

City of Clearwater

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



Meeting Minutes

Tuesday, December 1, 2020

9:00 AM

Main Library - Council Chambers

Pension Advisory Committee Special Meeting

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 - Jennifer Poirrier – Human Resources Director, Patricia O. Sullivan - Board Reporter, and Robert Klausner – Attorney for the Committee who attended the meeting using communications media technology.

Awaiting approval

1. Call To Order

The Chair called the meeting to order at 9:03 a.m. at the Main Library.

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 September 10, 2020 Pension Advisory Committee meeting as submitted in written summation.

Member Hamilton moved to approve minutes of September 10, 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 |
|--|---------------------------------|
| Stephen Cook, Utility Dispatcher, Gas | 8/31/2020 |
| David Race, Police Officer, Police | 8/31/2020 |
| Bylynn Hatcher, Police Officer, Police | 8/31/2020 |
| Adrian Kwiatkowski, Police Officer, Police | 8/31/2020 |
| Brooke Freeman, Accountant, Engineering | 8/31/2020 |
| Daniel Cox, Parks Service Tech, Parks & Recreation | 8/31/2020 |
| Melissa Napier, Custodial Worker, Police | 8/31/2020 |
| Amber Martelli, Recreation Leader, Parks & Recreation | 8/31/2020 |
| Savannah Bennett, Solid Waste Specialist, Solid Waste | 9/14/2020 |
| Deont'a Henry, Solid Waste Worker, Solid Waste | 9/14/2020 |
| Quoi Lamont Lewis, Industrial Electrician, Public Utilities | 9/14/2020 |
| Joel Donagan, Parks Heavy Equipment Operator, Parks and Recreation | 9/14/2020 |
| Leah Murray, Human Resources Analyst, Human Resources | 9/14/2020 |

| | |
|---|------------|
| Matthew Stoeckicht, Business Systems Analyst, Police | 9/14/2020 |
| Alexander Fricas, Gas Technician Apprentice, Gas | 9/28/2020 |
| William Collins. Parks Service Technician, Parks and Recreation | 9/28/2020 |
| Chris Harrington. Parks Service Technician. Parks and Recreation | 9/28/2020 |
| Mercedes Martinez. Police Telecommunicator Operator Trainee, Police | 9/28/2020 |
| Lena Trehy, Police Telecommunicator Operator Trainee, Police | 9/28/2020 |
| Robert Caswell. Police Telecommunicator Operator Trainee, Police | 9/28/2020 |
| Helen Detore, Police Records Supervisor. Police | 9/28/2020 |
| Douglas Seaman, Sr. Professional Engineer, Engineering | 9/28/2020 |
| Nicholas Stucker. Fire Medic. Fire | 10/12/2020 |
| Julio Bonet. Fire Medic. Fire | 10/12/2020 |
| Mason Marty. Fire Medic. Fire | 10/12/2020 |
| Gregory Georges. Fire Medic. Fire | 10/12/2020 |
| Gabriel David Cerpa. Fire Medic. Fire | 10/12/2020 |
| Sebastian Pickens. Fire Medic. Fire | 10/12/2020 |
| Samantha Moullet. Recreation Specialist. Parks and Recreation | 10/12/2020 |
| Daniel Jablonski, Custodial Worker, Parks and Recreation | 10/12/2020 |
| Richard Kelly, Streets & Sidewalks Technician. Parks and Recreation | 10/12/2020 |
| Jordan Morang, Neighborhood Services Coor., Planning & Development | 10/12/2020 |
| Zachary Zarra, Police Cadet, Police | 10/12/2020 |
| Theophilas Alahouzos, Wastewater Treat. Plant Oper. Trainee, Public Utilities | 10/10/2020 |
| Kyara Blanchard, Customer Service Representative, Utility Customer Service | 10/12/2020 |
| William Spelman, Police Cadet, Police | 10/12/2020 |
| Emina Tabak, Police Cadet. Police | 10/12/2020 |
| Alexis Kelsey, Police Cadet . Police | 10/12/2020 |
| Martin Vilimek. Fire District Commander. Fire | 10/26/2020 |
| James Behan, Building & Maintenance Supervisor, General Services | 10/26/2020 |
| Payton Schefer, Fleet Mechanic, General Services | 10/26/2020 |
| Abin Taraj, Tree Trimmer, Parks and Recreation | 10/26/2020 |
| Brooke Donagan, Development Review Technician, Planning & Development | 10/26/2020 |
| David Whittington, Custodial Worker, Police | 10/26/2020 |
| Teairra Dixon, Customer Service Representative, Utility Customer Service | 10/26/2020 |
| Sharon Huskey, Customer Service Representative. Utility Customer Service | 10/24/2020 |

