

**MEETING NO: 14-10-D
BENEFIT REVIEW COMMITTEE**

The Regular Meeting of the Benefit Review Committee of the Board of Trustees was held Thursday, October 23, 2014. Present at the meeting were Committee members, Piechocinski, Kuehne, Copper and Stulir, IMRF staff members, Janicki Clark, Davis, Dixon, O'Brien, Duncan, Seputis and Rockett.

(14-01-01)(Visual roll call)

Mr. Stulir presided as chairperson and called the meeting to order at 10:42 a.m.

(14-01-02)(Approval of prior meeting minutes)

The Benefits Manager presented the minutes from the Committee meeting held on September 25, 2014.

After discussion, Mr. Piechocinski moved to approve the minutes. Seconded by Ms. Copper.

Motion passed by unanimous voice vote

(14-01-03)(Sick Leave Reporting) – City of Highland Park #3301

**IMPROPER REPORTING OF SICK TIME FOR IMRF SERVICE CREDIT—
PARK DISTRICT OF HIGHLAND PARK (ER #3301)/ BAILES (BAM 5935);
CORTESI(COD 0652); DENZEL (DEE 4618); INMAN (INA 3467); KARLIN
(KAA 8180);SANTI (SAM 4514);SCHRAMM (SCC 144L) ; SCHRAMM (SCM
3645); SOENS (SOT 0553); STOCKDALE(STM 6280) ; CHAPETON (CHE
5488); NEWPORT(NEC 7954)I**

The Benefit Review Committee met on October 23, 2014 at the IMRF offices in Oak Brook, Illinois to hear the appeal of the above-referenced retirees. Present at the meeting were Committee members Piechocinski, Kuehne, Copper and Stulir, IMRF staff members, Janicki Clark, Davis, Dixon, O'Brien, Gordon, Duncan and Rockett. Stockdale, Schramm, Inman, Santi and Bailes appeared in person and Denzel, Soens and Newport appeared by telephone and Mr. Stulir presided as chair.

BACKGROUND

In April of 2014, Kathy O'Brien received correspondence from the attorney for the Park District of Highland Park informing IMRF that "since 1998 any number (but not all) of full-time employees (and one part-timer) who have retired from the District have been allocated 240 days of allegedly unused and unpaid sick time towards retirement service credit, although that time was not shown as "earned" on the Park District's records for those employees." IMRF notified each retiree that a prepayment of benefits existed and that their pension would be recalculated. The retirees have appealed this staff determination.

ISSUES

Was sick time improperly reported to IMRF for the impacted retirees?

If sick time was not properly reported, should the retirees' pensions be recalculated and a prepayment of benefits recovered?

STATUTE INVOLVED

Sec. 7-139 (a)(8) of the Illinois Pension Code provides:

- (a) Each participating employee shall be granted credits and creditable service, for purposes of determining the amount of any annuity or benefit to which he or a beneficiary is entitled, as follows:

8. For accumulated unused sick leave: A participating employee who first becomes a participating employee before the effective date of this amendatory Act of the 98th General Assembly and who is applying for a retirement annuity shall be entitled to creditable service for that portion of the employee's accumulated unused sick leave for which payment is not received, as follows:

a. Sick leave days shall be limited to those accumulated under a sick leave plan established by a participating municipality or participating instrumentality which is available to all employees or a class of employees.

SCOPE OF REVIEW

The Committee heard comments from the retirees. The Committee heard the comments from staff. Finally, the Committee reviewed the written materials that were submitted to the Committee by staff and the retirees.

FINDINGS AND CONCLUSIONS

The law is clear that only the reporting of unused unpaid sick time that is accumulated under a written plan established by the employer and available to all employees or to a class of employees is permissible upon retirement. "Gifts" of sick leave at retirement are not eligible.

The District policy on sick leave was that up to 30 unused days could be carried from year to year. If such days were not carried over, they would be paid out at the end of the calendar year. Ms. Newport testified that this policy went into effect at some point in the late nineties. She believes she had some accumulated sick leave but doesn't know how much. The District's personnel policy states that the District may allow retiring IMRF members to receive unused and unpaid sick leave to qualify for a maximum of one year (240 days) of additional pension service credit. The District construes this as meaning the District could allow additional accumulation of unused sick time in the future but states that the most that could have been accumulated by the retirees was 30 days.

