

Committee: Employee Concerns and Negotiation

Meeting date and Time: February 10th, 6:00 P.M. 2014

Meeting place: City Hall

Members Present: Judy Smith, Chairman; Rob Hyten; Jeff Taylor

Others Present: Andy Wennerstrom; Steve Lappe; Mike Burton; Jo Hollenkamp; Brenda Johnson; Kent Newkirk

Brief Minutes:

The meeting was called to order and roll was taken.

Rob made a motion to accept the minutes from the last meeting and Jeff seconded.

A motion was made by Judy Smith and seconded by Rob to go into Executive Session. Andy, Steve, Mike, Jo, Brenda, and Kent were asked to join the Executive Session.

After returning to Open Session we voted unanimously to award the Water Tech/Relief Operator Position to Brandon Pieron and take his name to Council for approval.

We also voted unanimously to move Brandon on February 19th to his new position, wait out his 60 days, advertise, interview and then select a candidate to replace him on the 3 to 11 Shift. Until then Andy, Steve, Brandon, and possibly Bob will cover that shift.

A motion was made by Rob to adjourn and seconded by Jeff.

pd 3.7.14

Committee: Employee Concerns and Negotiation

Meeting date and Time: March 24, 6:00 P.M.

Meeting place: City Hall

Members Present: Judy Smith, Chairman; Rob Hyten; Jeff Taylor

Others Present: Jo Hollenkamp, Mike Burton, Dave Redeker, Doris Wells
Elling, Brenda Johnson

Brief Notes:

Meeting was called to order. Roll call was taken. Everyone was present. Jeff made a motion to accept the minutes from the last meeting on February 3, 2014 and Rob seconded that motion. The posting for the Water Operator Position was discussed. We are posting for that position on April 7th and Bid Sheets will come down on April 17th. We can hire as of April 28th. Nothing in the description itself was changed. We can then start going through applications and look at who we would want to call in for interviews. We need to start on this now because when the Million Gallon tank is painted and serviced this summer the Water Plant will have to run a 3rd shift. The plant will operate 24 hours a day during that period. Jo asked if a kid who works at Parks wanted to apply for the Water Position can they sign the Bid Sheets. Only Union Employees can sign the Bid Sheets everyone else will have to submit an application. We cannot interview or hire until after Brandon's 60th day. Jo will run the ad in the Centralia Sentinel, Union Banner and Breese Journal. Judy will create an ad. Jo will also post the job on our City Website. This is the 3 to 11 Shift. The only requirements for this is a Class A license or they have 2 years to obtain one. In the past the guys traveled up to Edwardsville and took a one night a week class that lasted about 15 weeks to get a license. Mike states that is done with Comp Time too. Two weeks of training can bring the new guys up to speed. Rob made the motion to take the posting to Council and Jeff seconded. All were in favor. New Park Job descriptions were examined: Maintenance Workers had cell phone use, bathrooms at Fish Hatchery and trash at Boat Ramp added to their description. Jeff made a motion to approve this one, Rob Seconded. All were in favor. Scorekeepers/Umpires/Bookkeepers had cell phone use added to their description. A concern was brought up about them having phones in their pockets but Rob felt Emergency Use would cover what we needed it to. They should not have them out during innings checking or sending texts. Jo asked Doris how you would know if Dave sends them a message and they are checking it or Concessions sends a message to Dave that they need supplies as opposed to them just being on their phone. Dave says you will be able to tell if they are using them for an emergency. If they have them out every inning you can guess they are not using them for an emergency. Rob makes a motion to accept the job description and Jeff seconds it. All were in favor. Life Guards also had restricted cell phone use added to their description. Doris asked if there was a land line at the Pool and Dave said there was, 594-. Mike asked about Lifeguards being on their stands as opposed to sitting/standing back by the wall. We do have umbrellas that work. Dave said we have new ones. So we added During Pool Hours there shall be at least one Life Guard on the stand at all times. Jeff made a motion and Rob Seconded it. All were in favor. Next Head Life Guard was looked at and again the use of cell phones was added. Jeff made motion to accept and Rob seconded it. All were in favor, Concession Stand Workers Job descriptions were examined. Again cell phone use was addressed. Number 15 states Concession stand worker that are on duty should be the only ones in the concession stand. Dave says Umpires go in there to get water. Jeff makes a motion to accept and Rob seconded it. All were in favor. Parks Director and Maintenance Supervisor. Judy stated that at the last Parks Board Meeting Dave made a statement that implied Employees Concerns had addressed the Maintenance