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 employees Reinaldo Alequin, Finance Department, Steve Berenguer, Public Utilities, Thomas Chaplinsky Jr, Solid Waste, Scott Fowler, Police Department, Andrew Hawkins, Fire Department, Michael Kachurik, Theodore Miller III, Police Department, Stephen Reid, Engineering Department, Kerri Spaulding, Police Department, Stephanie Vilar, Police Department and David Yawn, Fire Department for a regular pension as provided by Sections 2.416, 2.417 and 2.424 of the Employees' Pension Plan.

Reinaldo Alequin, Senior Accountant, Finance Department, was employed by the City on October 29, 2007, and his pension service credit is effective on that date. His pension will be effective November 1, 2020. Based on an average salary of approximately \$54,789.85 over the past five years, the formula for computing regular pensions and Mr. Alequin's selection of the Life Annuity, this pension benefit will be approximately \$19,595.64 annually.

Steve Berenguer, Utilities Maintenance Foreman, Public Utilities Department, was employed by the City on August 16, 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 \$44,832.29 over the past five years, the formula for computing regular pensions and Mr. Berenguer's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$22,640.64 annually.

Thomas Chaplinsky Jr, Skilled Tradesworker, Solid Waste Department, was employed by the City on November 9, 1998, and his pension service credit is effective on that date. His pension will be effective November 1, 2020. Based on an average salary of approximately \$40,126.78 over the past five years, the formula for computing regular pensions and Mr. Chaplinsky's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$21,491.40 annually.

Scott Fowler, Police Officer, Police Department, was employed by the City on December 16, 2002, and his pension service credit is effective October 24, 2003. His pension will be effective November 1, 2020. Based on an average salary of approximately \$85,197.71 over the past five years, the formula for computing regular pensions and Mr. Fowler's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$34,401.00 annually.

Andrew Hawkins, Fire Division Chief, 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 November 1, 2020. Based on an average salary of approximately \$103,504.41 over the past five years, the formula for computing regular pensions and Mr. Hawkins' selection of the 100% Joint and Survivor Annuity with a 30% partial lump sum, this pension benefit will be approximately \$41,377.20 annually.

Michael Kachurik, Police Sergeant, Police Department, was employed by the City on September 24, 1990, and his pension service credit is effective on that date. His pension will be effective October 1, 2020. Based on an average salary of approximately \$108,684.77 over the past five years, the formula for computing regular pensions and Mr. Kachurik's selection of the 100% Joint and Survivor Annuity with a 20% partial lump sum, this pension benefit will be approximately \$70,588.68 annually.

Theodore Miller III, Police Officer, Police Department, was employed by the City on April 29, 1996, and his pension service credit is effective on that date. His pension will be effective November 1, 2020. Based on an average salary of approximately \$99,773.36 over the past five years, the formula for computing regular pensions and Mr. Miller's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$65,107.08 annually.

Stephen Reid, Survey Crew Leader, Engineering Department, was employed by the City on October 31, 1994, and his pension service credit is effective on that date. His pension will be effective November 1, 2020. Based on an average salary of approximately \$48,284.70 over the past five years, the formula for computing regular pensions and Mr. Reid's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$30,142.08 annually.

Kerri Spaulding, Police Sergeant, Police Department, was employed by the City on October 9, 2000, and her pension service credit is effective on that date. Her pension will be effective November 1, 2020. Based on an average salary of approximately \$94,557.12 over the past five years, the formula for computing regular pensions and Ms. Spaulding's selection of the Life Annuity, this pension benefit will be approximately \$53,863.80 annually.

