



RIVER FOREST FIREFIGHTERS' PENSION FUND

400 Park Avenue ■ River Forest, Illinois 60305

Stephen Fischer
President

John Carter
Secretary

Lester Telkamp
Trustee

Tom Severson
Trustee

Rosey McAdams
Trustee

NOTICE OF A REGULAR MEETING OF THE RIVER FOREST FIREFIGHTERS' PENSION FUND BOARD OF TRUSTEES

The River Forest Firefighters' Pension Fund Board of Trustees will conduct a regular meeting on **Tuesday, August 8, 2023 at 2:30 p.m.** in the Village Hall located at 400 Park Avenue, River Forest, Illinois 60305, for the purposes set forth in the following agenda:

AGENDA

1. Call to Order
2. Roll Call
3. Public Comment
4. Approval of Meeting Minutes
 - a. April 27, 2023 Regular Meeting
 - b. Semi-Annual Review of Closed Session Meeting Minutes
 - c. Review/Approve – Destruction of Remote Meeting Recordings
5. Communications and Reports
 - a. Affidavits of Continued Eligibility
 - b. Active Member File Maintenance
6. Investment Report
 - a. FPIF – Marquette Associates
 - b. Statement of Results
 - c. Review of Non-FPIF Account Holdings
7. Accountant's Report – Lauterbach & Amen, LLP
 - a. Monthly Financial Report
 - b. Presentation and Approval of Bills
 - c. Additional Bills, if any
 - d. Review/Update – Cash Management Policy
8. Applications for Retirement/Disability Benefits
9. Applications for Membership/Withdrawals from Fund
 - a. Application for Membership – Timothy Kyles
 - b. Deceased Surviving Spouse – Lorraine Riley
10. Old Business
 - a. Review/Approve – Updated Board Rules and Regulations
 - b. Appointed Member Term Expiration – Rosey McAdams
11. New Business
 - a. Review Preliminary Actuarial Valuation
 - b. Board Officer Elections – President and Secretary
 - c. FOIA Officer and OMA Designee
 - d. IDOI Annual Statement
12. Trustee Training Updates
 - a. Approval of Trustee Training Registration Fees and Reimbursable Expenses
13. Attorney's Report – Karlson Garza McQueary LLC
 - a. Legal Updates
14. Closed Session, if needed
15. Adjournment



RIVER FOREST FIREFIGHTERS' PENSION FUND

400 Park Avenue ■ River Forest, Illinois 60305

Stephen Fischer
President

John Carter
Secretary

Lester Telkamp
Trustee

Rosemary McAdams
Trustee

Thomas Severson
Trustee

MINUTES OF A REGULAR MEETING OF THE RIVER FOREST FIREFIGHTERS' PENSION FUND BOARD OF TRUSTEES APRIL 27, 2023

A regular meeting of the River Forest Firefighters' Pension Fund Board of Trustees was held on Thursday, April 27, 2023 at 2:30 p.m. in the River Forest Village Hall Located at 400 Park Avenue, River Forest, Illinois 60305, pursuant to notice.

CALL TO ORDER: Trustee McAdams called the meeting to order at 2:43 p.m.

ROLL CALL:

PRESENT: Trustees Stephen Fischer (*arrived at 2:44 p.m.*), Rosemary McAdams, Lester Telkamp, John Carter (*arrived at 2:45 p.m.*) and Tom Severson

ABSENT: None

ALSO PRESENT: Attorney Mark McQueary, Karlson Garza McQueary LLC; Alex Michael, Lauterbach & Amen, LLP (L&A)

PUBLIC COMMENT: There was no public comment.

APPROVAL OF MEETING MINUTES: *January 26, 2023 Regular Meeting:* The Board reviewed the January 26, 2023 regular meeting minutes. A motion was made by Trustee McAdams and seconded by Trustee Severson to approve the January 26, 2023 regular meeting minutes as written. Motion carried unanimously by voice vote.

Trustee Fischer arrived at 2:44 p.m.

Trustee Carter arrived at 2:45 p.m.