Supervisor having the responsibility of scheduling and it was decided to leave that with Dave. After looking over her minutes and listening to the tape Judy stated that at that meeting we voted on Dave's raise nothing else was voted on. The discussion of removing the responsibility of scheduling of the kids from Dave Redeker and giving it to Dave Ord took place but no decision was made. It was tabled at that time so we could move on to another meeting. Rob agreed and said we never came to a consensus. Judy stated we never took that to Council. Rob said we never reached an answer to the questions, "Who is going to schedule the kids?" and "Who is going to tell them they are not needed that day?" Dave R. wanted to continue to make those decisions. Rob said he felt the Supervisor should be able to do that. Rob wanted to know what the Maintenance Supervisor was if he didn't do that? Is he just another worker on IMRF? Or does he decide if there is work and who is going to do it or if he needs to send kids home. Dave Redeker said he, himself was the one who sends the guys out to the spots they are going to work that day. He decides who goes where and when. Two guys with the trailer, gator might be sent to the ball diamonds. Dave O. would be sent out with a landscaping crew and he would supervise them. Two others would be sent to do restrooms. When they come back from diamonds then Dave R. would assign them where to go. So Jo asks if Ord is more crew Leader than supervisor. Rob says Ord is leading a crew and not the whole crew then. Dave relays what happened when Norman was there. Doris said her reason for doing this would be the fact Dave R. has 69 kids to watch. So if we can take those 9 and make Ord responsible for them it is less places Dave R. has to be but she sees what Dennis said and Dave R. concurred with and that was the ultimately responsibility for all the kids comes back to Redeker. Jo adds that it is like she supervises Dave R. and then Dave Ord supervises the maintenance guys. She tells Dave he is ultimately responsible for Ord's actions likes the Council is for hers. Dave R. says Dave O. doesn't supervise them all. Rob said he would like Dave Ord to do that. Supervise all the crews working with him. He could make tweaks and changes to make sure those jobs are done and makes the decisions if there is anything to do or not. So when the kids are done with something they don't come to Redeker, they go to Ord. and say what do we do next? If Dave R. is looking at the liability part of this can you totally remove the Maintenance Supervisor from under Redeker? Rob says Ord would still be under Redeker. Rob states that Redeker has to decide if there is money to be spent. So if there are physical needs Ord will have to come to Redeker and say "Hey look we have this issue, this lawn mower is broken down. We need to get it fixed." Rob says we have to assume that Ord being an adult in this area can handle this and won't put Dave R. in a liability situation. He is going to do what he is being asked to do. Jeff says that Dave Ord is not getting paid \$20.00 an hour and he is looking for a job and could be gone tomorrow. Judy stated that he might be here 2 years from now. Jeff says he wasn't here today, he went to school and taught. Jeff says Ord is not committed to...Judy asked if there were kids there today. Jeff didn't know the answer to that. Judy stated If Ord was at school and there were no kids at the park it wasn't a problem. Judy states we gave the guy a raise, Jo adds in that it was a substantial one, because we were going to move these responsibilities to him. Dave R. has a question. He knows we had an incident with the gator on a Saturday morning. He wants to know if that would fall under Dave Ord's control. Jeff says either way it comes back to Dave R. Jo says she has turned over the updating of the website to Kayla. But if she messes it up it still come back to JO. She tells Jeff that has had his night supervisor but it still comes back to him. All you have done is upped the responsibilities of someone below you but ultimately you are still responsible for their actions. Dave R. says the Saturday that happened he was in a Tux at his sister's wedding. He would like to see this all lined out because he feels there would be a lot of gray areas. Judy adds that there are Gray areas now. Brenda asks who the supervisor was that day. Dave R. says that on Friday he gets a schedule from the City Hall girls of what pavilions we have rented and a list of ball diamonds we have to do and any other events. There might be a swim meet on Saturday morning or a movie in the park. I ask my guys who can come in Saturday and who can come in Sunday. Dave O. hours are tight, he has 1800 hours. Let's say we have a game Saturday and rain is coming in the kids call me they don't call Dave ord. Brenda, Judy, Jo, and Doris all say, But they could. Brenda asks "So you tell them what to do and essentially they are unsupervised that Saturday and Sunday. You depend on them to be responsible and do

what they are supposed to do.” Dave says most of them are college aged guys. Jo says she thinks she is missing something. She doesn’t understand why Dave R. is holding on so tight to maintenance. It doesn’t change anything, you are not losing salary, benefits, and it frees you up to do more of what you do. She is not diminishing Dave O., he is more that capable of handling this. So she just doesn’t get it. Dave R. says he feels Dave Ord will not be with us much longer. Judy adds that they said that 4 months ago and he is still here. Jeff adds it can change tomorrow. Judy adds that anything can change tomorrow, I could be hit by a bus going out the door. Jeff says if there are 3 kids working today and he gets called to school, he (Dave O.) is going to school. Brenda adds if he leaves then we will replace him. Jeff says give him (Dave O.) an ultimatum, what does he want to do ...does he want to be Maintenance Supervisor or be a part time teacher? Jo says we can’t do that. She asks Dave R. how many part time jobs he has. Dave R. says he is a referee, Athletic Director at Hoffman and at Hoyleton. She tells Jeff he can’t go down that road. Right there...what would you say to Dave R.? Do you want to do your full time jobs or do you want to do your part time jobs? Jeff adds that every dam lineman wires houses on the side too if you want to get this stated. We tell Jeff he is making his own argument. Jo tells Jeff he can’t tell Ord that he has to choose whether he wants to be a sub or work for us. So Jeff says to Redeker, so you mean if you are going to ref a game you are going to leave your park job tomorrow. Dave says, no. Jeff says if Ord is called to school tomorrow he is going to go be a student teacher. Jeff wants to clear up what we are trying to do here. Doris adds in that we are not arguing the person we could be talking about Joe Blow, we are talking about the job and the job description, not the person. Jeff asks then what the description is. Judy tell him Maintenance Supervisor. Jeff says the maintenance supervisor is over the kids, right? If he gets a call at 7 in the morning to sub who is going to supervise the kids? Robs says he gets that point, so as part of the discussion, unless we give him a true supervisory position and even if he has to go to school he needs to see that kids are going to get their job done. If we don’t do that there is no point in having a Dave Ord. Jeff says that is what is trying to get to. Rob says without that Dave O. is just a higher paid crew leader. Dave chimes in Crew Leader. Brenda adds that Dave R. schedules them for Saturday and Sunday and no one is there to supervise them. You just make sure they know what their job is and you make sure they do it. Brenda talked about the salons and how she would have to do something if someone wasn’t there. That no matter what a manager does, Brenda, is still responsible. That would be Dave R. What is the difference between Grounds Supervisor and Head Life Guard asks Jo. Dave R. says there are days during the winter when Dave Ord has taught. We still had part timers in, there might be trash or inventory. I use them for my stuff. During the weekends in the summer there is stuff that goes on and Dave R. might get a call at 7 in the morning Jeff interrupts and says it is his opinion and he will argue it all night. If Dave Ord is the supervisor Jeff wants him to commit to that. He doesn’t want him going to teach at the grade school tomorrow when we have 4 guys out there to work. We have concerns about people not having supervision about what’s going on in the park and I want to see it stop just as well as Doris there does. I was around the system last summer. My kid worked there and played ball there. Rob says we are paying Dave Ord \$6.00 more an hour than these kids either you give him responsibility and he takes it or what’s the point? And I don’t have anything against Dave Ord. Judy adds it is the position and Rob says, it is like Dave R. says, “What’s the position?” Judy says that is what needs to be defined, what is the position. Dave R. says he can tell us right now the way our system is, Dave Ord he actually texted me at 9:15 last night telling me he wasn’t going to be in tomorrow. I might have 3 guys going to KC and sometimes depending on papers and test they may be in they may not. Grass hasn’t started growing yet. When it does we will keep people rolling. If Dave O is subbing and two guys come in they are more than capable of mowing or going to the Fish Hatchery. Dave says his crunch time is spring and fall when the kids are in school. Rob says Dave R. is saying that is why we need Dave O. ...we don’t need him for a crew leader we need him because when the kids go off to school, we need him to do what the kids would. That is when he puts in his best hours. Rob says there is no purpose of having a supervisor if he can’t be there when you need him. He is needed more when there are not kids around. So in other words there is no Maintenance supervisor. Judy thinks this needs to be lined out a whole lot more

