

Troy Township  
IMRF Ad Hoc Committee Meeting Notes  
Thursday, July 27, 2017  
6:30 p.m.

Chairman Kopman called the meeting to order at 6:30 p.m.

The Pledge of Allegiance was led by Trustee Theobald.

In attendance:

Chairman Trustee Bryan W. Kopman	Vice Chairman Trustee Brett Wheeler
Supervisor Joseph D. Baltz	Collector George Muentnich
Clerk Kristin Dawn Cross	Administrator Jennifer Dylík (acting as Secretary, non-voting)

Absent:           None

Quorum is established.

Also in attendance are Trustee John Theobald and Trustee Larry Ryan.

Chairman Kopman presented the rules for persons addressing the members of the Troy Township IMRF Committee for adoption. Motion by Collector Muentnich; seconded by Clerk Cross to adopt the rules for persons addressing the members of the Troy Township IMRF Committee. Five ayes, no nays, no absent; motion carried.

Chairman Kopman opened the meeting for citizen comments. After asking three times, Chairman Kopman closed the meeting for citizen comments.

Chairman Kopman moved to item VI Review and Discussion of the agenda.

Administrator Dylík explained agenda items VI(a) and VI(b) reporting that the IMRF Board of Trustee passed resolution 2017-02-13 that requires all participating units of government to pass a resolution every two years to recertify eligible elected positions for IMRF. This resolution must be passed by September 1<sup>st</sup> so it will be presented to the Troy Township Board on August 21, 2017. Dylík further explained that IMRF will not provide specific examples of what work counts as performance of duty and will only refer back to IMRF Special Memorandum 337 which states "Hours spent at meetings, preparing for meetings, in the office, and actually conferring with constituents are counted as performance of duty and may be included in the IMRF hourly standard. Hours spent on-call or otherwise informally available to constituents do not count as performance of duty and should not be included in the IMRF hourly standard."

Chairman Kopman reaffirmed that it is a requirement of IMRF for the Township to continue participation in IMRF.

Chairman Kopman addressed agenda item VI(c) noting that calendars had been collected from Assessor Anderson, Supervisor Baltz, Clerk Cross, Trustee Theobald, and Trustee Wheeler.

Clerk Cross stated that after careful consideration about the Clerk's position and given the fact that the Township has two full time administrative staff members, she believes that the Clerk's position should

come out of IMRF. She does not believe that the position requires a performance of duty of 600 hours going forward.

Chairman Kopman asked if anyone had any objections to the Clerk's position recertified. No objections were raised.

Trustee Wheeler commented that the same could be said for the Trustee position.

Administrator Dylík reminded that once you take a position out, that position is out. You are not reviewing that position again in two years at the bi-annual recertification. At the bi-annual recertification you are recertifying only the positions still in IMRF. If you remove a position from IMRF and decide at a later date that the position again meets the hourly standard you have to work with IMRF to ask that the position be back in IMRF and prove why the position qualifies again.

Trustee Ryan commented that he did track his hours and the he was under 30 hours each month. Unless something changes and duties now currently being done by office staff are placed on the Trustees he doesn't see the Trustee position meeting the hourly standard.

A discussion of both positions (Trustee and Clerk) was had and the consensus was that both should come out of IMRF.

Chairman Kopman reviewed the Supervisor's calendar noting that the Supervisor's hours were over 70 per month. Chairman Kopman further commented that the Assessor and Highway Commissioner are both full time and asked if anyone had any questions about these positions qualifying for IMRF. No questions were raised. The Supervisor, Assessor, and Highway Commissioner positions still meet the hourly standard of 600 hours and will be recertified as such at the August 21, 2017 Board meeting.

