

# City of Clearwater

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



## Meeting Minutes

Thursday, August 11, 2016

9:00 AM

Council Chambers - City Hall

## Pension Advisory Committee

---

## Roll Call

**Present** 4 - Acting Chair Bill Jonson, Committee Member Greg Newland, Committee Member Bob Cundiff, and Committee Member Diane Devol

**Absent** 3 - Chair Nathan Hightower, Vice Chair Tom Jensen, and Committee Member Hoyt Hamilton

**Also Present** - Stuart Kaufman – Attorney for the Committee, Joe Roseto - Human Resources Director, Patricia O. Sullivan - Board Reporter

### Awaiting Approval

#### 1. Call To Order

*The Acting Chair called the meeting to order at 9:00 a.m. at City Hall.*

#### 2. Approval of Minutes

2.1 Approve minutes of July 14, 2016 Pension Advisory Committee meeting as submitted in written summation.

**Member Newland moved to approve minutes of July 14, 2016 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.

| <b>Name, Job Classification, Department</b>                             | <b>Pension Eligibility Date</b> |
|---|---------------------------------|
| Todd Selby, Fleet Mechanic, General Services                            | 07/11/2016                      |
| Jeremy Shaw, Drafting and Mapping Technician, Engineering               | 07/11/2016                      |
| Ryan Bianca *, Police Officer, Police Department                        | 07/11/2016                      |
| Patrick Volpe, Police Officer, Police Department,                       | 07/11/2016                      |
| Darius Moore **, Solid Waste Worker, Solid Waste                        | 07/11/2016                      |
| Janet Roehrich ***, Development Review Tech., Planning & Development    | 07/23/2016                      |
| Michael Marry ****, Stormwater Technician II, Engineering               | 07/25/2016                      |
| Catherine Corcoran *****, Park Support Specialist, Parks and Recreation | 07/25/2016                      |
| Ryan Healy, Parks Service Technician I, Parks and Recreation            | 07/25/2016                      |
| Tania Vasquez, Customer Service Representative, Planning & Development  | 07/25/2016                      |
| Patricia McPhillips, Police Information Technician I, Police Department | 07/25/2016                      |
| Lacey Teagues, Police Communications Operator Trainee, Police Dept.     | 07/25/2016                      |
| Heather Geiler, Police Communications Operator Trainee, Police Dept.    | 07/25/2016                      |
| Richard Podolsky, Police Communications Operator Trainee, Police Dept.  | 07/25/2016                      |
| Sylvester Hall, Solid Waste Equipment Operator, Solid Waste             | 07/25/2016                      |

Logan Smith, Solid Waste Equipment Operator, Solid Waste

07/25/2016

\* Ryan Bianca was employed in part time temporary positions through AmeriCorps from 01/02/2014 to 12/12/2014 and 01/05/2015 to 12/11/2015. He was hired into a full time position on 07/11/2016 and will be eligible for pension as of 07/11/2016.

\*\* Darius Moore was employed in a part time temporary position from 02/22/2016 to 07/10/2016, and then hired into a full time position on 07/11/2016. He will be eligible for pension as of 07/11/2016.

\*\*\* Janet Roehrich was previously employed in a full time position from 02/06/1995 to 07/19/1998, and a part time position from 07/20/1998 to 07/22/2016. She was hired into a full time position on 07/23/2016 and will be eligible for pension as of 07/23/2016.

\*\*\*\* Michael Marry was employed in a part time temporary position from 04/18/2016 to 07/22/2016, and then hired into a full time position on 07/25/2016. He will be eligible for pension as of 07/25/2016.

\*\*\*\*\* Catherine Corcoran was employed in a part time temporary position from 01/12/2013 to 09/27/2013. She was hired into a full time position on 07/25/2016 and will be eligible for pension as of 07/25/2016.

**Member Cundiff 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 Emanuel Dudley, Solid Waste General Services Department to vest their pension as provided by Section 2.419 of the Employees' Pension Plan.

