may be granted, depending upon the type of military leave and your length of service. Seniority continues to accrue while you are on leave.

Building Community

As the eighth largest municipal utility in the United States, JEA is a team committed to building community by actively participating in and contributing to community-wide projects. We also provide rewarding and stimulating careers to all of our team members and encourage personal and professional growth with continuing training, an excellent benefits package, and career development opportunities.

At JEA, we strive to serve our customers with enthusiasm, care, and respect while providing products and services that meet their needs. Our high ranking in customer satisfaction confirms that JEA customers are happy and among the most loyal customers in the nation.

Environmental Stewardship

JEA facilities are designed and developed to be visually pleasing and environmentally friendly. We were recognized during the "Week of the Working Parent" as one of the "Top 30 Family Friendly Places to Work in Jacksonville."

Part of JEA's mission is to be good environmental stewards, and we like to educate others about what they can do to help protect the environment. JEA also works with Tree Hill, an urban nature center, to bring the world of nature closer to more than 10,000 city children and their teachers annually.

JEA is a Platinum Wellness Workplace

JEA fosters a culture of wellness within our organization through our Safety and Health Services group. Employees and retirees receive free health education, screenings and programs that encourage and promote healthy lifestyles and personal well-being to improve the overall health of our employees. Examples of regularly offered services include: • **Free cholesterol and blood sugar screening** • **State-of-the art fitness centers** • **Lunchtime Learning presentations** • **Diet and exercise programs** • **Anti-tobacco literature**

