

City of Clearwater

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



Meeting Minutes

Thursday, October 3, 2024

5:30 PM

Special Meeting

Main Library - Council Chambers

Pension Trustees

Roll Call

Present 5 - Chair Bruce Rector, Trustee Ryan Cotton, Trustee Michael Mannino, Trustee David Allbritton, and Trustee Lina Teixeira

Also Present – Jennifer Poirier – City Manager, Michael Delk – Assistant City Manager, David Margolis - City Attorney, Rosemarie Call – City Clerk, Nicole Sprague – Deputy City Clerk, and Tiffany Makras – Human Resources Director

To provide continuity for research, items are listed in agenda order although not necessarily discussed in that order.

Unapproved**1. Call to Order**

The meeting was called to order at 6:00 p.m.

2. Approval of Minutes

- 2.1 Approve the minutes of the August 12, 2024 Pension Trustees meeting as submitted in written summation by the City Clerk.

Trustee Cotton moved to approve the minutes of the August 12, 2024 Pension Trustees meeting as submitted in written summation by the City Clerk. The motion was duly seconded and carried unanimously.

3. Citizens to be Heard Regarding Items Not on the Agenda

Mr. Holuba expressed concerns regarding the oversight of the pension plan and the Clearwater Police Department.

4. New Business Items

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

Trustee Teixeira moved to approve 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 Willie Hill, Solid Waste and Recycling Department, Charles H. Lane Jr, Economic Development and Housing Department, and

Robert Skinner, Public Works Department to vest their pension as provided by Section 2.419 of the Employees' Pension Plan.

Willie Hill, Solid Waste Worker I, Solid Waste & Recycling Department, was employed by the City on August 22, 2005 and his pension service credit is effective on that date. Mr. Hill terminated from City employment on March 8, 2024.

Charles H. Lane Jr, Economic Development & Housing Assistant Director, Economic Development & Housing Department, was employed by the City on August 1, 2011 and his pension service credit is effective on that date. Mr. Lane terminated from City employment on August 18, 2024.

Robert Skinner, Parking Meter Technician, Public Works Department, was employed by the City on October 1, 2012 and his pension service credit is effective on that date. Mr. Skinner terminated from City employment on July 17, 2024.

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 55 years and completed 20 years of credited service; the date on which a participant has reached age 65 years and completed ten years of credited service; or the date on which a member has completed 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 60 years and completed 25 years of credited service; or the date on which a participant has reached the age of 65 years and completed five years of credited service. Mr. Hill will meet the non-hazardous duty criteria and begin collecting a pension in September of 2025. Mr. Lane will meet the non-hazardous duty criteria and begin collecting a pension in September of 2031. Mr. Skinner will meet the non-hazardous duty criteria and begin collecting a pension in September of 2026.

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 20 years of credited service regardless of age, or the date on which the participant has reached 55 years and completed ten years of credited service.

Trustee Allbritton moved to approve the following request of employees Willie Hill, Solid Waste and Recycling Department, Charles H. Lane Jr, Economic Development and Housing Department, and Robert Skinner, Public Works 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 Trava Alston, Police Department, John Dorsey, Solid Waste and Recycling Department, Joshua Jewett, Police Department, Chad Reed, Police Department, and Mario Zaccaria, Planning and Development Department for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

Trava Alston, Police Service Technician, Police Department, was employed by the City on February 21, 1995, and his pension service credit is effective on that date. His pension will be effective August 1, 2024. Based on an average salary of approximately \$57,650.41 over the past five years, the formula for computing regular pensions and Mr. Alston's selection of the Single Life Annuity, this pension benefit will be approximately \$46,680.84 annually.

John Dorsey, Transfer Station/Scales Operator, Solid Waste & Recycling Department was employed by the City on November 29, 1993, and his pension service credit is effective on April 17, 1994. His pension will be effective August 1, 2024. Based on an average salary of approximately \$43,855.48 over the past five years, the formula for computing regular pensions and Mr. Dorsey's selection of the Single Life Annuity, this pension benefit will be approximately \$36,512.40 annually.

