



SUMMARY TO THE BOARD OF TRUSTEES PERSONNEL COMMITTEE MEETING

Friday, September 23, 2022
8:07 A.M. – 8:42 A.M.

City of Jacksonville Police and Fire Pension Fund
1 West Adams Street Suite 100, Jacksonville, FL 32202

Board of Trustees Personnel Committee

Nawal McDaniel, Secretary
Cpt. Michael Lynch

Board of Trustees

Assistant Chief Chris Brown, Chair

Fund Staff

Timothy H. Johnson, Executive Director – Plan Administrator
Steve Lundy, Deputy Director

Guests

*Lawsikia Hodges, Office of General Counsel
*Bob Sugarman, Fund Counsel
Randy White, City Council Liaison

*Asterisk denotes virtual attendance via the Zoom application.

Notice

Meeting Agendas and Summaries are available on our website at jaxpfpf.coj.net. For additional meeting documents, please contact Steve Lundy, Custodian of Public Records for the City of Jacksonville Police and Fire Pension Fund at 904-255-7373 or SLundy@coj.net to file a public records request.

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Agenda

I. Public Speaking

None.

II. Personnel Committee

a. Year in Review

Timothy Johnson reviewed the Fiscal Year 2022 PFPF Performance Plan Results as attached to the meeting book. He discussed the annual process leading up to the final development of the plan, such as reviewing meeting minutes and emails throughout the previous year. He briefly discussed each goal item listed under the areas of administration, finance, and benefits. He noted that although each goal is assigned to an individual to lead, it is a collaborative effort. He noted that the italicized goals were incomplete for the fiscal year, noting that the elections portal, for instance, is dependent on the City ITD department, which was unable to even begin work on the project until very recently.

Timothy Johnson discussed the August 31, 2021/2022 Fiscal Year-to-Date Dashboard, which shows the productivity of the PFPF Team via certain metrics. He discussed the bolded items in particular.

b. Personnel Committee Recommendation

Timothy Johnson discussed the Recommended Raises. He covered each component of the scores. The recommended raises showed each percentage raise recommended for each member of the PFPF Staff, besides himself, who would be assessed in November or December by the Board of Trustees.

Nawal McDaniel asked about the 'Base' component. She asked for the reasoning behind the variation in scores amongst the staff.

Timothy Johnson said that the 2.5-point base component is intended to be the COLA adjustment, which is based on the premise that if you show up to work every day, and do your base job, you get 2.5%. the variability is due to some weakness in the work performed. He said his individual reviews on each staff member goes into greater detail, but did not want to expand to deeply given that this is a public meeting.

Timothy Johnson discussed the Inflation Recommendation, due to recent inflation being the highest it has been in decades. The inflation recommendation is intended to mitigate the 8.66% year-over-year inflation rate as of August 31, 2022. The recommendation is a flat \$3,500 per PFPF employee. He briefly described how he arrived at the \$3,500 figure.

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The Personnel Committee discussed other ways to address inflation with the staff raises. Ultimately, the Personnel Committee suggested a better method would be to increase every staff member's raise by an additional 1%, and give a one-time lump sum payment of \$3,500 less the 1% increase.

Lawsikia Hodges said that Sean Granat at OGC confirmed that this method of compensation is legal as it is prospectively paid.

III. [Adjournment](#)

8:42 A.M.

Nawal McDaniel, Board Secretary

Summary Prepared By:

Steve Lundy, Deputy Director
City of Jacksonville Police and Fire Pension Fund

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To be Approved: 10/21/2022