than it is. Jeff Agrees. Dave R. says there has been talk about adding another adult who can work in the spring and the fall. Judy asks who is talking about that. Dave says this has been years ago, not recently. Judy says oh because she wants to know what she missed. That's been brought up 3 or 4 years ago. Dave R. says it works well that we have 3 or 4 guys at KC and they can only go to 1000 hours. Judy says she want to table this. Judy makes a motion to table the Director and the Maintenance descriptions. Rob says if Dave can put on paper the specific dynamics that would be great. Rob had something in mind. Jeff says he heard just a few days ago that Dave Ord is the next one to be hired somewhere. And I am just trying to prepare you for it. Rob says we need to know....Judy says we needs to still address the position. Judy makes a motion to table to table this for now. All in favor. Jo says he wants the kids to sign descriptions at Dave's R. orientation. She wants to know when that will be. Dave says April 11 there is one game but nothing else until the end of April traveling starts. Pool opens in May. Jo says we have time to address this and take it all to council at the same time. Jeff asks Doris why the 76 page Parks document was ordered. Doris said she did not ask for it, Dave just put it together. Jeff says he wants to see the same thing out of the powerhouse from Jonh Hodapp, I want to know what is going on, no seriously, in 15 years here I have no idea of what they are doing down there next month. I have no idea what Pepp is doing, are they going to grade alleys, are we digging ditches, are we trimming trees. This (holding up Dave's Park Book) is wonderful. Everything that is going on in the park for the whole year. Why can't we have something like that from every department? Doris said they just asked Dave some questions...Jeff says he appreciates that. Oh my god, it is wonderful. Rob said to ask whomever is in charge of those committees. Jeff says we are Employee Concerns. Rob and Doris tell him to ask each committee. Jeff says don't we feel that way? Jeff would like to know what months they are going to grade alleys, what months are the clean ups, when we are going to start Leaf Vac, what John'sRob said the leaves are being addressed at the end of the month. Judy makes a motion to adjourn, Rob seconded. All in favor. Meeting was adjourned.

Judy Smith

Committee: Employee Concerns and Negotiation

Meeting date and Time: April 11, 2014 , 3:00 P.M.

Meeting place: City Hall

Members Present: Judy Smith, Chairman; Rob Hyten; Jeff Taylor

Others Present: Jo Hollenkamp; Doris Elling; Mark Hodapp; Gene Van Dorn

Brief Minutes:

The meeting was called to order and roll was taken.

Jeff made a motion to accept the minutes from the last meeting and Rob seconded.

Judy explained that at the last Council Meeting when she presented the Job Posting for the Water Plant Operator Position the Council did not vote on it. So we had to change the posting date period and must take it before Council again and have them vote on it. It will be posted on April 15 and come down April 25th. Judy stated she was subbing both days and will post before she leaves town on the 15th and after she returns to town on the 25th. Jo said she did not know that needed to be on the Agenda so she did not put it on there. She can do a Revised Agenda but she has to leave for school. Jo leaves the room and has Kayla add it to the Agenda.

Judy stated that the Park Maintenance Workers, Life Guards, Concession Stand Workers, Score Keepers, Book Keepers and Umpires Job Descriptions are all ready to go. They will be presented at Monday Night's Council Meeting. Dave said there was a typo on his and Dave Ord's. Judy stated that they were not talking about those two descriptions yet only the Maintenance Workers, Life Guards, Concession Stand Workers, Umpires, Score Keepers, and Book Keepers.

Judy presented the Discipline Policy presented by the Park Board. The document was read out loud. Rob stated he liked it, he thought it was

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specific yet it does have a little wiggle room in terms of the Gross Negligence and Grievous Nature. Judy said she was ok with it, she thought it spelled it out plain and clear. Judy made a motion they take it to Council on Monday night and Jeff seconded it. All in favor. Jeff-aye, Rob-aye, Judy-aye, no nays. Jeff said he felt they had covered the boundaries.

Judy asked for Public Comments. Jo said the Discipline Policy could not get on the agenda unless she goes back and tells Kayla. She asked if it could wait. Jo stated if it can't wait she will go tell Kayla. Judy told Jo to go tell Kayla because we need to get this through. Doris asked Dave when he was going to meet with the workers because this (Discipline Policy) needs to be given out and signed at the same time Dave does the Job Descriptions. Dave says they start all their games the last week in April and talking at the Park Board they wanted all the job descriptions signed before the Park Department got going this spring. Judy stated that is why we need this on the Agenda this Monday because Dave will be meeting with those kids and we are quickly running out of time. Rob stated that along with the Discipline Policy we will present the Job descriptions as well as the Water Job Posting at Monday Night's Council Meeting. Jeff said we really needed to get that (Water Plant Posting) because the overtime is going to eat us alive. Jo thought the Council had already approved Parks Job Descriptions. A brief discussion about whether or not the Council had already approved them was held. Doris said they did approve them at the Park Board Meeting. Maybe we were getting those two meetings confused. Jo said she would just go ahead and have Kayla put it on the Revised Agenda. Jo asked if there was anything else. Judy replied nope. Mark added maybe she should give us another 15 minutes because there might be. Judy stated this is what happens when you have a Friday Meeting at the last hour. Dave said he thought when we did them one at a time it was at the Park Board. Jeff said he was at both meetings and he wasn't sure which one they approved them at. Judy said she didn't remember it at Council but did at the Parks Meeting. Jo left the room to have Kayla add this item to the Revised Agenda.

Judy asked for Public Comments. Gene Van Dorn said that at the last Parks Board Meeting there was a lot thrown out and this is him speaking as a tax payer. He asked if this group or the Council was going to address the fact that there are missing monies. He didn't care who was at fault or what the deal was but as a tax payer he is terribly concerned. He thinks it is ridiculous that we are losing roughly \$17, 000 for the past who knows how long. Whether it has been allowed, permitted to go on this long is ridiculous. He stated John Hodapp brought news in a few months ago where the City was losing money by giving 6 or 7 businesses in town a cheaper rate on electricity. That got stopped. The bleeding got stopped on that. We've got bleeding going on here and I look at it like this. Our parks, we have a lot of money allocated to go to Parks and recreation, whatever, and we are losing money at and I don't care where it is going, but we are losing money. That money could be used to take care of the Fish Hatchery. We got problems out there. We got rip rap needed out there, an old beat up building that is ready to fall down. That money could be spent there. Gene stated Hell we can't take care of what we've got and we are giving away money. Hand over fist. Something has to stop people. Judy said she thought it would be addressed but it will have to filter its way up the ladder, down the ladder however you wanted to look at it. Gene asked if it started here. Judy stated she thought it would have to probably start at Parks and then come to us (Employee Concerns). Doris said at her Parks Board meeting she asked for it to be put on their next Agenda. Dealing with, do they want to go with computers, are they going to do Inventory, do we want cameras that they didn't have enough time or information that night. They tabled it saying that yes they were going to address how they were hopefully going to stop it. Gene asked if that would happen before this season got started. Doris replied yes that is why they had a special meeting. Dave said besides the minutes, that it is the first thing on the agenda for the next Park Board Meeting. That their last Park Board Meeting was a special meeting to address that. Jeff said he felt like whatever has happened the last 15 years is done that you guys, next year when we are sitting here it is

