

# City of Clearwater

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



## Meeting Minutes

Thursday, June 8, 2017

9:00 AM

Council Chambers - City Hall

## Pension Advisory Committee

**Roll Call**

**Present** 5 - Vice Chair Tom Jensen, Committee Member Bill Jonson, Committee Member Bob Cundiff, Committee Member Hoyt Hamilton, and Committee Member Diane Devol

**Absent** 2 - Chair Nathan Hightower, and Committee Member Greg Newland

**Also Present** Joe Roseto – Human Resources Director, Patricia O. Sullivan - Board Reporter

Awaiting approval

**1. Call To Order**

*The Vice Chair called the meeting to order at 9:00 a.m. at City Hall.*

**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 May 11, 2017 Pension Advisory Committee meeting as submitted in written summation.

**Member Cundiff moved to approve minutes of May 11, 2017 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**

Michael Marra, Gas Technician I, Gas	05/01/2017
Jermael Hines, Solid Waste Equipment Operator, Solid Waste	05/01/2017
Steven Dell'Aquila, Solid Waste Equipment Operator, Solid Waste	05/01/2017
Kenneth Thibodeau, Solid Waste Equipment Operator, Solid Waste	05/01/2017
Kalvin Flagler, Solid Waste Worker, Solid Waste	05/01/2017
Eddie Marry, Solid Waste Worker, Solid Waste	05/01/2017
Michael Holmes, Solid Waste Worker, Solid Waste	05/01/2017
Jordan Williams, Solid Waste Worker, Solid Waste	05/01/2017
Daniel Dryden, Customer Service Representative, Customer Service	05/01/2017
Sarah Listemann, Senior Accountant, Finance	05/01/2017
Megan MacLean, Aquatic Programmer, Parks and Recreation	05/01/2017
Thomas Shepherd, Library Assistant, Library	05/13/2017
Justin Sepanski, Survey Assistant I, Engineering	05/15/2017

Donna Hemberger, Senior Accountant, Finance	05/15/2017
Timothy Chambers, Licensed Electrician, General Services	05/15/2017
Nermina Krneta, Senior Systems Analyst, Information Technology	05/15/2017
Keith McReynolds, Rec. Program Support Tech., Parks & Recreation	05/15/2017
Qunisha Rush, Recreation Programmer, Parks and Recreation	05/15/2017
Eduard Berman, Recreation Leader, Parks and Recreation	05/15/2017
Makeda Simmonds, Police Service Technician, Police	05/15/2017
Brittani Berg, Police Officer, Police	05/15/2017
Brandon Haring, Police Officer, Police	05/15/2017
Jerome Lascko, Police Officer, Police	05/15/2017
Jenny Terrero, Police Officer, Police	05/15/2017
Allan Craig, Solid Waste Worker, Solid Waste	05/15/2017

**Member Jonson 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 Andrew Wihr, Engineering Department to vest his pension as provided by Section 2.419 of the Employees' Pension Plan.

**Andrew Wihr, Stormwater Heavy Equipment Operator, Engineering Department**, was employed by the City on December 6, 2006, and began participating in the Pension Plan on that date. Mr. Wihr terminated from City employment on May 12, 2017.

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. 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. Wihr will meet

the non-hazardous duty criteria and begin collecting a pension in January 2027.

**Member Hamilton moved to recommend approval of the following request of employee Andrew Wihr, Engineering 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 employees James Enigk, Public Utilities Department, and Ronald Streicher, Fire Department, for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

**James Enigk, Public Utilities Specialist, Public Utilities Department,** was employed by the City on January 14, 1991, and his pension service credit is effective on that date. His pension will be effective June 1, 2017. Based on an average salary of approximately \$67,841.61 over the past five years, the formula for computing regular pensions and Mr. Enigk's selection of the 66 2/3% Joint and Survivor Annuity, this pension benefit will be approximately \$50,301.84 annually.

**Ronald Streicher, Firefighter, Fire Department,** was employed by the City on July 10, 1989, and his pension service credit is effective on that date. His pension will be effective June 1, 2017. Based on an average salary of approximately \$61,883.33 over the past five years, the formula for computing regular pensions and Mr. Streicher's selection of the Life Annuity with a 30% Partial Lump Sum, this pension benefit will be approximately \$36,173.28 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. Enigk 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. Streicher has met the hazardous duty criteria.

**Member Devol moved to recommend approval of the following request of employees James Enigk, Public Utilities Department and Ronald Streicher, Fire 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 Informal hearing for Christopher Brown request for non job connected disability pension**

*Human Resources Director Joe Roseto reviewed Code requirements to approve non-job-connected disability pensions. Christopher Brown was employed by the City in May 1995 and qualified to retire in February 2023. The City had no positions Mr. Brown was qualified to do and exclusions in the Code did not apply. Though an IME (Independent Medical Exam) normally was required for disability pension applications, the Pension Plan attorney opined an IME would not provide new information based on Mr. Brown's condition and acute issues related to his case. The attorney recommended the PAC accept Mr. Brown's medical records as his IME.*

*Concern was expressed lengthy narratives in the medical files made it difficult to locate doctors' conclusions.*

**Member Hamilton moved to accept into evidence the entire file, inclusive of the application, personnel file, interrogatories, and medical records. The motion was duly seconded and carried unanimously.**

**Member Jonson moved to accept into evidence the medical records as the IME. The motion was duly seconded and carried unanimously.**

*Board members thanked Mr. Brown for his service to the City and wished him well.*

**Member Cundiff moved that Christopher Brown met the requirements for a disability pension as he is disabled due to sickness or injury, such disability is likely to be continuous and permanent from a cause other than those listed as general disability exclusions, and such disability renders the participant unable to perform any useful, meaningful and necessary work for the employer in an available position for which the participant is reasonably qualified or for which the participant may be reasonably trained to perform. The motion was duly seconded and carried unanimously.**

**4.5 Annual Certification of Pension Entitlement Processing**

*Senior Pension Payroll Analyst Jennifer Moulton reviewed this year’s pension entitlement certification process. Staff mailed letters to 1,211 pensioners, including 135 disability recipients and 84 survivors. In April, staff sent certified mail to 9 recipients who had not returned certifications. After staff withheld benefits from 1 recipient who did not submit by the April 21, 2017 deadline, the recipient contacted staff and submitted the certification; pension payments were reinstated, including the missed payment. In response to a question, Ms. Moulton reviewed PAC (Pension Advisory Committee) procedures re annual certification. She will report on the number of disability recipients who were first responders. Statistics were based on January 1, 2017.*

*In response to a query, Mr. Roseto said requiring IMEs for all disability recipients would be very costly to the Plan. He reviewed Code re disability requirements for general service employees, stating it would be expensive and time consuming to readdress every disability recipient’s ability to work after the fact.*

*One member suggested modifying the form to require disability recipients who were general service employees to report if they were able to perform work for the City.*

**5. Old Business Item: None**

**6. Director's Report**

*Mr. Roseto said an informal hearing re a former firefighter’s disability pension application would be on July’s agenda.*

**7. Board Members to be Heard**

*Board members thanked Mr. Brown for his service to the City and wished him well.*

*Member Jensen noted State of Florida financial disclosure forms were due July 1.*

**8. Adjourn**

*The meeting adjourned at 9:25 a.m.*

Attest:

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Chair  
Pension Advisory Committee

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Board Reporter