



FY2021 Performance Plan

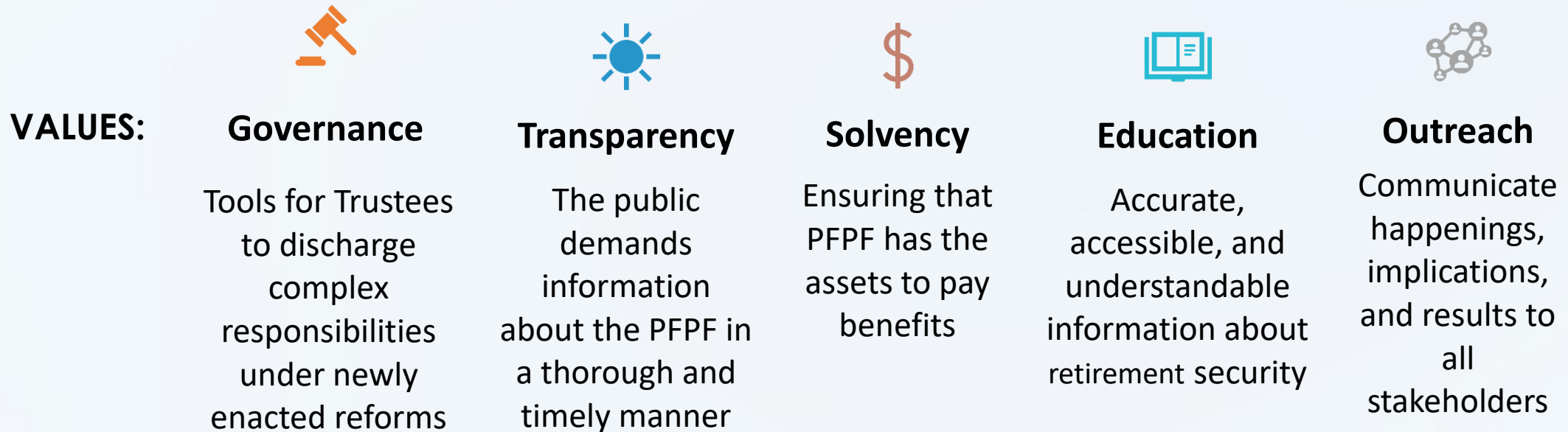
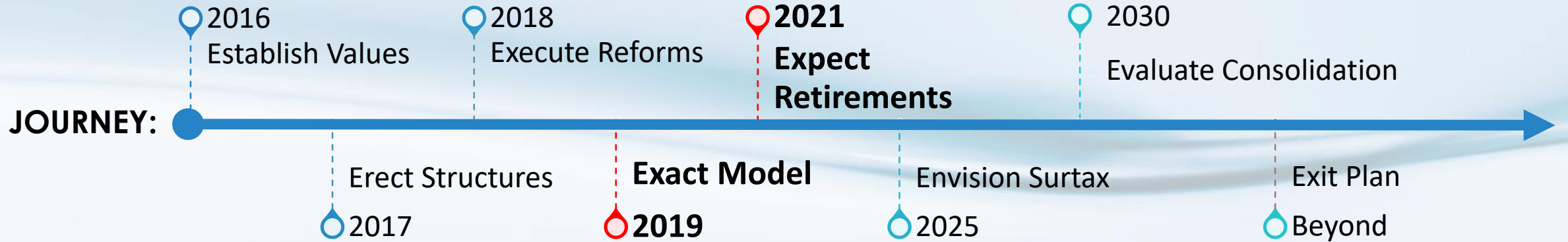
JACKSONVILLE POLICE AND FIRE PENSION FUND

Presentation by Timothy H. Johnson, Executive Director



Our New Vision, Journey, and Values

VISION: A secure and lasting retirement for all members!



