

City of Clearwater

Main Library - Council Chambers
100 N. Osceola Avenue
Clearwater, FL 33755



Meeting Minutes

Thursday, November 13, 2025

9:00 AM

Main Library - Council Chambers

Pension Advisory Committee

Roll Call

Present 4 - Vice Chair David Sowers, Committee Member Lina Teixeira, Committee Member Juliet Marvenko, Committee Member Chris Smaha, and Committee Member Corey Lenczden

Absent 2 - Chair Nathan Hightower, and Committee Member Ryan Cotton

Also Present – Tiffany Makras - Human Resources Director and Nicole Sprague – Deputy City Clerk

1. Call To Order

The meeting was called to order at 9:00 a.m. at the Main Library.

2. Approval of Minutes

2.1 Approve minutes of September 11, 2025 Pension Advisory Committee meeting as submitted in written summation.

Member Teixeira moved to approve the minutes of the September 11, 2025 Pension Advisory Committee meeting as submitted in written summation. The motion was duly seconded and carried unanimously.

3. Citizens to be Heard Regarding Items Not on the Agenda: None.**4. New Business Items**

4.1 Approve the new hires for acceptance into the Pension Plan as listed.

Name	Job Classification	Department	Pension Eligibility Date
Todd Brown	Stormwater Technician I	Public Works	08/25/2025
Branden Hill	Construction Inspector I	Public Works	08/25/2025
Jaylyn Kimbrough	Stormwater Technician II	Public Works	08/25/2025
Luis Nava	Business Systems Analyst I	Public Utilities	08/25/2025
Johannes Rech	Parks Service Technician I	Parks & Recreation	08/25/2025
Cassandra Thomas	Human Resources Analyst I	Human Resources Department	08/25/2025
Brandy Bobb	Marine Facility Operator	Parks & Recreation	09/08/2025
Brandon Campbell	Solid Waste Equipment Operator	Solid Waste & Recycling	09/08/2025
Joshua Cross	Police Cadet	Police Department	09/08/2025
Justin Felix-Feliciano	Police Cadet	Police Department	09/08/2025
Taner Hamzawi	Engineer II	Public Works	09/08/2025
Dimitri Higgins	Parks Service Technician I	Parks & Recreation	09/08/2025
Ambre Jordan	Marine Facility Operator	Parks & Recreation	09/08/2025
James Larsen	Building Inspector Technician	Planning & Development	09/08/2025
Rosalee Martinez	Marine Facility Operator	Parks & Recreation	09/08/2025
Viktoria Poniava	Engineering Specialist III	Public Works	09/08/2025
Andrew Ramos	Parking Enforcement Specialist	Public Works	09/08/2025

Thomas Super	Solid Waste Equipment Operator	Solid Waste & Recycling	09/08/2025
Cristian Ybarra	Stormwater Technician I	Public Works	09/08/2025
Richard Gardner	Engineer II Public Works		09/20/2025
Jamal Hairston	Human Resources Analyst I	Human Resources Department	09/22/2025
Edwin Simmonds	Parking Enforcement Specialist	Public Works	09/22/2025
Nicholas Spach	Parks Service Technician I	Parks & Recreation	10/04/2025
Nathaniel Bermudez	Parks Service Technician I	Parks & Recreation	10/06/2025
Cirila Cervantes Gutierrez	Custodial Worker	Police Department	10/06/2025
Nicholas Cvetanovich	Parks Service Technician I	Parks & Recreation	10/06/2025
David Harrison	Solid Waste Worker I	Solid Waste & Recycling	10/06/2025
Todd Lambert	Stormwater Heavy Equipment Operator	Public Works	10/06/2025
Drew Merta	Survey Crew Leader	Public Works	10/06/2025
Alejandro Reyes Suero	Fleet Mechanic	General Services	10/06/2025
Jeanne Smallcomb	Utility Dispatcher I	Gas System	10/06/2025
Gregory Casebier	Parks Service Technician I	Parks & Recreation	10/20/2025
John Pierce	Parks Service Technician I	Parks & Recreation	10/20/2025

Member Smaha moved to recommend approval of the new hires for acceptance into the Pension Plan as listed,. The motion was duly seconded and carried unanimously.

