

City of Clearwater

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



Meeting Minutes

Thursday, May 9, 2024

9:00 AM

Main Library - Council Chambers

Pension Advisory Committee

Roll Call

Present 4 - Committee Member Christopher Kakalow, Committee Member David Sowers, Committee Member Juliet Marvenko, and Committee Member Chris Smaha

Absent 3 - Chair Nathan Hightower, Committee Member Lina Teixeira, and Committee Member Ryan Cotton

Also Present – David Margolis – City Attorney, 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 January 11, 2024, Pension Advisory Committee meeting as submitted in written summation.

Member Sowers moved to approve the minutes of the January 11, 2024 Pension Advisory Committee meeting as submitted in written summation. The motion was duly seconded and carried unanimously.

- 2.2 Approve minutes of February 29, 2024 Pension Advisory Committee meeting as submitted in written summation.

Member Sowers moved to approve the minutes of the February 29, 2024 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 Election of Chair and Vice Chair

Member Sowers said he would serve as chair temporarily until Mr. Hightower's status on the Board is determined.

Member Kakalow moved to appoint Member Sowers as temporary Chair. The motion was duly seconded and carried unanimously.

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

Name	Job Classification, Department, Pension Eligibility Date
William Perdue	Fleet Operations Trainer, General Services, 12/18/2023
Alyssa Allen	Human Resources Analyst, Human Resources, 12/18/2023
Michelle Wannike	Librarian, Library, 12/18/2023

Pension Advisory Committee**Meeting Minutes****May 9, 2024**

Mark Still	Code Inspector I, Planning & Development, 12/18/2023
Hezekiah Swann	Solid Waste Worker I, Solid Waste & Recycling, 12/18/2023
Vincent Hollingsworth	Solid Waste Worker I, Solid Waste & Recycling, 12/18/2023
Sarah Davis Recreation	Leader I, Parks & Recreation, 01/02/2024
Modesto Gonzalez	Traffic Engineering Assistant, Public Works, 01/02/2024
Sam Wells	Utilities Mechanic, Public Utilities, 01/02/2024
Jim Fry	Gas Operations Division Head, Gas, 01/02/2024
Patricia Peterson	Librarian I, Library, 01/02/2024
Isabella Patton	Library Assistant, Library, 01/02/2024
Samantha Reilly	Engineering Specialist III, Public Works, 01/02/2024
Lloyd Gardner	Industrial Electrician, Public Utilities, 01/02/2024
Kemar Bonner	Solid Waste Equipment Operator, Solid Waste & Recycling, 01/02/2024
Jordan Phillips	Stormwater Technician I, Public Works, 01/02/2024
Delaney Rose	Librarian I, Library, 01/02/2024
Steven Alejandro-Mar	Marine Facility Operator, Parks & Recreation, 01/02/2024
Gregory Perles,	Parks Service Supervisor II, Parks & Recreation, 01/02/2024
Jason Larson	Police Telecommunicator I, Police, 01/02/2024
Terrell Smith	Solid Waste Equipment Operator, Solid Waste & Recycling, 01/08/2024
Raymond Dresch	Engineering Specialist III, Public Works, 01/16/2024
Annabella Hullen	Engineer II, , Public Works, 01/16/2024
Darrell Perry	Solid Waste Equipment Operator, Solid Waste & Recycling, 01/16/2024
Kenneth Scherer	Water Plant Operator Trainee, Public Utilities, 01/16/2024
William Bridges	Recreation Leader I, Parks & Recreation, 01/16/2024
Kayla Cowart	Customer Service Rep I, Planning & Development, 01/16/2024
Sarah Crowell	Librarian I, Library, 01/16/2024
Michael Alberty	Utility Dispatcher I, Gas, 01/16/2024
Melissa Adams	Parks Service Technician I, Parks & Recreation, 01/16/2024
Dizzmond Kelly	Meter Reader I, Finance & Budget, 01/16/2024
Casey O'Day	Recreation Leader I, Parks & Recreation, 01/16/2024
Krista Akers	Parks Service Technician I, Parks & Recreation, 01/16/2024
Julie Quattrochi	Customer Service Rep I, Utility Customer Service, 01/16/2024
Tracy Boone	Payroll Technician I, Police, 01/16/2024
Christopher Corrales	Police Cadet, Police, 01/16/2024
Peter Mullady	Police Cadet, Police, 01/16/2024
Terry Winthrop	Police Cadet, Police, 01/13/2024
Erin McHenry	Police Cadet, Police, 01/13/2024
Madison Booth	Police Cadet, Police, 01/13/2024
Kenneth Scherer	Water Plant Operator Trainee, Public Utilities, 01/29/2024
Seanna White	Crime Analyst I, Police, 01/29/2024
Scott Selover	Parks Service Technician I, Parks & Recreation, 01/29/2024
Donna Groce	Accounting Technician I, Library, 01/29/2024
Deandre Lane	Parks Service Technician I, Parks & Recreation, 01/29/2024
Elizabeth Ponga	Police Telecommunicator I Police 01/29/2024
Anthony Medina	Police Telecommunicator I Police 01/29/2024
Brian Rautmann	Parking, Facility & Security Aide, Public Works, 01/29/2024
Richard Hartman	Transportation Planner, Planning & Development, 01/29/2024