not going to be like that no more. He stated he has faith in you people (referring to the Park Board). Seriously he does. He said that he has been sitting here listening and he's been here 15 years and this has gone on. But the way things are going now he can see next year at this time it not being like this. Judy said that it is to going to be, agreeing with Jeff. Doris said she noted at their meeting that they have to be good stewards of the tax payer's money and they have to find a way to stop it. Jeff said he knew they would. Judy said that you have to take in to consideration that this Park Board has only been in existence for a short period of time and then to have this flair up in their face so all of these issues and others will have to be addressed and they are going to have to work their way up the chain. Judy stated she knew that is was frustrating but sometimes it takes a while to work its way up the chain of command. Just like when she was teaching, everything had to follow the chain of command. It will be addressed it is just going to take a little bit of time and patience on everybody's part. The answer is not going to be simple. Jeff said everybody has read it and heard about it throughout the community. They know they are being watched now. Doris added they have things that need to be done so Dave can start doing his thing to start the season, how they are going to handle concessions needs to be solved, what are you going to do with the maintenance that needs to be done and then there are other things that need to be done in the future. Gene added that it can't be business as usual. Doris said they know that and that was stated at their meeting. Judy asked for any other public comments. There were none.

Judy made a motion to go into Executive Session and Rob seconded that. Doris Elling and Jo Hollenkamp were asked to stay for Executive Session. See attached Note A.

Executive Session has ended and everyone is allowed back into the room. Judy states that we are back in Open Session and have been joined by Gene Van Dorn, Mark Hodapp, and Dave Redeker.

Rob makes a motion that we accept the two job descriptions before us, Maintenance Supervisor and Park Director as what we will bring to Council on Monday as what our Committee is recommending for the Council to consider. Judy seconded that. Dave asked if he could throw one thing in there. It is a typo more than anything. He read it out loud...I Dave Redeker and then it lists him as Maintenance Supervisor instead of Park Director. Doris said she saw that and forgot to change it. There is actually two typos, one on each sheet. They will be change to read Park's Director on Dave R.'s and Maintenance Supervisor on Dave Ord's . Rob restated his motion, that with the couple of changes we discussed that we will recommend to the Council the Job descriptions for the Park's Director and Maintenance Supervisor be accepted. Judy seconded it. All in favor Jeff-aye Rob-aye Judy-aye. Judy made a motion that Bullying be included on the Disciplinary Policy and Rob seconded that motion. All in favor Jeff-aye Rob-aye Judy-aye.

Judy made a motion to adjourn and Rob seconded it.

Committee: Employee Concerns and Negotiations Committee; Water/ Sewer Committee

Meeting Date and Time: April 29, 2014

Meeting Place: City Hall

Members Present: Judy Smith, Rob Hyten, Jeff Taylor, Jo Hollenkamp, Kent Newkirk, Don Perez, (Jeff Taylor); Andy Wennerstrom; Steve Lappe

Brief Notes: Meeting was called to order and the names of those present were read aloud.

Executive Session was entered into.

Group returned to Open Session.

Judy made a motion to adjourn and Jeff seconded that motion.

Pd 6.13.14

Committee: Employee Concerns and Negotiations Committee; Water/ Sewer Committee

Meeting Date and Time: May 6, 2014

Meeting Place: City Hall

Members Present: Judy Smith, Rob Hyten, Jeff Taylor, Jo Hollenkamp, Kent Newkirk, Don Perez, (Jeff Taylor); Andy Wennerstrom; Steve Lappe

Brief Notes: Meeting was called to order and the names of those present were read aloud.

Executive Session was entered into.

Committee returned to Open Session.

Jeff made a motion to recommend to Council at the Monday, May 12th Meeting to hire Ryan Drake for the position at the Water plant and Judy seconded that motion. Jeff-Aye Judy-Aye Rob-Nay

Kent made motion to adjourn and Jeff seconded that motion.

Pd 6.13.14

Committee: Employee Concerns and Negotiations Committee

Meeting Date and Time: May 22, 2014

Meeting Place: City Hall

Members Present: Judy Smith, Rob Hyten, Jeff Taylor

Others Present: Jo Hollenkamp, Rita Jurgensmeyer, Brenda Johnson, Van Johnson

Brief Notes: Meeting was called to order and the names of those present were read aloud, Rob, Jeff, Van Johnson, Rita, Jo, and Brenda Johnson.

Minutes of the April 11, 2014 Meeting were read over and Jeff made a motion to approve them, Rob seconded that motion.

Minutes of the April 29, 2014 Meeting were read over with Rob making a motion to approve them and Jeff seconded that motion.

Minutes from the May 6, 2014 Meeting were read over with Jeff making a motion to approve them and Rob seconded that motion.

Rob asked how many employees have t insurance. Jo said 29 employee only and 2 employees with their spouses. So there are 31 policies. Jo referred us to the left of the spreadsheet where it listed how many policies there were.