Stephanie Vilar, Police Sergeant, Police Department, was employed by the City on December 20, 1999, and her pension service credit is effective on that date. Her pension will be effective October 1, 2020. Based on an average salary of approximately \$78,917.48 over the past five years, the formula for computing regular pensions and Ms. Vilar's selection of the Life Annuity, this pension benefit will be approximately \$45,164.16 annually.

David Yawn, Fire District Commander, 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 November 1, 2020. Based on an average salary of approximately \$117,720.33 over the past five years, the formula for computing regular pensions and Mr. Yawn's selection of the 75% Joint and Survivor Annuity with a 30% partial lump sum, this pension benefit will be approximately \$47,874.96 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. Mr. Alequin, Mr. Berenguer,

Mr. Chaplinsky and Mr. Reid 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. Hawkins, Mr. Kachurik, Mr. Miller, Ms. Spaulding, Ms. Vilar and Mr. Yawn have met the hazardous duty criteria.

Section 2.417 provides for an early retirement benefit for police officer and firefighter participants shall be determined in accordance with the provisions of Section 2.416, and the amount of such benefit otherwise payable shall be reduced by three percent per year for each year or portion thereof under the age of 55 upon retirement. Mr. Fowler has met the hazardous duty criteria.

Member Hibbard moved to recommend approval of the following request of employees Reinaldo Alequin, Finance Department, Steve Berenguer, Public Utilities, Thomas Chaplinsky Jr, Solid Waste, Scott Fowler, Police Department, Andrew Hawkins, Fire Department, Michael Kachurik, Theodore Miller III, Police Department, Stephen Reid, Engineering Department, Kerri Spaulding, Police Department, Stephanie Vilar, Police Department and David Yawn, Fire 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.

4.3 Informal hearing for Michele Williams request for job-connected disability pension

Attorney Tonya Oliver said Firefighter Michele Williams had injured her right knee on May 21, 2019 while on duty responding to a call. She said Ms. Williams finished her call despite the pain. She said Ms. Williams was treated conservatively through Workers Comp and assigned to light duty. She said an MRI revealed serious injury to her knee.

Attorney Oliver said the IME (Independent Medical Exam), performed by Peter Lopez, MD, indicated Ms. Williams suffered a work related injury that cannot be repaired and she cannot perform the duties of a firefighter. She said Ms. Williams was permanently and totally disabled and requested the PAC (Pension Advisory Committee) award her a work-related disability pension.

Member Hamilton moved to accept into evidence the entire file, inclusive of the application, personnel file, interrogatories, medical records, and IME. The motion was duly seconded and carried unanimously.

Member Hibbard moved that Michele Williams met the requirements for a job related disability pension as she was disabled by reason of an injury suffered or an illness contracted in the line of duty, such disability is likely to be continuous and permanent from a cause other than those listed as general disability exclusions, and she is unable, by reason of a medically determinable physical impairment, to render useful and efficient service as a firefighter. The motion was duly seconded and carried unanimously.

Ms. Williams was thanked for her service to the City and offered good wishes. It was reported that 4 months prior to her injury, Firefighter Williams had heroically crawled up stairs during a structure fire and located an elderly victim who was saved; Ms. Williams was honored with the Distinguished Fire Chief Award for her brave actions.

4.4 Approved amended PAC Policy and Procedures Manual.

Human Resources Director Jennifer Poirrier said the Committee's Pension Attorney had updated the PAC Policy and Procedures Manual to codify the committee's decision to allow disability applicants to receive regular pension benefits while their disability benefit requests are pending.

Member Hamilton moved to amend the PAC Policy and Procedures Manual to accept this change. The motion was duly seconded and carried unanimously.

5. Old Business Items: None.

6. Director's Report

Ms. Poirrier reported 3 pending disability pension applications may be ready to present during informal hearings at the next meeting.

7. Board Members to be Heard

Members offered Holiday greetings.

8. Adjourn

The meeting adjourned at 9:13 a.m.

Chair, Pension Advisory Committee

Attest:

Board Reporter