

City of Clearwater

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



Meeting Minutes

Thursday, September 10, 2020

9:00 AM

Main Library - Council Chambers/Virtual

Pension Advisory Committee

Pursuant to Executive Order No. 20-69, issued by the Office of Governor Ron DeSantis on March 20, 2020, municipalities may conduct meetings of their governing boards without having a quorum of its members present physically or at any specific location, and utilizing communications media technology such as telephonic or video conferencing, as provided by Section 120.54(5)(b)2, Florida Statutes.

Roll Call

Present 7 - Chair Nathan Hightower, Vice Chair Greg Newland, Committee Member Hoyt Hamilton, Committee Member April Eversole, Committee Member Frank Hibbard, Committee Member Mark Bunker, and Committee Member Gregory Record

Also Present - Robert Klausner – Attorney for the Committee, Jennifer Poirrier – Human Resources Director, Patricia O. Sullivan - Board Reporter

Awaiting Approval

1. Call To Order - Chair Nathan Hightower

The meeting was called to order at 9:00 a.m. Chair Nathan Hightower, Vice Chair Greg Newland, Committee Members Hoyt Hamilton, April Eversole, Frank Hibbard, Mark Bunker, and Gregory Record attended the meeting using communications media technology. Also participating in the meeting were Attorney for the Committee Robert Klausner, Human Resources Director Jennifer Poirrier and Board Reporter Patricia Sullivan.

Gregory Record took the oath of office.

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 March 12, 2020 Pension Advisory Committee meeting as submitted in written summation.

Member Hamilton moved to approve minutes of March 12, 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
Kaleigh Williamson, Parking Citation Assistant, Engineering/parking	3/2/2020
Michelle Quinzi, Sr. Accounting Technician, Finance	3/2/2020
Elizabeth Kastel, Accounting Technician, Parks and Recreation	3/2/2020
Alec Gibbons, Parks Service Technician, Parks and Recreation	3/2/2020
Julian Cooney, Water Dist. Operator Trainee, Public Utilities	3/2/2020
Jeffrey Barnes, Utilities Electronics Technician, Public Utilities	3/2/2020
James Lee, Parks Service Technician, Parks and Recreation	3/2/2020
Ainsworth Johnson, Aquatics Coordinator, Parks and Recreation	3/14/2020
Tracy Wilson, Recreation Leader, Parks and Recreation	3/16/2020
Shawn Campbell, Parks Service Technician, Parks and Recreation	3/16/2020
Vincent Marsilia, Utility Dispatcher, Gas	3/30/2020
Robert Napper, Public Information Coordinator, Public Communications	3/30/2020
Cedrick Gaynor, Parks Heavy Equipment Operator, Parks and Recreation	3/30/2020
Nicole Groh, Senior Staff Assistant, Economic Dev & Housing	3/30/2020
Leduan Viamonte, Utilities Electronics Technician, Public Utilities	4/13/2020
Matthew Cargnel, Wastewater Treatment Plant Oper. Trainee, Public Utilities	4/13/2020
Patrick Wright, Solid Waste Worker, Solid Waste	4/13/2020
Billey Kutscher, Water Distribution Operator Trainee, Public Utilities	4/27/2020
Dustin Dean, Solid Waste Equipment Operator, Solid Waste	4/27/2020
Gregory Fawcett, Fleet Mechanic, General Services	5/11/2020
Andrew Mallon, Fleet Mechanic, General Services	5/11/2020
Tiffany Collins, Solid Waste Worker, Solid Waste	5/11/2020

Member Hibbard 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 Douglas Ambrose, Police Department to vest their pension as provided by Section 2.419 of the Employees' Pension Plan.

Douglas Ambrose, Police Officer, Police Department, was employed by the City on June 11, 2007, and began participating in the Pension Plan on that date. Mr. Ambrose terminated from City employment on June 2, 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 2.417 provides for early retirement eligibility for hazardous duty employees. Mr. Ambrose will meet the early retirement criteria and begin collecting pension in November 2020.

