



SUMMARY TO THE BOARD OF TRUSTEES PERSONNEL COMMITTEE MEETING

Thursday, October 22, 2020
9:00 A.M. – 9:40 A.M.

City of Jacksonville Police and Fire Pension Fund
1 West Adams Street Suite 100, Jacksonville, FL 32202
ZOOM ONLINE MEETING – NO PHYSICAL LOCATION

Board of Trustees

Nawal McDaniel, Secretary
Cpt. Michael Lynch

Staff

Timothy H. Johnson, Executive Director – Plan Administrator
Steve Lundy, Deputy Director
Lawsikia Hodges, Office of General Counsel

Notice

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

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Agenda

Michael Lynch convened the meeting at 9:00 A.M.

I. Public Speaking

None.

II. Personnel Committee

a. Executive Director Contract

The Personnel Committee discussed changes to the Executive Director – Plan Administrator contract. Changes included:

- Striking the disability contract language from the document
- Updating the Salary language in item 3 to include the 2.5% COLA increase
- Effective dates on item 4

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- Leave hours accrued in Section 7

Lawsikia Hodges informed the Personnel Committee that Florida Statutes section 215 limits severance pay to 20 weeks for public employees. A line 'pursuant to Florida Statutes Section 215', or 'as permissible by law' should be added to the section on termination without cause.

The Personnel Committee discussed the F.S. 215 limit at length. The Personnel Committee resolved to either put this language in the contract on the floor at the Board of Trustees Meeting on October 23, or to table the contract and bring it back in November.

Michael Lynch said the Board will have a conversation tomorrow on the contract to discuss this language.

Nawal McDaniel said that it would make sense to wait until November as well.

Michael Lynch said he is OK with that as well. He said he would not commit yet because he has not read the Florida Statutes Section 215. He said to leave the Contract on the agenda for the October 23 Board Meeting, and it could be amended or tabled at that time.

Nawal McDaniel said that works, and she wants to see the statute and relevant cases.

Lawsikia Hodges said she would send the information and answer any questions the Personnel Committee has.

The Personnel Committee indicated they are fine with the remainder of the contract's terms.

b. Fiscal Year 2020 Annual Review

The Personnel Committee discussed the FY2020 Executive Performance Review.

Michael Lynch recommended a 3% increase for Timothy Johnson effective December 1.

Timothy Johnson overviewed the challenges to 2020's goals, and noted that 90% of the goals were accomplished despite the challenges. He asked the Board to consider a 3.5% raise.

Nawal McDaniel agreed based on the tasks accomplished.

Michael Lynch said if that is the recommendation to the Board, then we can do that. He said he thinks the Board would be agreeable to a 3.5% raise. The salary language in the contract should be updated to accommodate the 3.5% starting rate for December 1.

Michael Lynch said that if the Board decides to amend the contract tomorrow at the October 23 meeting, then we would need to provide the Chair with the authority to execute.

Nawal McDaniel said this sounds good.

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Michael Lynch said there is a consensus today in the Personnel Committee that the Contract will be on the agenda for tomorrow's Board of Trustees meeting, and the Board may move forward to either pull, or amend the contract at the meeting.

Timothy Johnson agreed, and said he likes this approach.

III. Adjournment
9:40 A.M.

Nawal McDaniel, Board Secretary

Summary Prepared By:

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

Posted: 10/22/2020

To be Approved: 10/23/2020