Back in December, January, February Rita and Jo started talking about Insurance. Rita reached out to Dan Imming to get some quotes. Those didn't come for a long time so Jo was referred to Bill Schmaltz by Mark Pingsterhaus. Bill is of the Einstein Group, he is a broker and they are located in St. Louis in Sunset Hills. He currently insures Clinton County, Breese, Greenville, Hillsboro, Chester and Redbud. They explained to Bill the City was only interested in Plans they have that are as good as what we have now or better. Then Imming sent over a few things and Jo talked to him yesterday (May 11, 2014) and relayed the same information, don't give us \$5,000 deductibles or \$3,500 deductibles, only give us Plans as good as we have now or better. Right now we have \$1,000 deductible, employees pay the first \$500 and then pay the next \$1,500 out of pocket but then they get reimbursed and that is through TASK which is a coinsurance.

pd 6.13.14

Our existing Plan is the far left. It says \$1,000 deductible but keep in mind the employee only pays \$500. Right now we pay a month premium of \$19,635 and this is through Blue Cross and Blue Shield. Our new monthly price, maybe through Blue Cross Blue Shield is \$20,970. He (Dan) just sent that to Jo today (May 12, 2014). Originally they (Immings) told us we were going to have a 12% hike in our premiums and then they found out we were looking elsewhere. Then Imming said maybe we can get you a 6% hike, sign this letter that says you are staying with us and we can forget about everything else and just move forward and then we will see. So Jo says to Dan, so are we going to get the 6%? Dan's reply was, well it could be closer to 10% it just depends. Today (May 12, 2014) he sent Jo this \$20,970 (new monthly premium) that he thinks he can get, but it is not 100% guaranteed.

So the comparisons moving to the right with the new broker, Healthlink, also has the \$1,000 deductible it also has coinsurance. We would only have a yearly premium, of \$174,312. So if you move down a little bit. Back to the one in red, Immings, that is a \$16,000 increase over what we already pay. This one, Healthlink (new broker) would be a \$61,000 deduction over what we currently pay and \$77,000 less than what he (Dan) is telling us our new rate is going to be. But it still has coinsurance. If you keep moving to the right.

The next one is exactly the same except it is with Imming instead of the new Broker. The interesting thing about that is when a broker comes and talks to you, Van is asked to correct Jo if she is wrong, and they reach out to get pricing for you, every broker gets the same price from every network for a client. But they log you as their client and you are a protected client for 60 days with them. So Dan reached out to get a similar thing, Key Healthy Partner is actually a division of Health link. First they gave Dan the under 50 group, under 50 employees, which we actually qualify for over 50 employees. It is not the number you have insured, it is the number you have employed. The rate was way higher, it was actually \$24,000 (a month). Jo called Dan and asked him what happened there and he said, oh they messed up and put you in the under 50 group so it goes through the Affordable Care Act so then Dan sent Jo yesterday (May 11, 2014) an e mail with an attachment for us to sign a form which says he is our broker, broker of intent? It is saying "this guy" is our broker. So even though you quoted prices to Bill Schmaltz this guy (Dan) is our broker. And so then Bill would be out of the loop and he wouldn't get it. I didn't sent that form in to Immings.

The next one is just like what we have now with Imming with Key Healthy Partners, except now it has \$500 deductible the city wouldn't have any coinsurance and we would save \$50,000 over current but really \$66,830 over our new premium. Now I am

just going to start referring to the bottom line because that is the only one that matters because we are not going to get to keep our existing premium, it is going up.

The next one is Coventry with 0 deductible for the employees so it is even better than what we have, there is no coinsurance and we can save \$73,000 over what we currently pay.

The next one is Coventry with a \$500 deductible, no coinsurance and we could save \$83,000.

And then the last one is back to Imming, it is another \$500 deductible Plan. We would save \$7,716.

So that's what we got. Rob asks how much does the plan cost us per year that picks up the deductibles, copays that aren't met? Jo responds, \$251642. No, Rob says he is talking about the supplemental insurance the city has. Rita says it is a separate company that Blue Cross sends it eob to, a company called TASK. When they see someone has satisfied their \$500 deductible then they issue a check. Jo states she hasn't even given the credits by not having TASK. If we're in the zero deductible plans our savings go even higher. Rita and Jo explain to Rob how much the city pays per year for TASK. Van then states how about the savings to the city of not having to pay any deductibles. On the zero deductibles they isn't a city copay it is a \$500 deductible flat.

Rita called the places Bill does business with now because you know you think they are going to get you in at a low price and then take advantage of you. Rita gave us copies of the conversations she had with the places she talked to. They all were very impressed with Bill and Jessica that is the one who came out and did all the health questions. Van then brought up that the other thing is we have already been prequalified. That these are guaranteed numbers. Van also said you have to watch out because they will give you a quote until they do the underwriting on it and then....Rita interrupts and says that has already been done. Jo adds we have a person with health issues that will be coming onto the plan and that has already been included with these numbers. Judy asks if they inquired about having a doctor who isn't in the network. Rita said they told her they didn't have any trouble with their doctors, they were all in the network. If you had a doctor or pharmacy that wasn't in the network this agent went out and tried to talk them into joining the network. Judy said that was a big deal if you had a lot of faith in your doctor and wanted to keep him. Jo added she asked Dan how can this guy be at \$14,000 and you are at 24,000 and Dan replied that it was probably a select plan that doesn't include BJC. So Jo called and it does include BJC,

the reason it was different was Dan got the under 50 group price and we are an over 50 group price. When Bill's group did the health screening they check with everyone who their doctor was and 100% of them are in the network.

Rita said she was impressed because the places she talked to said that when time is coming up for renewal Bill is out there checking and trying to find the best price. He is on it all the time. One had a 19% increase with Coventry and he got on it and arranged it so the premium stayed exactly the same. Most of them also had Coventry. Judy asked what is the longest any of those cities have been with Einstein. Rita said Redbud 3 or 4 years, Chester 7 years, Breese gives the employees a choice between a traditional policy and a Health Savings Account Policy. Jo didn't even put the self-funded in. Van said that our work force is aging. Jo said we have a really healthy work force.

Rob asked if we are being steered in the direction of the no deductible. Van and Judy said they liked the \$500 deductible because it is a saving and Van said it added a little skin in the game. Rob asked who was paying the deductible and he was told the employees. Rita added that the co pay for the doctor was \$5 more than we currently have, specialist is \$5 higher too. It was pointed out only 2 people have their spouse on the plan and they will have a tremendous savings. Jo adds the out of pocket net with the \$500 deductible is only a \$1000 and our current plan is \$2000. Rob says it is the out of network deductible and it is \$2000 and Jo asks if she is a line off. Rob states it will be a greater out of pocket expense and Jo states no it is less. Rob says out of net will be less but out of pocket will be more. Van says there is no coinsurance....it goes to 100%. Rita states that out of pocket and net max and coinsurance are kind of the same. Rob says Cove has a greater out of pocket max that our current insurance does. And Jo ages. Rob wants to know who pays the difference. A discussion ensues on what the difference is with coinsurance and exactly what co insurance is. Rita thinks that your co pays count toward your out of pocket. Brenda thinks that out of pocket is your deductible plus 10%. Rita and Jo discuss when Bill was here and exactly what the 0% means on the spreadsheet and think it is supposed to be 100%. The zero just meant that the person pays nothing. Jo says she can get Bill on the phone and have him clarify the issue for us. Judy adds that if that is the employees out of pocket that would be a hell of a jump. Rita agrees. Van says we pay it anyway. Rob asks if that is the case are we now going to be paying more or insuring ourselves for more in order for that to be paid...what will the difference be then? Rita reads a note she found stating once the deductible is satisfied all co pays and prescriptions are met all goes toward the out of pocket. Jo is calling Bill about the coinsurance. We wait while Jo finds Bills card to call him. Rob thinks these contradict one another. Jeff Taylor takes a