Member Newland moved to recommend approval of the following Request of employee Douglas Ambrose, Police 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 Andrea Beane, Engineering Department, Darla Collamore, Police Department, Judith Crawford, Public Utilities, Brian Deimling, Customer Service Department, Roberta Gluski, Engineering Department, Rodney Johnson, Police Department, William Keller, Fire Department, Nat Medlin, Police Department and Jeffrey Nolan, Information Tech Department for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

Andrea Beane, Senior Accountant, Engineering Department, was employed by the City on July 13, 1998, and her pension service credit is effective on March 13, 2000. Her pension will be effective June 1, 2020. Based on an average salary of approximately \$59,419.81 over the past five years, the formula for computing regular pensions and Ms. Beane's selection of the 50% Joint and Survivor Annuity, this pension benefit will be approximately \$24,590.40 annually.

Darla Collamore, Police Officer, Police Department, was employed by the City on May 22, 2000, and her pension service credit is effective on that date. Her pension will be effective June 1, 2020. Based on an average salary of approximately \$84,008.87 over the past five years, the formula for computing regular pensions and Ms. Collamore's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$45,521.16 annually.

Judith Crawford, Administrative Assistant, Public Utilities Department, was employed by the City on August 28, 2000, and her pension service credit is effective on that date. Her pension will be effective June 1, 2020. Based on an average salary of approximately \$60,172.62 over the past five years, the formula for computing regular pensions and Ms. Crawford's selection of the Life Annuity, this pension benefit will be approximately \$32,626.08 annually.

Brian Deimling, Customer Service Specialist, Customer Service Department, was employed by the City on March 22, 1982, and his pension service credit is effective on that date. His pension will be effective May 1, 2020. Based on an average salary of approximately \$50,162.27 over the past five years, the formula for computing regular pensions and Mr. Deimling's selection of the 66-2/3% Joint and Survivor Annuity, this pension benefit will be approximately \$45,840.60 annually.

Roberta Gluski, Senior Development Review Tech, Engineering Department, was employed by the City on December 3, 1984, 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 \$54,324.83 over the past five years, the formula for computing regular pensions and Ms. Gluski's selection of the Joint and Survivor Annuity, this pension benefit will be approximately \$52,777.32 annually.

Rodney Johnson, Police Lieutenant, Police Department, was employed by the City on May 22, 2000, and his pension service credit is effective on that date. His pension will be effective July 1, 2020. Based on an average salary of approximately \$108,655.14 over the past five years, the formula for computing regular pensions and Mr. Johnson's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$58,741.68 annually.

William Keller, Fire Lieutenant, Fire Department, was employed by the City on November 2, 1992, 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 \$101,061.45 over the past five years, the formula for computing regular pensions and Mr. Keller's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$73,300.92 annually.

Nat Medlin, Police Officer, Police Department, was employed by the City on June 24, 1996, and his pension service credit is effective on that date. His pension will be effective July 1, 2020. Based on an average salary of approximately \$92,319.36 over the past five years, the formula for computing regular pensions and Mr. Medlin's selection of the 10 Year Certain and Life Annuity, this pension benefit will be approximately \$59,802.48 annually.

Jeffrey Nolan, Senior Network Analyst, Information Tech Department, was employed by the City on May 21, 2001, and his pension service credit is effective on that date. His pension will be effective May 1, 2020. Based on an average salary of approximately \$57,575.05 over the past five years, the formula for computing regular pensions and Mr. Nolan's selection of the Life Annuity, this pension benefit will be approximately \$29,994.96 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. Ms. Beane, Ms. Crawford, Mr. Deimling, Ms. Gluski, and Mr. Nolan 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. Ms. Collamore, Mr. Johnson, Mr. Keller and Mr. Medlin have met the hazardous duty criteria.

Member Hibbard moved to recommend approval of the following request of employees Andrea Beane, Engineering Department, Darla Collamore, Police Department, Judith Crawford, Public Utilities, Brian Deimling, Customer Service Department, Roberta Gluski, Engineering Department, Rodney Johnson, Police Department, William Keller, Fire Department, Nat Medlin, Police Department and Jeffrey Nolan, Information Tech 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 Recommend approval of the new hires for acceptance into the Pension Plan as listed.