2021 Operating/Capital Budget

Trust Fund Revenues	\$11,512,744
HQ Building Operations	\$632,471
<u>Parking Garage Operations</u>	<u>\$181,590</u>
Total Estimated Revenues	\$12,326,805

Personnel Services	\$1,206,724
Operating Expenses	\$1,095,124
Profess Serv – Investments	\$9,435,000
Profess Serv – Other	\$302,000
<u>Capital Outlay</u>	<u>\$50,000</u>
Total Administration	\$12,088,848

Building Operations	\$212,592
<u>Parking Garage Operations</u>	<u>\$25,365</u>
Total Rental	\$237,957

Total Appropriations	\$12,326,805
----------------------	--------------



Key Dates and Deadlines

4 th Qtr. 2020	2 nd Qtr. 2021
<p>Experience Study NCPERS, U.S. Census Bureau and DROP Surveys Receipt of Employer Contribution Holiday Bonus Citywide Ethics Report</p>	<p>Mid-year Review with Personnel Committee 2022 Budget Submission Next Fiscal Year's ITD Priorities Florida P&F 2020 Actuarial Valuation Summaries</p>
1 st Qtr. 2021	3 rd Qtr. 2021
<p>2020 Actuarial Valuation 2020 External Audit Annual Members' Meeting and Report 2020 Chapter Funds Submission 945 and 1099s Annual Real Estate Appraisal GASB 25, 67, 68 Disclosures for CAFR COLA Staff Conflict of Interest Share Plan Crediting and Reporting</p>	<p>Year-end Review with Personnel Committee Affidavits Breakfast Social Form 1 Disclosures COJ Reimbursement Annual Member and Tenant Surveys Performance Plan Preparation</p>
	4 th Qtr. 2021
	<p>NCPERS, U.S. Census Bureau and DROP Surveys Receipt of Employer Contribution Holiday Bonus Citywide Ethics Report</p>

Results-Driven Administrative Metrics

Appointments

Phone Calls

Estimates

Time Service Connections (#)

Refunds (#)

DROP Entrants

Retirements (Total)

Deaths

Administrative Expense

Professional Expense

Investment Expense

Building & Parking Expense

Admin. Expense to Assets (peer comp.)

Cost Per Member (peer comp.)

Invest. Expense to Assets (peer comp.)

Net Yield on Property

Records Scanned

Public Record Requests

Strategic Goals

Monitor Pension Reform Ordinances

Administer Emerging Investment Management and Brokerage Policies

Assess Employer Reimbursement and Contribution Practice

Succession planning in anticipation of retirements

Board's Governance Priorities

Employee Engagement

Benefit Administration Priorities

Plan Solvency

Better online tools for members and staff

Outreach (during and after pandemic)

Maximize real estate income

Mid-Career Member Education

Leading Change

BRING ABOUT STRATEGIC CHANGE, BOTH WITHIN AND OUTSIDE THE ORGANIZATION

GOAL

Administer Emerging Investment Management and Brokerage policies of the Board.



ACTION STEPS

Include emerging manager in every search.
Refer custodian's brokerage roster to investment managers.



MEASURES

Track utilization of brokers in PFPF accounts.
Report utilization of managers in flash reports;

PFPF Performance Plan Assignments

Team Lead	Finance Manager	Deputy Administrator	Benefits Manager	Plan Administrator
Strategic Goals	<ul style="list-style-type: none"> ✓ Emerging Mgr/Broker (LC) ✓ Reimbursement / Contribution (LC) ✓ Real Estate Income (BC) 	<ul style="list-style-type: none"> ✓ Ordinances (LC) ✓ Member Ed. (BC) ✓ Employee Satisfaction (LP) 	<ul style="list-style-type: none"> ✓ Succession (LP) ✓ Benefit Administration (BA) ✓ Online Tools (BA) 	<ul style="list-style-type: none"> ✓ Plan Solvency (BA) ✓ Governance (LP) ✓ Outreach (BC)
Teams	Maria Young, Troy Scherbinski, RVK, RE Broker, Northern, CS, Treasury	CSA III, GRS, Council Auditor, Advisory Committee	Lynn West, Maria Young, ITD, OGC	Board of Trustees, RVK, GRS, OGC, FIAC



Thank You For Your Time!



Timothy H. Johnson,
Executive Director/Plan
Administrator



Email
thjohnson@coj.net



Phone
(904) 255-8963