Michael Gunnin

Wastewater Collection Technician I, Public Utilities,
01/29/2024

Misty Autery

Administrative Assistant, Public Utilities, 01/29/2024

William McCoy

Solid Waste Equipment Operator, Solid Waste & Recycling,
01/29/2024

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

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

Name	Job Classification, Department, Pension Eligibility Date
Brian Rautmann	Parking, Fac & Sec Aide, Public Works, 02/10/2024
Michael Gunnin	Wastewater Coll Tech I, Public Utilities, 02/12/2024
Briahna McCrary	Customer Service Rep I, Utility Customer Service, 02/12/2024
William Mccoy	Solid Waste Equipment Oper, Solid Waste & Recycling, 02/12/2024
Taurus Brown	Solid Waste Worker I, Solid Waste & Recycling, 02/12/2024
Richard Hartman	Transportation Planner, Planning & Development, 02/12/2024
Misty Autery	Administrative Assistant, Public Utilities, 02/12/2024
Ben Joseph	Solid Waste Worker I, Solid Waste & Recycling, 02/26/2024
Stephen Smith	Solid Waste Equipment Oper, Solid Waste & Recycling, 02/26/2024
Daniel Brown	Wstwtr Trtmnt Plant Oper C, Public Utilities, 02/26/2024
Francisco Colon	Water Distr Oper Trainee, Public Utilities, 02/26/2024
James Schwer	Fleet Mechanic, General Services, 02/26/2024
Aaron Lombard	Librarian I, Library, 02/26/2024
Jendi Solka	Contracts & Procur Spec, General Services, 03/11/2024
Adarius Garland	Solid Waste Equipment OperSolid Waste & Recycling 03/11/2024
Daoud Adoum	Storeskeeper, Fire Department, 03/11/2024
Michael De Koter	Cad & Gis Technician I, Public Works, 03/11/2024
Nicholas Spatafora	Parks Service Technician I, Parks & Recreation, 03/11/2024
Douglas Costello	Parks Service Technician III, Parks & Recreation, 03/11/2024
Matthew Smith	Parks Service Technician III, Parks & Recreation, 03/11/2024
Kailey Kinder	Police Telecommunicator I, Police Department, 03/11/2024
Sherrod Morgan	Solid Waste Equipment Oper, Solid Waste & Recycling, 03/11/2024
Andrew Covington	Parking, Fac & Sec Aide, Marine & Aviation, 03/11/2024
Brianne Defoe	Accounting Tech II, Finance, 03/11/2024
Shanna Drake	Police Officer, Police Department, 03/11/2024
Sidney Sora	Police Officer, Police Department, 03/11/2024
Kayla Garcia	Staff Assistant II, Econ Dev & Housing, 03/11/2024
Alba Horanlli	Administrative Assistant, Planning & Development, 03/11/2024
Terrance Scott	Solid Waste Equipment Oper, Solid Waste & Recycling 03/25/2024
Kaliq Campbell	Solid Waste Worker I, Solid Waste & Recycling, 03/25/2024
Jayshawn Daniels	Solid Waste Worker I, Solid Waste & Recycling, 03/25/2024
Nicholas Finch	Cad & Gis Technician I, Public Works, 03/25/2024

