

# City of Clearwater

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



## Meeting Minutes

**Monday, August 18, 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 1:41 p.m.*

**2. Approval of Minutes**

2.1 Approve the minutes of the June 2, 2025 Pension Trustees meeting as submitted in written summation by the City Clerk.

**Trustee Teixeira moved to approve the minutes of the June 2, 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 – None.**

**4. New Business Items**

4.1 Legal services agreement relating to pension disability claims.

Pursuant to recent negotiations with FOP and IAFF, the City has updated the process for resolving pension disability claims. The new process requires a legal evaluation of the merits of the application, which will be provided to the City Manager as a non-binding recommendation. The City's long-time worker's compensation attorney, Mark Hungate, has agreed to provide this service for the City. Assigning these cases to Mr. Hungate will promote efficiency because the vast majority of pension disability claims also dovetail with worker's compensation.

**APPROPRIATION CODE AND AMOUNT:**

Funding for this agreement is available in cost code 6467410-530100

Professional Services, funded by the employee pension fund.

**Trustee Allbritton moved to approved legal services agreement relating to pension disability claims. The motion was duly seconded and carried unanimously.**

**4.2 Approve pension plan administrative expenditures for fiscal year 2026 totaling not-to-exceed \$443,800.**

The Employees' Pension Plan does not have a legally required budget. However, all expenditures must be approved by the Trustees. The following are routine administrative expenditures that staff is requesting approval of for administrative efficiency.

The recommended expenditures for fiscal year 2026 reflect a \$73,900, or 20.0%, increase over the approved fiscal 2025 expenditures. This net increase is primarily due to a \$60,000 increase in the budget for pension attorney services, resulting from the new practice of using State special hearing officers for the review of disability claims.

Training and travel are the estimated costs of pension training and related travel, including fiduciary training for the Trustees and Pension Advisory Committee (PAC) members. This is a not-to-exceed amount given uncertainty regarding the number of Trustees and PAC members that may elect to pursue training.

Expenditures for physicals are per the pension ordinance requirement that new employees must pass a comprehensive physical exam to be accepted into the pension plan.

Reimbursements to the General Fund and Central Insurance Fund are for the cost of oversight and administration of the Plan. The reimbursements are for services provided by Human Resources, Payroll, and Finance personnel, along with related operating expenditures.

The firm of Klausner, Kaufman, Jensen and Levinson currently serves as the Plan's pension attorneys, while the firm of Banker, Lopez, Gassler currently provides legal services for PAC disability pension claims. The pension plan has recently contracted with the State of Florida Division of Administrative Hearings to provide hearing officers for the review of disability pension applications and issuance of recommended orders. Annual attorney fees also include medical bills for medical services authorized by the PAC.

Money manager, performance measurement consulting, custodial/safekeeping, and actuary fees (other than actuary hourly consulting and special projects) are all governed by contracts separately approved by the Trustees, and are not included in this agenda item total.

**APPROPRIATION CODE AND AMOUNT:**

6467410-5xxxxx (various pension plan expenditure codes)

**Trustee Mannino moved to approve pension plan administrative expenditures for fiscal year 2026 totaling not-to-exceed \$443,800. The motion was duly seconded and carried unanimously.**

**4.3 Approve Alan Ryan's request for job-connected disability pension.**

The City of Clearwater Employees' Pension Plan governs the payment of retirement benefits for City employees. Employees may receive a disability retirement benefit if their claim meets the criteria as set forth in Clearwater Ordinance Section 2.418.

In February of 2025, now-former employee Alan Ryan applied for a disability retirement benefit. In accordance with Section 2.418(8), the City Manager, after consideration of all relevant factors, recommends approval for Mr. Ryan's disability retirement benefit. This agenda item seeks approval from the Pension Trustees for Mr. Ryan's disability retirement benefit.

