

The Florida Times-Union

Wednesday
NOVEMBER 2, 2016
\$2



A NEW NAME FOR SUNS
Here's a hint: It's something you eat
Sports, C-1

IKEA SETS DATE TO BREAK GROUND
Money, D-1

Curry wants to end 'dinosaur' pensions to new city workers

Plan for 'general employees' jobs would not apply to police, firefighters and corrections officers

By David Bauerlein
david.bauerlein@jacksonville.com

Mayor Lenny Curry wants to stop offering pensions to the city's new "general employees," saying pensions have become a "dinosaur," most other residents don't have them, and the city cannot afford them.

Curry unveiled his proposal Tuesday in a collective bargaining session with the Jack-

sonville Supervisors Association, which is one of four labor organizations that represent the thousands of general employees working for city government.

The proposal put forward does not apply to police, firefighters and corrections officers. Curry will put an offer on the table to unions representing public safety workers on Friday. He did not offer any in-

dications of whether it will be the same or different from the version for general employees, who work as everything from engineers to clerks to trash collectors.

Taking a seat at the table where his administration will enter months of negotiations with Jacksonville Supervisors Association, Curry noted that

PENSION continues on A-4



Mayor Curry "Legacy pension plans are not sustainable and frankly they are dinosaurs."

Another record for retiring PGA Tour commissioner



The Players Championship and PGA Tour commissioner Tim Finchem announced a record \$8.5 million donation to charity as a result of the 2016 tournament during an event on the TPC Sawgrass Clubhouse lawn Tuesday. (Photos by Bob Self/Florida Times-Union)

Money saved by using volunteers is combined with tournament revenue for the donation

By Garry Smits
garry.smits@jacksonville.com

More than 2,000 Players Championship volunteers got their paycheck.

Outgoing PGA Tour Commissioner Tim Finchem leaves office with the satisfaction of knowing the 22nd Players under his watch set another record for the largest donation to charity in the history of the Tour's marquee event.

The Players and the PGA Tour announced on Tuesday that \$8.5 million will be donated to area charities from proceeds raised through the 2016 Players that was won by world No. 1-ranked player Jason Day.

The amount is \$400,000 more than last year and brings the total donated to charity by The Players to more than \$84 million since the

PLAYERS continues on A-4



PGA Tour commissioner Tim Finchem is retiring next year.

Officer sues JSO, claims a double standard

Lawsuit says female lieutenant was subjected to unequal discipline

By Steve Patterson
steve.patterson@jacksonville.com

A Jacksonville police lieutenant is suing the city for sex discrimination, saying Sheriff's Office managers used selective discipline to punish her for actions that were common among male police.

The federal lawsuit by Trudy Callahan, a two-decade veteran of the agency, said she was written up for things like being 10 minutes late to a meeting and turning in an assignment in the afternoon instead of that morning. She also cites examples of male lieutenants who weren't disciplined for similar behavior.

The suit, filed last week, says one of Callahan's bosses and a police board that includes one of those bosses twice referred complaints about her to internal affairs reviews that exonerated her.

The suit argues that unequal discipline like that violates the Civil Rights Act of 1964, which bars discrimination based on

LAWSUIT continues on A-4



Callahan

★ Election 2016 ★

Obama caught in middle of unseemly spat over Clinton emails

Democrats hope his hands-off approach offers a contrast to Trump

By Josh Lederman
Associated Press

WASHINGTON | The latest clamor over Hillary Clinton's emails has put Barack Obama in a spot where



Obama



Comey

no president wants to be caught between his attorney general, his FBI director and his preferred White House successor.

With accusations of political interference flying, Obama is trying to keep his distance as an internal government spat bursts into public view. In a bit of unwelcome irony, Obama's strict adherence to the notion of judicial independence, preached throughout his years in office, has hamstrung his efforts to defend Clinton against a GOP on-

slaught. Democrats hope Obama's hands-off approach to the FBI forms a powerful contrast to Donald Trump, whose insistence that Clinton should be in prison seems to skip a few steps of due process. But on Monday, White House spokesman Josh Earnest was left to ex-

OBAMA continues on A-4

AN UGLY END TO THE RACE

As the presidential race lurches toward the finish line, each candidate is aggressively casting the other as a catastrophic choice for the White House instead of promoting their qualifications and vision. A3

Weather
Balmy
Forecast on A-2

79 Today's high

63 Thursday morning's low

DAILY DEAL!

The Edge Rock Gym: \$10 day pass for one, \$19 for two Details, A-2

Classified	D-4	Health+Fitness	E
Comics	E-2	Metro	B
Crosswords	D-6, E-2	Money	D
Editorials	A-6	Obituaries	B-4

COPYRIGHT 2016
NO. 307
152ND YEAR
5 SECTIONS
34 PAGES

6 65486 00100 4

Migraine Research

Tired of living with migraines?