Chairman Kopman introduced agenda item VI(d) increasing the IMRF hourly standard from 600 hours to 1000 hours. A discussion was had about the 1000 hour standard and how it would provide more flexibility to department heads when managing part-time and seasonal workers. Additionally, all individuals currently enrolled at 600 hours would be grandfathered in at 600 hours. The 1000 hour standard would apply to every position. Administrator Dylík reported that the hours of all seasonal employees are tracked carefully to ensure they do not exceed the 600 hours. For employees, if the position expectation is that the position requires more than 600 hours in a year, that employee must be enrolled in IMRF. There is no option to opt-out for employees. Dylík stated that she believes the benefit of changing to a 1000 hour standard is two-fold. The first benefit being the flexibility that it offers the department heads with regards to part-time and seasonal employees and the second benefit being public perception. In a day and age when there is such scrutiny on units of government and public pensions, why not make it more difficult for the public pension to be attained.

Trustee Ryan asked how this change would impact cost.

Administrator Dylík reported that our current IMRF employer contribution rate is 12.69%. This rate changes yearly. With the IMRF hourly standard of 600 hours, if that person is expected to work 11.75 hours or more per week, then the position expectation is that it would exceed 600 hours in a year and hence must be enrolled in IMRF. With the IMRF hourly standard of 1000 hours, a person could work a little over 19 hours per week without going over the hourly standard. Now, let's say for example Assessor Anderson needed to hire a new part time person for some extra office help and she hires them to work 2 days per week (16 hours per week) at \$10.00 per hour. This equals 832 hours per year. With an hourly standard of 600 hours we would have to enroll them in IMRF at an annual cost to the

Township of \$1,055.81 (832 x \$10 = \$8,320 x 12.69%). If our hourly standard was 1000, we would not have to enroll them in IMRF.

Trustee Wheeler asked if this applies to seasonal employees. Dylik stated that it is her understanding that if you worked for Troy Township while it had the 600 hour standard then you are always held to that 600 hour standard. Without question every person enrolled in IMRF at the 600 hour standard is grandfathered in at the 600 hours. Given a scenario where an elected official did not participate in IMRF but then moved to a qualifying position after the 1000 hour standard was put in place, it would have to be verified with IMRF if the person would be held to a 600 or 1000 hour standard.

Trustee Wheeler asked again why a seasonal employee who leaves and comes back the next summer would not be subject to the 1000 hour standard. Dylik stated that she believes it is because they already worked for the Township while there was the 600 hour standard but that she would need to verify with IMRF. She believed it would be similar to a person who was enrolled in IMRF under tier 1, left employment, and then came back after Tire 2 was effective. That person is reenrolled in tier 1, not tier 2.

Trustee Ryan commented that some part-time employees might like to be enrolled in IMRF and asked that we look at the scenario from the employee's perspective. Administrator Dylik reminded that benefits for full-time employees are scrutinized down to the penny. At a 600 hour standard, IMRF benefits are currently being provided to an employee who works only two days per week.

Chairman Kopman asked if any additional discussion was needed or if anyone felt an additional meeting was need. No additional discussion or future meeting date was requested.

Collector Muentnich motioned; seconded by Trustee Wheeler to recommend to the Board to certify the Assessor, Highway Commissioner, and Supervisor position as meeting the required 600 hours for IMRF. Five ayes, no nays, no absent; motion carried.

Trustee Wheeler motioned; seconded by Collector Muentnich to recommend to the Board that the positions of Trustee and Clerk no longer meet the required 600 hours for IMRF and should be removed from IMRF. Five ayes, no nays, no absent; motion carried.

Supervisor Baltz motioned; seconded by Trustee Wheeler to recommend to the Board that Troy Township adopt a 1000 hour standard with IMRF. Five ayes, no nays, no absent; motion carried.

Chairman Kopman called for any new business. After asking three times he closed the meeting for new business.

Motion made by Collector Muentnich; seconded by Trustee Wheeler to adjourn at 6:58p.m. Five ayes, no nays, no absent; motion carried.

Submitted by:  
Jennifer Dylik  
Secretary

