



## SUMMARY TO THE BOARD OF TRUSTEES SPECIAL MEETING

Friday, May 1, 2026  
9:12 A.M. – 10:29 A.M.

City of Jacksonville Police and Fire Pension Fund  
1 West Adams Street Suite 100, Jacksonville, FL 32202  
Richard "Dick" Cohee Board Room

### Board of Trustees

Capt. Michael Lynch, Chair  
Terry Wood, Secretary  
Chief Chris Brown  
Thomas Donahoo Jr.  
Mia Jones

### Staff

Timothy H. Johnson, Executive Director – Plan Administrator  
Steve Lundy, Deputy Director  
Kevin Grant, Finance Manager  
Chuck Hayes, Pension Benefits Manager

### Guests

Leah Hayes, Director of Employee Services  
Tara Johnson, Employee Services  
Rhonda Sarli, Employee Services  
Dylan Reingold, Office of General Counsel  
Regina Ross, Office of General Counsel  
  
Richard Reichard, Advisory Committee  
Randy Wyse, President, JPOFFHIT  
John Keane

### Notice

Meeting Agendas and Summaries are available on our website at [jaxpfpf.coj.net](http://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](mailto:SLundy@coj.net) to file a public records request. If any person decides to appeal any decision made with respect to any matter considered at this public meeting such person will need a record of proceedings, and for such purpose such person may need to ensure that a verbatim record of the proceedings is made at their own expense and that such record includes the testimony and evidence on which the appeal is based. The public meeting may be continued to a date, time, and place to be specified on the record at the meeting. Additional items may be added / changed prior to meeting.

Pursuant to the American with Disabilities Act, accommodations for persons with disabilities are available upon request. Please allow 1-2 business days notification to process; last minute requests will be accepted, but may not be possible to fulfill. Please contact Disabled Services Division at: V(904) 630-4940, TTY-(904) 630-4933.

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## Summary

### I. Public Comment

During public comment, Dylan Reingold thanked the Board of Trustees for the plaque presented to him in recognition of his service over the past two years as an attorney with the Office of General Counsel.

John Keane also addressed the Board, recommending that the first two candidates interviewed for the Executive Director – Plan Administrator position be internal candidates—Deputy Director Steve Lundy and Finance Manager Kevin Grant—before proceeding to external candidates if neither internal candidate is selected. He expressed appreciation for the Board’s service to the membership and emphasized the importance of maintaining strong, dynamic leadership, noting that the Pension Fund is expected to continue paying benefits for the next 50–60 years.

### II. Personnel Actions

#### a. Pension Benefits Specialist – Chuck Hayes – Action Requested

Chuck Hayes presented a transition plan involving Maria Young, who is proposed to replace Lynn West upon her retirement as Pension Benefits Specialist. Lynn West’s last working day is May 7, after which she will exhaust her remaining leave before formally retiring. Upon Lynn’s retirement, Maria Young would be promoted to the position at an hourly rate of \$44.50, effective May 9.

Chris Brown moved to approve the transition as presented, seconded by Mia Jones, and the motion passed unanimously.

#### b. Part-Time Finance Specialist – Kevin Grant – Action Requested

Kevin Grant presented the recommendation for hiring a Part-Time Finance Specialist. PFPF staff interviewed nine applicants and selected three for a second round of interviews, ultimately recommending Alea Tukes for the position. Ms. Tukes has prior experience with the City in the Treasury Division, which would facilitate a smooth transition into the role.

Chris Brown moved to approve the hiring of Alea Tukes and to authorize hiring the second-ranked candidate if she declines the offer. The motion was seconded by Terry Wood and passed unanimously.

#### c. Deputy Director Salary Adjustment – Timothy Johnson – Action Requested

Timothy Johnson presented a recommendation regarding the Deputy Director salary adjustment. He explained that the National Conference on Public Employee Retirement Systems (NCPERS) conducts an annual compensation survey of pension plans nationwide. According to the survey, his salary, along with those of Kevin Grant and Chuck Hayes, falls

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within the 90th percentile. He further noted that a secondary analysis conducted by City Employee Services confirmed these findings and identified that Deputy Director Steve Lundy’s salary falls below the 25th percentile, indicating a need for adjustment.

Timothy Johnson reviewed the methodology used to calculate a proposed salary increase for Steve Lundy, which would bring his compensation closer to the 37.5th percentile.

Chris Brown expressed concern regarding a deduction applied in the calculation related to supervisory experience, suggesting it should be reduced. He noted that managers at the Jacksonville Sheriff’s Office typically oversee only one or two functions, whereas Steve Lundy is involved across all operational areas of the organization.

Chris Brown recommended reducing the deduction from \$15,000 to \$7,500, particularly in light of other senior staff being compensated at the 90th percentile.

Thomas Donahoo agreed that this issue stood out, and Terry Wood added that the lack of supervisory experience was not a matter of choice for Steve Lundy.

Chris Brown then moved to set Steve Lundy’s salary at \$148,500 annually. The motion was seconded by Mia Jones and passed unanimously.

III. Executive Director Search Process – Leah Hayes – Action Requested

a. Review Candidates

During discussion of the Executive Director search process, Regina Ross advised the Board, in response to a trustee’s question, that meetings involving personnel matters cannot be conducted in closed session and must be properly noticed and held in accordance with sunshine laws.

Leah Hayes presented a list of twelve candidates submitted by trustees for consideration. To maintain anonymity, candidates were alphabetized and assigned numerical identifiers.

Terry Wood encouraged trustees to reflect on John Keane’s earlier comments regarding internal candidates.

Chris Brown emphasized the importance of evaluating all candidates equally, while Michael Lynch suggested placing Kevin Grant and Steve Lundy directly on the shortlist for interviews.

Thomas Donahoo questioned whether the Board should prioritize continuity by selecting either Kevin Grant or Steve Lundy.

Mia Jones confirmed that both individuals were included on the shortlist.

The Board then proceeded to narrow the candidate pool. Michael Lynch initiated the discussion by proposing the removal of candidates 6, 7, and 9. Trustees subsequently discussed and eliminated candidates 8 and 10. The remaining candidates selected for interviews were candidates 1, 2, 3, 4, 5, 11, and 12.

Leah Hayes recommended conducting interviews via Zoom and requested that trustees submit proposed interview questions in advance.

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The Board agreed to schedule the interviews for May 14, 2026, from 9:00 a.m. to 1:00 p.m., with trustees convening in the pension office boardroom for the sessions.

Leah Hayes and staff will coordinate the interview schedule. Her team will also conduct social media background reviews of candidates prior to the interviews and present any concerning findings to the Board.

IV. [Adjournment](#)  
10:29 A.M.

Terry Wood, Board Secretary

**Summary Prepared By:**  
Steve Lundy, Deputy Director  
City of Jacksonville Police and Fire Pension Fund

**Posted:** 05/04/2026

**To be Approved:** 05/29/2026