Emanuel Dudley, Solid Waste Equipment Operator, Solid Waste General Services Department, was employed by the City on May 2, 2005 and began participating in the Pension Plan on that date. Mr. Dudley terminated from City employment on July 29, 2016.

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. Dudley will meet the non-hazardous duty criteria and begin collecting a pension in November 2033.

**Member Newland moved to recommend approval of the following request of employee Emanuel Dudley, Solid Waste General Services Department to vest his 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 Dale Fitzpatrick, Solid Waste General Services Department, Debora Kendall, Parks and Recreation Department, Elaine V. Lewis, Police Department, Margarita Lyons, Library Department, and Julia Tynefield, Parks and Recreation Department for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

Dale Fitzpatrick, Building and Maintenance Supervisor, Solid Waste General Services Department, was employed by the City on October 19, 1987, and his pension service credit is effective on that date. His pension will be effective August 1, 2016. Based on an average salary of approximately \$61,612.21 over the past five years, the formula for computing regular pensions and Mr. Fitzpatrick's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$44,347.56 annually.

Debora Kendall, Parks Service Tech III, Parks and Recreation Department, was employed by the City on February 8, 1988, and her pension service credit is effective on that date. Her pension will be effective October 1, 2016. Based on an average salary of approximately \$46,941.86 over the past five years, the formula for computing regular pensions and Ms. Kendall's selection of the Life Annuity, this pension benefit will be approximately \$36,923.40 annually.

Elaine V. Lewis, Police Office Specialist, Police Department, was employed by the City on March 1, 1999, and her pension service credit is effective October 7, 2002. Her pension will be effective October 1, 2016. Based on an average salary of approximately \$40,724.81 over the past five years, the formula for computing regular pensions and Ms. Lewis' selection of the Life Annuity, this pension benefit will be approximately \$15,660.36 annually.

Margarita Lyons, Library Assistant, Library Department, was employed by the City on October 17, 1994, and her pension service credit is effective on that date. Her pension will be effective October 1, 2016. Based on an average salary of approximately \$34,897.73 over the past five years, the formula for computing regular pensions and Ms. Lyons' selection of the 50% Joint and Survivor Annuity, this pension benefit will be approximately \$22,256.04 annually.

Julia Tynefield, Personnel/Payroll Technician, Parks and Recreation Department, was employed by the City on January 16, 2001, and her pension service credit is effective on that date. Her pension will be effective October 1, 2016. Based on an average salary of approximately \$31,423.84 over the past five years, the formula for computing regular pensions and Ms. Tynefield's selection of the Life Annuity, this pension benefit will be approximately \$13,557.72 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. 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. Fitzpatrick, Ms. Kendall, Ms. Lewis, Ms. Lyons and Ms. Tynefield have met the non-hazardous duty criteria.

**Member Newland moved to recommend approval of the following request of employees Dale Fitzpatrick, Solid Waste General Services Department, Debora Kendall, Parks and Recreation Department, Elaine V. Lewis, Police Department, Margarita Lyons, Library Department, and Julia Tynefield, Parks and Recreation Department for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan 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 discuss PAC Policy and Procedures Manual**

*Discussion ensued re changes to the PAC Policy and Procedures Manual. The Human Resources Department will update the manual and*

*distribute it to committee members prior to the September meeting.*

*Consensus was for staff to provide annual reports regarding continuing eligibility of all disability pensioners for pension disability benefits and to agenda annual review of the scope of medical exams that determine existence of pre-existing medical conditions and eligibility for disability pensions to make modifications if deemed appropriate.*

**5. Old Business Item: None**

**6. Director's Report: None.**

**7. Board Members to be Heard**

*Acting Chair Johnson encouraged members to attend FPPTA (Florida Public Pension Trustees Association) classes on September 25 – 28, 2016, in Bonita Springs and the spring conference hosted by Attorney Kaufman's law firm.*

**8. Adjourn**

*The meeting adjourned at 10:30 a.m.*

Attest:

\_\_\_\_\_  
Chair  
Pension Advisory Committee

\_\_\_\_\_  
Board Reporter