COMMUNICATIONS AND REPORTS: *Statements of Economic Interest:* The Board was reminded that the Statements of Economic Interest are due by May 1, 2023.

Affidavits of Continued Eligibility: The Board noted that L&A will mail Affidavits of Continued Eligibility to all pensioners in second quarter. A status update will be provided at the next regular meeting.

INVESTMENT REPORT: *FPIF – Marquette Associates:* The Board reviewed the FPIF Monthly Summary prepared by Marquette Associates for the period ending February 28, 2023. As of February 28, 2023 the one-month total net return is (2.6%) and the year-to-date total net return is 3% for an ending market value of \$7,474,009,308. The current asset allocation is as follows: Total Equity at 64.6%, Fixed Income at 28.9%, Real Estate at 4.9% and Cash at 1.5%.

Statement of Results: The Board reviewed the Northern Trust Statement of Results for the period ending February 28, 2023. The beginning value was \$16,643,733.01 and the ending value was \$16,027,966.37. The net return on total assets was (2.60%).

Review of Non-FPIF Account Holdings: Trustee McAdams informed the Board that currently there is approximately \$20,000 in the Illinois Funds Account.

ACCOUNTANT'S REPORT – LAUTERBACH & AMEN, LLP: *Monthly Financial Report and Presentation and Approval of Bills:* The Board reviewed the Monthly Financial Report for the ten-month period ending February 28, 2023 prepared by L&A. As of February 28, 2023, the net position held in trust for pension benefits is \$16,284,528.29 for a change in position of (\$1,270,751.04). The Board also reviewed the Cash Analysis Report, Revenue Report, Expense Report, Member Contribution Report, Payroll Journal and the Vendor Check Report for the period December 1, 2022 through February 28, 2023 for total disbursements of \$91,282.08. A motion was made by Trustee Carter and seconded by Trustee Fischer to accept the Monthly Financial Report as presented and approve the disbursements shown on the Vendor Check Report in the amount of \$91,282.08. Motion carried by roll call vote.

AYES: Trustees McAdams, Severson, Telkamp, Carter and Fischer

NAYS: None

ABSENT: None

Additional Bills, if any: There were no additional bills presented for approval.

Review/Update – Cash Management Policy: The Board discussed the current Cash Management Policy and determined that no changes are required at this time.

APPLICATIONS FOR RETIREMENT/DISABILITY BENEFITS: There were no applications for retirement or disability benefits.

APPLICATIONS FOR MEMBERSHIP/WITHDRAWALS FROM FUND: There were no applications for membership or withdrawals from the Fund.

OLD BUSINESS: There was no old business to discuss.

NEW BUSINESS: *Discussion/Possible Action – Lauterbach & Amen, LLP Engagement Letter:* The Board reviewed the L&A three-year engagement letter. A motion was made by Trustee Carter and seconded by Trustee McAdams to engage the L&A engagement letter in the annual amounts as follows; \$26,535 for the year ended April 30, 2024; \$27,290 for the year ended April 30, 2025; and \$28,105 for the year ended April 30, 2026. Motion carried by roll call vote.

AYES: Trustees McAdams, Severson, Telkamp, Carter and Fischer

NAYS: None

ABSENT: None

The Board reviewed the L&A three-year engagement letter for actuarial services. A motion was made by Trustee Carter and seconded by Trustee McAdams to engage L&A in the annual amounts as follows: \$5,200 for the year ended April 30, 2023; \$5,400 for the year ended April 30, 2024; and \$5,620 for the year ended April 30, 2025 at a cost of 25% of the total annual fees as stated. Motion carried by roll call vote.

AYES: Trustees McAdams, Severson, Telkamp, Carter and Fischer
NAYS: None
ABSENT: None

Trustees Fischer and Carter left the meeting at 2:58 p.m.

Discussion/Possible Action – Attorney Fee Increase: Attorney McQueary informed the Board that effective July 1, 2023 the hourly and quarterly retainer fee will be increasing. A motion was made by Trustee Severson and seconded by Trustee McAdams to approve the fee increase as discussed. Motion carried by roll call vote.