Joshua Jewett, Police Officer, Police Department, was employed by the City on May 22, 2000, and his pension service credit is effective on that date. His pension will be effective July 1, 2024. Based on an average salary of approximately \$92,859.30 over the past five years, the formula for computing regular pensions and Mr. Jewett's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$60,125.64 annually.

Chad Reed, Police Officer, Police Department, was employed by the City on

September 27, 1999, and his pension service credit is effective on that date. His pension will be effective October 1, 2024. Based on an average salary of approximately \$101,028.28 over the past five years, the formula for computing regular pensions and Mr. Reed's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$67,781.28 annually.

Mario Zaccaria, Plans Examiner IV, Planning & Development Department, was employed by the City on September 8, 2015, and his pension service credit is effective on that date. His pension will be effective October 1, 2024. Based on an average salary of approximately \$77,064.87 over the past five years, the formula for computing regular pensions and Mr. Zaccaria's selection of the 66 2/3% Joint and Survivor Annuity, this pension benefit will be approximately \$11,196.72 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 55 years and completed 20 years of credited service; the date on which a participant has reached age 65 years and completed ten years of credited service; or the date on which a member has completed 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 60 years and completed 25 years of credited service; or the date on which a participant has reached the age of 65 years and completed five years of credited service. Mr. Alston, Mr. Dorsey, and Mr. Zaccaria 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 20 years of credited service regardless of age, or the date on which the participant has reached 55 years and completed ten years of credited service. Mr. Jewett and Mr. Reed has met the hazardous duty criteria.

Trustee Mannino moved to approve the following request of Trava Alston, Police Department, John Dorsey, Solid Waste and Recycling Department, Joshua Jewett, Police Department, Chad Reed, Police Department, and Mario Zaccaria, Planning and Development 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 Approve pension plan administrative expenditures for fiscal year 2025 totaling

not-to-exceed \$369,900.00.

The Employees' Pension Plan does not have a legally required budget. However, all expenditures must be approved by the Trustees. The following are routine administrative expenditures that staff is requesting approval of for administrative efficiency.

The recommended expenditures for fiscal year 2025 reflect a \$10,500, or 2.9%, increase over the approved fiscal 2024 expenditures. This net increase results primarily from increased costs of Finance and Human Resources administrative staff support, partially offset by a decrease in volume of projected employee physicals and related costs.

Training and travel are the estimated costs of pension training and related travel, including fiduciary training for the Trustees and Pension Advisory Committee (PAC) members. This is a not-to-exceed amount given uncertainty regarding the number of Trustees and PAC members that may elect to pursue training.

Expenditures for physicals are per the pension ordinance requirement that new employees must pass a comprehensive physical exam to be accepted into the pension plan. A decreased volume of physicals is forecast due to reduced staff turnover and projected new hires.

Reimbursements to the General Fund and Central Insurance Fund are for the cost of oversight and administration of the Plan. The reimbursements are for services provided by Human Resources, Payroll, and Finance personnel, along with related operating expenditures.

The law firm of Klausner, Kaufman, Jensen and Levinson currently represents the Pension plan in certain matters, while the firm of Banker, Lopez, Gassler currently advocates for City administration in formal PAC disability pension claims. Annual attorney fees also include medical bills for medical services authorized by the PAC.

Money manager, performance measurement consulting, custodial/safekeeping, and actuary fees (other than actuary hourly consulting and special projects) are all governed by contracts separately approved by the Trustees and are not included in this agenda item total.

APPROPRIATION CODE AND AMOUNT:

6467410-5xxxxx (various pension plan expenditure codes)

Trustee Cotton moved to approve pension plan administrative expenditures for fiscal year 2025 totaling not-to-exceed \$369,900.00. The motion was duly seconded and carried unanimously.

5. Adjourn

The meeting adjourned at 5:37 p.m.

Chair
Employees' Pension Plan Trustees

Attest

City Clerk