

# City of Clearwater

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



## Meeting Minutes

**Monday, April 15, 2024**

**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 Poirier – City Manager, Michael Delk – Assistant City Manager, David Margolis - City Attorney, Rosemarie Call – City Clerk, 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 1:14 p.m.*

**2. Approval of Minutes**

2.1 Approve the minutes of the February 12, 2024 Pension Trustees meeting as submitted in written summation by the City Clerk.

**Trustee Allbritton moved to approve the minutes of the February 12, 2024 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**

*The City Clerk said Items 4.1 through 4.3 need to be continued to the next meeting as the items have not been reviewed by the Pension Advisory Committee. No action by the Trustees is needed at this time.*

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

Name/Job Classification/Department	Pension Eligibility Date
William Perdue, Fleet Operations Trainer, General Services	12/18/2023
Alyssa Allen, Human Resources Analyst , Human Resources	12/18/2023
Michelle Wannike, Librarian , Library	12/18/2023

Mark Still, Code Inspector I , Planning & Development	12/18/2023
Hezekiah Swann, Solid Waste Worker I, Solid Waste & Recycling	12/18/2023
Vincent Hollingsworth, S.W. Worker I, Solid Waste & Recycling	12/18/2023
Sarah Davis, Recreation Leader I, Parks & Recreation	01/02/2024
Modesto Gonzalez, Traffic Engineering Assistant, Public Works	01/02/2024
Sam Wells, Utilities Mechanic, Public Utilities	01/02/2024
Jim Fry, Gas Operations Division Head, Gas	01/02/2024
Patricia Peterson, Librarian I, Library	01/02/2024
Isabella Patton, Library Assistant , Library	01/02/2024
Samantha Reilly, Engineering Specialist III, Public Works	01/02/2024
Lloyd Gardner, Industrial Electrician, Public Utilities	01/02/2024
Kemar Bonner, S.W. Equip. Operator, Solid Waste & Recycling	01/02/2024
Jordan Phillips, Stormwater Technician I, Public Works	01/02/2024
Delaney Rose, Librarian I, Library	01/02/2024
Steven Alejandro-Mar, Marine Facility Operator, Parks & Rec.	01/02/2024
Gregory Perles, Parks Service Supervisor II, Parks & Recreation	01/02/2024
Jason Larson, Police Telecommunicator I, Police	01/02/2024
Terrell Smith, S.W. Equipment Operator, Solid Waste & Recycling	01/08/2024
Raymond Dresch, Engineering Specialist III, Public Works	01/16/2024
Annabella Hullen, Engineer II, Public Works	01/16/2024
Darrell Perry, S.W. Equipment Operator, Solid Waste & Recycling	01/16/2024
Kenneth Scherer, Water Plant Operator Trainee, Public Utilities	01/16/2024
William Bridges, Recreation Leader I, Parks & Recreation	01/16/2024
Kayla Cowart, Customer Service Rep I, Planning & Development	01/16/2024
Sarah Crowell, Librarian I, Library	01/16/2024
Michael Alberty, Utility Dispatcher I, Gas	01/16/2024
Melissa Adams, Parks Service Technician I, Parks & Recreation	01/16/2024
Dizzmond Kelly, Meter Reader I, Finance & Budget	01/16/2024
Casey O'Day, Recreation Leader I, Parks & Recreation	01/16/2024
Krista Akers, Parks Service Technician I, Parks & Recreation	01/16/2024
Julie Quattrocki, Customer Service Rep I, Utility Customer Service	01/16/2024
Tracy Boone, Payroll Technician I, Police	01/16/2024
Christopher Corrales, Police Cadet, Police	01/16/2024
Peter Mullady, Police Cadet, Police	01/16/2024
Terry Winthrop, Police Cadet, Police	01/13/2024
Erin McHenry, Police Cadet, Police	01/13/2024
Madison Booth, Police Cadet, Police	01/13/2024
Kenneth Scherer, Water Plant Operator Trainee, Public Utilities	01/29/2024
Seanna White, Crime Analyst I, Police	01/29/2024
Scott Selover, Parks Service Technician I, Parks & Recreation	01/29/2024
Donna Groce, Accounting Technician I, Library	01/29/2024
Deandre Lane, Parks Service Technician I, Parks & Recreation	01/29/2024
Elizabeth Ponga, Police Telecommunicator I, Police	01/29/2024
Anthony Medina, Police Telecommunicator I, Police	01/29/2024