AYES: Trustees McAdams, Severson and Telkamp
NAYS: None
ABSENT: Trustee Carter and Fischer

Review/Approve – Updated Board Rules and Regulations: The Board noted that the draft Board Rules and Regulations were received. Further discussion will be held at the next regular meeting.

Certify Board Election Results – Active Member Position: L&A conducted an election for one of the active member positions on the River Forest Firefighters' Pension Fund Board of Trustees. John Carter ran unopposed and was reelected for a three-year term expiring April 30, 2026. A motion was made by Trustee McAdams and seconded by Trustee Telkamp to certify the active member election results. Motion carried unanimously by voice vote.

Appointed Member Term Expiration – Rosey McAdams: The Board noted that Trustee McAdams appointment expires April 2023 and reappointment has been requested. Further discussion will be held at the next regular meeting.

Discussion/Possible Action – Authorized Agents and Account Representatives for FPIF: The Board discussed the current authorized agents and account representatives and noted no changes are needed at this time.

TRUSTEE TRAINING UPDATES: The Board reviewed the Trustee Training Summary and discussed upcoming training opportunities. Trustees were reminded to submit any certificates of completion to L&A for recordkeeping.

Approval of Trustee Training Registration Fees and Reimbursable Expenses: There were no trustee training registration fees or reimbursable expenses presented for approval.

ATTORNEY'S REPORT – KARLSON GARZA MCQUEARY LLC: *Legal Updates:* The Board reviewed the *Response Time* quarterly newsletter. Attorney McQueary discussed recent court cases and decisions, as well as general pension matters with the Board.

CLOSED SESSION, IF NEEDED: There was no need for closed session.

ADJOURNMENT: A motion was made by Trustee Severson and seconded by Trustee McAdams to adjourn the meeting at 3:20 p.m. Motion carried unanimously by voice vote.

The next regular meeting is scheduled for July 27, 2023 at 2:30 p.m.

Board President or Secretary

Minutes approved by the Board of Trustees on_____.

Minutes prepared by Alex Michael, Pension Services Administrator, Lauterbach & Amen, LLP

River Forest Fire

Closed Session Meeting Minute Log

| Date of Closed Meeting | Subject of Closed Meeting | Date of Board Approval of Written Minutes | Date the Recording is Eligible for Destruction | Date of Board Approval of Recording Destruction | Most Current Disposition of Written Minutes |
|------------------------|---------------------------|---|--|---|---|
| 10/15/2015 | Investment Consultants | 01/24/19 | 04/15/2017 | | Published on July 25, 2019 |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

**Compilation of Audio-Video Recordings of Remote Session Meetings
Conducted under State-Mandated COVID-Related Protocols (5 ILCS 120/7(e))**

**River Forest Firefighters' Pension Fund
April 23, 2020 – April 28 2022**

| Meeting Date | Date Board Approved Written Minutes from Meeting | Date Audio Recording is Eligible for Destruction (18 months) | Date Board Approved Audio Recording Destruction |
|---------------------|---|---|--|
| April 23, 2020 | July 23, 2020 | October 23, 2021 | |
| July 23, 2020 | October 22, 2020 | January 23, 2022 | |
| January 28, 2021 | April 22, 2021 | July 28, 2022 | |
| April 28, 2022 | July 28, 2022 | October 28, 2023 | |
| | | | |
| | | | |



