



Urbana Fire Department  
402 South Vine Street  
Urbana, Illinois 61801  
(217) 384-2420  
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URBANA FIRE DEPARTMENT PENSION BOARD OF TRUSTEES  
MEETING MINUTES  
JANUARY 20, 1993

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MEMBERS PRESENT: Daniel W. Harmon, Lieutenant, Fire Department  
Ron Eldridge, Comptroller  
Richard L. Dunn, Assistant Chief, Fire Dept.  
Ruth S. Brookens, City Clerk  
Charles Glenn, Retired Lieutenant

MEMBERS ABSENT: Rodney A. Eichorn, Firefighter  
Theodore J. Fritchey, Secretary/Clerk

GUESTS: Todd Barlow, Hillard Lyons Inc., 117 N. Broadway  
Gary Keck, Hillard Lyons Inc., 117 N. Broadway

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The Fire Department Pension Board of Trustees meeting was held on Wednesday, January 20, 1993, in the Urbana City Building. President Harmon called the meeting to order at 10:03 a.m.

Todd Barlow introduced Gary Keck from the Hillard Lyons Urbana's Office. Todd has been transferred to Hillard Lyons Indianapolis' Office. He commended the Board on their work and stated that Mr. Keck would be willing to work with the Board.

President Harmon added the following items to the agenda:

- E. Pension Law
- F. Letter from Attorney
- G. Election for Board Members

MINUTES

Chief Dunn moved to approve the minutes, as corrected, dated November 6, 1992, November 20, 1992, and December 24, 1992. The motion was seconded by Ruth Brookens and carried by a voice vote.

The minutes dated October 20, 1992, will be presented at the next quarterly meeting.

TREASURER'S REPORT

Firefighter McDuffy moved to approve the treasurer's reports dated October, November and December, 1992. The motion was seconded by Charles Glenn and carried by a voice vote.

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UFD Pension Board Meeting  
January 20, 1993

OLD BUSINESS

Ron Eldridge distributed Fire Pension Fund Investment Data Sheets dated January 19, 1993.

Ron Eldridge stated that he needs to meet with Fritchey and McDuffy to completed the cash flow report.

NEW BUSINESS

President Harmon stated that Assistant City Attorney Lindsey had no further information on HIV-Testing for new hires. Attorney Lindsey will research the recent decision on the Washington DC Fire Department case.

President Harmon reported that Donald Babbs received \$5,363.29, and Raymond Johnson received \$6,539.17 (4% pension adjustment from 76/77 salary increase). Doyle Skinner received 3.75% retroactive pay for 92/93 salary increase. Donald Harvey received no retroactive pay for 92/93 salary increase because he was on unpaid leave. President Harmon stated that Harvey retroactive pay may be reevaluated if his workers comp. litigation is finalized.

President Harmon stated that on January 19, 1993, he talked to the Department of Insurance reference ADA's requirements for employees physicals to be maintained by the City. President Harmon was told that the City and Pension Board are two different entities, and if the Department of Insurance audited our files and the physical reports were not present, the Board would be in violation and could be fined for up to \$1,000 per day the files are absent from the files.

President Harmon stated that he informed the U.S. Department of Justice of our meeting today and they stated they did not need to meet with the Board, since the information we sent them contained all the required information.

President Harmon stated that he received a letter from Assistant City Attorney Tom Lindsey stating that the Board would have to acquire outside legal representation for any Board litigation.

Presented Harmon announced that the general department meeting to elect members for the Board is April 19, 1993. Lt. Harmon's term expires and Firefighter Eichorn has indicated he will resign his position.

Firefighter McDuffy stated that he would like to purchase a computerized check program. Ron Eldridge stated that he has a new QUICKEN Program that he Board could have.

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UFD Pension Board Meeting  
January 20, 1993

There being no other business to come before th Board, Jeff McDuffy moved to adjourn. The motion was seconded by Charles Glenn and carried by a voice vote.

The next quarterly meeting is scheduled for April 21, 1993.

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Jeffery L. McDuffy  
Secretary

mja



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URBANA FIRE DEPARTMENT PENSION BOARD OF TRUSTEES  
MEETING MINUTES  
MARCH 10, 1993

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MEMBERS PRESENT: Daniel W. Harmon, Lieutenant, Fire Department  
Ron Eldridge, Comptroller  
Richard L. Dunn, Assistant Chief, Fire Dept.  
Ruth S. Brookens, City Clerk  
Theodore J. Fritchey, Secretary/Clerk  
Jeffery L. McDuffy, Firefighter

MEMBERS ABSENT: Charles Glenn, Retired Lieutenant  
Rodney A. Eichorn, Firefighter

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The Fire Department Pension Board of Trustees held a Special Meeting on Wednesday, March 10, 1993, in the Urbana City Building. President Harmon called the meeting to order at 10:10 a.m.

