

# City of Clearwater

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



## Meeting Minutes

**Thursday, July 10, 2025**

**9:00 AM**

**Main Library - Council Chambers**

## **Pension Advisory Committee**

## Roll Call

**Present 4** - Chair Nathan Hightower, Vice Chair David Sowers, Committee Member Ryan Cotton, Committee Member Lina Teixeira, and Committee Member Corey Lenczden

**Absent 2** - Committee Member Juliet Marvenko, and Committee Member Chris Smaha

**Also Present** – David Margolis – City Attorney, Tiffany Makras - Human Resources Director, and Rosemarie Call – 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 May 8, 2025 Pension Advisory Committee meeting as submitted in written summation.

**Member Teixeira moved to approve the minutes of the May 8, 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
Bethany Walker, Beach Lifeguard I, Fire Department	04/05/2025
Tyler Baldwin, Skilled Tradesworker I, General Support Services	04/07/2025
Reid Ito, Code Inspector I, Planning & Development	04/07/2025
Tyrone McIntosh, Streets & Sidewalks Tech I, Public Works	04/07/2025
Kyle Murrell, Utilities Mechanic, Public Utilities	04/07/2025
Joshua Doria, Beach Lifeguard I, Fire Department	04/19/2025
Milan Franko, Utilities Mechanic, Public Utilities	04/21/2025
Andy Liz, Utilities Mechanic, Public Utilities	04/21/2025
Gregory Penney, Parks Service Technician I, Parks & Recreation	04/21/2025
Ava Schmidt, Planner II, Planning & Development	04/21/2025
Damond Sears, Solid Waste Worker I, Solid Waste & Recycling	04/21/2025
Leand Skenderasi, Engineering Specialist III, Public Works	04/21/2025
Eric Truitt, Solid Waste Worker I, Solid Waste & Recycling	04/21/2025

Alexander Bennett, Parks Service Technician I, Parks & Recreation	05/05/2025
Joshua Holloran, Payroll Tech I, Solid Waste & Recycling	05/05/2025
Nathaniel Jozefik, Engineering Specialist II, Public Works	05/05/2025
Alexis Moore, Wstwr Trtment Plant Oper Trainee, Public Utilities	05/05/2025
James Spears, Parks Service Technician I, Parks & Recreation	05/05/2025
Reinaldo Hernandez Jr, CAD & GIS Technician II, Gas System	05/19/2025
Erica Moody, Payroll Tech I, Police Department	05/19/2025
Charles Stokes, Firefighter, Fire Department	06/02/2025
Wyatt Henry, Firefighter, Fire Department	06/02/2025
Kelloch Smith, Firefighter, Fire Department	06/02/2025
Chancellor Kelly, Firefighter, Fire Department	06/02/2025
Caroline Osburn, Firefighter, Fire Department	06/02/2025
Rami Serrai, Firefighter, Fire Department	06/02/2025
Dexter Humphreys, Firefighter, Fire Department	06/02/2025
Logan Short, Firefighter, Fire Department	06/02/2025
Raymond Ligon, Firefighter, Fire Department	06/02/2025
Tre Furious Sanders, Streets & Sidewalks Tech II, Public Works	06/02/2025
Brian Berg, Gas Technician II, Gas System	06/02/2025
Devin Cushnie, Water Distribution Trainee, Public Utilities	06/02/2025
Steven Tikkanen, Water Distribution Trainee, Public Utilities	06/02/2025
Zachary Smith, Development Review Tech II, Planning & Development	06/02/2025
Morgan Baldino, Pool Lifeguard, Parks & Recreation	06/02/2025

**Vice Chair Sowers 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 employees Carlos Andres Cardenas, Planning and Development Department and Gail Shaloy, Finance Department, to vest their pension as provided by Section 2.419 of the Employees' Pension Plan.

**Carlos Andres Cardenas, Electrical Inspector, Planning & Development Department,** was employed by the City on October 8, 2012, and his pension service credit is effective on that date. Mr. Cardenas terminated from City employment on March 7, 2025.

**Gail Shaloy, Accountant II, Finance Department,** was employed by the City on October 1, 2018, and her pension service credit is effective on that date. Ms. Shaloy terminated from City employment on May 30, 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. Mr. Cardenas will meet the non-hazardous duty criteria and begin collecting a pension in November of 2032. Ms. Shaloy will meet the non-hazardous duty criteria and begin collecting a pension in February 1, 2027.

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.