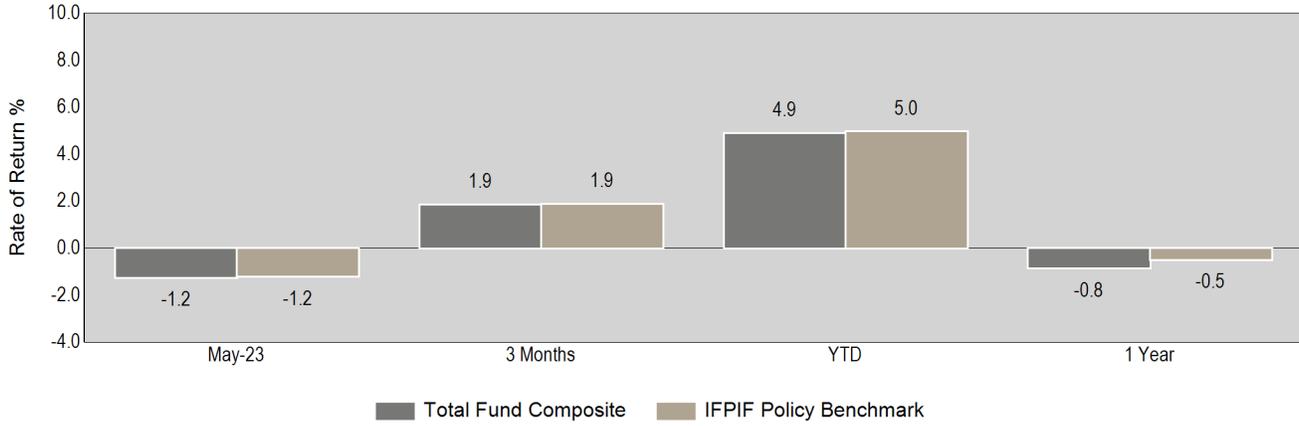
Illinois Firefighters' Pension Investment Fund

Monthly Summary

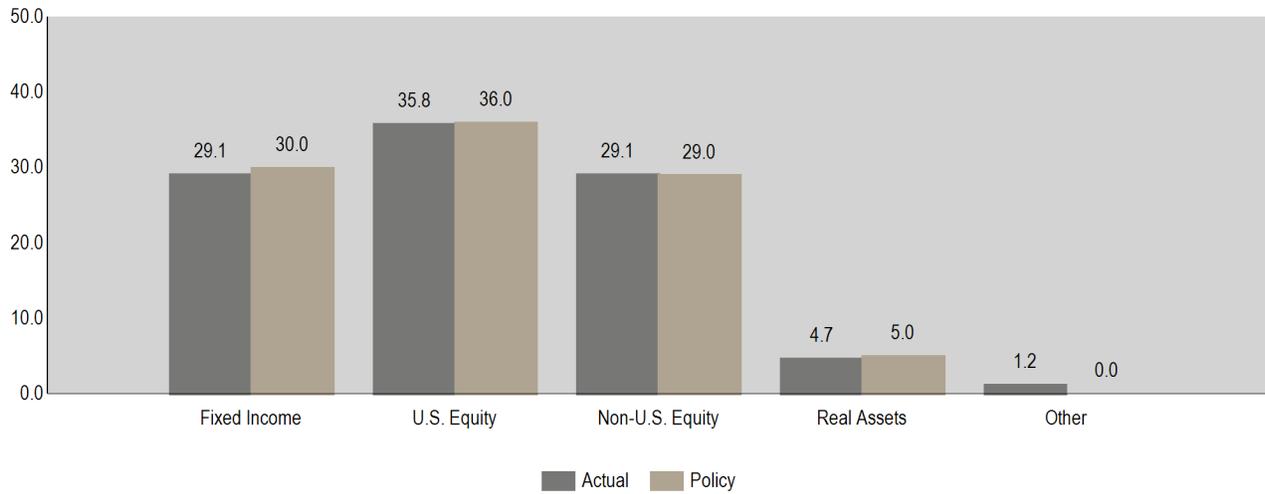
May 31, 2023

* Preliminary, subject to change

**Return Summary
Ending May 31, 2023**



Actual vs Target Allocation (%)



Return Summary - 1 Month

| | Total Return |
|---|--------------|
| Total Fund Composite | -1.2% |
| IFPIF Policy Benchmark | -1.2% |
| Total Fund Composite excl. Member Funds | -1.2% |
| IFPIF Policy Benchmark | -1.2% |
| U.S. Equity Composite | 0.3% |
| Russell 3000 | 0.4% |
| Non-U.S. Equity Composite | -3.4% |
| MSCI ACWI ex USA IMI | -3.5% |
| Total Fixed Income Composite | -1.0% |
| Bloomberg US Universal TR | -1.0% |
| Total Real Estate Composite | -1.2% |
| Real Estate Custom Benchmark | -1.3% |

