

City of Clearwater

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



Meeting Minutes

Thursday, July 12, 2018

9:00 AM

Council Chambers - City Hall

Pension Advisory Committee

Roll Call

Present 7 - Chair Nathan Hightower, Vice Chair Tom Jensen, Committee Member Greg Newland, Committee Member Diane Devol, Committee Member Hoyt Hamilton, Committee Member Bob Cundiff and Committee Member George Cretekos

Also Present Joe Roseto – 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 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 June 14, 2018 Pension Advisory Committee meeting as submitted in written summation.

Member Cretekos moved to approve minutes of June 14, 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.

<u>Name, Job. Class, & Dept./Div.</u>	<u>Pension Eligibility Date</u>
Elizabeth Stagliano, Recreation Leader, Parks and Recreation	06/09/2018
Alexander Hannah, Water Distribution Operator Trainee, Public Utilities	06/11/2018
James Miller, Water Distribution Operator Trainee, Public Utilities	06/11/2018
Louis Marquez, Traffic Signal Technician, Engineering	06/11/2018
Tayna Martinez, Staff Assistant, Fire	06/11/2018
Branden Leap, Parks Service Technician I, Parks & Recreation	06/11/2018
Donna Jarrell, Police Communications Operator Trainee, Police	06/11/2018
Samantha Sheaffer, Police Communications Operator, Police	06/11/2018
James Brown, Tradesworker, Marine and Aviation	06/11/2018
Monica Dilley, Custodial Worker, Parks & Recreation	06/11/2018
Richard Hartman, Senior Planner, Planning and Development	06/25/2018
Gregory Dixon, Code Enforcement Inspector, Planning and Development	06/25/2018
Franklin Kentpas, Parking Enforcement Specialist, Engineering	06/25/2018
Robert Manca, Fleet Mechanic, General Services	06/25/2018
Valerie Christou, Recreation Specialist, Parks and Recreation	06/25/2018
Grant Farley, Solid Waste Worker, Solid Waste	06/25/2018

Marvin Blythewood, Solid Waste Equipment Operator, Solid Waste 06/25/2018
Kimberly Posnak, Development Rev. Technician I, Planning & Development 06/25/2018

Member Jensen 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 Lindsey Bessette, Customer Service Department, Melissa Harris, Police Department and Steven Strong, Fire Department to vest their pensions as provided by Section 2.419 of the Employees' Pension Plan.

Lindsey Bessette, Senior Systems Analyst, Customer Service Department, was employed by the City on July 12, 2004, and began participating in the Pension Plan on that date. Ms. Bessette terminated from City employment on April 28, 2018.

Melissa Harris, Police Officer, Police Department, was employed by the City on March 15, 1999, and began participating in the Pension Plan on that date. Ms. Harris terminated from City employment on June 12, 2018.

Steven Strong, Fire Deputy Chief, Fire Department, was employed by the City on April 18, 2005, and began participating in the Pension Plan on that date. Mr. Strong terminated from City employment on May 22, 2018.

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. Ms. Bessette will meet the non-hazardous duty criteria and begin collecting a pension in August 2034.

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. Ms. Harris will meet the hazardous duty criteria and begin collecting pension in April 2019. Mr. Strong will meet the hazardous duty criteria and begin collecting pension in December 2020.

Member Newland moved to recommend approval of the following request of employees Lindsey Bessette, Customer Service Department, Melissa Harris, Police Department and Steven Strong, Fire Department to vest their pensions 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 Diane Bennett, Police Department, John Brown, Police Department, Debra Reid, Parks and Recreation Department and Janet Skinner, Police Department, for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

Diane Bennett, Police Communication Supervisor, Police Department, was employed by the City on March 14, 1988, and her pension service credit is effective on September 1, 1997. Her pension will be effective August 1, 2018. Based on an average salary of approximately \$61,923.91 over the past five years, the formula for computing regular pensions and Ms. Bennett's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$30,912.60 annually.

John Brown, Police Sergeant, Police Department, was employed by the City on October 18, 1993, and his pension service credit is effective on January 10, 1994. His pension will be effective July 1, 2018. Based on an average salary of approximately \$88,343.11 over the past five years, the formula for computing regular pensions and Mr. Brown's selection of the 50% Joint and Survivor Annuity, this pension benefit will be approximately \$54,717.36 annually.

Debra Reid, Administrative Analyst, Parks and Recreation Department, was employed by the City on May 6, 1996, and her pension service credit is effective on that date. Her pension will be effective October 1, 2018. Based on an average salary of approximately \$48,089.84 over the past five years, the formula for computing regular pensions and Ms. Reid's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$27,058.32 annually.

Janet Skinner, Grants Coordinator, Police Department, was employed by the City on January 27, 1992, and her pension service credit is effective on that date. Her pension will be effective October 1, 2018. Based on an average salary of approximately \$57,648.08 over the past five years, the formula for computing regular pensions and Ms. Skinner's selection of the Life Annuity, this pension benefit will be approximately \$42,284.04 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. Bennett, Ms. Reid and Ms. Skinner 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. Brown has met the hazardous duty criteria.

Member Cundiff moved to recommend approval of the following request of employees Diane Bennett, Police Department, John Brown, Police Department, Debra Reid, Parks and Recreation Department and Janet Skinner, 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.

4.4 Informal hearing for Mitchell Moen request for non job-connected disability pension

Human Resources Director Joe Roseto said Parks & Recreation Department Supervisor Mitchell Moen was employed by the City in November 2004. Mr. Moen now suffered from a terminal illness. Mr. Moen submitted an application for a non job-connected disability pension; it was not anticipated he would survive long enough to complete the normal documentation process. The City had no objection to the request. Mr. Roseto requested the

PAC (Pension Advisory Committee) expedite the process.

Mr. Roseto read from Code re disability pension requirements; none of the listed exclusions applied. He requested the document provided by the servicing physician serve as the IME (Independent Medical Exam).

Member Devol moved to accept into evidence the entire file, inclusive of the application, personnel file, and medical records to serve as the IME (Independent Medical Exam) report. The motion was duly seconded and carried unanimously.

Member Hamilton moved that Mitchell Moen was employed by the City in November 2004. Mr. Moen suffers from a terminal illness. Mr. Moen 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.

5. Old Business Item

Mr. Roseto reported the formal hearing for Joseph Connors disability pension application was scheduled for September 13, 2018. He reviewed procedures for the hearing, stating the quasi-judicial process was expected to last several hours.

Copies of all depositions to be referenced at the hearing were requested.

6. Director's Report: None.

7. Board Members to be Heard: None

8. Adjourn

The meeting adjourned at 9:08 a.m.

Attest:

Chair
Pension Advisory Committee

Board Reporter