

City of Clearwater

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



Meeting Minutes

Thursday, July 8, 2021

9:00 AM

Main Library - Council Chambers

Pension Advisory Committee

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

Awaiting approval

1. Call To Order

The Chair called the meeting to order at 9:00 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 May 13, 2021 Pension Advisory Committee meeting as submitted in written summation.

Member Hibbard moved to approve minutes of May 13, 2021 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** Presentation from pension attorney on procedures and responsibilities for a disability pension.

Human Resources Director Jennifer Poirrier reported Attorney for the Committee Stuart Kaufman was unable to attend today's meeting due to canceled flights following the storm. Attorney Kaufman will not charge the Pension for his prep work for today's meeting. As he needs to provide the information in person, he will make his presentation in September.

- 4.2** Recommend approval of the new hires for acceptance into the Pension Plan as listed.

Name, Job Classification, Department	Pension Eligibility Date
Kadarious Brown, Solid Waste Worker, Solid Waste & Recycling	05/10/2021
Carlos Dennis, Solid Waste Worker, Solid Waste & Recycling	05/10/2021
Oral Grant, Streets & Sidewalks Technician, Parks & Recreation	05/10/2021
Shay Mavis, Utilities Mechanic, Public Utilities	05/10/2021

Kevin Ramberac, Parking Enforcement Specialist, Engineering/Parking	05/10/2021
Logan Wells, Parks Service Technician, Parks & Recreation	05/10/2021
Kyon Devine, Wastewater Collections Technician, Public Utilities	05/24/2021
Corey Dunn, Solid Waste Equipment Operator, Solid Waste & Recycling	05/24/2021
Damon Merricks, Solid Waste Equipment Operator, Solid Waste & Recycling	05/24/2021
Bret Mershon, Skilled Tradesworker, General Support Services	05/24/2021
Christopher Rose, Solid Waste Equipment Operator, Solid Waste & Recycling	05/24/2021
Kylon Lamar, Parks Service Technician, Parks & Recreation	06/07/2021
Kendall Clark, Parking Enforcement Specialist, Engineering/Parking	06/21/2021
Joel Rudolph, Traffic Signs & Markings Tech, Engineering/Traffic	06/21/2021
Lindsey Diccico, Accounting Technician, Parks & Recreation	06/21/2021
Nathan Pandy, Senior Staff Assistant, Public Utilities	06/21/2021

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.

- 4.3** Recommend approval of the following request of employees Mark Coffin, Parks and Recreation Department, Michelle Fry, Gas Systems Department, Richard Long, Police Department and Scott O'Hare, Police Department, to vest their pensions as provided by Section 2.419 of the Employees' Pension Plan.

Mark Coffin, Senior Parks Service Tech, Parks and Recreation Department, was employed by the City on April 8, 2002, and began participating in the on April 7, 2003. Mr. Coffin terminated from City employment on June 2, 2021.

Michelle Fry, Engineering Tech, Gas Systems Department, was employed by the City on June 26, 2006, and began participating in the Pension Plan on that date. Ms. Fry terminated from City employment on June 11, 2019.

Richard Long, Police Sergeant, Police Department, was employed by the City on January 12, 2004, and began participating in the Pension Plan on that date. Mr. Long terminated from City employment on May 7, 2021.

Scott O'Hare, Police Officer, Police Department, was employed by the City on July 16, 2001, and began participating in the Pension Plan on that date. Mr. O'Hare terminated from City employment on June 16, 2021.

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. Coffin will meet the non-hazardous duty criteria and begin collecting a pension in May 2023. Ms. Fry will meet the non-hazardous duty criteria and begin collecting a pension in December 2027.

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. Long will meet the hazardous duty criteria and begin collecting pension in February 2024. Mr. O'Hare will meet the hazardous duty criteria and begin collecting pension in August 2021.

Member Hamilton moved to recommend approval of the following request of employees Mark Coffin, Parks and Recreation Department, Michelle Fry, Gas Systems Department, Richard Long, Police Department, and Scott O'Hare, Police Department to vest their pensions as provided by Section 2.419 of the Employees' Pension Plan. The motion was duly seconded and carried unanimously.

- 4.4** Recommend approval of the following request of employees Edward Davis, Parks and Recreation Department, Paul Estes, Engineering Department, Kimberly Feeney, Planning and Development Department, William Higginbotham III, Police Department, Cindy Jones, Police Department, JC Jones, General Support Services Department, Steven Kotches, Gas System Department, Brian McAuley, Police Department, Stephen Miller, Gas System Department, Kerry Nelson, Gas System Department, Michael Ogliaruso, Police Department and Brian Rogers, Police Department, for a regular pension as provided by Sections 2.416 and 2.424 of the Employees' Pension Plan.

Edward Davis, Arborist, Parks and Recreation Department, was employed by the City on March 19, 1984, and his pension service credit is effective on that date. His pension will be effective October 1, 2021. Based on an average salary of approximately \$52,403.57 over the past five years, the formula for computing regular pensions and Mr. Davis' selection of the 10 Year Certain and Life Annuity, this pension benefit will be approximately \$51,192.84 annually.

Paul Estes, Street Sweeper Operator, Engineering Department, was employed by the City on June 4, 1990, and his pension service credit is effective on that date. His pension will be effective July 1, 2021. Based on an average salary of approximately \$54,021.21 over the past five years, the formula for computing regular pensions and Mr. Estes' selection of the Joint and Survivor Annuity, this pension benefit will be approximately \$46,164.48 annually.