A new, investigational medication for migraines is now available in your area. Qualified participants in this clinical research study will receive the study medication and related medical care at no cost. Qualified participants may be compensated for time and travel. There's no need for health insurance or a referral. Call to learn more.



Nandita Joshi Jones, MD | 904-281-5757
cnshealthcare.com



PLAYERS

Continued from A-1

Tour brought the event to Ponte Vedra on a permanent basis in 1977.

Players Championship Executive Director Matthew Rapp said seeing the money work on a local level is what drives the volunteer force.

"The volunteers talk about the charity money being their paycheck," he said. "A combination of things make it work, sponsorships on the local and national level, to people who purchase tickets. But having a largely volunteer work force is how we're able to generate so much money."

The announcement, part of The Players "Giving Back Month," was unveiled behind the TPC Sawgrass clubhouse on a video featuring Ponte Vedra resident and 17-time Tour winner Jim Furyk and his family. The charity celebration on Tuesday included guests from a cross-section of the organizations that will benefit from the donations.

Much of the \$8.5 million will be donated to children's charities as a part of the Tour's 2011 goal of earmarking \$50 million to organizations involved in health and education within 10 years. More than \$38 million has been raised, which means the goal is projected to be met within seven years.

Examples of organizations that have been helped include programs at the University of North Florida, Wolfson Children's Hospital, Florida State College, Jacksonville School for Autism, Angelwood and Take Stock in Children.

"It's been the same thing as in the last few years ... the bigger the number, the



Michele McManamon (center), The Players 2016 volunteer chairman, talks with past chairman of the event, Brian Franco before Tuesday evening's charity announcement. The Players Championship and PGA Tour commissioner Tim Finchem announced a record \$8.5 million donation to charity as a result of the 2016 tournament during an event on the TPC Sawgrass Clubhouse lawn Tuesday. (Bob Self/Florida Times-Union)

more attention it gets, the more you can bring people into the program and do a better job at the marketplace, and it continues to grow and feed on itself," Finchem told The Times-Union. "It's in a good pattern. The Players is up there in the elite of charitable-giving tournaments and it's terrific for the community."

Finchem announced his retirement earlier this year, which will take effect sometime before his current contract expires in June of 2017. He said a more specific timetable on his last day will be set within a few weeks.

Deputy commissioner and chief operating officer

Jay Monahan, who was The Players executive director from 2008 to 2010, is the incoming commissioner.

Finchem counts the growth of The Players and the TPC Sawgrass among his most important accomplishments.

"It starts with the fact that it's our flagship event and you want to grow charity and put on the best possible tournament," Finchem said. "The hallmark of The Players is that it's gotten better very single year, and it's improved at a higher rate in the last five or six years. The charity is part of that, the presentation on site, the facility, the experience for the fans, the experience for the business customer ... all those things

have improved every single year, including our ability to attract fans from around the country and around the world."

Finchem said Monahan's past experience at running tournaments (Monahan also ran the Tour's FedEx Cup playoff event in Boston) will insure that The Players stays on the track after Monahan takes over as commissioner.

"The great thing about Jay is that he's been on the firing line, building and running the tournament," Finchem said. "It's in his DNA. His skill set will help him immensely."

Under the PGA Tour model for non-profit tournaments, volunteers perform the bulk of the work

in planning and staging the tournament, and as a result, the Tour minimizes the need to hire outside labor. Rapp said the money saved is combined with tournament revenue to arrive at the charitable donation.

Organizations apply for grants, which are reviewed and approved by a committee of past Volunteer Chairman of The Players, who are known as "The RedCoats," for their signature red jackets worn at official functions.

"I'm ecstatic to be a part of this," said 2016 volunteer chair Michele McManamon. "This is the motivation for our volunteers, to keep building on the previous year. No one ever wants to go backward."

Rapp also said the increase in charitable donations has been possible through a series of enhancements to the course and the tournament that have resulted in a 78 percent increase in attendance and a 116 percent increase in concession sales in the past eight years, plus support from the tournament's main corporate partners, Morgan Stanley, PricewaterhouseCoopers and Optum, and the annual sold out corporate hospitality venues.

"One of the things we're seeing is more people are coming to the tournament and staying longer," Rapp said. "There's more energy on site, more buzz and more excitement with the entire tournament. It comes down to every ticket, every hot dog sold, every hat someone buys, plus more than 2,000 volunteers willing to sacrifice a significant portion of their free time when they could be doing a lot of different things, and doing whatever they can to make this tournament better."

