



SUMMARY TO THE REGULAR ADVISORY COMMITTEE MEETING

Tuesday, May 13, 2025

9:00 A.M. – 9:35 A.M.

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

The next Advisory Committee meeting will be held Tuesday, June 10, 2025 at 9:00 A.M.

Advisory Committee Members

James Holderfield, Chair
Thomas Lumpkin, Vice Chair
Capt. Jean Paravisini
Sgt. Michael Pelletier
Asst. Chief Richard Reichard
Chief Michael Shell
Capt. Christopher Stover

Fund Staff

Timothy H. Johnson, Executive Director – Plan Administrator
Steve Lundy, Deputy Director
Chuck Hayes, Pension Benefits Manager
Maria Young, Finance and Benefits Specialist

Guests

Randy Reaves, President, FOP 5-30
*Jamie

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.

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, or email your request to KLMcDan@coj.net.

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Summary to the Regular Advisory Committee Meeting of
Tuesday, May 13, 2025
9:00 A.M.

Agenda

I. Moment of Silence

Eugene Claxton, Retired Police Sergeant
Bobby Deal, Retired JSO Assistant Chief, Former PFPF Trustee
Stephen W. Farley, Retired Police Lieutenant
Sandy K. James, Active Police Officer

II. Public Speaking

Randy Reaves, President of the Fraternal Order of Police (FOP) Lodge 5-30, addressed the Advisory Committee. He stated that the purpose of his remarks was to clarify the Police Union's position regarding disability retirements. Mr. Reaves explained the union's belief, supported by their binding contract and relevant case law, that when a member applies for and is granted medical retirement, the decision to accept a light duty assignment offered by the Jacksonville Sheriff's Office (JSO) rests with the individual member. While the union appreciates JSO's provision of light duty positions, which many members choose, they maintain that members who prefer to proceed with their approved medical retirement have the right to do so.

III. Consent Agenda – Action Items: a-c; Items d-g to be received as information.

Thomas Lumpkin moved to approve the consent agenda, seconded by Michael Shell. The vote passed unanimously.

a. Meeting Summaries to be Approved

1. Summary to the Regular Advisory Committee Meeting of Tuesday, April 8, 2025

b. Application for Time Service Retirement

Full Name	RANK/Job Description	Retirement Date	Monthly Pension Base
CRUZ, RAJEEV	POLICE OFFICER	04/25/2025	\$4,485.49

c. Application for Survivor Benefits

Survivor Name	Original Retiree Name	Spouse Effective Date	Monthly Gross Pension
FARLEY, VALERIE A	FARLEY, STEPHEN W	04/23/2025	\$6,610.58

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Survivor Name	Original Retiree Name	Spouse Effective Date	Monthly Gross Pension
RUSSELL, BRENDA A	RUSSELL, LARRY D	03/26/2025	\$7,257.27
STRICKLAND, GWENDOLYN J	STRICKLAND, JERRY R	03/30/2025	\$6,531.74

d. Share Plan Distributions

Full Name	RANK/Job Description	Share Plan Refund Amount
PIERRE, MARCKENSON	FIREFIGHTER 40	\$3,267.86
PROTONOTARIOUS, NICHOLOUS A	POLICE OFFICER	\$6,412.74

e. DROP Participant Termination of Employment

Full Name	RANK/Job Description	DROP Date	DROP Termination Date	Monthly Pension Base
BLACK, JENNIFER A	POLICE OFFICER	10/12/2024	04/25/2025	\$4,260.90
LONG III, HARRY D	FIREFIGHTER ENGINEER 56	04/15/2023	08/19/2024	\$4,247.53
RAY, RICHARD C	FIRE LIEUTENANT SUPPRESSION 56	10/03/2020	04/11/2025	\$4,114.59

f. DROP Distributions

Full Name	Payout Option	Total DROP	Refund Amount	Rollover Amount	Bi-Weekly Distribution Amount	Bi-Weekly Payment Amount	Payout Periods
BLACK, JENNIFER A	Bi-Weekly	\$28,573.86	\$0.00	\$0.00	\$28,573.86	\$93.27	1419
LONG III, HARRY D	Refund	\$73,687.45	\$73,687.45	\$0.00	\$0.00	N/A	N/A
RAY, RICHARD C	Bi-Weekly	\$290,253.57	\$0.00	\$0.00	\$290,253.57	\$1,069.10	650

g. DROP Distributions for Survivors

Full Name	Payout Option	Total DROP	Refund Amount	Rollover Amount	Bi-Weekly Distribution Amount	Bi-Weekly Payment Amount	Payout Periods
STRICKLAND, GWENDOLYN J	Bi-Weekly	\$168,504.26	\$0.00	\$0.00	\$168,504.26	\$620.66	650

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IV. Application for Disability Retirement – *action requested*

a. *MAZZONE, Mark*

Discussion ensued regarding the application for disability retirement submitted by Mark Mazzone.

Thomas Lumpkin expressed concern about setting a precedent. James Holderfield clarified that the Advisory Committee needed a motion to either approve or deny the application to facilitate discussion.