Brian Rautmann, Parking, Facility & Security Aide, Public Works	01/29/2024
Richard Hartman, Transportation Planner, Planning & Dev.	01/29/2024
Michael Gunnin, Wastewater Collection Tech. I, Public Utilities	01/29/2024
Misty Autery, Administrative Assistant , Public Utilities	01/29/2024
William McCoy, S.W. Equipment Oper., Solid Waste & Recycling	01/29/2024

**AND**

- 4.2** Approve the following request of employees Jason Gray, Public Utilities Department, and Kevin Nurnberger, Planning and Development Department to vest their pension as provided by Section 2.419 of the Employees’ Pension Plan.

Jason Gray, Water Distribution Supervisor I, Public Utilities Department, was employed by the City on November 18, 2002, and his pension service credit is effective on that date. Mr. Gray terminated from city employment on February 2, 2024.

Kevin Nurnberger, Senior Planner, Planning and Development Department, was employed by the City on October 18, 2010, and his pension service credit is effective on that date. Mr. Nurnberger terminated from city employment on September 5, 2023.

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 ten 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 ten years of credited service. Mr. Gray will meet the non-hazardous duty criteria and begin collecting a pension in December of 2032. Mr.

Nurnberger will meet the non-hazardous duty criteria and begin collecting a pension in November of 2030.

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.

## AND

- 4.3** Approve the following request of Stephen Avise, Fire Department, Heath Brenner, Fire Department, Regina Dewitt, City Attorney's Office, Randy Foltz, Public Utilities Department, John Garakop, Solid Waste & Recycling Department, Carol McAnally, Police Department, Howard McChesney, Information Technology Department, Christian Schuele, Fire Department, and Laurie Sullivan, Library Department for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

Stephen Avise, Firefighter/Driver-Operator, Fire Department, was employed by the City on February 9, 2004, and his pension service credit is effective on that date. His pension will be effective March 1, 2024. Based on an average salary of approximately \$83,837.32 over the past five years, the formula for computing regular pensions and Mr. Avise's selection of the 100% Joint and Survivor Annuity with the 30% partial lump sum, this pension benefit will be approximately \$31,777.44 annually.

Heath Brenner, Fire Lieutenant, Fire Department, was employed by the City on February 9, 2004, and his pension service credit is effective on that date. His pension will be effective March 1, 2024. Based on an average salary of approximately \$126,735.92 over the past five years, the formula for computing regular pensions and Mr. Brenner's selection of the 50% Joint and Survivor Annuity with the 30% partial lump sum, this pension benefit will be approximately \$49,771.08 annually.

Regina Dewitt, Legal Office Administrator, City Attorney's Office, was employed by the City on November 27, 1995, and her pension service credit is effective on that date. Her pension will be effective April 1, 2024. Based on an average salary of approximately \$92,521.59 over the past five years, the formula for computing regular pensions and Ms. Dewitt's selection of the 75% Joint & Survivor Annuity, this pension benefit will be approximately \$66,199.32 annually.

Randy Foltz, Utilities Maintenance Supervisor, Public Utilities Department, was employed by the City on October 30, 1995, and his pension service credit is effective on that date. His pension will be effective March 1, 2024. Based on an average salary of approximately \$67,237.22 over the past five years, the formula for computing regular pensions and Mr. Foltz's selection of the 100% Joint and Survivor Annuity with the 10% partial lump sum, this pension benefit will be

approximately \$38,775.84 annually.

John Garakop, Welder/Manufacturer, Solid Waste & Recycling Department, was employed by the City on November 28, 2005, and his pension service credit is effective on that date. His pension will be effective May 1, 2024. Based on an average salary of approximately \$53,367.67 over the past five years, the formula for computing regular pensions and Mr. Garakop's selection of the 75% Joint and Survivor Annuity, this pension benefit will be approximately \$22,553.04 annually

Carol McAnally, Police Records Specialist, Police Department, was employed by the City on May 11, 1998, and her pension service credit is effective on that date. Her pension will be effective March 1, 2024. Based on an average salary of approximately \$42,372.93 over the past five years, the formula for computing regular pensions and Ms. McAnally's selection of the Single Life Annuity, this pension benefit will be approximately \$30,070.08 annually.