One recent study showed that for every volunteer at The Players, \$4,800 is saved from having to pay private contractors for jobs such as waste disposal, parking management, scoring, transportation and player relations."

The TPC Sawgrass is nearing the end of its third renovation project since 2006, which includes re-grassing the greens, improving the practice facilities and rebuilding the entrance road to the course. The par-4 12th hole also has been changed, making it a driveable hole on some days of the tournament.

LAWSUIT

Continued from A-1

gender.

An aide to Sheriff Mike Williams, Lauri-Ellen Smith, said the agency doesn't discuss pending lawsuits.

Callahan was suspended for two days this year over her widely publicized use of racial language in her comments when she posted photographs on Instagram, but that isn't directly referenced.

The suit does say that in May, the Office of Integrity at the Sheriff's Office opened an investigation

over an anonymous complaint "regarding inappropriate comments" and covertly installed GPS trackers in her patrol car to track Callahan's travels, but doesn't say whether any of that was related to the suspension.

The suit also says Callahan was criticized, sometimes publicly, on subjects ranging from having her cellphone out at roll call to using reserve officers to help patrol an area, although men doing the same things weren't criticized.

The complaint is also peppered with short references to behavior that ordinary residents might

criticize, but those aren't described in detail.

It mentions Callahan reporting to her boss that "officers had been illegally finding curfew violations for juveniles," which resulted in parents being fined for their kids breaking the city's often-overlooked 11 p.m. curfew for minors.

The complaint says Callahan was counseled because "her squad did not fine enough curfew violators," although the Sheriff's Office doesn't use quotas for curfew fines.

The suit mentions an assistant chief saying an underage boy "who was beaten by police deserved

his treatment because he was a 'thug and a punk,' " although it's not clear what the circumstances were of the beating, or whether the youth was seriously injured.

It also says a male assistant chief acted inappropriately toward women, describing him screaming at his secretary for coffee and repeating a second-hand story that the assistant chief, while at a bar and presumably off-duty, "put his face in [a female officer's] breast area and moved it back and forth; a practice commonly referred to as 'motor-boat-ing.'"

OBAMA

Continued from A-1

plain how Obama could be silent about an explosive issue.

"I'll neither defend nor criticize what Director Comey has decided to communicate to the public about this investigation," Earnest said, referring to FBI Director James Comey. During an hour-plus-long briefing that focused almost exclusively on Comey's decision, Earnest used some version of that formulation — "neither defend nor criticize" — 10 times.

Criticism of Comey has mushroomed since his Friday bombshell, announced in a letter to Congress: The FBI is investigating more emails related to Clinton to see whether they contain classified information.

In a stunning airing of internal disagreement, some Justice Department officials blamed the FBI by making clear to reporters that they had cautioned Comey against notifying Congress just before next Tuesday's election, and he'd ignored their advice.

Hillary Clinton, senior lawmakers and dozens of former prosecutors from both parties have all assailed Comey's decision.

The emails were found during an unrelated investigation involving former Rep. Anthony Weiner, the estranged husband of a close Clinton aide. But Comey's letter said it was unclear what the emails would show or whether they'd be significant, leaving voters at a loss to know whether they should rethink their choice for president. Though investigators are rushing to review the emails, it's uncertain if the investigation will wrap up before Election Day.

Deploying rhetorical gymnastics, Earnest said



White House Press secretary Josh Earnest said he couldn't second-guess the FBI director without knowing all the circumstances behind his decision. (AP)

Obama believed strongly in centuries-old FBI and Justice Department traditions "that limit public discussion of investigations." Yet Earnest declined to connect the dots by faulting Comey's decision to pursue the opposite approach. Earnest argued he couldn't second-guess the FBI director without knowing all the circumstances behind his decision.

Commenting any further on the unseemly clash would put Obama in the position of siding either with the FBI or with his Justice Department. And criticizing Comey for informing Congress about the new emails could elicit accusations that Obama was trying to put the thumb on the scale to help Clinton.

So the White House opted to praise both Comey — "he's a man of good character," Earnest said — and Lynch, while glossing over the difficult question voters now face about what and whom to believe. Obama was not expected to mention the issue during any of the half-dozen campaign stops he'll make for Clinton between now and Election Day.

But Earnest said Comey's letter, intended to keep Congress in the loop, had backfired.

"Clearly it had the opposite effect," Earnest said. "I think we can all agree on that."

PENSION

Continued from A-1

65 percent of Duval County voters approved a half-cent sales tax that will pay down the city's \$2.85 billion pension debt.

