

City of Clearwater

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



Meeting Minutes

Thursday, March 12, 2020

9:00 AM

Main Library - Council Chambers

Pension Advisory Committee

Roll Call

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

Absent 2 - Committee Member Christian Schuele, 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 9:05 a.m. at the Main Library.

2. Approval of Minutes

2.1 Approve minutes of January 9, 2020 Pension Advisory Committee meeting as submitted in written summation.

Member Newland moved to approve minutes of January 9, 2020 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
Jonathon Roth, Survey Assistant, Engineering	01/06/2020
Heather Davidson, Human Resources Staff Assistant, Human Resources	01/06/2020
Alyssa Gaudreault, Recreation Manager – Volunteers, Parks & Recreation	01/06/2020
Braxton Jones, Parks Service Technician, Parks & Recreation	01/06/2020
Owen Reich, Police Telecommunicator Trainee, Police	01/06/2020
Amanda Gill, Police Telecommunicator Trainee, Police	01/06/2020
Cheyenne Calle, Police Telecommunicator Trainee, Police	01/06/2020
Wycliffe Crosse Jr., Solid Waste Equipment Operator, Solid Waste	01/06/2020
James Cusic, Lead Parks Service Technician, Parks & Recreation	01/06/2020
Mark Fodor, Senior Accountant, Solid Waste	01/21/2020
Serena Lawrence, Stormwater Technician, Engineering	01/21/2020
John Kenny, Parks Service Technician, Parks & Recreation	01/21/2020
Marvin Garcia, Police Officer, Police	01/21/2020
Matthew High, Police Officer, Police	01/21/2020
Enea Kume, Parks Service Technician, Parks & Recreation	01/21/2020
Christopher Barber, Customer Service Asst. Manager, Utility Customer Svc.	02/03/2020
Jeffrey Zalmanoff, Fleet Mechanic, General Services	02/03/2020
Tara Deegan, Human Resources Staff Assistant, Human Resources	02/03/2020

Jourdon Rich, Parks Service Technician, Parks & Recreation	02/03/2020
Hannah Hodges, Crime Analyst, Police	02/03/2020
Steve Heppler, Wastewater Treatment Plant Operator, Public Utilities	02/03/2020
Bridget McCord, Police Telecommunicator Trainee, Police	02/03/2020
Philip Kirkpatrick, Sr. Economic Dev. Coord., Economic Dev. & Housing	02/18/2020
Peter Smutko, Gas Technician – Apprentice, Gas	02/18/2020
Guido Lubrano Jr., Gas Technician – Apprentice, Gas	02/18/2020
Mitchell Johnson, Parks Service Technician, Parks & Recreation	02/18/2020
Kenneth Kinnear, Recreation Specialist, Parks & Recreation	02/18/2020

Member Hamilton 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 Mark Tokar, Parks and Recreation Department to vest their pension as provided by Section 2.419 of the Employees' Pension Plan.

Mark Tokar, Parks Service Foreman, Parks and Recreation Department, was employed by the City on November 14, 2005, and began participating in the Pension Plan on that date. Mr. Tokar terminated from City employment on January 25, 2020.

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. Mr. Tokar will meet the non-hazardous duty criteria and begin collecting a pension in March 2030.

Member Eversole moved to recommend approval of the following request of employee Mark Tokar, Parks and Recreation 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 William Buzzell, Solid Waste General Services Department, Richard Hughes, Fire Department, Rose Lara, Public Utilities Department, Jane Sloan, Planning & Development Department, Steven Smith, Fire Department and Mark Wallace, Parks and Recreation Department, for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

William Buzzell, Solid Waste Manager, Solid Waste General Services Department, was employed by the City on March 26, 1990, and his pension service credit is effective on that date. His pension will be effective April 1, 2020. Based on an average salary of approximately \$67,108.05 over the past five years, the formula for computing regular pensions and Mr. Buzzell's selection of the 50% Joint and Survivor Annuity with a 10% partial lump sum, this pension benefit will be approximately \$48,396.00 annually.

Richard Hughes, Fire Lieutenant, Fire Department, was employed by the City on August 9, 1993, and his pension service credit is effective on that date. His pension will be effective March 1, 2020. Based on an average salary of approximately \$102,120.59 over the past five years, the formula for computing regular pensions and Mr. Hughes' selection of the 50% Joint and Survivor Annuity, this pension benefit will be approximately \$76,174.20 annually.

Rose Lara, Public Utilities Supervisor, Public Utilities Department, was employed by the City on October 14, 1996, and her pension service credit is effective on that date. Her pension will be effective April 1, 2020. Based on an average salary of approximately \$48,470.74 over the past five years, the formula for computing regular pensions and Ms. Lara selection of the 10 Year Certain and Life Annuity with a 10% partial lump sum, this pension benefit will be approximately \$27,657.96 annually.