Howard McChesney, Senior Network Engineer, Information Technology Department, was employed by the City on June 12, 1995, and his pension service credit is effective on that date. His pension will be effective April 1, 2024. Based on an average salary of approximately \$100,113.33 over the past five years, the formula for computing regular pensions and Mr. McChesney's selection of the Single Life Annuity, this pension benefit will be approximately \$79,289.76 annually.

Christian Schuele, Fire Inspector, Fire Department, was employed by the City on March 10, 2003, and his pension service credit is effective on that date. His pension will be effective February 1, 2024. Based on an average salary of approximately \$100,034.61 over the past five years, the formula for computing regular pensions and Mr. Schuele's selection of the Single Life Annuity with the 20% partial lump sum, this pension benefit will be approximately \$46,234.20 annually.

Laurie Sullivan, Library Assistant, Library Department, was employed by the City on May 19, 2003, and her pension service credit is effective on August 21st, 2006. Her pension will be effective May 1, 2024. Based on an average salary of approximately \$34,957.88 over the past five years, the formula for computing regular pensions and Ms. Sullivan's selection of the Single Life Annuity, this pension benefit will be approximately \$16,994.40 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 ten 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 ten years of credited service. Ms. Dewitt, Mr. Foltz, Mr. Garakop, Ms. McAnally, Mr. McChesney, and Ms. Sullivan 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. Mr. Avise, Mr. Brenner, and Mr. Schuele have met the hazardous duty criteria.

**Trustee Mannino moved to continue Items 4.1 through 4.3 to the next meeting. The motion was duly seconded and carried unanimously.**

**4.4 Annual review of the Employees' Pension Plan investment performance for the calendar and plan year that ended December 31, 2023.**

Annually a presentation of the Plan's calendar year investment performance is made to the Trustees. For calendar 2023, the Plan realized an investment return of 13.46%, versus the plan's benchmark of 11.42%. It was a very good year of investment performance on both an absolute basis and a relative basis. For the last three calendar years, the plan had an average annualized return of 3.16%, versus a benchmark of 4.44%; and for the last five calendar years, the plan had an annualized return of 8.83% versus a benchmark of 8.44%. The investment committee, with the assistance of the Plan's investment consultant, CapTrust Advisors, meets on at least a quarterly basis to monitor asset allocation and money manager performance, and will continue to recommend money manager terminations, replacements, and/or additions when appropriate.

**STRATEGIC PRIORITY:**

Professional administration of the pension plan assists in attracting and retaining top-quality personnel via this attractive and competitive compensation benefit.

**4.5 Appoint an individual to the Pension Investment Committee with a term to expire April 18, 2026.**

**APPOINTMENT WORKSHEET**

BOARD: Pension Investment Committee  
 TERM: 2 years  
 APPOINTED BY: City Council (Pension Trustees)  
 RESIDENCY REQUIREMENT: City of Clearwater  
 CONTACT: Jay Ravins, Finance Dir.  
 APPTS. NEEDED: 1

THE FOLLOWING PENSION INVESTMENT COMMITTEE MEMBER HAD A TERM THAT EXPIRED AND NOW REQUIRES REPLACEMENT BY A NEW APPOINTEE:

1. Sheldon Goldberg - 2060 Marilyn Street, 33765 - Real Estate Broker  
Resigned 11/19/21

THE NAME BELOW IS BEING SUBMITTED FOR CONSIDERATION TO FILL THE ABOVE VACANCY:

1. John Connolly - 521 Mandalay Ave, #402, 33767 - Retired  
Financial/Consulting/Management
2. Cary Green - 1100 Cleveland St, #204, 33755 - Financial Planner

**Trustee Allbritton moved to appoint John Connolly to the Pension Investment Committee with a term to expire April 4, 2026. The motion was duly seconded and carried unanimously.**

**5. Old Business Items – None.**

**6. Adjourn**

*The meeting adjourned at 1:30 p.m.*

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Chair  
 Employees' Pension Plan Trustees

Attest

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City Clerk