Chief Dunn moved to sign and return the Corporate Consent Form to Jon Wilhite. The motion carried with a voice vote.

President Harmon mentioned the ADA records controversy with nothing still resolved.

President Harmon also discussed the HIV testing for new hires, again with nothing resolved.

Jeff McDuffy presented information from Oakridge Investments who called and wanted to be part of our investment pool.

Ron Eldridge moved to authorize the Investment Committee (Harmon, Eldridge and McDuffy) to open accounts in the future. The motion was seconded by Ruth Brookens and carried by a voice vote.

Ron Eldridge briefly discussed investments with regard to how low rates are.

There being no other business to come before the Board, Chief Dunn moved to adjourn. The motion was seconded by Ruth Brookens and the meeting adjourned at 10:28 a.m.

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Jeffery L. McDuffy  
Secretary/Clerk

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URBANA FIRE DEPARTMENT PENSION BOARD OF TRUSTEES  
MEETING MINUTES  
APRIL 21, 1993

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MEMBERS PRESENT: Daniel W. Harmon, Lieutenant, Fire Department  
Richard L. Dunn, Assistant Chief, Fire Department  
Lt. Charles Glenn, Retired Lt., Fire Department  
Jeffery L. McDuffy, Firefighter, Secretary/Clerk  
Ron Eldridge, Comptroller, City of Urbana  
Ricky P. Rose, Firefighter, Fire Department  
Joel S. Neal, Firefighter, Fire Department

MEMBERS ABSENT: Ruth S. Brookens, City Clerk

GUEST SPEAKER: Ron Gremore, Personnel Manager, City of Urbana

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The Fire Department Pension Board of Trustees meeting was held on Wednesday, April 21, 1993, in the Urbana City Building. President Harmon called the meeting to order at 10:07 a.m.

ADA REQUIREMENTS

Ron Gremore stated that the City cannot do a medical examination on a new hire and later make the offer based on the medical results. The offer must be made first, conditional on passing the medical exam. Ron also stated that for the last two (2) years the City have been doing a Psychological assessment on candidates. The City, as the employer, has (verbally) accepted the medical findings from the Pension Board, however, under the ADA Ron isn't sure the City can continue to do this, because the City (through his office) has no record of the medical condition of that person. Ron Gremore proposed to use one (1) pre-employment examination to determine Pension eligibility and employment, split the cost, and have the the results sent to both the City and the Pension Board. Ron Gremore stated that it is his understanding that under the ADA the City of Urbana is required to keep the medical records since the information is used to determine employment. Ron also stated that the Pension eligibility criteria might be different from the City. For example, based upon the court decisions Ron has seen, the City cannot use HIV Testing as a basis not to hire. If the Board decided to test for AIDS, the City would not received a copy of that report, and the Pension Board would pay for the AIDS test. Ron presented the Board with a list of tests for new hire. (See attached) Gremore would like to use this list to establish rates for FY 93/94.

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UFD PENSION BOARD MEETING  
April 21, 1993

Lt. Harmon stated that the Board met with Dr. Main and determined what tests should be done on pre-employment physical examination. Lt. Harmon stated that the Board would have to seek legal advise on Drug Use, HIV Testing and ADA Requirements.

Ron Gremore stated that medical records for current firefighters should be placed in their Personnel file. After discussion, Ron suggested that a cover sheet on current firefighters where the doctor states that he/she is medically fit to go to work for the City of Urbana, based upon said standards.

Firefighter Rose asked Ron Gremore:

- 1) How does the ADA apply to current employees because the ADA was not in existence then?

Ron Gremore stated that the ADA covers current and future employees.

- 2) Would claustrophobia (a psychological handicap) prevent you from hiring someone and HIV wouldn't?

Ron Gremore stated that's a possibility because claustrophobia can be validated.

Acting Chief Dunn stated that he would not hire someone with acrophobia who could not climb a ladder, but if someone develops acrophobia ten (10) years later is another issue.

Ron Gremore stated that it is a matter of degrees and we would have to refer to the Psychologist opinion as to whether he/she could do the job.