**Member Teixeira moved to recommend approval of the following request of employees Carlos Andres Cardenas, Planning and Development Department and Gail Shaloy, Finance Department to vest their pension as provided in Section 2.419 of the Employee Pension Plan. The motion was duly seconded and carried unanimously.**

- 4.3** Approve the following request of Randy Barnoski, Public Utilities Department, Jeanne Blaettner, Finance Department, Jaime Cuervo-Garzon, General Services Department, Keith Farrington, General Services Department, and Natalia Illich-Hailey, Police Department for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

**Randy Barnoski, Lead Wastewater Treatment Plant Operator, Public Utilities Department**, was employed by the City on March 20, 1995, and his pension service credit is effective on that date. His pension will be effective June 1, 2025.

Based on an average salary of approximately \$69,664.66 over the past five years, the formula for computing regular pensions and Mr. Barnoski's selection of the 75% Joint and Survivor Annuity, this pension benefit will be approximately \$48,647.88 annually.

**Jeanne Blaettner, Accounting Technician II, Finance Department**, was employed by the City on September 23, 2013, and her pension service credit is effective on that date. Her pension will be effective July 1, 2025. Based on an average salary of approximately \$45,702.06 over the past five years, the formula for computing regular pensions and Ms. Blaettner's selection of the Single Life Annuity, this pension benefit will be approximately \$11,379.12 annually.

**Jaime Cuervo-Garzon, Skilled Tradesworker II, General Services Department**, was employed by the City on July 12, 2004, and his pension service credit is effective on that date. His pension will be effective August 1, 2025. Based on an average salary of approximately \$51,181.39 over the past five years, the formula for computing regular pensions and Mr. Cuervo-Garzon's selection of the Single Life Annuity, this pension benefit will be approximately \$29,557.32 annually.

**Keith Farrington, Electrical Supervisor, General Services Department**, was employed by the City on August 8, 2016, and his pension service credit is effective on that date. His pension will be effective June 1, 2025. Based on an average salary of approximately \$59,604.26 over the past five years, the formula for computing regular pensions and Mr. Farrington's selection of the 100% Joint and Survivor Annuity with the 30% partial lump sum, this pension benefit will be approximately \$6,542.28 annually.

**Natalia Illich-Hailey, Police Major, Police Department**, was employed by the City on November 1, 2004, and her pension service credit is effective on that date. Her pension will be effective May 1, 2025. Based on an average salary of approximately \$145,997.82 over the past five years, the formula for computing regular pensions and Ms. Illich-Hailey's selection of the 100% Joint and Survivor Annuity with the 30% partial lump sum, this pension benefit will be approximately \$56,710.80 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. Barnoski, Ms. Blaettner, Mr. Cuervo- Garzon, and Mr. Farrington 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. Ms. Illich-Hailey has met the hazardous duty criteria.

**Member Sowers moved to recommend approval of the following request of Randy Barnoski, Public Utilities Department, Jeanne Blaettner, Finance Department, Jaime Cuervo-Garzon, General Services Department, Keith Farrington, General Services Department, and Natalia Illich-Hailey, Police Department for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan. The motion was duly seconded and carried unanimously.**

#### **4.4 Informal hearing for Maria Pita request for job-connected disability pension**

*A concern was expressed that the disability file was not accessible to review by one of the Members.*

*The City Attorney said there is no legal issue proceeding with the hearing today, but the member who was not able to access the file would be unable to vote. He explained that four affirmative votes are needed to approve a disability pension.*

*It was said that it would be beneficial for more time to elapse between the procedure and the Independent Medical Exam (IME) to allow the applicant more time to heal.*

*Applicant Maria Pita explained she has waited six months for this hearing and that she is aware the IME was not able to examine her properly but the IME report states the work restrictions are most likely permanent. She requested to move forward with the hearing.*

**Member Sowers moved to continue the hearing to the next scheduled meeting. The motion was duly seconded and carried unanimously.**

**Member Teixeira moved to send Ms. Pita for a follow-up IME and to schedule the next hearing after the follow-up IME is complete. The motion was duly seconded and carried unanimously.**

## **6. Director's Report**

*Member Sowers said the online app used to review disability pension*

*applications is not user friendly and requested to receive the information in another format.*

*In response to a question, the City Attorney explained the new disability process does not have a role for the Pension Advisory Committee, only applications that were submitted prior to the process change will come before this Committee.*

*Chair Hightower thanked the Committee for voting him in as Chair at the last meeting when he was absent.*

## **7. Adjourn**

*The meeting adjourned at 9:19 a.m.*

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Chair, Pension Advisory Committee

Attest:

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Board Reporter