

City of Clearwater

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



Meeting Minutes

Thursday, July 13, 2017

9:00 AM

Council Chambers - City Hall

Pension Advisory Committee

Roll Call

Present 6 - Chair Nathan Hightower, Vice Chair Tom Jensen, Committee Member Bill Jonson, Committee Member Bob Cundiff, Committee Member Hoyt Hamilton, and Committee Member Diane Devol

Absent 1 - Committee Member Greg Newland

Also Present Bonni Jensen – Attorney for the Committee, 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 8, 2017 Pension Advisory Committee meeting as submitted in written summation.

Member Cundiff moved to approve minutes of June 8, 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**

Courtney Osteen, Library Assistant, Library	05/27/2017
Breanna Reed, Police Communications Operator Trainee, Police	05/27/2017
Joseph White, Police Communications Operator Trainee, Police	05/28/2017
Deven Filer, Recreation Leader, Parks and Recreation	05/30/2017
Timothy Hamm, Gas Technician I, Gas	05/30/2017
Brenda Douglas, Senior Accountant, Economic Development & Housing	06/12/2017
Duy Nguyen, Engineering Specialist I, Engineering	06/12/2017
Donald Giovine, Code Enforcement Inspector, Planning and Development	06/12/2017
Jacqline Cudizio, Police Communications Operator Trainee, Police	06/12/2017
Krystal Kuhn, Police Communications Operator Trainee, Police	06/12/2017
Adam Marston, Police Communications Operator Trainee, Police	06/12/2017
Ethan Winget, Marine Facility Operator, Marina	06/24/2017
Shawnita Barbee, Police Service Technician, Police	06/26/2017

Lonzo Sanders, Recreation Programmer, Parks and Recreation
Jonathan Campbell, Solid Waste Worker, Solid Waste
Darius Bryant, Solid Waste Worker, Solid Waste

06/26/2017
06/26/2017
06/26/2017

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 Christopher Hoyne, Fire Department, John McQueeney, Gas Department, Patricia Post, Finance Department and Christopher Trauner, IT Department, to vest their pensions as provided by Section 2.419 of the Employees' Pension Plan.

Christopher Hoyne, Fire Lieutenant, Fire Department, was employed by the City on October 16, 2000, and began participating in the Pension Plan on that date. Mr. Hoyne terminated from City employment on June 30, 2017.

John McQueeney, Gas Specialist, Gas Department, was employed by the City on February 21, 2001, and began participating in the Pension Plan on that date. Mr. McQueeney terminated from City employment on June 23, 2017.

Patricia Post, Sr. Risk Management Specialist, Finance Department, was employed by the City on October 11, 1999, and began participating in the Pension Plan on that date. Ms. Post terminated from City employment on June 2, 2017.

Christopher Trauner, Network Analyst II, IT Department, was employed by the City on October 31, 2005, and began participating in the Pension Plan on that date. Mr. Trauner terminated from City employment on February 25, 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. McQueeney will meet the non-hazardous duty criteria and begin collecting a pension in March 2021. Ms. Post will meet the non-hazardous duty criteria and begin collecting a pension in November 2019. Mr. Trauner will meet the non-hazardous duty criteria and begin collecting a pension in November 2025.

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. Hoyne will meet the hazardous duty criteria and begin collecting pension in November 2020.

Member Cundiff moved to recommend approval of the following request of employees Christopher Hoyne, Fire Department, John McQueeney, Gas Department, Patricia Post, Finance Department and Christopher Trauner, IT 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 Timothy Charles, Public Utilities Department, Donald Hlinka, Gas Department, Kari Sassorossi, Library Department, Joseph Walden, Solid Waste General Services and William Wallace, Gas Department, for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

Timothy Charles, Public Utilities Supervisor II, Public Utilities Department, was employed by the City on November 9, 1987, and his pension service credit is effective on that date. His pension will be effective December 1, 2017. Based on an average salary of approximately \$61,657.05 over the past five years, the formula for computing regular pensions and Mr. Charles' selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$46,435.32 annually.

Donald Hlinka, Gas Tech III, Gas Department, was employed by the City on June 13, 1994, and his pension service credit is effective on that date. His pension will be effective July 1, 2017. Based on an average salary of approximately \$47,376.71 over the past five years, the formula for

computing regular pensions and Mr. Hlinka's selection of the Life Annuity, this pension benefit will be approximately \$30,030.84 annually.

Kari Sassorossi, Accounting Technician, Library Department, was employed by the City on March 16, 1987, and her pension service credit is effective on that date. Her pension will be effective July 1, 2017. Based on an average salary of approximately \$43,619.21 over the past five years, the formula for computing regular pensions and Ms. Sassorossi's selection of the Life Annuity, this pension benefit will be approximately \$36,335.64 annually.