phone call. We get Bills answering machine. Jo leaves a message. Brenda ask Rita to clarify something she read earlier. Brenda asks Rita if the copays make up the difference in their out of pocket? Rita said currently it does not but with this Coventry Plan all co pays would go towards out of pocket and also pharmacy would go towards out of pocket. So Brenda says on existing plan they (employees) are just out of luck. Rita adds that you do not get reimbursed through TASK for it...it is just what you pay. Jo unable to reach Bill comes back to the table and says that right now our employees would get very excited about no deductible but she understands what Van says that we would save another \$10,000 going with the \$500 deductible. But she says we are still saving \$73,000 with zero deductible. Rita adds she wants to know for sure about the out of pocket, that \$1500. Rita has questions about this. Right now Jo believes that your co pays go towards that \$1,500 and after that you pay nothing. But she adds that she could be wrong. Brenda asks if they are hospitalized they don't have that 10% that they would have to pay? Right now with Blue Cross it is a \$1,000. But Rita adds we are working with TASK also...so if that is the case with that we would still have to..whatever company.... that the City could be responsible for \$1500 per employee. Rob adds that is what we are responsible for now. Rita says yes. Van adds that plus we are saving \$500 that we don't have to pay out on the deductible. He adds the City is not going to have to pay \$500 of a deductible either way that it is an automatic \$500 savings per person. Rob says if you go with the no deductible then they would pay \$500 of their own out of pocket and we would pick up the other thousand after they paid...so we are saving \$500 per employee. Van states that doesn't matter which plan you take the City is still saving \$500 deductible that they are paying now. Jo adds times 32. Rob says the difference between the no deductible and the \$500 deductible is %10,000. He says go with the no deductible and you can't go wrong with that. Van asks Rita what we are on the limb for now. Rita says \$1,500. Thousand dollar out of pocket and 500 deductible that the City is responsible for. Jeff Taylor asks Rita if anybody had contacted these guys before. I mean like for bids on Insurance. Is this like the first time these guys? She says yes and Jeff responds Okay. Rob says he likes the no deductible makes the most sense. Van says he can see a problem coming down the line. If they get used to a no deductible and then we have to go back to a \$500 deductible. We had a fight out of this world, because the Police had a contract...we had to fight the Police to give up the no... to go to a \$500 deductible otherwise we couldn't have changed our insurance. Jeff chimes in That is what he started to say a while ago about the contract...I mean you got it in there and it protects you..I mean talking about the Union Contracts. Rob asks what is in the wording of the contract. Van says they (Police) finally agreed to a \$500 deductible, it was a zero before because that what our insurance was. They agreed, we had to give them a little extra money

but they agreed to a \$500 deductible. Van says if you give zero now and two years from now you have to go back to that \$500 deductible they have to take it there is nothing they can do about it but you don't want that mess on your hands. The contracts come up in November Judy adds in. The question arises again about the out of pocket vs out of net and some discussion takes place while waiting on a call back from Bill. Jeff says she would leave that \$500 on there, we got a contract coming up in November that is 6 months away. Rob tries to say it increases our responsibility and Van says it is a wash and Jeff adds that what he thought too. So Rob starts explain that the employee pays the \$500 deductible then there is \$2000 out of pocket we would have to pay that, right now we are only paying \$1,500 out of pocket so that would actually increase our cost instead of decrease our costs. We'd lose the \$15,000 savings And have a \$15,000 subtracted from the total from 83,000. Which would ...Jo interrupts that she did not credit the 15 so you are back at the same spot. She never ..she just looked straight premiums she didn't added TASK as a credit. Rita says that is hard to say because not every employee is going to ...she hasn't got any money from TASK for several years because she hasn't had over \$500 in bills. You have to take that into consideration Rita adds. She then states what are the chances that every employee is going to, you know. Jo says we only average \$2700 a year...Phone rings and it is Bill Schmaltz.

Jo tells him we are having a meeting and there is a whole crowd in the room and we are having a discussion about coinsurance vs out of pocket. She says we are looking at Coventry with the \$500 deductible. She states from the spreadsheet that the out of pocket in network max is \$1,500. Does that mean they have their deductible and then above and beyond the deductible they pay another \$1,500? Bill says the deductible is included. He says he is not in his office....asks if the max out of pocket is \$1,500. It includes the \$500 he states. Bill asks..so let me understand so you are looking at the 500, 80% co insurance? Jo says no the Coventry No deductible and it says \$1,500 out of pocket in net max and then under coinsurance it says 0. Bill says the way you get to the \$1,500 is the copays. So if you have a max of 1,500 in copays for the pharmacy and the medical... once I get to the \$1,500 all the services are free. Rob asks about coinsurance. Jo states we don't have any with coinsurance except Healthlink has coinsurance of 90%. So that one it means they have 1,000 deductible and their out of pocket net max is 2,000 so they could be responsible for another 1,000 in over and above their deductible with doctor visits and stuff...right? Bill says coinsurance says coinsurance is the most misunderstood term in health insurance. He clarifies what mx out of pocket means. Zero means 100% on the spreadsheet. He then explains a few

things about the Affordable Care Act. Jo thanks him for calling us back this late. He says he will have his phone with him if we need more answers.

Vans states that what Bill is saying is after they pay the \$50, \$25, and \$20 up to \$1,500 that after that they is no copays and they pay nothing. Van says he has never heard of anything like that and Rita agrees. Jo adds the other part was that \$1500, 500 of it is the deductible. Jo says so really they have their deductible and only another 1,000. So Van says in other words actually if you look at it they are not paying anything. Because they pay co pays now and it doesn't go to anything. Rita says now she pays 20 to go to the doctor and it is not applied to anything. With this plan it would go towards that \$1,500. The copays and prescriptions would go towards the \$1,500.