The District informed IMRF that an investigation was conducted and that these individuals were not eligible for the unused sick time reported. Ms. Newport admits that the policy should have been terminated once there were no longer employees with accumulated sick leave but that it "fell through the cracks" and was not changed. The retirees had contacted the District to attempt to get records regarding their sick time, but were told that none existed. It is impossible to determine whether any of the retirees had accumulated sick leave when they retired.

The retirees represented through Ms. Stockdale argue that they did nothing wrong and that the Park District should bear the burden as the responsible party. The retirees noted that they had met with IMRF and with the District prior to their retirement and were told what their pension would be, with no mention of the accumulated sick time. Many of these retirees relied on the statements made at their pre-retirement meetings when determining whether they should or should not retire.

Name	Member Pension		Prepayment through 5/14	Prepayment through 10/14
	Original	New Original		
Meyer, Steven E.*	\$2,976.43	\$2,809.55	\$834.40	\$0.00
Stockdale, Mary L.	\$2,702.85	\$2,597.89	\$4,324.29	\$0.00
Chapeton, Edgar O.	\$2,046.05	\$1,954.10	\$3,393.24	\$2,827.68
Schramm, Marcia L.	\$1,694.12	\$1,627.90	\$12,793.51	\$11,708.80
Volpe, Ralph J.*	\$13,556.18	\$13,151.25	\$27,458.31	\$0.00
Cortesi, Domenic J.	\$3,052.44	\$2,953.45	\$23,529.15	\$21,423.64
Schramm, Charles M.	\$2,588.51	\$2,500.52	\$9,404.18	\$8,578.29
Denzel, Emma J.	\$1,160.02	\$1,089.73	\$17,022.48	\$15,734.84
Bailes, Marilyn	\$1,448.05	\$1,378.55	\$14,555.57	\$13,298.99
Inman, Adrienne M.	\$3,014.10	\$2,938.50	\$13,405.78	\$12,544.95
Karlin, Adair M.	\$1,813.14	\$1,717.31	\$12,023.93	\$11,013.93
Newport, Constance B.	\$7,209.27	\$6,992.37	\$40,568.98	\$37,375.71
Santi, Marco F.	\$2,519.27	\$2,421.13	\$23,335.56	\$21,941.71
Soens, Thomas J.	\$3,881.87	\$3,693.30	\$9,509.20	\$8,827.40

***did not file written appeal**

MOTION

After further discussion, the Committee recommends that the staff determination be upheld that the sick time was improperly reported for the retirees and that their pension should be adjusted effective June 1, 2014, however the Committee does not recommend the recovery of prepayments received by the retirees prior to June 1, 2014.

Motion: Kuehne

Second: Piechocinski

Ayes: Copper, Kuehne, Stulir, Piechocinski and Stanish

Nays: None

Motion Passed: 5-0

Seputis left the meeting

(14-01-04)(Enrollment/ Omitted Service Application – Putnam County Public Defender # 3055 (Roger Bolin BOR-9051Q))

ENROLLMENT/OMITTED SERVICE APPLICATION OF PUTNAM COUNTY PUBLIC DEFENDER ROGER BOLIN (BOR 9051)

The Benefit Review Committee met on October 23, 2014 at the IMRF offices in Oak Brook, Illinois to hear the appeal of Roger Bolin. Present at the meeting were Committee members Piechocinski, Kuehne, Copper and Stulir, IMRF staff members, Janicki Clark, Davis, Dixon, O'Brien, Gordon, Duncan and Rockett. Mr. Bolin appeared in person and Mr. Stulir presided as chair.

BACKGROUND

Roger Bolin is the Putnam County Public Defender currently and has been in that position since December 1, 1990. He had never been enrolled in IMRF. IMRF originally received an omitted service form from Mr. Bolin, but the County had not enrolled him. The County disputed his eligibility but ended up sending in an enrollment form so that IMRF could ask Mr. Bolin questions regarding his enrollment. IMRF did ask those questions and determined that his enrollment should be rejected. Mr. Bolin stated that he did not have an office on the premises of the employer, that the County only supplied him with Westlaw, that he received no benefits, that he operated his own law firm and that he worked over 1000 hours per year. The Employer through its authorized agent told IMRF that Mr. Bolin has no office on the premises, works at a law firm, works one day a week in court (they had no indication of how many hours he worked overall) and that he doesn't get vacation/sick days or health insurance. The Employer stated that Mr. Bolin was paid on a 1099 basis. Mr. Bolin's enrollment was rejected by letter from Kathleen O'Brien dated January 10, 2014 and he appealed.

ISSUES

Is Mr. Bolin, by virtue of his position as Public Defender, considered an employee of the County for IMRF purposes?

