

City of Clearwater

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



Meeting Minutes

Thursday, January 9, 2020

9:00 AM

Main Library - Council Chambers

Pension Advisory Committee

Roll Call

Present 7 - Chair Nathan Hightower, Vice Chair Greg Newland, Committee Member Hoyt Hamilton, Committee Member Bob Cundiff, Committee Member Christian Schuele, Committee Member April Eversole, and Committee Member Jay E. Polglaze

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 Main Library.

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 November 14, 2019 Pension Advisory Committee meeting as submitted in written summation.

Member Cundiff moved to approve minutes of November 14, 2019 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
Robert Farris, Senior Construction Inspector, Engineering	11/12/2019
Amy Dickman, Utility Dispatcher, Gas	11/12/2019
Ali Ismailoski, Arborist, Parks & Recreation	11/12/2019
Robert Testa, Parks Service Technician, Parks & Recreation	11/12/2019
Suzan Hauser, Police Records Clerk, Police	11/12/2019
Jessica Hoskins, Police Records Clerk, Police	11/12/2019
Tracy Boone, Police Records Clerk, Police	11/12/2019
Alyssa Poole, Customer Service Rep, Gas	11/25/2019
Derek Smith Jr., Lead Parks Service Technician, Parks & Recreation	11/25/2019
Ryan DeFonso, Customer Service Rep, Planning & Development	11/25/2019
David Ball, Utilities Electronics Technician, Public Utilities	11/25/2019
Deborah Boyer, Customer Service Representative, Utility Customer Service	12/09/2019
Jesse Rhoades, Lead Engineering Specialist, Engineering/Traffic	12/09/2019
Elise Heal, Human Resources Analyst, Human Resources	12/09/2019

Andrew Donelson, Utilities Mechanic, Public Utilities	12/09/2019
Jakob Blass, Police Cadet, Police	11/12/2019
Jonathon Roth, Survey Assistant, Engineering	12/16/2019
Brenda Fontane-Villamil, Sr Development Rev Tech, Planning & Development	12/09/2019

Member Schuele 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 Jeremiah Mills, Fire Department, to vest their pension as provided by Section 2.419 of the Employees' Pension Plan.

Jeremiah Mills, Fire Medic, Fire Department, was employed by the City on February 28, 2006, and began participating in the Pension Plan on that date. Mr. Mills terminated from City employment on November 4, 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 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. Mills will meet the hazardous duty criteria and begin collecting pension in March 2026.

Member Hamilton moved to recommend approval of the following request of employee Jeremiah Mills, Fire 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 Michael Deegan, Gas Department, Matthew McCombs, Solid Waste General Services and Karl Pople, Police Department, for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

Michael Deegan, Gas Safety and Reg Comp Coordinator, Gas Department, was employed by the City on January 2, 1985, and his pension service credit is effective on that date. His pension will be effective February 1, 2020. Based on an average salary of approximately \$87,275.57 over the

past five years, the formula for computing regular pensions and Mr. Deegan's selection of the 75% Joint and Survivor Annuity, this pension benefit will be approximately \$83,935.32 annually.

Matthew McCombs, Fleet Mechanic, Solid Waste General Services Department, was employed by the City on February 24, 2003, and his pension service credit is effective on that date. His pension will be effective January 1, 2020. Based on an average salary of approximately \$45,210.65 over the past five years, the formula for computing regular pensions and Mr. McCombs' selection of the 50% Joint and Survivor Annuity, this pension benefit will be approximately \$18,667.20 annually.

Karl Pople, Police Telecommunicator, Police Department, was employed by the City on January 16, 1991, and his pension service credit is effective on January 20, 1998. His pension will be effective February 1, 2020. Based on an average salary of approximately \$54,183.40 over the past five years, the formula for computing regular pensions and Mr. Pople's selection of the 50% Joint and Survivor Annuity, this pension benefit will be approximately \$30,726.72 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. Mr. Deegan, Mr. McCombs and Mr. Pople have met the non-hazardous duty criteria.

Member Newland moved to recommend approval of the following request of employees Michael Deegan, Gas Department, Matthew McCombs, Solid Waste General Services and Karl Pople, 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 Ratify and Confirm correction of error of underpayments for members where amounts were calculated incorrectly by software.

Human Resources Director Jennifer Poirrier said the software was corrected.

Senior Pension Payroll Analyst Jennifer Moulton said the miscalculation affected 7 pension beneficiaries who had selected an optional form of payment when vesting their pensions. Total underpayments approximated \$1,800 including interest; affected members were reimbursed. She noticed

the discrepancy when her calculation of a benefit amount differed from the software computation. The actuary confirmed the software calculations were based on the age of members at vesting instead of at retirement.

Ms. Moulton was thanked for being so good at her job and discovering the miscalculations.

Member Newland moved to ratify and confirm correction of the error of underpayments for members where amounts were calculated incorrectly by software. The motion was duly seconded and carried unanimously.

4.5 Amend PAC Policy and Procedures Manual.

Ms. Poirrier said the line in the manual referencing the election date of officers was amended to reflect the committee's new bimonthly meeting schedule.

Member Eversole moved to amend the PAC Policy and Procedures Manual. The motion was duly seconded and carried unanimously.

6. Director's Report: None.

7. Board Members to be Heard

Members wished all a Happy New Year.

8. Adjourn

The meeting adjourned at 9:06 a.m.

Chair, Pension Advisory Committee

Attest:

Board Reporter