Michael Shell moved to deny the application for disability pension, seconded by Michael Pelletier. Discussion:

Michael Shell referenced Randy Reaves' public comments, acknowledging the Jacksonville Sheriff's Office's (JSO) contractual tradition of providing light duty positions to maintain officers' service. He noted that Mr. Mazzone did not undergo the accommodation process, suggesting the situation would be different if JSO could not accommodate the employee.

Christopher Stover recalled a previous instance where a disability pension was denied due to the member not completing the accommodation process.

Thomas Lumpkin acknowledged the Medical Director's approval of the application but emphasized the Advisory Committee's responsibility to protect the fund. He raised concerns about the financial implications of approving the application without the member undergoing the accommodation process, referencing past cases where initially denied disability applications were later approved.

James Holderfield stated that he always relies on the Medical Director's recommendation regarding eligibility based on the plan design, which in this case was for approval, supported by two other doctors. He noted that the administration of JSO's accommodation process falls outside the Advisory Committee's purview.

Timothy Johnson stated that similar cases have been reviewed previously, including with the Board of Trustees. He clarified that the law does not mandate accommodation for a disability pension, contrasting the process for police officers with that of firefighters. He cited the Collective Bargaining Agreement (CBA) and the term "wishes" as indicative of the officer's preference. Mr. Johnson highlighted that the application was brought forward because it was deemed complete, noting three documented requests for accommodation from the member that JSO had the opportunity to act upon. He questioned penalizing the member for JSO's inaction on these requests and argued against delaying the application, as the law does not require accommodation for a disability pension.

James Holderfield noted that past delays in approving or denying disability applications have significantly increased costs to the plan. He urged the committee to mitigate high costs and liability by avoiding unnecessary delays.

Michael Shell reiterated his concern for the rigorousness of the process, particularly for younger applicants potentially unable to perform other jobs. He pointed out an inconsistency in the member's stated inability to write correspondence versus his ability to write to JSO.

James Holderfield clarified that the plan has mechanisms to review the disabled status of retirees for potential recovery.

Pedro Herrera acknowledged the difficulty in determining the permanence of disabilities but noted the opinions of medical professionals supporting the application. He concurred with the need to approve or deny the application.

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Richard Reichard noted that the member passed his initial hiring physical without pre-existing conditions, indicating the disability developed during his career. He acknowledged the shared concerns but highlighted the Medical Director's opinion of 100% disability.

Thomas Lumpkin reiterated that two other doctors concurred with the Medical Director's assessment.

Timothy Johnson informed the committee of a new process involving a contracted licensed psychologist for additional review of disability applications at the Medical Director's request, which was not deemed necessary in this case. He also noted the streamlined process for handling new evidence, eliminating back-and-forth with the Board of Trustees. He explained that an approval would go to the Board for final decision, while a denial would trigger a hearing by the Board. He also suggested that stipulating accommodation as part of an approval might be futile if the member was unwilling to accept it.

Michael Shell stated that the file indicated the accommodation process did not occur, with no record of the member requesting or undergoing JSO's accommodation process.

Timothy Johnson clarified that the file contained evidence of three accommodation requests initiated by the member and acknowledged by JSO, though this didn't necessarily mean the member didn't engage with JSO's process. He reiterated that even if accommodation were pursued and refused by the member, the committee would be back in the same position. He stressed the need for a clear justification if the committee chose to deny the application, as it would proceed to a hearing before the Board of Trustees.

James Holderfield emphasized the Advisory Committee's lack of authority to impose stipulations on the member, noting that the application was complete according to their policy. He reminded the committee of the motion to deny.

Pedro Herrera stressed the importance of articulating the basis for any denial, specifically identifying any deficiencies in the application. He questioned whether a denial would be based on the lack of accommodation by JSO.

Michael Shell clarified that his motion to deny was based on the member's alleged inability to demonstrate an inability to provide useful and efficient service as a police officer to the Jacksonville Sheriff's Office.

The motion to deny the application failed, with Michael Shell and Michael Pelletier voting aye.

Richard Reichard moved to approve the application for disability retirement, seconded by Christopher Stover. The motion passed by a vote of 5-2, with Michael Shell and Michael Pelletier voting against.

V. Executive Director's Report

Timothy Johnson reported that the PFPF Staff were deeply saddened by the passing of former Trustee Bobby Deal. He announced the intention to dedicate the small conference room in his memory at a ceremony during the Trustee Breakfast in the fall.

Thomas Lumpkin supported this idea.

James Holderfield noted the historical significance of the room and the accomplishments of John Keane and Bobby Deal within it.

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VI. Old Business

None.

VII. New Business

None.

VIII. Upcoming Meetings and Events

a. Advisory Committee Meeting – Tuesday, June 10, 2025 at 9:00AM

IX. Adjournment

9:35 A.M.

James Holderfield, Chair
Advisory Committee

Summary Prepared By:

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

Posted: 05/14/2025

To be Approved: 06/10/2025