Aram Papazian	Utilities Mechanic, Public Utilities, 03/25/2024
Roberto Perez	Fleet Mechanic, General Services, 03/25/2024
Damarcus Sims	Solid Waste Worker I, Solid Waste & Recycling, 03/25/2024
Eugene Barone	Utility Dispatcher I, Gas System, 03/25/2024
Taylor Jaber	Police Cadet, Police Department, 03/25/2024
Halil Yalcinkaya	Police Cadet, Police Department, 03/25/2024
Nathaniel Koehler	Police Cadet, Police Department, 03/25/2024
Stefan Pavlovic	Police Cadet, Police Department, 03/25/2024
Emily Davis	Compliance Coordinator, Public Utilities, 03/25/2024
Patrick Redmond	Solid Waste Equipment Oper, Solid Waste & Recycling, 04/08/2024
Edward Pierce	Solid Waste Equipment Oper, Solid Waste & Recycling, 04/08/2024
Johnie Singleton	Solid Waste Equipment Oper, Solid Waste & Recycling, 04/08/2024
Lorenzo Marry	Wastewater Trtmt Plant Oper Trn, Public Utilities, 04/08/2024
Robin Boykins	Accounting Tech I, Public Utilities, 04/08/2024
Joseph Albee	Tree Trimmer, Public Works, 04/08/2024
Maria Nehring	Accountant II, Finance, 04/08/2024
Olga Chavez	Librarian I, Library, 04/08/2024
Julia Bodolay	Administrative Assistant, Library, 04/08/2024
Neil Kummerer	Fire Administrative Chief, Fire Department, 04/08/2024

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.

- 4.4** Approve the following request of employees Jason Gray, Public Utilities Department, and Kevin Nurnberger, Planning and Development Department to vest their pension as provided by Section 2.419 of the Employees' Pension Plan.

Jason Gray, Water Distribution Supervisor I, Public Utilities Department, was employed by the City on November 18, 2002, and his pension service credit is effective on that date. Mr. Gray terminated from City employment on February 2, 2024.

Kevin Nurnberger, Senior Planner, Planning and Development Department, was employed by the City on October 18, 2010, and his pension service credit is effective on that date. Mr. Nurnberger terminated from city employment on September 5, 2023.

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 ten (10) 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 ten (10) years of credited service. Mr. Gray will meet the non-hazardous duty criteria and begin collecting a pension in December of 2032. Mr. Nurnberger will meet the non-hazardous duty criteria and begin collecting a pension in November of 2030.

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 Smaha moved to recommend approval of the following request of employees Jason Gray, Public Utilities Department, and Kevin Nurnberger, Planning and Development Department to vest their pension as provided by Section 2.419 of the Employees' Pension Plan. The motion was duly seconded and carried unanimously.

- 4.5** Approve the following request of Eric Hannah, Solid Waste and Recycling Department, John Kevin Insko, Police Department, Joseph Ruhlin, Police Department, and Theroun Winston, Solid Waste and Recycling Department for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

Eric Hannah, Solid Waste Supervisor II, Solid Waste & Recycling Department, was employed by the City on September 13th, 1993, and his pension service credit is effective on January 10th, 1994. His pension will be effective May 1st, 2024. Based on an average salary of approximately \$64,536.60 over the past five years, the formula for computing regular pensions and Mr. Hannah's selection of the Single Life Annuity this pension benefit will be approximately \$53,725.80 annually.

