

**The City of Mobile, Alabama**  
**Police and Firefighters Retirement Plan**  
**Special Meeting**  
**November 6, 2025**

The Board of Trustees for The City of Mobile, Alabama Police and Firefighters Retirement Plan met in a special session at 9:30 a.m. on Thursday, November 6, 2025, on the ninth floor in the pre-council room of Government Plaza.

**Present:**

Bryan Lee, Retired Fire Service Captain, Chairman  
Matthew James, Vice Chairman  
Kevin Rogers, Police Captain  
Ben Lee, Fire Service Driver  
Scott Haney, Fire Service Driver  
Emanuel Roberts, Council Appointee  
Donna Bryars, Interim Executive Director of Finance  
Bryan Horsley, Assistant City Attorney  
Mary Berg, Pension Consultant  
Kathlyn Scott, Deputy Director of Pension

**Absent:**

Keith Stallings, Retired Police Captain  
Matthew Singleton, Council Appointee

**Guests:**

Chuck Carr, Southern Actuarial Services  
James Barber, Chief of Operations

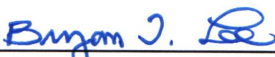
Board Chairman, Bryan Lee called the meeting to order at 9:40 a.m.

The Chairman acknowledged the actuary, Mr. Chuck Carr and turned the meeting over to him. Mr. Carr presented detailed explanations of the October 14, 2025 cost study analysis. Throughout the presentation, Mr. Carr answered questions presented by the board and Mr. Barber.

Mr. Carr stated that most of the changes the board has presented must go through state legislation. He explained that the board's authority is limited and their role is ministerial. Mr. Carr stated that he will construct a letter to address the need to allow the board and the City some authorities to make changes at the local level.

Captain James recommended that as a board, they vote on the items they want to move forward with and present it to the City. Chairman Lee added that he wants to present a completed document of what to strike out and what to add to the plan law.

*On a motion by Driver Haney seconded by Captain Rodgers, the meeting adjourned at approximately 11:23 a.m.*

  
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Bryan Lee, Chairman

  
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Kathlyn Scott, Deputy Director of Pensions