Board discussion after Ron Gremore left:

President Harmon moved that if we decide to share pre-employment medical records, that we come to a consensus on what to test for new hires, and a medical cover sheet on current employees, only if Board's independent legal advisor says there is no repercussion. The motion was seconded by Chief Dunn and carried by a voice vote.

#### MINUTES

Chief Dunn moved to approve the minutes dated October 20, 1992, January 20, 1993 and March 10, 1993, as corrected. The motion was seconded by F.F. McDuffy and carried by a voice vote.

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UFD PENSION BOARD MEETING  
April 21, 1993

TREASURER'S REPORT

Chief Dunn moved to approve the treasurer's reports dated January, February, 1993. The motion was seconded by Bud Glenn and carried by a voice vote.

Note: March, 1993, treasurer's report will be corrected and put on the next agenda:

OLD BUSINESS

Ron Eldridge distributed Fire Pension Fund Investment Data Sheets dated April 19, 1993. Ron stated that we had two (2) CD's which matured (April 16th and 17th, 1993) and was rolled over for one (1) year.

President Harmon turned over a memo from Tom Lindsey's research assistant to F.F. McDuffy reference HIV-Drug Testing for new hires.

F.F. McDuffy stated that he did some checking with DELUXE and moved to purchase 1,000 computerized checks for \$100, to be used with Quicken Version 6 Program. The motion was seconded by Charles Glenn and carried by a voice vote.

NEW BUSINESS

President Harmon read a letter he wrote to the Illinois Department of Insurance on March 16, 1993, reference Holiday Pay. He received a reply from Mr. Tom Jones (very efficient) on March 27, 1992, stating that if the firefighters do not have a choice of pay or compensatory time, pension contribution must be deducted from Holiday Pay.

Effective July 1, 1993, pension contribution will be deducted from Holiday Pay, and Holiday Pay will be added to your salary upon retirement.

President Harmon stated that if a decision is made to share pre-employment cost with the City, the Medical Release Form should include both the City of Urbana Personnel Department and Urbana Fire Department Pension Board. The consensus of the Board was to ask our independent legal advisor.

President Harmon stated that two firefighters have picked up Pension Applications. Robert E. Ebeling returned his and applied for Duty Disability under Heart/Lung Section of the Pension Code, and Firefighter Kenneth J. Frantz is applying for normal retirement.

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UFD PENSION BOARD MEETING  
April 21, 1993

There being no other business to come before the Board, Chief Dunn moved to adjourn. The motion was seconded by Charles Glenn and the meeting adjourned at 11:50 a.m.

The next scheduled meeting will be July 21, 1993.

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Jeffery L. McDuffy  
Secretary/Clerk

mja





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URBANA FIRE DEPARTMENT PENSION BOARD OF TRUSTEES  
MEETING MINUTES  
APRIL 29, 1993

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MEMBERS PRESENT: Daniel W. Harmon, Lieutenant, Fire Department  
Ron Eldridge, Comptroller, City of Urbana  
Richard L. Dunn, Acting Fire Chief, Fire Dept.  
Charles Glenn, Retired Lt., Fire Department  
Jeffery L. McDuffy, Firefighter, Secretary/Clerk  
Joel S. Neal, Firefighter, Fire Department

MEMBERS ABSENT: Ruth S. Brookens, City Clerk

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The Fire Department Pension Board of Trustees held a Special Meeting on Thursday, April 29, 1993, in the Urbana City Building. President Harmon called the meeting to order at 10:00 a.m.

Chief Dunn moved to accept F.F. Kenneth J. Frantz's pension application for a normal retirement, effective April 30, 1993, at 2400 hours. The motion was seconded by Charles Glenn and carried by a voice vote. F.F. Frantz served 27 years and 4 months and his annual retirement is \$20,805.51, or \$1,733.79 monthly.

President Harmon gave the results of the General Firefighter's Election held on April 19, 1993.

F.F. RICKY P. ROSE	-	3-Year Term
F.F. JOEL S. NEAL	-	1-Year Term

President thanked Mrs. Ruth Brookens for serving on the Pension Board.

There being no other business to come before th Board, Ruth Brookens moved to adjourn. The motion was seconded by Charles Glenn and carried by a voice vote.