John Kevin Insko, Police Sergeant, Police Department, was employed by the City on September 24th, 1990, and his pension service credit is effective on that date. His pension will be effective April 1, 2024. Based on an average salary

of approximately \$117,750.98 over the past five years, the formula for computing regular pensions and Mr. Insco's selection of the 66 2/3% Joint and Survivor Annuity with the 20% partial lump sum, this pension benefit will be approximately \$87,553.56 annually.

Joseph Ruhlin, Police Officer, Police Department, was employed by the City on October 5th, 1992, and his pension service credit is effective on that date. His pension will be effective May 1st, 2024. Based on an average salary of approximately \$103,834.85 over the past five years, the formula for computing regular pensions and Mr. Ruhlin's selection of the 100% Joint & Survivor Annuity, this pension benefit will be approximately \$88,416.12 annually.

Theroun Winston, Solid Waste Worker, Solid Waste & Recycling Department, was employed by the City on August 2nd, 1999, and his pension service credit is effective on that date. His pension will be effective April 1, 2024. Based on an average salary of approximately \$41,311.05 over the past five years, the formula for computing regular pensions and Mr. Winston's selection of the Single Life Annuity, this pension benefit will be approximately \$27,940.68 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 ten (10) 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 ten (10) years of credited service. Mr. Hannah and Mr. Winston 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. Insco and Mr. Ruhlin have met the hazardous duty criteria.

Member Smaha moved to recommend approval of the following request of employees Eric Hannah, Solid Waste and Recycling Department, John Kevin Insco, Police Department, Joseph Ruhlin, Police Department, and Theroun Winston, Solid Waste and Recycling 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.

- 4.6** Approve the following request of Stephen Avise, Fire Department, Heath Brenner, Fire Department, Regina Dewitt, City Attorney's Office, Randy Foltz, Public Utilities Department, John Garakop, Solid Waste and Recycling Department, Carol McAnally, Police Department, Howard McChesney, Information Technology Department, Christian Schuele, Fire Department, and Laurie Sullivan, Library Department for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

Stephen Avise, Firefighter/Driver-Operator, Fire Department, was employed by the City on February 9th, 2004, and his pension service credit is effective on that date. His pension will be effective March 1st, 2024. Based on an average salary of approximately \$83,837.32 over the past five years, the formula for computing regular pensions and Mr. Avise's selection of the 100% Joint and Survivor Annuity with the 30% partial lump sum, this pension benefit will be approximately \$31,777.44 annually.

Heath Brenner, Fire Lieutenant, Fire Department, was employed by the City on February 9th, 2004, and his pension service credit is effective on that date. His pension will be effective March 1, 2024. Based on an average salary of approximately \$126,735.92 over the past five years, the formula for computing regular pensions and Mr. Brenner's selection of the 50% Joint and Survivor Annuity with the 30% partial lump sum, this pension benefit will be approximately \$49,771.08 annually.

Regina Dewitt, Legal Office Administrator, City Attorney's Office, was employed by the City on November 27th, 1995, and her pension service credit is effective on that date. Her pension will be effective April 1st, 2024. Based on an average salary of approximately \$92,521.59 over the past five years, the formula for computing regular pensions and Ms. Dewitt's selection of the 75% Joint & Survivor Annuity, this pension benefit will be approximately \$66,199.32 annually.

Randy Foltz, Utilities Maintenance Supervisor, Public Utilities Department, was employed by the City on October 30th, 1995, and his pension service credit is effective on that date. His pension will be effective March 1, 2024. Based on an average salary of approximately \$67,237.22 over the past five years, the formula for computing regular pensions and Mr. Foltz's selection of the 100% Joint and Survivor Annuity with the 10% partial lump sum, this pension benefit will be approximately \$38,775.84 annually.