They explain to Rob they didn't apply towards anything before and with this plan Rita does not have to mess with TASK or anything. Van says this is really something. Jo says if we did the Coventry \$500 deductible the most they would ever pay for anything is \$1,000. Rob corrects her and says the max would be 2,000. Van says after you meet the \$1,500 you pay nothing. Rob is confused about what is paid through TASK. It is explained the copay is not paid through TASK the coinsurance is. Rita states she can go in the hospital and have the out of pocket and max satisfied and when she goes back to the doctor she still has that copay with what we have now. With this new insurance she would not.

Jo says let's take a healthy person who rarely goes to the doctor. Right now they have their 500 deductible and the city picks up their \$1,500. So the only thing...they pay it out but get reimbursed. But people like Jo who don't go very often don't spend that \$1,500 ever. Rob wants us to consider the person who is a healthy person who all of a sudden has a \$20,000 bill. Rob says they still have to pay \$2,000 out of pocket. Van and Brenda says no they don't and Rob insists they do. Rob starts a conversation about coinsurance and thinks the out of pocket will be 2,000. Van tries to explain what the copays will do, apply themselves toward the \$1,500. Rob says he will be a monkey's uncle if you aren't responsible for the \$2,000. We tell Jo to call Bill back. Coventry no deductible it has a \$1,500 out of pocket max Rob Hyten's girlfriend kicks him in the head and he goes to the hospital. Van says it would not hurt him it would hurt her. She goes to the hospital because she broke her foot on his hard head...so she is in the hospital ..no deductible...when she gets her hospital bill what is she responsible for? Bill asks if she went to the ER.....then adds let's do it a couple of different ways. She goes straight to hospital she has no deductible.. no out of pocket costs...everything should be paid 100%. Let's say she went to the ER but gets admitted to the hospital, again no out of pocket costs. Emergency Room is waved as long as she is admitted. Jo

asks if the ER is like \$250 if she is not admitted? Right, Bill adds..which that would be her responsibility. Jo says she (Rob's girlfriend) doesn't go to the hospital and goes to her doctor a couple of times and he refers her to a specialist,,, and she has about \$500 worth of doctor and specialists bills, because she has no deductible, but her copays...does that \$500 go towards her out of pocket max. If she has \$500 in copays Bill says yes. But no bills from the hospital does she have to pay...and it also doesn't satisfy her copay at all? What is her copay, 25 or 50 asks Bill? So every copay she accumulates....she has two specialist so she has accumulated \$100 towards satisfying that max out of pocket Bill tells us. Jo says ok....Van asks Bill, once that \$1,500 is met and then she goes back to the doctor again, a specialists for \$50, does she still have to pay the 50? Bill says she doesn't pay anything, once the max out of pocket is satisfied she has no more out of pocket costs. Van add this is the most amazing thing. Judy wants a City Job. Jeff adds that Salem insures their Aldermen. Bill also adds she no longer has any out of pocket costs at the Pharmacy either. Van adds in once that \$1,500 is met. Van asks if Bill has any individual policies like this? We all chuckle. Bill says there isn't. Jo thanks Bill and hangs up she also asks Rob ...Who's a Monkey's Uncle? Rob adds he is. Judy adds was it a Monkey's Uncle or Monkey's butt? Jo adds the only down side for the employee right now is their total out of pocket ever is \$500 plus co pays for doctors. So if you get a healthy person who doesn't go very often they are going to be spending more with this plan out of pocket than what they were before. Rita says that is because they will be paying \$25 to go to the doctor rather than \$20. But still everyone says. Jo says if we go with the no deductible there is no way they (employees) can complain. It is \$500. Rob says he agrees with Jeff just for future we need to go with the %500 deductible and Judy agrees. Van adds the people who have really got hurt in all the years he can remember is always the people, of course the city pays the employees, the people who have a spouse and kids. This way they are for once going to be happy. Rob adds yes they will. Jo adds in if we get a lot of spouses added compared to the two we have now our rates will change. Rita says something needs to be put out to the employees that if that spouse wants coverage they will have to come in and fill out forms by June 6th. Jeff says it will on ly be 3 weeks. Rita says we are on a tight timeline here. Jo adds that is because we did that health screening. And that is only good for so long. Jo says she has it on the agenda for Monday night's Council Meeting. Rob makes a motion that we recommend the Coventry Coverage that includes a \$500 deductible and \$2,000 out of pocket max. Rob says we will call it the \$500 Deductible Plan through Einstein. Judy seconds Robs motion. All in favor Jeff-aye Rob- aye Judy-aye. Jo says we all need to be prepared when you get the back lash from Dan Imming, you know he is well liked in the community. Judy says Dan lives in the community and we are going outside the

community but for this kind of savings how can we not? Brenda says it is what it is, Rita and Jo had a hard time getting any bids to begin with. Jo says what we are going to hear is Dan can do this too, he can get us the exact same price, and she adds he can. Brenda asks why didn't he do it then? Then Jo adds he didn't. Van adds in why should we screw this guy (Bill) for doing all the work he did? Judy adds this guy (Bill) did a lot of leg work. Rob says he (Dan) won't hold it against him, Jo interrupts and says Jeff, people coming in your store you need to be prepared. For \$83,000, isn't that what the total is asks Jeff. Rob asks if Blue Cross Blue Shield was through Dan and Rita, Jo and Van say yes. Van adds that he got Dan when they left the State Insurance and Dan saved them a ton of money at the time. Rita says Dan brings that up still. Just not that long ago when Rita talked to Dan he mentioned that again. Jo adds in again that the pushbacks going to be he will be telling the truth, he (Dan) can get us the exact same plan for the exact same price. He can do that and he didn't. Brenda says and why didn't he? Rob says the next time we are looking for Insurance.... Rita jumps in and says the people she talked to today that Bill takes this on himself, he knows when you plan year ends and he is already looking and coming to you before that date. Van adds in that Rita has been trying to get something done since January. Jo adds that we have an e mail trail. Rita says she says to Immings, Can you look into something you know...and this is how it is. Judy makes a motion we adjourn and Rob seconds it.

Committee: Employee Concerns and Negotiations Committee

Meeting Date and Time: July 16, 2014 5:15 pm

Meeting Place: City Hall

Members Present: Judy Smith, Rob Hyten, Jeff Taylor

Others Present: Jo Hollenkamp, James Harriss, Kurt Sheathelm, Andy Wennerstom, John Hodapp, Todd Beavers, Steve Lappe, Kurt Heimann, Dave Redeker, Brenda Johnson

Brief Notes:

The Meeting was called to order and the names of those present were read aloud.