Joseph Walden, Solid Waste Equipment Operator, Solid Waste General Services Department, was employed by the City on April 27, 1987, and his pension service credit is effective on May 28, 1992. His pension will be effective July 1, 2017. Based on an average salary of approximately \$48,952.02 over the past five years, the formula for computing regular pensions and Mr. Walden's selection of the 50% Joint and Survivor Annuity with a 10% Partial Lump Sum, this pension benefit will be approximately \$27,917.88 annually.

William Wallace, Gas Tech III, Gas Department, was employed by the City on June 22, 1987, and his pension service credit is effective on October 13, 1987. His pension will be effective July 1, 2017. Based on an average salary of approximately \$61,323.61 over the past five years, the formula for computing regular pensions and Mr. Wallace's selection of the Joint and Survivor Annuity, this pension benefit will be approximately \$50,114.16 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. 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. Charles, Mr. Hlinka, Ms. Sassorossi, Mr. Walden and Mr. Wallace have met the non-hazardous duty criteria.

Member Hamilton moved to recommend approval of the following requests of employees Timothy Charles, Public Utilities Department, Donald Hlinka, Gas Department, Kari Sassorossi,

Library Department, Joseph Walden, Solid Waste General Services and William Wallace, Gas 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 Review and action on request from survivor/beneficiary of Robert Fahey for a death benefit.

Human Resources Director Joe Roseto reviewed the Code re death benefit for a survivor/beneficiary. Robert Fahey recently passed away and his survivor chose the 100% death benefit permitted under the plan. This request for the Pension Advisory Committee's endorsement of the request was routine.

Member Jonson moved to recommend approval of the 100% death benefit for Robert Fahey's survivor. The motion was duly seconded and carried unanimously.

4.5 Informal hearing for Joseph Connors request for job-connected disability pension

Mr. Roseto reviewed the Code re job-connected disability pension requirements. Joseph Connors, a former Assistant Fire Chief and sworn Firefighter, was medically released by the City. None of the listed exclusions applied.

Member Cundiff moved to accept into evidence the entire file, inclusive of the application, personnel file, interrogatories, medical records, IME (Independent Medical Exam), June 29, 2017 letter from Gulfcoast Behavioral Health, and all materials sent to the PAC (Pension Advisory Committee). The motion was duly seconded and carried unanimously.

In response to questions, Attorney Tonya Oliver, representing Joseph "Todd" Connors, said the doctor had not sent treatment notes for Mr. Connors' last appointment in June and the MMPI2 (Minnesota Multiphasic Personality Inventory) was part of the IME record.

Attorney for the Committee Bonni Jensen said the last fax her firm received on this case was on March 13, 2017.

Attorney Oliver said Mr. Connors was employed by the City on July 19, 1999 and his condition following his January 1, 2016 accident was aggravated by the cumulative effects of traumas he had witnessed on the job. She said at the mandatory EAP (Employee Assistance Program) appointment initiated by the City after it placed him on administrative leave for medical reasons, Mr. Connors was diagnosed with major anxiety and PTSD (Post Traumatic Stress Disorder) and unable to return to work as a firefighter. She said his doctors also opined he was unable to work as a

firefighter. She said the City terminated him on January 6, 2017. She said he could not return to work as no light duty positions were available. She requested a line-of-duty disability pension for Mr. Connors.

In response to questions, Mr. Connors said his physicians said his condition was not related to his previous position in New Port Richey. He said he only had time to relate one incident to the IME doctor but his physicians had identified 5 incidents.

It was suggested Mr. Connors' issues coincided with Fire Department organizational changes. It was commented if management problems existed, they should be fixed. It was stated the applicant was responsible for submitting materials relevant to his application. It was commented a physician had opined that Mr. Connors' condition could improve.

Attorney Oliver said all of Mr. Connors' treating doctors had restricted him from returning to work. She said the Code referenced employees' ability to perform their duties, not administration issues.

In response to a question, Attorney Jensen read Code requirements for a line-of-duty disability based upon mental injury.

Support for a formal hearing was expressed as facts related to Code requirements were not clear.

Member Jonson moved for the Committee to proceed with scheduling a formal hearing re Joseph Todd Connors' application for a job-connected disability pension. The motion was duly seconded and carried unanimously.

5. Old Business Item: None.

6. Director's Report: None

7. Board Members to be Heard: None

8. Adjourn

The meeting adjourned at 9:35 a.m.

Attest:

Chair
Pension Advisory Committee

Board Reporter