**Trustee Cotton moved to approve Alan Ryan's request for job-connected disability pension. The motion was duly seconded and carried unanimously.**

**4.4 Approve Martin Vilimek's request for job-connected disability pension.**

The City of Clearwater Employees' Pension Plan governs the payment of retirement benefits for City employees. Employees may receive a disability retirement benefit if their claim meets the criteria as set forth in Clearwater Ordinance Section 2.418.

In March 2025, now-former employee Martin Vilimek applied for a disability retirement benefit. In accordance with Section 2.418(8), the City Manager, after consideration of all relevant factors, recommends approval for Mr. Vilimek's disability retirement benefit. This agenda item seeks approval from the Pension Trustees for Mr. Vilimek's disability retirement benefit.

**Trustee Teixeira moved to approve Martin Vilimek's request for job-connected disability pension. The motion was duly seconded and carried unanimously.**

**4.5 Approve the new hires for acceptance into the Pension Plan as listed.**

Name/ Job Classification/ Department	Pension Eligibility Date
Bethany Walker, Beach Lifeguard I, Fire Department	04/05/2025
Tyler Baldwin, Skilled Tradesworker I, General Support Services	04/07/2025
Reid Ito, Code Inspector I, Planning & Development	04/07/2025
Tyrone McIntosh, Streets & Sidewalks Tech I, Public Works	04/07/2025
Kyle Murrell, Utilities Mechanic, Public Utilities	04/07/2025
Joshua Doria, Beach Lifeguard I, Fire Department	04/19/2025
Milan Franko, Utilities Mechanic, Public Utilities	04/21/2025
Andy Liz, Utilities Mechanic, Public Utilities	04/21/2025
Gregory Penney, Parks Service Technician I, Parks & Recreation	04/21/2025
Ava Schmidt, Planner II, Planning & Development	04/21/2025
Damond Sears, Solid Waste Worker I, Solid Waste & Recycling	04/21/2025
Leand Skenderasi, Engineering Specialist III, Public Works	04/21/2025
Eric Truitt, Solid Waste Worker I, Solid Waste & Recycling	04/21/2025
Alexander Bennett, Parks Service Technician I, Parks & Recreation	05/05/2025
Joshua Holloran, Payroll Tech I, Solid Waste & Recycling	05/05/2025
Nathaniel Jozefik, Engineering Specialist II, Public Works	05/05/2025
Alexis Moore, Wstwtr Trtment Plant Oper Trainee, Public Utilities	05/05/2025
James Spears, Parks Service Technician I, Parks & Recreation	05/05/2025
Reinaldo Hernandez Jr, CAD & GIS Technician II, Gas System	05/19/2025
Erica Moody, Payroll Tech I, Police Department	05/19/2025
Charles Stokes, Firefighter, Fire Department	06/02/2025
Wyatt Henry, Firefighter, Fire Department	06/02/2025
Kelloch Smith, Firefighter, Fire Department	06/02/2025
Chancellor Kelly, Firefighter, Fire Department	06/02/2025
Caroline Osburn, Firefighter, Fire Department	06/02/2025
Rami Serrai, Firefighter, Fire Department	06/02/2025
Dexter Humphreys, Firefighter, Fire Department	06/02/2025
Logan Short, Firefighter, Fire Department	06/02/2025
Raymond Ligon, Firefighter, Fire Department	06/02/2025
Tre Furious Sanders, Streets & Sidewalks Tech II, Public Works	06/02/2025
Brian Berg, Gas Technician II, Gas System	06/02/2025
Devin Cushnie, Water Distribution Trainee, Public Utilities	06/02/2025
Steven Tikkanen, Water Distribution Trainee, Public Utilities	06/02/2025

Zachary Smith, Development Review Tech II, Planning & Development	06/02/2025
Morgan Baldino, Pool Lifeguard, Parks & Recreation	06/02/2025

**Trustee Allbritton moved to approve the new hires for acceptance into the Pension Plan as listed. The motion was duly seconded and carried unanimously.**

- 4.6** Approve the following request of employees Carlos Andres Cardenas, Planning and Development Department and Gail Shaloy, Finance Department, to vest their pension as provided by Section 2.419 of the Employees’ Pension Plan.