Kimberly Feeney, Senior Staff Assistant, Planning and Development Department, was employed by the City on October 9, 2000, and her pension service credit is effective on April 7, 2001. Her pension will be effective September 1, 2021. Based on an average salary of approximately \$41,121.08 over the past five years, the formula for computing regular pensions and Ms. Feeney's selection of the Life Annuity, this pension benefit will be approximately \$23,059.56 annually.

William Higginbotham III, Police Officer, Police Department, was employed by the City on October 9, 2000, and his pension service credit is effective on that date. His pension will be effective June 1, 2021. Based on an average salary of approximately \$86,976.00 over the past five years, the formula for computing regular pensions and Mr. Higginbotham's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$48,130.44 annually.

Cindy Jones, Custodial Worker, Police Department, was employed by the City on July 10, 1995, and her pension service credit is effective on that date. Her pension will be effective July 1, 2021. Based on an average salary of approximately \$33,898.63 over the past five years, the formula for computing regular pensions and Ms. Jones' selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$22,042.92 annually.

CJ Jones, Skilled Tradesworker, General Support Services Department, was employed by the City on February 1, 1999, and his pension service credit is effective on that date. His pension will be effective July 1, 2021. Based on an average salary of approximately \$43,600.55 over the past five years, the formula for computing regular pensions and Mr. Jones' selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$19,775.40 annually.

Steven Kotches, Senior Gas Technician, Gas System Department, was employed by the City on December 7, 1998, and his pension service credit is effective on December 23, 1998. His pension will be effective June 1, 2021. Based on an average salary of approximately \$42,994.41 over the past five years, the formula for computing regular pensions and Mr. Kotches' selection of the 10 Year Certain and Life Annuity, this pension benefit will be approximately \$25,481.52 annually.

Brian McAuley, Police Major, Police Department, was employed by the City on March 30, 1992, and his pension service credit is effective on that date. His pension will be effective June 1, 2021. Based on an average salary of approximately \$126,205.15 over the past five years, the formula for computing regular pensions and Mr. McAuley's selection of the 100% Joint and Survivor Annuity, this pension benefit will be approximately \$99,128.28 annually.

Steven Miller, Gas System Specialist, Gas System Department, was employed by the City on May 28, 1996, and his pension service credit is effective on that date. His pension will be effective July 1, 2021. Based on an average salary of approximately \$52,490.71 over the past five years, the formula for computing regular pensions and Mr. Miller's selection of the 50% Joint and Survivor Annuity, this pension benefit will be approximately \$34,428.12 annually.

Kerry Nelson, Gas System Specialist, Gas System Department, was employed by the City on June 28, 2004, and his pension service credit is effective on that date. His pension will be effective August 1, 2021. Based on an average salary of approximately \$49,434.42 over the past five years, the formula for computing regular pensions and Mr. Nelson's selection of the Life Annuity, this pension benefit will be approximately \$23,093.52 annually.

Michael Ogliaruso, Police Lieutenant, Police Department, was employed by the City on January 8, 1996, and his pension service credit is effective on that date. His pension will be effective July 1, 2021. Based on an average salary of approximately \$121,872.24 over the past five years, the formula for computing regular pensions and Mr. Ogliaruso's selection of the Life Annuity with a 30% partial lump sum, this pension benefit will be approximately \$60,100.56 annually.

Brian Rogers, Police Officer, Police Department, was employed by the City on July 16, 2001, and his pension service credit is effective on that date. His pension will be effective August 1, 2021. Based on an average salary of approximately \$85,594.47 over the past five years, the formula for computing regular pensions and Mr. Rogers' selection of the 100% Joint and Survivor Annuity this pension benefit will be approximately \$46,274.88 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. Davis, Mr. Estes, Ms. Feeney, Ms. Jones, Mr. Jones, Mr. Kotches, Mr. Miller and Mr. Nelson 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. Higginbotham, Mr. McAuley, Mr. Ogliaruso and Mr. Rogers have met the hazardous duty criteria.

Member Eversole moved to recommend approval of the following request of employees Edward Davis, Parks and Recreation Department, Paul Estes, Engineering Department, Kimberly Feeney, Planning and Development Department, William Higginbotham III, Police Department, Cindy Jones, Police Department, JC Jones, General Support Services Department, Steven Kotches, Gas System Department, Brian McAuley, Police Department, Stephen Miller, Gas System Department, Kerry Nelson, Gas System Department, Michael Ogliaruso, Police Department and Brian Rogers, 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.

4.5 Discuss scheduling conflict for September 9, 2021 PAC meeting.

Ms. Poirrier said although the City Council rescheduled the September 9, 2021 special meeting that would have conflicted with the Pension Advisory Committee's September meeting, several PAC members were unable to attend on that day.

Consensus was to cancel the Committee's September 9, 2021 meeting and schedule a special meeting on Friday, September 17, 2021 at 9:00 a.m. in Chambers.

Attorney Kaufman will provide training on disability pension procedures and member responsibilities at the special meeting. An informal hearing for a disability pension application also will be scheduled if the case is ready to present. The meeting will be longer than normal.

5. Old Business Items: None.

6. Director's Report: None.

7. Board Members to be Heard

Members were congratulated on their reelection to the Committee.

The Tampa Bay Lightning's back to back Stanley Cup wins were cheered.

8. Adjourn

The meeting adjourned at 9:10 a.m.

Attest:

Chair - Pension Advisory Committee

Board Reporter