Name, Job Classification, Department	Pension Eligibility Date
Alphonso Gwyn, Public Utilities Supervisor, Public Utilities	6/22/2020
Jarod Graves, Marine Facility Operator. Marine & Aviation	8/1/2020
Patrick Cox, Parks Service Technician, Parks and Recreation	7/20/2020
Bradley Davis, Parks Service Technician, Parks and Recreation	7/20/2020
Maria Stocks, Police Telecommunicator Trainee, Police	7/6/2020
Kaleah Dunbar, Police Telecommunicator Trainee. Police	7/6/2020
Daniel Trueblood, Utilities Electronics Technician, Public Utilities	7/20/2020
Jeremy Hautajarvi, Utilities Electronics Technician. Public Utilities	7/20/2020
Tyson Mason, Tradesworker. Marine & Aviation	8/3/2020
Shannon Beckett, Marine Facility Operator, Marine & Aviation	8/1/2020
Pierre LaBrie, Marine Facility Operator, Marine & Aviation	8/16/2020
Jarvis Sheeler, Parks Service Foreman, Parks and Recreation	8/17/2020
Nils Lang, Recreation Leader, Parks and Recreation	8/15/2020

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.

4.5 Recommend approval of the following request of employees Christopher Nelson, Fire Department, to vest their pension as provided by Section 2.419 of the Employees' Pension Plan.

Christopher Nelson, Firefighter, Fire Department, was employed by the City on May 3, 2004, and began participating in the Pension Plan on that date. Mr. Nelson terminated from City employment on May 29, 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 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. Nelson will meet the hazardous duty criteria and begin collecting a pension in October 2021.

Member Hibbard moved to recommend approval of the following request of employee Christopher Nelson, 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.

- 4.6** Recommend approval of the following request of employees Michael Aleksa, Fire Department, Sean Allaster, Police Department, Michael England, Marine and Aviation Department, Michael Hutto, Fire Department, Clifford Norris, Parks and Recreation Department, Sharon Rodriguez, Police Department, John Schauder, Marine and Aviation Department, and Daniel Tupponce, Police Department, for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

Michael Aleksa, Firefighter/Driver-Operator, Fire Department, was employed by the City on March 4, 1996, and his pension service credit is effective on that date. His pension will be effective August 1, 2020. Based on an average salary of approximately \$75,063.31 over the past five years, the formula for computing regular pensions and Mr. Aleksa's selection of the 10 Year Certain and Life Annuity with a 10% partial lump sum, this pension benefit will be approximately \$45,346.20 annually.

Sean Allaster, Police Sergeant, Police Department, was employed by the City on July 6, 1990, and his pension service credit is effective December 27, 1994. His pension will be effective September 1, 2020. Based on an average salary of approximately \$118,040.40 over the past five years, the formula for computing regular pensions and Mr. Allaster's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$81,798.84 annually.

Michael England, Marine Facility Operator, Marine and Aviation Department, was employed by the City on November 29, 1993, and his pension service credit is effective on April 18, 1994. His pension will be

effective July 1, 2020. Based on an average salary of approximately \$44,478.70 over the past five years, the formula for computing regular pensions and Mr. England's selection of the Life Annuity, this pension benefit will be approximately \$32,036.76 annually.

Michael Hutto, Fire Medic, Fire Department, was employed by the City on July 19, 1999, and his pension service credit is effective on that date. His pension will be effective September 1, 2020. Based on an average salary of approximately \$95,822.85 over the past five years, the formula for computing regular pensions and Mr. Hutto's selection of the Life Annuity with a 30% partial lump sum, this pension benefit will be approximately \$41,692.08 annually.