Total Fund Composite

Asset Allocation

Market Value: \$7,609.3 Million and 100.0% of Fund

Ending May 31, 2023

| | Asset Class | Market Value | % of Portfolio | Policy % |
|---|-------------------------------|------------------------|----------------|---------------|
| Total Fund Composite | | \$7,609,253,851 | 100.0% | 100.0% |
| Total Fund Composite excl. Member Funds | | \$7,609,253,851 | 100.0% | 100.0% |
| Total Equity Composite | | \$4,942,793,642 | 65.0% | 65.0% |
| U.S. Equity Composite | | \$2,727,029,709 | 35.8% | 36.0% |
| Rhumblin Russell 200 | Large-Cap Core | \$1,941,546,445 | 25.5% | 25.0% |
| Rhumblin Russell Midcap | Mid-Cap Core | \$644,445,512 | 8.5% | 9.0% |
| Rhumblin S&P 600 | Small-Cap Core | \$141,037,752 | 1.9% | 2.0% |
| Non-U.S. Equity Composite | | \$2,215,763,933 | 29.1% | 29.0% |
| International Developed Equity Composite | | \$1,475,396,730 | 19.4% | 19.0% |
| SSGA World ex US | Non-U.S. Large-Cap Core | \$1,257,840,253 | 16.5% | 16.0% |
| SSGA World ex US Small | Non-U.S. Small-Cap Core | \$217,556,477 | 2.9% | 3.0% |
| Emerging Markets Equity Composite | | \$740,367,204 | 9.7% | 10.0% |
| SSGA MSCI EM | Emerging Markets | \$590,844,945 | 7.8% | 8.0% |
| SSGA EM Small | EM Small-Cap | \$149,522,259 | 2.0% | 2.0% |
| Total Fixed Income Composite | | \$2,216,394,140 | 29.1% | 30.0% |
| Rate Sensitive Composite | | \$1,991,133,090 | 26.2% | 27.0% |
| Short-Term Treasury Composite | | \$220,708,877 | 2.9% | 3.0% |
| SSGA Short Treasury | Short-Term Govt. Fixed Income | \$220,708,877 | 2.9% | 3.0% |
| Core Fixed Income Composite | | \$1,770,424,213 | 23.3% | 24.0% |
| Garcia Hamilton & Associates | Core Fixed Income | \$880,729,386 | 11.6% | 12.0% |
| Brown Brothers Harriman & Co | Core Plus Fixed Income | \$889,694,827 | 11.7% | 12.0% |
| Credit Fixed Income Composite | | \$225,261,050 | 3.0% | 3.0% |
| Emerging Markets Debt Composite | | \$225,261,050 | 3.0% | 3.0% |
| SSGA EM Global Diversified | EM Fixed Income | \$225,261,050 | 3.0% | 3.0% |
| Total Real Estate Composite | | \$356,129,172 | 4.7% | 5.0% |
| Core Real Estate Composite | | \$356,129,172 | 4.7% | 5.0% |
| Public Real Estate Composite | | \$122,041,287 | 1.6% | 2.0% |
| SSGA FTSE NAREIT | U.S. REIT | \$122,041,287 | 1.6% | 2.0% |
| Private Real Estate Composite | | \$234,087,885 | 3.1% | 3.0% |
| Principal USPA Fund | Core Real Estate | \$234,087,885 | 3.1% | 3.0% |
| Cash Composite | | \$93,887,941 | 1.2% | 0.0% |
| Transition Composite | | \$48,956 | 0.0% | 0.0% |
| Member Funds Composite | | -- | -- | 0.0% |

Investment Manager

Annualized Performance (Net of Fees)