If Mr. Bolin is an employee, does his position meet the required hourly standard for IMRF participation (1000 hours) set forth in Section 7-137 of the Illinois Pension Code?

STATUTES INVOLVED

Sec. 7-109) of the Illinois Pension Code provides:

Sec. 7-109. Employee.

(1) "Employee" means any person who:

(a) 2. Under the usual common law rules applicable in determining the employer-employee relationship, has the status of an employee with a municipality, or any instrumentality thereof, or a participating instrumentality, including aldermen, county supervisors and other persons (excepting those employed as independent contractors) who are paid compensation, fees, allowances or other emolument for official duties, and, in counties, the several county fee offices.

(3) All persons, including, without limitation, public defenders and probation officers, who receive earnings from general or special funds of a county for performance of personal services or official duties within the territorial limits of the county, are employees of the county (unless excluded by subsection (2) of this Section) notwithstanding that they may be appointed by and are subject to the direction of a person or persons other than a county board or a county officer. It is hereby established that an employer-employee relationship under the usual common law rules exists between such employees and the county paying their salaries by reason of the fact that the county boards fix their rates of compensation, appropriate funds for payment of their earnings and otherwise exercise control over them. This finding and this amendatory Act shall apply to all such employees from the date of appointment whether such date is prior to or after the effective date of this amendatory Act and is intended to clarify existing law pertaining to their status as participating employees in the Fund.

(55 ILCS 5/3-4004) (from Ch. 34, par. 3-4004)

Sec. 3-4004. Appointment of Public Defender in counties under 1,000,000. As soon as may be after this Division becomes applicable to a county with a population under 1,000,000, the judges of the Circuit Court of the circuit in which the county is located shall, by a majority vote of the entire number of those judges, appoint to the office of Public Defender a properly qualified person, who shall hold office, his death or resignation not intervening, at the pleasure of the judges competent to appoint. Whenever a vacancy occurs in the office it shall be filled in the same manner, and the person appointed to fill the vacancy shall have the same tenure of office.

(Source: P.A. 86-962; 87-111.)

Sec. 7-137. Participating and covered employees:

(a) The persons described in this paragraph (a) shall be included within and be subject to this Article and eligible to benefits from this fund, beginning upon the dates hereinafter specified:

1. Except as to the employees specifically excluded under the provisions of this Article, all persons who are employees of any municipality (or instrumentality thereof) or participating instrumentality on the effective date of participation of the municipality or participating instrumentality beginning upon such effective date.

2. Except as to the employees specifically excluded under the provisions of this Article, all persons, who became employees of any participating municipality (or instrumentality thereof) or participating instrumentality after the effective date of participation of such municipality or participating instrumentality, beginning upon the date such person becomes an employee.

3. All persons who file notice with the board as provided in paragraph (b) 2 and 3 of this Section, beginning upon the date of filing such notice.

(b) The following described persons shall not be considered participating employees eligible for benefits from this fund, but shall be included within and be subject to this Article (each of the descriptions is not exclusive but is cumulative):

1. Any person who occupies an office or is employed in a position normally requiring performance of duty during less than 600 hours a year for a municipality (including all instrumentalities thereof) or a participating instrumentality. If a school treasurer performs services for more than one school district, the total number of hours of service normally required for the several school districts shall be considered to determine whether he qualifies under this paragraph;

2. Any person who holds elective office unless he has elected while in that office in a written notice on file with the board to become a participating employee;

3. Any person working for a city hospital unless any such person, while in active employment, has elected in a written notice on file with the board to become a participating employee and notification thereof is

received by the board;

4. Any person who becomes an employee after June 30, 1979 as a public service employment program participant under the federal Comprehensive Employment and Training Act and whose wages or fringe benefits are paid in whole or in part by funds provided under such Act;

5. Any person who is actively employed by a municipality on its effective date of participation in the Fund if that municipality (i) has at least 35 employees on its effective date of participation; (ii) is located in a county with at least 2,000,000 inhabitants; and (iii) maintains an independent defined benefit pension plan for the benefit of its eligible employees, unless the person files with the board within 90 days after the municipality's effective date of participation an irrevocable election to participate.

(c) Any person electing to be a participating employee, pursuant to paragraph (b) of this Section may not change such election, except as provided in Section 7-137.1.

