

# City of Clearwater

*City Hall  
112 S. Osceola Avenue  
Clearwater, FL 33756*



## Meeting Minutes

**Thursday, January 10, 2019**

**9:00 AM**

**Municipal Services Building - Room 130**

## **Pension Advisory Committee**

## Roll Call

**Present** 4 - Chair Nathan Hightower, Committee Member Greg Newland, Committee Member George Cretekos, and Committee Member Bob Cundiff, Committee Member Empty Seat, Committee Member Empty Seat

**Absent** 1 - Committee Member Hoyt Hamilton

**Also Present** - Jennifer Poirrier – Human Resources Director, Patricia O. Sullivan - Board Reporter

Awaiting approval

### 1. Call To Order

*The Chair called the meeting to order at 9:00 a.m. at the Municipal Services Building..*

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

### 2. Approval of Minutes

2.1 Approve minutes of December 13, 2018 Pension Advisory Committee meeting as submitted in written summation.

**Member Cundiff moved to approve minutes of December 13, 2018 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.

<b>Name, Job Classification, Department</b>	<b>Pension Eligibility Date</b>
Scott Mattis, Beach Lifeguard, Parks and Recreation	12/08/2018
Dakota Ornduff, Solid Waste Worker, Solid Waste	12/10/2018
Breon Wilkins, Solid Waste Worker, Solid Waste	12/10/2018
Patricia DeMilo, Accounting Technician, Parks and Recreation	12/10/2018
Michael Conti, Customer Service Representative, Customer Service	12/10/2018
Arthur Goldberg Ayala, Utilities Chemist, Public Utilities	12/10/2018
Terence Jamison, Solid Waste Worker, Solid Waste	12/10/2018

**Member Newland 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 employees William Andrews, Public Utilities Department and Robert Morig Jr, Gas Department, to vest their pensions as provided by Section 2.419 of the Employees' Pension Plan.

**William Andrews, Electro-Mechanical Tech, Public Utilities Department,** was employed by the City on February 7, 2006, and began participating in the Pension Plan on that date. Mr. Andrews terminated from City employment on December 4, 2018.

**Robert Morig Jr, Gas Operations Manager, Gas Department,** was employed by the City on October 13, 2008, and began participating in the Pension Plan on that date. Mr. Morig will terminate from City employment on January 5, 2019.

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 ten or more years 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. Mr. Andrews will meet the non-hazardous duty criteria and begin collecting a pension in March 2024. Mr. Morig will meet the non-hazardous duty criteria and begin collecting a pension in November 2038.

**Member Cundiff moved to approve the following requests of employee William Andrews, Public Utilities Department and Robert Morig Jr, Gas 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** Recommend approval of the following request of employees Lewis Anderson, Parks and Recreation Department, Keith Downs, Gas Department, Vern Erickson, Public Utilities Department, Sandra Harriger, City Manager Department, Patricia Howard, Library Department, Diane Hufford, Economic Development and Housing Department, Phillip Hughes, Solid Waste General Services Department and Charmatee Rodrigues, Public Utilities Department, for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

**Lewis Anderson, Parks Service Technician II, Parks and Recreation Department,** was employed by the City on June 16, 2003, and his pension service credit is effective on that date. His pension will be effective January 1, 2019. Based on an average salary of approximately \$31,315.49 over the

past five years, the formula for computing regular pensions and Mr. Anderson's selection of the Life Annuity, this pension benefit will be approximately \$13,348.20 annually.

**Keith Downs, Gas Program Coordinator, Gas Department,** was employed by the City on February 20, 1998, and his pension service credit is effective on that date. His pension will be effective February 1, 2019. Based on an average salary of approximately \$79,111.58 over the past five years, the formula for computing regular pensions and Mr. Downs' selection of the Life Annuity, this pension benefit will be approximately \$45,680.88 annually.

**Vern Erickson, Water Plant Operator A, Public Utilities Department,** was employed by the City on March 7, 2005, and his pension service credit is effective on that date. His pension will be effective April 1, 2019. Based on an average salary of approximately \$44,978.91 over the past five years, the formula for computing regular pensions and Mr. Erickson's selection of the Life Annuity, this pension benefit will be approximately \$17,323.80 annually.

**Sandra Harriger, Assistant to City Manager, City Manager Department,** was employed by the City on January 4, 1999, and her pension service credit is effective on that date. Her pension will be effective February 1, 2019. Based on an average salary of approximately \$66,915.00 over the past five years, the formula for computing regular pensions and Ms. Harriger's selection of the Life Annuity, this pension benefit will be approximately \$36,941.28 annually.

**Patricia Howard, Librarian I, Library Department,** was employed by the City on June 6, 1997, and her pension service credit is effective on November 17, 2003. Her pension will be effective February 1, 2019. Based on an average salary of approximately \$41,616.02 over the past five years, the formula for computing regular pensions and Ms. Howard's selection of the 50% Joint and Survivor Annuity, this pension benefit will be approximately \$15,989.40 annually.

**Diane Hufford, Economic Development Coordinator, Economic Development and Housing Department,** was employed by the City on January 23, 1995, and her pension service credit is effective on that date. Her pension will be effective January 1, 2019. Based on an average salary of approximately \$75,985.61 over the past five years, the formula for computing regular pensions and Ms. Hufford's selection of the 50% Joint and Survivor Annuity, this pension benefit will be approximately \$33,630.00 annually.

**Phillip Hughes, Fleet Mechanic Supervisor, Solid Waste General Services Department,** was employed by the City on October 19, 1992, and his pension service credit is effective on that date. His pension will be effective February 1, 2019. Based on an average salary of approximately \$63,829.58 over the past five years, the formula for computing regular pensions and Mr. Hughes' selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$41,808.60 annually.

**Charmatee Rodrigues, Utilities Chemist, Public Utilities Department,** was employed by the City on October 16, 2006, and her pension service credit is effective on that date. Her pension will be effective February 1, 2019. Based on an average salary of approximately \$43,170.40 over the past five years, the formula for computing regular pensions and Ms. Rodrigues' selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$12,111.16 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 ten (10) years of credited service; or the date on which a member has completed thirty (30) years of service regardless of age. Messrs. Anderson, Downs, Erickson, and Hughes, Ms. Harriger, Ms. Howard, Ms. Hufford, and Ms. Rodrigues have met the non-hazardous duty criteria.

**Member Cretekos moved to recommend approval of the following requests of employees Lewis Anderson, Parks and Recreation Department, Keith Downs, Gas Department, Vern Erickson, Public Utilities Department, Sandra Harriger, City Manager Department, Patricia Howard, Library Department, Diane Hufford, Economic Development and Housing Department, Phillip Hughes, Solid Waste General Services Department and Charmatee Rodrigues, Public Utilities 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. Old Business Item

## 6. Director's Report

*Human Resources Director Jennifer Poirrier reported the election is scheduled this month to fill the 2 employee Committee vacancies.*

*Ms. Poirrier said future meetings will be held in City Council Chambers at the Main Library.*

## 7. Board Members to be Heard

*Members wished all a Happy New Year.*

## 8. Adjourn

*The meeting adjourned at 9:05 a.m.*

Attest:

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Chair, Pension Advisory Committee

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Board Reporter