Market Value: \$7,609.3 Million and 100.0% of Fund

Ending May 31, 2023

| | 1 Mo | 3 Mo | YTD | 1 Yr | 3 Yrs | 5 Yrs | 10 Yrs | Inception | Inception Date |
|---|------|------|------|------|-------|-------|--------|-----------|----------------|
| Total Fund Composite | -1.2 | 1.9 | 4.9 | -0.8 | -- | -- | -- | -4.7 | Oct-21 |
| <i>IFPIF Policy Benchmark</i> | -1.2 | 1.9 | 5.0 | -0.5 | 6.5 | 5.3 | 6.4 | -4.3 | Oct-21 |
| Total Fund Composite excl. Member Funds | -1.2 | 1.9 | 4.9 | -0.7 | -- | -- | -- | -5.9 | Oct-21 |
| <i>IFPIF Policy Benchmark</i> | -1.2 | 1.9 | 5.0 | -0.5 | 6.5 | 5.3 | 6.4 | -6.4 | Oct-21 |
| Total Equity Composite | -1.4 | 2.4 | 6.7 | 0.3 | -- | -- | -- | -7.2 | Oct-21 |
| <i>MSCI ACWI IMI Net USD</i> | -1.2 | 2.5 | 7.0 | 0.3 | 10.0 | 6.3 | 7.7 | -7.5 | Oct-21 |
| U.S. Equity Composite | 0.3 | 4.0 | 8.6 | 1.7 | -- | -- | -- | -6.3 | Oct-21 |
| <i>Russell 3000</i> | 0.4 | 4.2 | 8.7 | 2.0 | 12.2 | 10.1 | 11.5 | -6.5 | Oct-21 |
| Rhumblin Russell 200 | 1.6 | 8.5 | 12.4 | 4.8 | -- | -- | -- | -4.4 | Oct-21 |
| <i>Russell Top 200</i> | 1.6 | 8.5 | 12.4 | 4.9 | 13.2 | 12.0 | 12.7 | -4.3 | Oct-21 |
| Rhumblin Russell Midcap | -2.8 | -4.8 | 0.6 | -4.6 | -- | -- | -- | -10.8 | Oct-21 |
| <i>Russell MidCap</i> | -2.8 | -4.8 | 0.6 | -4.5 | 10.2 | 6.9 | 9.3 | -10.7 | Oct-21 |
| Rhumblin S&P 600 | -1.7 | -9.4 | -2.0 | -7.2 | -- | -- | -- | -10.5 | Oct-21 |
| <i>S&P 600 SmallCap</i> | -1.8 | -9.4 | -2.0 | -7.3 | 13.6 | 3.8 | 8.9 | -10.5 | Oct-21 |
| Non-U.S. Equity Composite | -3.4 | 0.5 | 4.6 | -1.8 | -- | -- | -- | -8.4 | Oct-21 |
| <i>MSCI ACWI ex USA IMI</i> | -3.5 | 0.2 | 4.6 | -1.9 | 7.3 | 2.1 | 4.0 | -8.6 | Oct-21 |
| International Developed Equity Composite | -4.2 | 0.3 | 5.9 | 1.0 | -- | -- | -- | -6.4 | Oct-21 |