4.2 Approve the following request of employee Michael Beaver, Police Department and Andrew Sullivan, Fire Department, to vest their pension as provided by Section 2.419 of the Employees' Pension Plan.

Michael Beaver, Police Sergeant, Police Department, was employed by the City on February 27, 2012, and his pension service credit is effective on that date. Mr. Beaver terminated from City employment on October 3, 2025.

Andrew Sullivan, Fire Inspector II, Fire Department, was employed by the City on April 6 2015, and his pension service credit is effective on that date. Mr. Sullivan terminated from City employment on September 5, 2025.

The Employees' Pension Plan provides that should an employee cease to be an employee of the City of Clearwater or change status from full-time to part-time after completing five or more years (non-hazardous duty) and ten or more years (hazardous duty) of creditable service (pension participation), such employee shall acquire a vested interest in the retirement benefits. Vested pension payments commence on the first of the month following the month in which the employee normally would have been eligible for retirement.

Section 2.416 provides for normal retirement eligibility for non-hazardous duty employees hired prior to the effective date of this reinstatement (1/1/13), a member shall be eligible for retirement following the earlier of the date on which a participant has reached the age of fifty-five (55) years and completed twenty (20) years of credited service; the date on which a participant has reached age

sixty-five (65) years and completed five (5) years of credited service; or the date on which a member has completed thirty (30) years of service regardless of age. For non-hazardous duty employees hired on or after the effective date of this restatement, a member shall be eligible for retirement following the earlier of the date on which a participant has reached the age of sixty (60) years and completed twenty-five (25) years of credited service; or the date on which a participant has reached the age of sixty-five (65) years and completed five (5) years of credited service.

Section 2.416 provides for normal retirement eligibility for hazardous duty employees, a member shall be eligible for retirement following the earlier of the date on which the participant has completed twenty (20) years of credited service regardless of age, or the date on which the participant has reached fifty-five (55) years and completed ten (10) years of credited service. Mr. Beaver will meet the hazardous duty criteria and begin collecting a pension in March of 2032. Mr. Sullivan will meet the hazardous duty criteria and begin collecting a pension in May of 2035

Member Smaha moved to recommend approval of the following request of employee Michael Beaver, Police Department, and Andrew Sullivan Fire Department, to vest their pension as provided by Section 2.419 of the Employees' Pension Plan. The motion was duly seconded and carried unanimously.

4.3 Approve the following request of David Clark, Planning & Development Department, John Klinefelter, Fire Department, Gary Martinez, Police Department, Norton McGiffin, Public Works Department, Gabriel Parra, Economic Development & Housing Department, Marvin Pettingill, Fire Department, Terry Swatzell, Parks & Recreation Department, Anita "Lynn" Vincent, Finance Department, and Cheryl Wood, Police Department for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

David Clark, Plans Examiner IV, Planning & Development Department, was employed by the City on July 1, 2002, and his pension service credit is effective on that date. His pension will be effective January 1, 2026. Based on an average salary of approximately \$84,066.37 over the past five years, the formula for computing regular pensions and Mr. Clark's selection of the Single Life Annuity, this pension benefit will be approximately \$54,302.28 annually.

John Klinefelter, Fire Division Chief, Fire Department, was employed by the City on June 3, 2002, and his pension service credit is effective on that date. His pension will be effective November 1, 2025. Based on an average salary of approximately \$128,157.36 over the past five years, the formula for computing regular pensions and Mr. Klinefelter's selection of the 66 2/3% Joint & Survivor Annuity with the 20% partial lump sum, this pension benefit will be approximately \$66,252.48 annually.

Gary Martinez, Police Sergeant, Police Department, was employed by the City on May 19, 2003, and his pension service credit is effective on that date. His pension will be effective November 1, 2025. Based on an average salary of approximately \$126,560.55 over the past five years, the formula for computing regular pensions and Mr. Martinez's selection of the 100% Joint & Survivor Annuity, this pension benefit will be approximately \$76,060.08 annually.

Norton McGiffin, Parking Supervisor, Public Works Department, was employed by the City on March 1, 2010, and his pension service credit is effective on February 14, 2011. His pension will be effective October 1, 2025. Based on an average salary of approximately \$53,671.67 over the past five years, the formula for computing regular pensions and Mr. McGiffin's selection of the Single Life Annuity, this pension benefit will be approximately \$21,594.24 annually.