(d) Any employee who occupied the position of school nurse in any participating municipality on August 8, 1961 and continuously thereafter until the effective date of the exercise of the option authorized by this subparagraph, who on August 7, 1961 was a member of the Teachers' Retirement System of Illinois, by virtue of certification by the Department of Registration and Education as a public health nurse, may elect to terminate participation in this Fund in order to re-establish membership in such System. The election may be exercised by filing written notice thereof with the Board or with the Board of Trustees of said Teachers' Retirement System, not later than September 30, 1963, and shall be effective on the first day of the calendar month next following the month in which the notice was filed. If the written notice is filed with such Teachers' Retirement System, that System shall immediately notify this Fund, but neither failure nor delay in notification shall affect the validity of the employee's election. If the option is exercised, the Fund shall notify such Teachers' Retirement System of such fact and transfer to that system the amounts contributed by the employee to this Fund, including interest at 3% per annum, but excluding contributions applicable to social security coverage during the period beginning August 8, 1961 to the effective date of the employee's election. Participation in this Fund as to any credits on or after August 8, 1961 and up to the effective date of the employee's election shall terminate on such effective date.

(e) Any participating municipality or participating instrumentality, other than a school district or special education joint agreement created under Section 10-22.31 of the School Code, may, by a resolution or ordinance duly adopted by its governing body, elect to exclude from participation and eligibility for benefits all persons who are employed after the effective date of such resolution or ordinance and who occupy an office or are employed in a position normally requiring performance of duty for less than 1000 hours per year for the participating municipality (including all instrumentalities thereof) or participating

instrumentality except for persons employed in a position normally requiring performance of duty for 600 hours or more per year (i) by such participating municipality or participating instrumentality prior to the effective date of the resolution or ordinance and (ii) by a participating municipality or participating instrumentality, which had not adopted such a resolution when the person was employed, and the function served by the employee's position is assumed by another participating municipality or participating instrumentality. Notwithstanding the foregoing, a participating municipality or participating instrumentality which is formed solely to succeed to the functions of a participating municipality or participating instrumentality shall be considered to have adopted any such resolution or ordinance which may have been applicable to the employees performing such functions. The election made by the resolution or ordinance shall take effect at the time specified in the resolution or ordinance, and once effective shall be irrevocable.

(Source: P.A. 96-1140, eff. 7-21-10; 97-328, eff. 8-12-11; 97-609, eff. 1-1-12.)

SCOPE OF REVIEW

The Committee heard comments from Mr. Bolin and from staff. Finally, the Committee reviewed the written materials that were submitted to the Committee by staff and Mr. Bolin.

FINDINGS AND CONCLUSIONS

Mr. Bolin timely appealed the administrative staff determination dated January 10, 2014

Mr. Bolin stated that he worked over 1000 hours every year since December 1, 1990.

Mr. Bolin admitted that during his entire tenure as the Public Defender for Putnam County he was paid by the County as an independent contractor on a 1099 basis. The County appropriated funds for his salary.

Mr. Bolin admitted that he worked out of his own offices and that the County did not provide him with benefits such as paid vacation time and sick time.

IMRF in its letter of January 10, 2014 stated that the language of section 7-109 was a clarification that the fact that the public defender might not be employed by the County Board (is appointed by the Circuit Judges) should not be considered a determinative factor regarding common law employee status of public defenders.

However, IMRF Special Memorandum 299 dated November 3, 2006 states that public defenders are to be considered employees regardless of their contractual status. This Special Memorandum makes it clear that the public defender must also meet the hourly standard for their employer.

Johnson v. Halloran 194 Ill. 2d 493 (2001) held that public defenders were county employees for the purpose of refusing to apply sovereign immunity for purposes of legal malpractice claims. The Pension Code was not considered in this case.

The 1991 AG opinion referenced by Mr. Bolin does state that 7-109 (3) defines the term “employees of the county” for IMRF participation purposes. The AG opinion states that the sentence relating to “usual common law rules” is not limiting but is explanatory. The opinion finds that a superintendent and employees of a county veteran’s assistance commission are properly considered employees for IMRF purposes because they receive funds from the County Board.

Section 7-109 does not appear to address the status of a Public Defender who is paid on a 1099 basis, but assuming he was considered a common law employee of the County he must also meet the IMRF hourly standard to participate in IMRF.

Putnam County adopted the IRMF qualifying standard of 1000 per year in January of 1982. Thus, in order to be an IMRF qualifying employee, the position of public defender must be expected to meet the 1000 hour per year standard.