| <i>MSCI World ex USA IMI NR USD</i> | -4.3 | 0.1 | 5.7 | 0.5 | 8.4 | 3.0 | 4.6 | -6.8 | Oct-21 |
| SSGA World ex US | -4.3 | 0.8 | 6.5 | 1.9 | -- | -- | -- | -5.3 | Oct-21 |
| <i>MSCI World ex USA</i> | -4.4 | 0.5 | 6.2 | 1.5 | 8.8 | 3.4 | 4.5 | -5.6 | Oct-21 |
| SSGA World ex US Small | -4.0 | -2.2 | 2.6 | -4.7 | -- | -- | -- | -12.7 | Oct-21 |
| <i>MSCI World ex USA Small Cap</i> | -4.2 | -2.5 | 2.4 | -5.2 | 6.0 | 0.9 | 5.2 | -13.1 | Oct-21 |
| Emerging Markets Equity Composite | -1.5 | 0.7 | 2.0 | -7.4 | -- | -- | -- | -12.6 | Oct-21 |
| <i>MSCI Emerging Markets IMI</i> | -1.3 | 0.5 | 1.7 | -7.8 | 4.8 | -0.3 | 2.1 | -13.2 | Oct-21 |
| SSGA MSCI EM | -2.1 | 0.2 | 1.0 | -8.5 | -- | -- | -- | -13.9 | Oct-21 |
| <i>MSCI Emerging Markets</i> | -1.7 | 0.2 | 1.1 | -8.5 | 3.5 | -0.7 | 1.9 | -13.9 | Oct-21 |
| SSGA EM Small | 0.9 | 2.7 | 5.9 | -3.1 | -- | -- | -- | -7.9 | Oct-21 |
| <i>MSCI Emerging Markets Small Cap</i> | 1.1 | 2.7 | 5.7 | -3.0 | 15.3 | 2.6 | 3.2 | -8.0 | Oct-21 |
| Total Fixed Income Composite | -1.0 | 1.6 | 2.2 | -2.0 | -- | -- | -- | -6.2 | Oct-21 |
| <i>Bloomberg US Universal TR</i> | -1.0 | 1.9 | 2.5 | -1.9 | -3.1 | 1.0 | 1.6 | -7.0 | Oct-21 |
| Rate Sensitive Composite | -1.1 | 1.7 | 2.2 | -2.1 | -- | -- | -- | -5.8 | Oct-21 |
| <i>Bloomberg US Aggregate TR</i> | -1.1 | 2.0 | 2.5 | -2.1 | -3.6 | 0.8 | 1.4 | -7.0 | Oct-21 |
| Short-Term Treasury Composite | -0.4 | -- | -- | -- | -- | -- | -- | -0.1 | Mar-23 |
| <i>Bloomberg US Treasury 1-3 Yr TR</i> | -0.4 | 1.5 | 1.5 | 0.0 | -0.9 | 1.0 | 0.8 | -0.1 | Mar-23 |
| SSGA Short Treasury | -0.4 | -- | -- | -- | -- | -- | -- | -0.1 | Mar-23 |
| <i>Bloomberg US Treasury 1-3 Yr TR</i> | -0.4 | 1.5 | 1.5 | 0.0 | -0.9 | 1.0 | 0.8 | -0.1 | Mar-23 |

