

City of Clearwater

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



Meeting Minutes

Monday, December 1, 2025

1:00 PM

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 Poirrier – City Manager, Daniel Slaughter – Assistant City Manager, David Margolis – City Attorney, 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 – Chair Rector

The meeting was called to order at 2:11 p.m.

2. Approval of Minutes

Approve the minutes of the November 3, 2025 Pension Trustees meeting as submitted in written summation by the City Clerk.

Trustee Teixeira moved to approve the minutes of the November 3, 2025 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

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 Res. Analyst I, Human Resources Dept.	08/25/2025
Brandy Bobb, Marine Facility Operator, Parks & Recreation	09/08/2025
Brandon Campbell, Solid Waste Equipment Oper., Solid Waste & Recyc.	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 Ponjava, 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 & Recyc.	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 Dept.	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

Trustee Allbritton 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 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.

Micheal 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 55 years and completed 20 years of credited service; the date on which a participant has reached age 65 years and completed five 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.

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. 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

Trustee Mannino moved to 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. 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 55 years and completed 20 years of credited service; the date on which a participant has reached age 65 years and completed five 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. 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 20 years of credited service regardless of age, or the date on which the participant has reached 5 years and completed ten years of credited service. Mr. Klinefelter, Mr. Martinez, Mr. Pettingill, and Ms. Wood have met the hazardous duty criteria.

Trustee Cotton moved to 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. The motion was duly seconded and carried unanimously.

5. Adjourn

The meeting adjourned at 2:13 p.m.

Chair
Employees' Pension Plan Trustees

Attest

City Clerk