

# City of Clearwater

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



## Meeting Minutes

**Thursday, September 11, 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, and Committee Member Juliet Marvenko

**Absent** 2 - Committee Member Chris Smaha, and Committee Member Corey Lenczden

**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 July 10, 2025 Pension Advisory Committee meeting as submitted in written summation.

**Member Sowers moved to approve the minutes of the July 10, 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 Recommend approval of the new hires for acceptance into the Pension Plan as listed.

Name	Job Classification	Department	Pension Eligibility Date
Gabriel Timberlake	Aquatics Coordinator	Parks & Recreation	06/14/2025
Aulden Lloyd	Risk Management Specialist I	Finance & Budget	06/16/2025
Brandon Nault	Customer Service Rep I	Utility Customer Service	06/16/2025
Celeste Casillas	Police Cadet	Police Department	06/16/2025
Holden Midkiff	Police Cadet	Police Department	06/16/2025
Samuel Miller	Solid Waste Worker I	Solid Waste & Recycling	06/16/2025
Skyler Belloise	Engineering Specialist I	Public Utilities	06/16/2025
Thomas Glick	Police Cadet	Police Department	06/16/2025
Yan Ramirez-Figueroa	Solid Waste Worker I	Solid Waste & Recycling	06/16/2025
Alexandra Vakos	Police Officer	Police Department	06/30/2025
Bryce Miller	Police Officer	Police Department	06/30/2025
Courtney Davis	Parks Service Technician I	Parks & Recreation	06/30/2025
Crystal Flores	Network Analyst I	Information Technology	06/30/2025
Dehvan Truckenmiller	Police Officer	Police Department	06/30/2025

Jack Donahue	Public Info Coordinator I	Public Communications	06/30/2025
Joseph Phillips	Parks Service Technician I	Parks & Recreation	06/30/2025
Kyle Pauze	Network Analyst I	Information Technology	06/30/2025
Markus Jalaber	Water Distribution Operator Trainee	Public Utilities	06/30/2025
Regina Bavington	Account Collector I	Utility Customer Service	06/30/2025
Aaron Head	Solid Waste Worker I	Solid Waste & Recycling	07/14/2025
Aidan Coyne	Parks Service Technician III	Parks & Recreation	07/14/2025
Caden Skaggs	Gas Tech Apprentice	Gas System	07/14/2025
Cage Gregory	Gas Technician II	Gas System	07/14/2025
Cassidy Gordon	Customer Service Rep I	Utility Customer Service	07/14/2025
Laura Daniels	Accounting Tech I	Parks & Recreation	07/14/2025
Timothy Huse	Solid Waste Worker I	Solid Waste & Recycling	07/14/2025
Tyler Hileman	Parks Service Technician I	Parks & Recreation	07/14/2025
Kristopher Williams	Solid Waste Worker I	Solid Waste & Recycling	07/26/2025
Adam Singer	Parking, Fac & Sec Aide	Marine & Aviation	07/28/2025
Anthony Walker-Collins	Solid Waste Worker I	Solid Waste & Recycling	07/28/2025
David Wells	Streets & Sidewalks Tech I	Public Works	07/28/2025
Gabriel Greco Gilreath	Meter reader I	Utility Customer Service	07/28/2025
Jason Mckoy	Industrial Electrician	Public Utilities	07/28/2025
Marques Alexander	Solid Waste Worker I	Solid Waste & Recycling	07/28/2025
Ramona Hunter	CRA Coordinator	Community Redevelopment Agency	07/28/2025
Wade Brockman	Streets & Sidewalks Tech I	Public Works	07/28/2025
Aaron Cornwell	Scada Specialist	Public Utilities	08/11/2025
Jayce Ortiz	Solid Waste Worker I	Solid Waste & Recycling	08/11/2025
Kenyatta Anderson	Solid Waste Worker I	Solid Waste & Recycling	08/11/2025
Rashad Banks	Solid Waste Worker I	Solid Waste & Recycling	08/11/2025

**Member 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** Recommend approval of the following request of employee Michael Morea, Police Department, to vest his pension as provided by Section 2.419 of the Employees' Pension Plan.

**Micheal Morea, Police Officer, Police Department,** was employed by the City on January 9, 2006, and his pension service credit is effective on that date. Mr. Morea terminated from City employment on June 11, 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. Morea will meet the hazardous duty criteria and begin collecting a pension in February of 2026.