Jeffery L. McDuffy  
Secretary/Clerk

mja



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URBANA FIRE DEPARTMENT PENSION BOARD OF TRUSTEES  
MEETING MINUTES  
JUNE 1, 1993

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MEMBERS PRESENT: Daniel W. Harmon, Lieutenant, Fire Department  
Ron Eldridge, Comptroller, City of Urbana  
Richard L. Dunn, Acting Chief, Fire Department  
Phyllis D. Clark, City Clerk, City of Urbana  
Charles Glenn, Retired Lt., Fire Fighter  
Jeffery L. McDuffy, Firefighter, Secretary/Clerk  
Joel S. Neal, Firefighter, Fire Department  
Ricky P. Rose, Firefighter, Fire Department

GUEST: Robert E. Ebeling, Firefighter

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The Fire Department Pension Board of Trustees held a Special Meeting on Tuesday, June 1, 1993, in the Urbana City Building. President Harmon called the meeting to order at 10:15 a.m.

President Harmon stated that the purpose for this meeting is to discuss an application for Heart/Lung Duty Disability for Robert E. Ebeling. Each Board member had been given copies of Ebeling's doctor's reports. Two (2) doctors stated that F.F. Ebeling's condition is not duty related, but he cannot function as a firefighter. One (1) doctor stated that he did not have enough information. None of the doctors stated what caused Ebeling's condition. After discussion, it was the general consensus of the Board that F.F. Ebeling will be scheduled for additional testing.

The Board agreed to seek legal opinion on Section 4-110.1.

This meeting was recessed at 11:25 until a later date and time.

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Jeffery L. McDuffy  
Secretary/Clerk

mja



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URBANA FIRE DEPARTMENT PENSION BOARD OF TRUSTEES  
MEETING MINUTES  
JUNE 10, 1993

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MEMBERS PRESENT: Daniel W. Harmon, Lieutenant, Fire Department  
Ron Eldridge, Comptroller, City of Urbana  
Richard L. Dunn, Acting Chief, Fire Department  
Phyllis D. Clark, City Clerk, City of Urbana  
Charles Glenn, Retired Lt., Fire Fighter  
Jeffery L. McDuffy, Firefighter, Secretary/Clerk  
Joel S. Neal, Firefighter, Fire Department  
Ricky P. Rose, Firefighter, Fire Department

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The Fire Department Pension Board of Trustees held a Special Meeting on Thursday, June 10, 1993, in the Urbana City Building. President Harmon called the meeting to order at 1:00 p.m.

The Board reviewed William F. Morfey medical file and cover letter from Dr. Main. Acting Chief Dunn stated the Clapp's psychological evaluation was o.k. F.F. McDuffy moved to accept Mr. Morfey in the Pension Fund. The motion was seconded by F.F. Neal and carried by a voice vote.

ELECTION OF OFFICERS

President Harmon opened the nominations for the 1993-94 Fiscal Year. F.F. Neal nominated F.F. Jeff McDuffy for Office of Secretary/Clerk. Chief Dunn seconded the motion. Charles Glenn moved that the nominations for the Office of Secretary/Clerk be closed. The motion was seconded by Chief Dunn and carried by a voice vote. A voice vote on the main motion to nominate F.F. McDuffy for Office of the Secretary/Clerk for 1993/904 Fiscal year carried unanimously.

President Harmon nominated Charles Glenn for Office of President. F.F. McDuffy seconded the motion. Chief Dunn moved that the nominations for the Office of President be closed. The motion was seconded by F.F. Neal and carried by a voice vote. A voice vote on the main motion to nominate Charles Glenn for Office of President for 1993/94 Fiscal Year carried unanimously.

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UFD PENSION BOARD MEETING  
June 10, 1993

The Board agreed to keep the Clerk's salary at \$300 a month.

There being no other business to come before the Board, F.F. McDuffy moved to adjourn. The motion was seconded by F.F. Neal and carried by a voice vote, and the meeting adjourned at 1:25 p.m.

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Jeffery L. McDuffy  
Secretary/Clerk

mja



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URBANA FIRE DEPARTMENT PENSION BOARD OF TRUSTEES  
MEETING MINUTES  
JULY 27, 1993

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MEMBERS PRESENT: Charles Glenn, Retired Lt., Fire Department  
Richard L. Dunn, Assistant Chief, Fire Department  
Jeffery L. McDuffy, Firefighter, Secretary/Clerk  
Ron Eldridge, Comptroller, City of Urbana  
Ricky D. Rose, Firefighter, Fire Department  
Joel S. Neal, Firefighter, Fire Department

MEMBERS ABSENT: Phyllis D. Clark, City Clerk

GUESTS: Daniel W. Harmon  
Robert E. Ebeling  
Theodore J. Fritchey

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The Fire Department Pension Board of Trustees meeting was held on Tuesday, July 27, 1993, in the Urbana City Building. President Glenn called the meeting to order at 9:12 a.m.