Jane Sloan, Development Review Tech II, Planning and Development Department, was employed by the City on November 13, 2007, and her pension service credit is effective on August 4, 2008. Her pension will be effective February 1, 2020. Based on an average salary of approximately \$34,107.74 over the past five years, the formula for computing regular pensions and Ms. Sloan's selection of the Life Annuity, this pension benefit will be approximately \$10,778.76 annually.

Steven Smith, Fire Lieutenant, Fire Department, was employed by the City on October 4, 1999, and his pension service credit is effective on that date. His pension will be effective March 1, 2020. Based on an average salary of approximately \$91,163.59 over the past five years, the formula for computing regular pensions and Mr. Smith's selection of the 50% Joint and Survivor Annuity with a 10% partial lump sum, this pension benefit will be approximately \$42,790.68 annually.

Mark Wallace, Sr Park Streets and Sidewalks Tech, Parks & Recreation Department, was employed by the City on August 30, 1999, and his pension

service credit is effective on October 18, 1999. His pension will be effective February 1, 2020. Based on an average salary of approximately \$38,473.47 over the past five years, the formula for computing regular pensions and Mr. Wallace's selection of the Life Annuity with a 10% partial lump sum, this pension benefit will be approximately \$19,316.88 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. Buzzell, Ms. Lara, Ms. Sloan and Mr. Wallace 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. Hughes and Mr. Smith have met the hazardous duty criteria.

Member Newland moved to recommend approval of the following request of employees William Buzzell, Solid Waste General Services Department, Richard Hughes, Fire Department, Rose Lara, Public Utilities Department, Jane Sloan, Planning & Development Department, Steven Smith, Fire Department and Mark Wallace, Parks and Recreation 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 John Mehrle for a death benefit.

Senior Pension Payroll Analyst Jennifer Moulton said John Mehrle had passed away; the PAC (Pension Advisory Committee) was tasked with approving his death benefit.

Member Hamilton moved to recommend approval of the request from the survivor/beneficiary of John Mehrle for a death benefit. The motion was duly seconded and carried unanimously.

4.5 Appoint Ellen Ayo, Kyle Mueller, John Klinefelter, Roberta Gluski and Denise Balog to serve as the PAC Election Committee with John Klinefelter serving as Chairman. (employee only item)

Member Newland moved to appoint Ellen Ayo, Kyle Mueller, John Klinefelter, Roberta Gluski and Denise Balog to serve as the PAC Election Committee with John Klinefelter serving as Chair. The motion was duly seconded. Members Newland and Eversole voted “Aye.” Motion carried unanimously.

4.6 Ratify and Confirm correction of error of underpayment of pension death benefit for Stephen Doherty

Ms. Moulton said Stephen Doherty’s beneficiary had not received a portion of his death benefit. His surviving spouse was awarded \$67,634.05, including interest.

In response to questions, Ms. Moulton reported on the discovery of the discrepancy and procedures implemented to make certain all beneficiaries receive all of a pensioner’s contributions. She will research if any other beneficiary was not properly compensated.

Member Cundiff moved to recommend approval to ratify and confirm the correction of error of underpayment of the pension death benefit for Stephen Doherty. The motion was duly seconded and carried unanimously.

5. Old Business Items: None.

6. Director's Report

Human Resources Director Jennifer Poirrier reported the 2020 Client Conference hosted by the Pension Plan Attorney’s law firm, Klausner Kaufman Jensen & Levinson, was scheduled for May 27 – 29 at the W Hotel in Ft. Lauderdale.

Ms. Poirrier said the City Clerk had notified her that Nathan Hightower had served on the PAC since 2003. The City Council preferred that members not serve more than 2 terms on a board. The City received an application from a resident interested in serving as the 7th member of the committee. Mr. Hightower had expressed interest in reappointment.

Discussion ensued with comments that 2 committee members were absent and the vote should be delayed, rules did not limit committee members to 2 terms, and having an attorney serve as the 7th member was valuable. One member recommended the Pension Trustees amend the Code to require the 7th member to be an attorney.

Member Cundiff moved to reappoint Nathan Hightower as the 7th member of the PAC. The motion was duly seconded and carried unanimously.

It was requested that the applicant be thanked for his interest.

In response to a question, Finance Director Jay Ravins said the Pension Plan's value had declined but investments were conservative and well diversified. He anticipated Pension Plan money managers were taking reasonable actions to mitigate consequences of a bear market and stated the Plan will survive.

7. Board Members to be Heard

Member Cundiff said he had enjoyed working on the Committee and hoped he would be reelected to the City Council.

8. Adjourn

The meeting adjourned at 9:20 a.m.

Attest:

Chair
Pension Advisory Committee

Board Reporter