But the state law that authorized that Aug. 30 referendum says the city must close at least one of its three pension plans — police and fire, general employees, or corrections officers — to new hires before the city can collect the sales tax.

"Every step of my solution to the pension crisis has been bold," Curry said. "This final step is bold, so I'm asking all of you to be bold with me. Let's make history together and put this issue behind us once and for all."

Curry said closing the General Employee Pension Plan to new hires is a matter of "fairness to taxpayers."

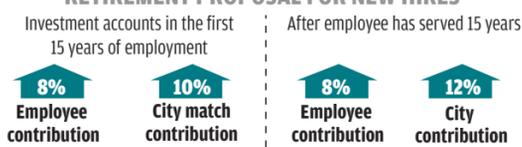
"Guaranteed pensions are not what a majority of the people of Jacksonville have," Curry said. "Legacy pension plans are not sustainable and frankly they are dinosaurs."

The city currently gives general employees a choice between enrolling in the pension plan or signing up for individual investment

Mayor Curry's proposal

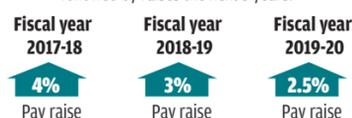
Under Mayor Lenny Curry's proposal, existing employees in the General Employees Pension Plan could continue to accrue pension benefits for years, but future hires would only get 401(k) style investment accounts. The proposal does not cover police, firefighters or corrections officers. Curry will unveil his proposal for public safety employees on Friday.

RETIREMENT PROPOSAL FOR NEW HIRES



CITY EMPLOYEE PAY RAISES

General employees would get 1-2 percent lump-sum payments this year, followed by raises the next 3 years.



Pay raises would be offset by higher contribution amounts by employees for their pensions. The state law authorizing the Aug. 30 referendum requires employees to pay 10 percent toward their accounts, up from 8 percent. That higher contribution rate will be part of the collective bargaining talks.

Source: City of Jacksonville

Steve.Nelson@jacksonville.com

accounts. City employees do not get Social Security, so the pension or investment account is their only nest egg.

Under Curry's proposal, existing city employees could continue to accrue pension benefits, but future new hires would only get investment accounts.

He proposed new hires

would chip in 8 percent of pay and the city would match that with a 10 percent contribution for the investment accounts in the first 15 years of employment.

The city's match would rise to 12 percent after the employee has worked 15 years.

Curry noted that city

employees have gone without pay raises and even had pay cuts in recent years. He said his proposal would provide a one-time, 2 percent lump-sum payment this year to workers represented by the supervisors association and a 1 percent payment for those in Laborers' International Union of North America. All those workers would then get a 4 percent pay raise in the fiscal year starting Oct. 1, 2017, followed by a 3 percent raise the next year and a 2.5 percent pay raise in the third year.

Those pay raises would be offset by higher contribution amounts by employees for their pensions.

The state law authorizing the Aug. 30 referendum requires employees to pay 10 percent of pay toward their pensions, which is up from 8 percent. That higher contribution rate will be part of the collective bargaining talks.

In regard to closing existing pension plans for new hires, state law does not specify a particular retirement plan for new hires.

The state left that open-ended so the range of options for the city includes the 401(k) style investment accounts or creating new pension plans for new hires.

Prosecution, defense both cite video in traffic stop killing in Cincinnati

Associated Press

CINCINNATI | The lead prosecutor and defense attorney Tuesday offered sharply conflicting views of what a police body camera video will tell jurors about what happened when a white officer fatally shot a black man during a 2015 traffic stop.

Hamilton County Prosecutor Joe Deters said the video shows that officer Ray Tensing was lying when he said he was in danger of being dragged to death and that the now-fired University of Cincinnati officer acted contrary to police standards and the law with he shot an unarmed Sam DuBose.

Attorney Stewart Mathews said the prosecution interpretation was so different from his, it was as if they watched different videos. Tensing was facing death or serious injury from "a 3,000-pound car that he (DuBose) turned into a weapon," Mathews told jurors.

"Our renditions and our

belief in the truth could not be more different," Deters told reporters after opening statements concluded in the murder trial. Testimony that will include expert testimony about the video begins Wednesday.

Tensing, 26, pulled the 43-year-old motorist over for a missing front license plate. Deters said it was a

legitimate traffic stop that was followed by a shooting that "was not legitimate ... it was murder."

He said Tensing had drawn his gun and aimed at DuBose's head before the car even moved.

"The car moved a little more than a foot, and Tensing shot Sam DuBose, causing his death in seconds,"

Deters said.

Mathews said DuBose had mashed the accelerator down when Tensing reached inside to try to grab the car keys, and the officer felt himself going down.

He said officers who were arriving for backup will testify they heard tires squealing.