**Member Sowers moved to recommend approval of the following request of employee Michael Morea, Police Department, to vest his pension as provided by Section 2.419 of the Employees' Pension Plan. The motion was duly seconded and carried unanimously.**

- 4.3** Recommend approval of the following request of Steven Baginski, Police Department, Jevon Graham, Fire Department, and Sandra Lear, Information Technology Department for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

**Steven Baginski, Police Lieutenant, Police Department**, was employed by the City on February 6, 1995, and his pension service credit is effective on that date. His pension will be effective September 1, 2025. Based on an average salary of approximately \$150,847.68 over the past five years, the formula for computing regular pensions and Mr. Baginski's selection of the 100% Joint and Survivor Annuity with the 30% partial lump sum, this pension benefit will be approximately \$86,947.32 annually.

**Jevon Graham, Fire Division Chief, Fire Department**, was employed by the City on July 19, 1999, and his pension service credit is effective on that date. His pension will be effective September 1, 2025.

Based on an average salary of approximately \$121,962.86 over the past five years, the formula for computing regular pensions and Mr. Graham's selection of the Single Life Annuity, this pension benefit will be approximately \$88,219.08 annually.

**Sandra Lear, Business System Analyst II, Information Technology Department**, was employed by the City on November 10, 1997, and her pension service credit is effective on that date. Her pension will be effective January 1, 2026.

Based on an average salary of approximately \$97,957.74 over the past five years, the formula for computing regular pensions and Ms. Lear's selection of the Single Life Annuity, this pension benefit will be approximately \$75,779.16 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. Ms. Lear has 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. Baginski and Mr. Graham have met the hazardous duty criteria.

**Member Sowers moved to recommend approval of the following request of Steven Baginski, Police Department, Jevon Graham, Fire Department, and Sandra Lear, Information Technology Department for a regular pension as provided by Sections 2.16 & 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

*The City Attorney said the original Independent Medical Examiner (IME) assessment was performed in the immediate aftermath of surgery and*

*the IME concluded that Ms. Pita would not be able to perform the duties of a police officer. At the last PAC meeting, a motion was made to send Ms. Pita to another IME as more time has passed since the surgery. He said the disability pension file has been updated with the most recent IME report.*

*The Committee took a moment of silence in remembrance of September 11.*

**Member Sowers moved to accept the additional IME report into evidence. The motion was duly seconded and carried unanimously.**

*Ms. Maria Pita said in September 2017, she was rear ended while on duty in her detective vehicle and, as a result, has had two surgeries and has damaged discs in the cervical spine. She said she returned to work after her first surgery but the physical demands of the job made it difficult. She said in 2023, the pain got worse and she was sent for an MRI and underwent a second surgery that was not successful. She still is in pain every day. She said the accident stole her career. She thanked the Committee for considering her application.*

*Discussion ensued with comments made that the committee feels more comfortable having the second IME report and that it is clear Ms. Pita is not improving.*

**Member Sowers moved that Maria Pita met the requirements for a job-related disability pension as she was disabled by reason of an injury suffered or an illness contracted in the line of duty, such disability is likely to be continuous and permanent from a cause other than those listed as general disability exclusions, and she is unable, by reason of a medically determinable physical or mental impairment, to render useful and efficient service as a police officer or firefighter. The motion was duly seconded and carried unanimously.**

*The Chair thanked Ms. Pita for her service.*

**5. Director's Report:** None.

**6. Board Members to be Heard**

*Member Cotton said he appreciated the moment of silence.*

*Member Sowers thanked staff for providing him meeting information in an alternative format.*

*In response to a question, Human Resources Director Tiffany Makras said there are no pending disability pension applications for the*

*Committee to hear. The City Attorney said a couple applications have been filed under the new system. He said without new applications coming to the Committee, future meetings would be quick but the work is still important. He said he will confer with city officials to discuss if the Pension Advisory Committee will continue meeting as a method to approve or recommend approval of pension related items to Council. The work will still need to get done but it may be done using another method.*

*Chair Hightower said he encourages Council to discuss how this work should proceed. He said as a citizen member, he is not inclined to keep coming to the meeting to approve items.*

**7. Adjourn**

*The meeting adjourned at 9:13 a.m.*

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Chair, Pension Advisory Committee

Attest:

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Board Reporter