Mr. Bolin does not have a record of the number of hours he spent per year serving as Putnam County Public Defender but he has stated that he spends more than 1000 hours per year fulfilling his duties as Putnam County Public Defender. No evidence besides his own testimony was presented regarding the number of hours a year he worked as public defender.

IMRF relies on Employers to determine whether or not a given position meets the IMRF hourly standard and Employers are strongly encouraged to review their positions annually.

Putnam County did not make a determination that the position of Public Defender was an IMRF qualified position.

The County’s Authorized Agent, Daniel Kuhn, has stated that the County does not know how many hours per year that Mr. Bolin has worked while serving in the capacity of Putnam County Public Defender. He also stated that he never intended to imply that Roger Bolin was qualified for enrollment in IMRF.

There is not sufficient evidence to show that Mr. Bolin met the hourly standard going back to December of 1, 1990.

Mr. Bolin stated that he waited over 23 years to become enrolled in IMRF because he hadn't gotten around to doing it and had just started to think about retirement.

MOTION

After further discussion, the Committee recommended to uphold the staff decision finding that the Mr. Bolin is not eligible to participate in IMRF since even if he is possibly considered an employee under Section 7-109 of the Pension Code, there is insufficient evidence that he met the hourly standard for enrollment set forth in Section 7-137 of the Pension Code for the period going back to December 1, 1990.

Motion: Kuehne

Second: Copper

Ayes: Copper, Kuehne, Stulir, Piechocinski and Stanish

Nays: None

Motion Passed: 5-0

(14-01-05)(Accelerated Payment- Village of Bloomingdale # 5046 – Martin J. Bourke BOM-2143S)

Village of Bloomingdale (accelerated payment for Martin J. Bourke (BOM-2143)

The Benefit Review Committee met on October 23, 2014 at the IMRF offices in Oak Brook, Illinois to hear the appeal of the Village of Bloomingdale Present at the meeting were Committee members, Piechocinski, Kuehne, Stanish, Copper and Stulir, IMRF staff members, Janicki Clark, Davis, Dixon, Duncan, O'Brien, Gordon and Rockett. The attorney for the Village of Bloomingdale, Lawrence Weiner and the Bloomingdale AA, Gary Szott, appeared by telephone.

BACKGROUND

IMRF sent Bloomingdale an AP invoice on June 17, 2014 for the amount of \$ 21,673.81. The reason for this invoice was the retirement of Martin J. Bourke. Mr. Bourke was paid severance compensation pursuant to a severance agreement with the Village. The payment of a lump sum of compensation equal to ten weeks of his annual salary pursuant to Section 8 of the severance agreement triggered an accelerated payment. The Village requested an exemption under the statute but never specifically indicated under which exemption they believed the agreement fell. IMRF denied the exemption because the submitted contract was dated after January 1, 2012 and the Village appealed.

ISSUE

Are the payments made to Mr. Bourke exempt from the AP?

STATUTE

The pertinent portion of Sec. 7-172 (k) states:

This subsection (k) does not apply to earnings increases paid to individuals under contracts or collective bargaining agreements entered into, amended, or renewed before January 1, 2012 (the effective date of Public Act 97-609), earnings increases paid to members who are 10 years or more from retirement eligibility, or earnings increases resulting from an increase in the number of hours required to be worked.

When assessing payment for any amount due under this subsection (k), the fund shall also exclude earnings attributable to personnel policies adopted before January 1, 2012 (the effective date of Public Act 97-609) as long as those policies are not applicable to employees who begin service on or after January 1, 2012 (the effective date of Public Act 97-609).

SCOPE OF REVIEW

The Committee heard comments from Mr. Szott and Attorney Weiner. The Committee heard the comments from staff. Finally, the Committee reviewed the written materials that were submitted to the Committee by staff and Mr. Szott.

FINDINGS AND CONCLUSIONS

Pursuant to the Resignation and Severance Agreement entered into between the Village and Mr. Bourke on April 16, 2014, Mr. Bourke received ten weeks of salary in a lump sum on May 2, 2014 (Section 8A of the Agreement). Mr. Bourke's termination date was April 15, 2014 (Section 2 of the Agreement). The severance amount was paid during the period where payments are considered IMRF earnings. IMRF operates on a

cash basis and therefore the fact that the agreement required Mr. Bourke to make himself available for consulting for 60 days after his termination is of no consequence. The agreement states clearly that "such lump sum check shall be prepared for dissemination on the May 2, 2014, which is the regular Village payroll date, and delivered to Bourke through automatic deposit on that same date." The contract between Mr. Bourke and the Village is dated after January 1, 2012 and the statute does not exempt payments from the AP based on the intent of the employer. The argument that the Village would have paid the severance later if they would have known is of no consequence. IMRF is bound by the parameters of the statute. There is no exemption applicable in this case.