Gabriel Parra, Community Development Coordinator I, Economic Development & Housing Department, was employed by the City on July 14, 2003, and his pension service credit is effective on that date. His pension will be effective October 1, 2025. Based on an average salary of approximately \$74,361.42 over the past five years, the formula for computing regular pensions and Mr. Parra's selection of the Single Life Annuity, this pension benefit will be approximately \$45,426.12 annually.

Marvin Pettingill, Fire Deputy Chief, Fire Department, was employed by the City on May 28, 1996, and his pension service credit is effective on that date. His pension will be effective October 1, 2025. Based on an average salary of approximately \$140,548.34 over the past five years, the formula for computing regular pensions and Mr. Pettingill's selection of the 50% Joint & Survivor Annuity with the 30% partial lump sum, this pension benefit will be approximately \$81,993.36 annually.

Terry Swatzell, Parks Service Technician II, Parks & Recreation Department, was employed by the City on November 17, 2003, and his pension service credit is effective on that date. His pension will be effective December 1, 2025. Based on an average salary of approximately \$40,981.96 over the past five years, the formula for computing regular pensions and Mr. Swatzell's selection of the 50% Joint & Survivor Annuity, this pension benefit will be approximately \$22,992.72 annually.

Anita "Lynn" Vincent, Payroll Technician II, Finance Department, was employed by the City on November 14, 2005, and her pension service credit is effective on that date. Her pension will be effective December 1, 2025. Based on an average salary of approximately \$57,607.65 over the past five years, the formula for computing regular pensions and Ms. Vincent's selection of the Single Life Annuity, this pension benefit will be approximately \$31,688.64 annually.

Cheryl Wood, Police Officer, Police Department, was employed by the City

on April 28, 1997, and her pension service credit is effective on that date. Her pension will be effective October 1, 2025.

Based on an average salary of approximately \$104,335.13 over the past five years, the formula for computing regular pensions and Ms. Wood's selection of the Single Life Annuity with the 20% partial lump sum, this pension benefit will be approximately \$65,688.12 annually.

Section 2.416 provides for normal retirement eligibility for non-hazardous duty employees hired prior to the effective date of this reinstatement (1/1/13), a member shall be eligible for retirement following the earlier of the date on which a participant has reached the age of fifty-five (55) years and completed twenty (20) years of credited service; the date on which a participant has reached age sixty-five (65) years and completed five (5) years of credited service; or the date on which a member has completed thirty (30) years of service regardless of age. For non-hazardous duty employees hired on or after the effective date of this restatement, a member shall be eligible for retirement following the earlier of the date on which a participant has reached the age of sixty (60) years and completed twenty-five (25) years of credited service; or the date on which a participant has reached the age of sixty-five (65) years and completed five (5) years of credited service. Mr. Clark, Mr. McGiffin, Mr. Parra, Mr. Swatzell, and

Ms. Vincent have met the non-hazardous duty criteria. Section 2.416 provides for normal retirement eligibility for hazardous duty employees, a member shall be eligible for retirement following the earlier of the date on which the participant has completed twenty (20) years of credited service regardless of age, or the date on which the participant has reached fifty-five (55) years and completed ten (10) years of credited service. Mr. Klinefelter, Mr. Martinez, Mr. Pettingill, and Ms. Wood have met the hazardous duty criteria.

Member Smaha moved to recommend approval of the following request of David Clark, Planning & Development Dept., John Klinefelter, Fire Dept., Gary Martinez, Police Dept., Gabriel Parra, Economic Development & Housing Dept., Marvin Pettingill, Fire Dept., Terry Swatzell, Parks & Recreation Dept., Anita "Lynn" Vincent, Finance Dept., & Cheryl Wood, Police Dept. for a regular pension as provided by Sections 2.416 & 2.424 of the Employees' Pension Plan. The motion was duly seconded and carried unanimously.

5. Director's Report: None.

6. Board Members to be Heard: None.

7. Adjourn

The meeting adjourned at 9:02 a.m.

Chair, Pension Advisory Committee

Attest:

Board Reporter