Minutes from the May 22, 2014 Meeting were read over with Rob making a motion to approve them and Jeff seconded that motion.

No Public Comment.

Judy makes a motion to go into **Executive Session** and Rob seconds that motion. Steve Lappe, Kurt Heimann, Andy Wennerstrom, Jo Hollenkamp, James Harriss and Brenda Johnson are invited to stay at this time.

We return to open session.

Judy makes a motion we adjourn the meeting and Rob seconds it. All in favor Rob aye, Jeff aye, Judy aye. Meeting is adjourned.

Pd 8.8.14

Committee: Employee Concerns and Negotiations Committee/Police
Committee/City Council Meeting

Meeting Date and Time: October 3, 2014 9am

Meeting Place: City Hall

Members Present: Judy Smith, Rob Hyten, Jeff Taylor, Don Perez

Others Present: Mark Pingsterhaus, Jo Hollenkamp, Doug Crawford, Mike Lane

Brief Notes:

The Meeting was called to order. Roll Call was taken. The names of those present were read aloud. Jeremy Weh and Mark Taylor were absent.

Minutes from the July 16, 2014 Meeting were read over with Jeff making a motion to approve them and Rob seconded that motion.

No Public Comment.

Judy asks for a motion to go into **Executive Session**. Jeff makes the motion and Rob seconds that motion. All in favor. Aye. All present were asked to come into Executive Session at this point in the meeting.

*See attached Executive Session Minutes.

*We return to Open Session.

Judy makes a motion we adjourn the meeting and Rob seconds it. All in favor Rob aye, Jeff aye, Judy aye, Don aye. Meeting is adjourned.

Pd: 11-14-14

Committee: Employee Concerns and Negotiations Committee/Police
Committee/City Council Meeting

Meeting Date and Time: October 6, 2014 5:30 pm

Meeting Place: City Hall

Members Present: Judy Smith, Rob Hyten, Jeff Taylor, Don Perez, Jeremy Weh

Others Present: Chief Mark Pingsterhaus, Jo Hollenkamp,

Brief Notes:

The Meeting was called to order. Roll Call was taken. The names of those present were read aloud.

There were no minutes to approve. Judy stated she did not have the October 3rd, 2014 minutes typed out yet.

No Public Comment.

Judy asks for a motion to go into **Executive Session** and Don seconds that motion. All in favor. Aye. None opposed. All present were asked to come into Executive Session at this point in the meeting.

*See attached Executive Session Minutes.

*We return to open session. Judy makes the motion to take Jami Hoffman's name to the City Council as the candidate we would like to see hired to replace Sharon and we would like to see her begin on November 1st to train with Sharon. The Council Meeting is October 13th, 2014. Jeff seconds the motion. All in favor. Aye. None oppose. Judy makes the motion to adjourn and Jeff seconds it. All in favor. Aye. None oppose. Meeting is adjourned.

pd 11.14.14

Committee: Employee Concerns/Police/City Council Meeting

Meeting Date & Time: Oct. 31, 2014

Meeting Place: City Hall

Members Present: Judy Smith, Jeff Taylor, Rob Hyten, Don Perez, Jeremy W. Johnson

Others Present: Jo Hollenkamp

Brief Minutes:

The meeting was called to order @ 8:30 am, roll call was taken, all were present. The minutes of the Oct. 3 and Oct 4 were read. Rob made a motion to accept the minutes, Jeff seconded that motion. All were in favor.

Doug Crawford called at 4:00 PM on Thursday, Oct 30 and stated he would not be able to make Friday's meeting, so no one was there to represent the FOP or officers.

After a lengthy discussion and comparing salaries with surrounding communities we arrived at a fair proposal to counter with.

For the next 3 years 1%-1%-1%, 12 hour shifts, \$2000⁰⁰ for Detective Pay; 1 guy to do 4-10 hour shifts, and the following Stipend Scale based on longevity:

5 years	\$ 250 ⁰⁰
10 years	\$ 500 ⁰⁰
15 years	\$ 750 ⁰⁰
20 years	\$ 1,000 ⁰⁰
25 years	\$ 1,250 ⁰⁰

} = to Mark T. \$250⁰⁰
Wendy B. \$750⁰⁰
Andy B. \$1,500⁰⁰
Mike L. \$1,500⁰⁰ } this would make them current

Jeff made the motion to approve these terms, Judy seconded the motion. All in favor Aye - Judy Jeff Day - Rob

Nov. 7th we decided to begin negotiations with clerical after we finish with the FOP that morning. Next meeting Nov. 7 @ 8:30 am.

Judy made a motion to adjourn - Rob seconded. All were in favor.

Chairman Judy Smith

Committee Paid: 11.14.14

Committee: Employee Concerns & Negotiations Committee/Police Committee/City Council Meeting

Meeting Date and Time: November 7, 2014 8:30 am

Meeting Place: City Hall

Members Present: Judy Smith, Rob Hyten, Jeff Taylor, Don Perez, Jeremy Weh

Others Present: Mark Pingsterhaus, Jo Hollenkamp, Doug Crawford, Mike Lane, Mark Taylor

Brief Notes:

The Meeting was called to order. Roll Call was taken. The names of those present were read aloud.

Minutes from the October 31st, 2014 Meeting were read over with Don making a motion to approve them and Jeff seconded that motion.

No Public Comment.

Judy asks for a motion to go into Executive Session. Don makes the motion and Rob seconds that motion. All in favor. Aye. All present were asked to come into Executive Session at this point in the meeting.

*See attached Executive Session Minutes.

*We return to Open Session.

Judy restates the proposal that we have agreed upon:

1% 1% 1% over the next 3 years

12 hour shifts with 1 man doing 4 10 hour shifts

Detective Pay \$.50

Sgt. Pay remains the same at \$1.50

Longevity Stipend set up on 5 year increments, payable on their Anniversary Date:

5 years = \$250.00

10 years = \$500.00

15 years = \$750.00

20 years = \$1,000.00

25 years = \$1,250.00

Paid: 12-12-14

Our initial cost from the Longevity Schedule would be: Mark Taylor \$250.00, Wendy \$750.00, Andy Brethorst \$1,500.00, and Mike Lane \$1,500.00. This is a one time payment to just get them placed on the schedule.

Jeff makes a motion to approve and Judy seconds that motion. All in favor Judy and Jeff aye, Rob nay. Don makes a motion to adjourn and Jeremy seconds it.

Meeting is adjourned.