MINUTES

Firefighter Rose moved to approve the minutes dated April 21, 1993, April 29, 1993, June 1, 1993 and June 10, 1993, as corrected. The motion was seconded by F.F. Neal and carried by a voice vote.

Corrections:

- April 29, 1993 Meeting - Mrs. Brookens arrived late.
- All meetings before July 1, 1993, should indicate Ricky P. Rose was a guest.
- Addendum for June 10, 1993, meeting. (Past President Harmon's parting words)

TREASURER'S REPORT

Firefighter Rose moved to approve the treasurer's reports dated March, April, May and June, 1993. The motion was seconded by F.F. Neal and carried by a voice vote.



OLD BUSINESS

Ebeling's additional medical report - F.F. Rose stated the study by Dr. Heckman (Christie Clinic) indicates Cardiomyopathy can be job related, and there is another test that can be done. The Board decided not to continue testing Ebeling. F.F. Rose moved to grant Ebeling a duty disability pension (65%) based on Dr. Heckman's June 15, 1993, report. The motion was seconded by F.F. McDuffy and carried by roll call vote. Voting aye were Members of the Board: Rose, Neal, Glenn, McDuffy; Voting nay: Dunn and Eldridge.

Ebeling's duty disability pension, effective July 31, 1993, 2400 hours (23 years, 1 month).

Ron Eldridge distributed Investment Data Sheets dated 7-21-93, and Insurance Contracts.

Lt. Harmon distributed a letter from Attorney Dobrovolny which stated that physical and mental exams should be done independently from the City. After discussion F.F. Rose moved to direct Dr. Main to add HIV Testing, for baseline purposes, for the next new hire. The motion was seconded by F.F. McDuffy and carried by a voice vote.

F.F. Rose moved to have separate physical and psychological examinations for the Pension Board from the City. The motion was seconded by F.F. Neal and carried by voice vote.

The Board decided to accept the psychological results (paid for by the City) on the next two new hires in August, and by the next meeting F.F.'s Rose and McDuffy will present guideline for our standards.

Lt. Harmon stated that pension for July 4, 1993, will be taken out of July 29, 1993, check and every holiday thereafter.

NEW BUSINESS

F.F. Rose moved to accept Theodore J. Fritchey's Pension Application for retirement, effective July 31, 1993, at 2400 hours, serving 23 years and 1 month. The motion was seconded by F.F. McDuffy and carried by a voice vote.

There being no other business to come before the Board, F.F. Neal moved to adjourn. The motion was seconded by Charles Glenn and the meeting adjourned at 11:54 a.m.

The next scheduled meeting will be October 20, 1993.

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Jeffery L. McDuffy  
Secretary/Clerk



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URBANA FIRE DEPARTMENT PENSION BOARD OF TRUSTEES  
MEETING MINUTES  
SEPTEMBER 9, 1993

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MEMBERS PRESENT: Charles Glenn, Retired Lt., President  
Ricky P. Rose, Fire Fighter, Fire Department  
Richard L. Dunn, Acting Fire Chief, Fire Dept.  
Jeffery L. McDuffy, Firefighter, Secretary/Clerk  
Joel S. Neal, Firefighter, Fire Department

MEMBERS ABSENT: Ron Eldridge, Comptroller, City of Urbana  
Phyllis D. Clark, City Clerk

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The Fire Department Pension Board of Trustees held a Special Meeting on Thursday, September 9, 1993, in the Urbana City Building. President Glenn called the meeting to order at 10:07 a.m.

The purpose of the special meeting is to discuss pension applications for two (2) new firefighters: Dwayne Bishop and Peggy L. Cook.

Firefighter McDuffy distributed a copy of a letter from Dr. Main. Glenn and Rose suggested that the Board ask Dr. Main if Bishop's condition could develop into a heart/lung condition in the future. Chief Dunn stated that we can only go by what the Dr. Main stated, "Bishop's condition will not worsen." Glenn suggested that we use Dr. Main's physical as a baseline for heart/lung condition in the future.

F.F. Rose moved to accept Dwayne Bishop's application for entrance in the pension fund. The motion was seconded by Charles F.F. McDuffy and carried by a voice vote.

F.F. Rose moved to accept Peggy L. Cook's application for entrance in the pension fund. The motion was seconded by Chief Dunn and carried by a voice vote.

There being no other business to come before th Board, F.F. Rose moved to adjourn. The motion was seconded by F.F. McDuffy and the meeting adjourned at 10:30 a.m.

Jeffery L. McDuffy  
Secretary/Clerk

mja