Carlos Andres Cardenas, Electrical Inspector, Planning & Development Department, was employed by the City on October 8, 2012, and his pension service credit is effective on that date. Mr. Cardenas terminated from City employment on March 7, 2025.

Gail Shaloy, Accountant II, Finance Department, was employed by the City on October 1, 2018, and her pension service credit is effective on that date. Ms. Shaloy terminated from City employment on May 30, 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. Mr. Cardenas will meet the non-hazardous duty criteria and begin collecting a pension in November of

2032. Ms. Shaloy will meet the non-hazardous duty criteria and begin collecting a pension on February 1, 2027.

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.

**Trustee Mannino moved to approve the following request of employees Carlos Andres Cardenas, Planning and Development Department and Gail Shaloy, Finance Department, to vest their pension as provided by Section 2.419 of the Employees' Pension Plan. The motion was duly seconded and carried unanimously.**

- 4.7** Approve the following request of Randy Barnoski, Public Utilities Department, Jeanne Blaettner, Finance Department, Jaime Cuervo-Garzon, General Services Department, Keith Farrington, General Services Department, and Natalia Illich-Hailey, Police Department for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

Randy Barnoski, Lead Wastewater Treatment Plant Operator, Public Utilities Department, was employed by the City on March 20, 1995, and his pension service credit is effective on that date. His pension will be effective June 1, 2025. Based on an average salary of approximately \$69,664.66 over the past five years, the formula for computing regular pensions and Mr. Barnoski's selection of the 75% Joint and Survivor Annuity, this pension benefit will be approximately \$48,647.88 annually.

Jeanne Blaettner, Accounting Technician II, Finance Department, was employed by the City on September 23, 2013, and her pension service credit is effective on that date. Her pension will be effective July 1, 2025. Based on an average salary of approximately \$45,702.06 over the past five years, the formula for computing regular pensions and Ms. Blaettner's selection of the Single Life Annuity, this pension benefit will be approximately \$11,379.12 annually.

Jaime Cuervo-Garzon, Skilled Tradesworker II, General Services Department, was employed by the City on July 12, 2004, and his pension service credit is effective on that date. His pension will be effective August 1, 2025. Based on an average salary of approximately \$51,181.39 over the past five years, the formula for computing regular pensions and Mr. Cuervo-Garzon's selection of the Single Life Annuity, this pension benefit will be approximately \$29,557.32 annually.

Keith Farrington, Electrical Supervisor, General Services Department, was employed by the City on August 8, 2016, and his pension service credit is effective on that date. His pension will be effective June 1, 2025. Based on an

average salary of approximately \$59,604.26 over the past five years, the formula for computing regular pensions and Mr. Farrington's selection of the 100% Joint and Survivor Annuity with the 30% partial lump sum, this pension benefit will be approximately \$6,542.28 annually.

Natalia Illich-Hailey, Police Major, Police Department, was employed by the City on November 1, 2004, and her pension service credit is effective on that date. Her pension will be effective May 1, 2025. Based on an average salary of approximately \$145,997.82 over the past five years, the formula for computing regular pensions and Ms. Illich-Hailey's selection of the 100% Joint and Survivor Annuity with the 30% partial lump sum, this pension benefit will be approximately \$56,710.80 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. Barnoski, Ms. Blaettner, Mr. Cuervo- Garzon, and Mr. Farrington 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 55 years and completed ten years of credited service. Ms. Illich-Hailey has met the hazardous duty criteria.

**Trustee Cotton moved to approve the following request of Randy Barnoski, Public Utilities Department, Jeanne Blaettner, Finance Department, Jaime Cuervo-Garzon, General Services Department, Keith Farrington, General Services Department, and Natalia Illich-Hailey, 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. Director's Report – None.**

**6. Adjourn**

*The meeting adjourned at 1:35 p.m.*

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Chair  
Employees' Pension Plan Trustees

Attest

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City Clerk

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