MOTION

After further discussion, the Committee recommended to uphold the staff decision finding that the Village of Bloomingdale is not exempt from the AP under Section 7-172(k).

Motion: Piechocinski

Second: Copper

Ayes: Copper, Kuehne, Stulir, Piechocinski and Stanish

Nays: None

Motion Passed: 5-0

O'Brien left the meeting

Miller joined the meeting via teleconference

(14-01-06)(Temporary Disability Eligibility – Gay Grant – McLennan – Peoria SD# 150 - # 2046)

Gay Grant –McLennan appeared by telephone before the Committee. The Committee heard comments from Ms. Grant-McLennan regarding her condition. Ms. Grant-McLennan answered questions from the Committee. The Committee heard comments from staff. Finally, the Committee reviewed the written materials that were submitted to the Committee by staff.

After further discussion, the Committee recommends that the Board uphold staff's determination to terminate Temporary disability benefits.

Motion: Copper

Second: Kuehne

Ayes: Copper, Piechocinski, Stulir, Stanish and Kuehne

Nays: None

Motion Passed: 5-0

(14-01-07)(Temporary Disability Eligibility – Constantina Kazakos – Township High SD #211 - # 2022)

Constantina Kazakos and her attorney, Herb Holzman appeared before the Committee via teleconference. The Committee heard comments from Ms. Kazakos regarding her condition. Ms. Kazakos answered questions from the Committee. The Committee heard comments from staff. Finally, the Committee reviewed the written materials that were submitted to the Committee by staff.

After further discussion, the Committee recommends that the Board uphold staff's determination to deny Temporary disability benefits.

Motion: Kuehne

Second: Stanish

Ayes: Copper, Piechocinski, Stulir, Stanish and Kuehne

Nays: None

Motion Passed: 5-0

(14-01-08)(Temporary Disability Eligibility – Rebecca Sobeck – Franklin Williamson Bi CO HD Township High SD #211- # 4010)

Rebecca Sobeck and her attorney, William Bryce Levanti appeared before the Committee via teleconference. The Committee heard comments from Ms. Sobeck regarding her condition. Ms. Sobeck answered questions from the Committee. The Committee heard comments from staff. Finally, the Committee reviewed the written materials that were submitted to the Committee by staff.

After further discussion, the Committee recommends that the Board uphold staff's determination to deny Temporary disability benefits.

Motion: Stanish

Second: Copper

Ayes: Copper, Piechocinski, Stulir, Stanish and Kuehne

Nays: None

(14-01-09)(Total and Permanent Disability Eligibility – Phillip J. Bellah – Downers Grove SD#99 - # 1439)

Phillip J. Bella , his wife and attorney, Margaret Crowell appeared before the Committee in person. The Committee heard comments from Mr. and Mrs. Bellah regarding his condition. Mr. Bellah answered questions from the Committee. The Committee heard comments from staff. Finally, the Committee reviewed the written materials that were submitted to the Committee by staff.

After further discussion, the Committee recommends that the Board uphold staff's determination to deny Total and Permanent disability benefits.

Motion: Copper
Second: Piechocinski
Ayes: Copper, Piechocinski, Stulir, Stanish and Kuehne
Nays: None

(14-01-10)(Benefits manager presented the Annual Prepayment Report)

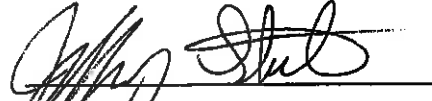
(14-01-11)(Public Comments)

There were no public comments made

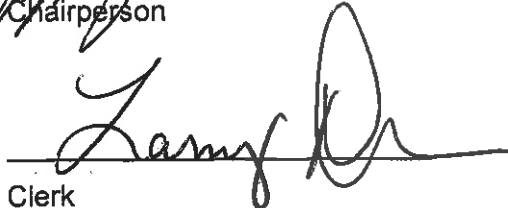
(14-01-12)(Adjournment)

Ms. Copper made a motion to adjourn at 3:47p.m. Seconded by Mr. Piechocinski.
Motion passed by unanimous voice vote

The next regular scheduled meeting of the Committee will be at 11:30 a.m. on Thursday November 20, 2014.


Chairperson

11/20/14
Date


Clerk

11-20-14
Date

Minutes -10-2014