John Garakop, Welder/Manufacturer, Solid Waste & Recycling Department, was employed by the City on November 28, 2005, and his pension service credit is effective on that date. His pension will be effective May 1, 2024. Based on an average salary of approximately \$53,367.67 over the past five years, the formula for computing regular pensions and Mr. Garakop's selection of the 75% Joint and Survivor Annuity, this pension benefit will be approximately \$22,553.04 annually.

Carol McAnally, Police Records Specialist, Police Department, was

employed by the City on May 11, 1998, and her pension service credit is effective on that date. Her pension will be effective March 1st, 2024. Based on an average salary of approximately \$42,372.93 over the past five years, the formula for computing regular pensions and Ms. McAnally's selection of the Single Life Annuity, this pension benefit will be approximately \$30,070.08 annually.

Howard McChesney, Senior Network Engineer, Information Technology Department, was employed by the City on June 12th, 1995, and his pension service credit is effective on that date. His pension will be effective April 1, 2024. Based on an average salary of approximately \$100,113.33 over the past five years, the formula for computing regular pensions and Mr. McChesney's selection of the Single Life Annuity, this pension benefit will be approximately \$79,289.76 annually.

Christian Schuele, Fire Inspector, Fire Department, was employed by the City on March 10th, 2003, and his pension service credit is effective on that date. His pension will be effective February 1, 2024. Based on an average salary of approximately \$100,034.61 over the past five years, the formula for computing regular pensions and Mr. Schuele's selection of the Single Life Annuity with the 20% partial lump sum, this pension benefit will be approximately \$46,234.20 annually.

Laurie Sullivan, Library Assistant, Library Department, was employed by the City on May 19th, 2003, and her pension service credit is effective on August 21st, 2006. Her pension will be effective May 1st, 2024. Based on an average salary of approximately \$34,957.88 over the past five years, the formula for computing regular pensions and Ms. Sullivan's selection of the Single Life Annuity, this pension benefit will be approximately \$16,994.40 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 ten (10) 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 ten (10) years of credited service. Ms. Dewitt, Mr. Foltz, Mr. Garakop, Ms. McAnally, Mr. McChesney, and Ms. Sullivan 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. Avise,

Mr. Brenner, and Mr. Schuele have met the hazardous duty criteria.

Member Smaha moved to recommend approval of the following request of Stephan Avise, Fire Department, Heath Brenner, Fire Department, Regina Dewitt, City Attorney's Office, Randy Foltz, Public Utilities Department, John Garakop, Solid Waste and Recycling Department, Carol McAnally, Police Department, Howard McChesney, Information Technology Department, Christian Schuele, Fire Department, and Laurie Sullivan, Library 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.

4.7 Discussion of Firefighter Cancer Presumption Law

The City Attorney said Florida Statutes was amended to create an inclusive presumption for firefighters diagnosed with cancer. The law requires the pension fund to assume a firefighter diagnosed with cancer and becomes totally and permanently disabled, is occupational in nature. It is up to each pension plan to administer the benefit. He said the best way for Clearwater to properly administer the benefit is to incorporate it into the PAC manual.

In response to a question, he said the statute says the benefit is for firefighters and fire inspectors.

There was consensus to have the City Attorney provide revisions to the manual at the next meeting.

4.8 Discussion of Fire MOU

Member Sowers suggested to move this discussion to the next meeting when more members will be in attendance.

Member Smaha moved to continue Item 4.8 to the next meeting. The motion was duly seconded and carried unanimously.

4.9 Informal hearing for Jeremy Jenkins request for job-connected disability pension

The City Attorney said he received a request from the applicant's attorney to continue the hearing as there are additional records as it relates to the IME report to be submitted.

Member Smaha moved to continue Item 4.9 to the next meeting. The

motion was duly seconded and carried unanimously.

5. Old Business Items: None.

6. Director's Report: None.

7. Board Members to be Heard: None.

8. Adjourn

The meeting adjourned at 9:15 a.m.

Chair, Pension Advisory Committee

Attest:

Board Reporter