Clifford Norris, Recreation Supervisor, Parks and Recreation Department, was employed by the City on April 3, 1980, and his pension service credit is effective on June 10, 2010. His pension will be effective August 1, 2020. Based on an average salary of approximately \$68,946.87 over the past five years, the formula for computing regular pensions and Mr. Norris' selection of the 10 Year Certain and Life Annuity, this pension benefit will be approximately \$18,374.52 annually.

Sharon Rodriguez, Custodial Worker, Police Department, was employed by the City on July 24, 1995, and her pension service credit is effective on October 11, 1995. Her pension will be effective August 1, 2020. Based on an average salary of approximately \$33,237.37 over the past five years, the formula for computing regular pensions and Ms. Rodriguez's selection of the Life Annuity, this pension benefit will be approximately \$22,672.92 annually.

John Schauder, Marine Facility Operator, Marine and Aviation Department, was employed by the City on March 21, 1994, and his pension service credit is effective on November 27, 1995. His pension will be effective August 1, 2020. Based on an average salary of approximately \$42,132.86 over the past five years, the formula for computing regular pensions and Mr. Schauder's selection of the Life Annuity, this pension benefit will be approximately \$28,528.68 annually.

Daniel Tupponce, Police Officer, Police Department, was employed by the City on October 2, 1995, and his pension service credit is effective on that date. His pension will be effective August 1, 2020. Based on an average salary of approximately \$84,279.76 over the past five years, the formula for computing regular pensions and Mr. Tupponce's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$56,291.04 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. England, Mr. Norris, Sharon Rodriguez, and Mr. Schauder 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. Aleksa, Mr. Allaster, Mr. Hutto and Mr. Tupponce have met the hazardous duty criteria.

Member Newland moved to recommend approval of the following request of employees Michael Aleksa, Fire Department, Sean Allaster, Police Department, Michael England, Marine and Aviation Department, Michael Hutto, Fire Department, Clifford Norris, Parks and Recreation Department, Sharon Rodriguez, Police Department, John Schauder, Marine and Aviation Department, and Daniel Tupponce, 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.

4.7 Regular Retirement while processing a Disability Pension Application.

Attorney for the Committee Robert Klausner reviewed sections of the Code of Ordinances. He recommended the Committee amend its Policy and Procedures to allow a contributing member, who qualifies for a normal retirement benefit and submits a disability application while still a participant in the plan, to collect their normal retirement benefit during the disability application process. He said if a disability request is denied, the applicant would continue to receive their normal retirement benefit. He said if a disability request is approved, any economic discrepancies that might exist could be addressed at that time. He said there was no legal impediment to the change, which would provide disability applicants with income while they wait for the disability pension process to reach its conclusion.

Member Hibbard moved to amend the Committee's Policy and Procedures Manual to permit a contributing member, who qualifies for a normal retirement benefit and submits a disability application while still a participant in the plan, to collect their normal retirement benefit while the disability process reaches its conclusion. The motion was duly seconded and carried unanimously.

4.8 Election of New Officers

Member Hamilton moved to reappoint Nathan Hightower as Chair. The motion was duly seconded and carried unanimously.

Member Hamilton moved to reappoint Greg Newland as Vice Chair. The motion was duly seconded and carried unanimously.

5. Old Business Items: None.

6. Director's Report

Attorney Klausner said today's meeting had been properly noticed; it was not necessary to read a statement referencing the Governor's order.

Attorney Klausner reported some pension boards were meeting in person. He said as long as a quorum was present at the meeting, other members attended virtually to reduce the number of persons in the meeting room. He said outside advisors were requested to attend on a video platform.

Human Resources Director Jennifer Poirrier said 3 disability cases were in the pipeline; members will be provided case information as soon as it is available. She recommended the Committee hear disability cases in person. While Imagine Clearwater construction is underway at the Main Library, future meeting dates may need to be changed to coincide with City Council meeting weeks.

7. Board Members to be Heard

Member Greg Record was welcomed to the Committee.

Member Newland requested members take a few moments tomorrow to reflect on 9/11.

8. Adjourn

The meeting adjourned at 9:20 a.m.

Chair - Pension Advisory Committee

Attest:

Board Reporter