

City of Clearwater

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



Meeting Minutes

Thursday, September 14, 2017

9:00 AM

Council Chambers - City Hall

Pension Advisory Committee

Roll Call

Present 5 - Chair Nathan Hightower, Vice Chair Tom Jensen, Committee Member Greg Newland, Committee Member Bob Cundiff, and Committee Member Hoyt Hamilton

Absent 2 - Committee Member Diane Devol, and Committee Member Bill Jonson

Also Present 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 August 10, 2017 Pension Advisory Committee meeting as submitted in written summation.

Member Cundiff moved to approve minutes of August 10, 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
Eric Jewett, Code Enforcement Inspector, Planning & Development	08/07/2017
Marcus Bullock, Police Property Clerk, Police	08/07/2017
Reginald Jackson, Solid Waste Equipment Operator, Solid Waste	08/07/2017
Harlan Hamilton, Solid Waste Equipment Operator, Solid Waste	08/07/2017
Teresa Mitchell Grein, Service Dispatcher, Gas	08/14/2017
Miranda Wincek, Police Cadet, Police	08/21/2017
Brian Aden, Legal Staff Assistant, Legal	08/21/2017
Theodore Hordych, Traffic Signal Technician, Engineering	08/21/2017
Kristian Greve, Traffic Signal Technician, Engineering	08/21/2017
Terry Johnson, Water Distribution Operator Trainee, Public Utilities	08/21/2017
Taylor Thomason, Recreation Leader, Parks and Recreation	08/21/2017

Member Newland 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 Adam Jacques, Police Department and Matthew Roach, Solid Waste General Services Department, to vest their pensions as provided by Section 2.419 of the Employees' Pension Plan.

Adam Jacques, Police Officer, Police Department, was employed by the City on January 8, 2007, and began participating in the Pension Plan on that date. Mr. Jacques terminated from City employment on August 04, 2017.

Matthew Roach, Solid Waste Equipment Operator, Solid Waste General Services Department, was employed by the City on March 11, 2002, and began participating in the Pension Plan on that date. Mr. Roach terminated from City employment on January 11, 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. Roach will meet the non-hazardous duty criteria and begin collecting a pension in April 2022.

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. Jacques will meet the hazardous duty criteria and begin collecting pension in February 2027.

Member Hamilton moved to recommend approval of the following requests of employees Adam Jacques, Police Department and

Matthew Roach, Solid Waste General Services 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 John Fahey, Planning and Development Department, Stephen Finney, Gas Department, Cheryl Ford, Finance Department, Donald Hall, Police Department, Jay Holsombach, Police Department, Michael Pryor, Solid Waste General Services, Clyde Renfro, Police Department and Brian Sweeney, Library Department for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

John Fahey, Plan Examiner, Planning and Development Department, was employed by the City on May 15, 2006, and his pension service credit is effective on August 7, 2006. His pension will be effective October 1, 2017. Based on an average salary of approximately \$47,246.18 over the past five years, the formula for computing regular pensions and Mr. Fahey's selection of the Life Annuity, this pension benefit will be approximately \$14,407.44 annually.

Stephen Finney, Gas Tech II, Gas Department, was employed by the City on September 15, 1997, and his pension service credit is effective on that date. His pension will be effective October 1, 2017. Based on an average salary of approximately \$37,756.77 over the past five years, the formula for computing regular pensions and Mr. Finney's selection of the 66 2/3% Joint and Survivor Annuity, this pension benefit will be approximately \$19,187.88 annually.

Cheryl Ford, Accountant, Finance Department, was employed by the City on November 28, 1994, and her pension service credit is effective on that date. Her pension will be effective September 1, 2017. Based on an average salary of approximately \$45,769.41 over the past five years, the formula for computing regular pensions and Ms. Ford's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$25,329.00 annually.

Donald Hall, Police Deputy Chief, Police Department, was employed by the City on May 21, 1984, and his pension service credit is effective on that date. His pension will be effective October 1, 2017. Based on an average salary of approximately \$109,048.88 over the past five years, the formula for computing regular pensions and Mr. Hall's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$97,953.96 annually.

Jay Holsombach, Police Sergeant, Police Department, was employed by the City on April 28, 1997, and his pension service credit is effective on that date. His pension will be effective October 1, 2017. Based on an average

salary of approximately \$105,287.08 over the past five years, the formula for computing regular pensions and Mr. Holsombach's selection of the Life Annuity, this pension benefit will be approximately \$64,304.64 annually.

Michael Pryor, Solid Waste Program Coordinator, Solid Waste General Services Department, was employed by the City on November 2, 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 \$65,532.73 over the past five years, the formula for computing regular pensions and Mr. Pryor's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$50,147.52 annually.

Clyde Renfro, Police Officer, Police Department, was employed by the City on June 9, 1997, and his pension service credit is effective on that date. His pension will be effective September 1, 2017. Based on an average salary of approximately \$93,427.52 over the past five years, the formula for computing regular pensions and Mr. Renfro's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$51,145.44 annually.

Brian Sweeney, Library Assistant, Library Department, was employed by the City on December 23, 1996, and his pension service credit is effective on September 15, 1997. His pension will be effective October 1, 2017. Based on an average salary of approximately \$32,770.44 over the past five years, the formula for computing regular pensions and Mr. Sweeney's selection of the Life Annuity, this pension benefit will be approximately \$18,026.28 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. Fahey, Mr. Finney, Ms. Ford, Mr. Pryor and Mr. Sweeney 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 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. Hall, Mr. Holsombach and Mr. Renfroe have met the hazardous duty criteria.

Member Newland moved to recommend approval of the following requests of employees John Fahey, Planning and Development Department, Stephen Finney, Gas Department, Cheryl Ford, Finance Department, Donald Hall, Police Department, Jay Holsombach, Police Department, Michael Pryor, Solid Waste General Services, Clyde Renfroe, Police Department and Brian Sweeney, Library 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. Old Business Item

Human Resources Director Joe Roseto said attorneys preparing for Joseph Connors' formal disability hearing were not ready to present the case. He reported other employees were in a position to apply for disability pension benefits.

6. Director's Report

Mr. Roseto hoped all had come safely through the storm.

7. Board Members to be Heard

Chair Hightower said the City was lucky to have employees who went above and beyond their duties during and after the storm. He said residents appreciated employee efforts.

8. Adjourn

The meeting adjourned at 9:06 a.m.

Attest:

Chair
Pension Advisory Committee

Board Reporter