Investment Manager

Annualized Performance (Net of Fees)

Market Value: \$7,609.3 Million and 100.0% of Fund

Ending May 31, 2023

| | 1 Mo | 3 Mo | YTD | 1 Yr | 3 Yrs | 5 Yrs | 10 Yrs | Inception | Inception Date |
|--|-------------|-------------|-------------|--------------|-------|-------|--------|--------------|----------------|
| Core Fixed Income Composite | -1.2 | 1.6 | 2.2 | -2.3 | -- | -- | -- | -6.6 | Oct-21 |
| <i>Bloomberg US Aggregate TR</i> | -1.1 | 2.0 | 2.5 | -2.1 | -3.6 | 0.8 | 1.4 | -7.0 | Oct-21 |
| Garcia Hamilton & Associates | -1.2 | -- | -- | -- | -- | -- | -- | -0.7 | Mar-23 |
| <i>Bloomberg US Aggregate TR</i> | -1.1 | 2.0 | 2.5 | -2.1 | -3.6 | 0.8 | 1.4 | -0.5 | Mar-23 |
| Brown Brothers Harriman & Co | -1.1 | -- | -- | -- | -- | -- | -- | -0.4 | Mar-23 |
| <i>Bloomberg US Aggregate TR</i> | -1.1 | 2.0 | 2.5 | -2.1 | -3.6 | 0.8 | 1.4 | -0.5 | Mar-23 |
| Credit Fixed Income Composite | -0.6 | 0.9 | 1.6 | -1.7 | -- | -- | -- | -10.5 | Oct-21 |
| <i>JP Morgan EMBI Global Diversified</i> | -0.6 | 0.9 | 1.8 | -1.5 | -2.7 | -0.1 | 2.1 | -10.9 | Oct-21 |
| Emerging Markets Debt Composite | -0.6 | 0.9 | 1.6 | -1.7 | -- | -- | -- | -10.5 | Oct-21 |
| <i>JP Morgan EMBI Global Diversified</i> | -0.6 | 0.9 | 1.8 | -1.5 | -2.7 | -0.1 | 2.1 | -10.9 | Oct-21 |
| SSGA EM Global Diversified | -0.6 | 0.9 | 1.6 | -1.7 | -- | -- | -- | -10.5 | Oct-21 |
| <i>JP Morgan EMBI Global Diversified</i> | -0.6 | 0.9 | 1.8 | -1.5 | -2.7 | -0.1 | 2.1 | -10.9 | Oct-21 |
| Total Real Estate Composite | -1.2 | -3.2 | -2.0 | -9.4 | -- | -- | -- | -0.5 | Oct-21 |
| <i>Real Estate Custom Benchmark</i> | -1.3 | -4.0 | -1.9 | -6.4 | 8.7 | 6.6 | 8.0 | -0.3 | Oct-21 |
| Core Real Estate Composite | -1.2 | -3.2 | -2.0 | -9.4 | -- | -- | -- | -0.5 | Oct-21 |
| <i>Real Estate Custom Benchmark</i> | -1.3 | -4.0 | -1.9 | -6.4 | 8.7 | 6.6 | 8.0 | -0.3 | Oct-21 |
| Public Real Estate Composite | -3.2 | -4.9 | 0.2 | -12.0 | -- | -- | -- | -11.8 | Oct-21 |
| <i>FTSE NAREIT Equity REIT</i> | -3.2 | -4.9 | 0.2 | -12.1 | 8.2 | 4.4 | 5.7 | -11.8 | Oct-21 |
| SSGA FTSE NAREIT | -3.2 | -4.9 | 0.2 | -12.0 | -- | -- | -- | -11.8 | Oct-21 |
| <i>FTSE NAREIT Equity REIT</i> | -3.2 | -4.9 | 0.2 | -12.1 | 8.2 | 4.4 | 5.7 | -11.8 | Oct-21 |
| Private Real Estate Composite | -0.2 | -2.2 | -3.1 | -8.3 | -- | -- | -- | 6.6 | Oct-21 |
| <i>NFI-ODCE Equal Weighted</i> | 0.0 | -3.5 | -3.5 | -3.7 | 8.2 | 7.1 | 8.8 | 6.7 | Oct-21 |
| Principal USPA Fund | -0.2 | -2.2 | -3.1 | -8.3 | -- | -- | -- | 6.6 | Oct-21 |
| <i>NFI-ODCE Equal Weighted</i> | 0.0 | -3.5 | -3.5 | -3.7 | 8.2 | 7.1 | 8.8 | 6.7 | Oct-21 |

| Investment Manager | Fee Schedule |
|------------------------------|---|
| Rhumbline | 0.005% on the Balance |
| SSGA | 0.011% on the Balance |
| Garcia Hamilton & Associates | 0.14% on the First \$100 million 0.09% on the Next \$600 million 0.05% on the Balance |
| Brown Brothers Harriman & Co | 0.17% on the First \$250 million 0.13% on the Next \$250 million 0.10% on the Balance |
| Principal USPA Fund | 0.75% on the Balance |

Benchmark History

| Total Fund Composite | | |
|-----------------------------|-----------|--|
| 4/1/2023 | Present | 25% Russell Top 200 / 9% Russell MidCap / 2% S&P 600 SmallCap / 16% MSCI World ex USA / 3% MSCI World ex USA Small Cap / 8% MSCI Emerging Markets / 2% MSCI Emerging Markets Small Cap / 3% Bloomberg US Treasury 1-3 Yr TR / 24% Bloomberg US Aggregate TR / 3% JP Morgan EMBI Global Diversified / 2% FTSE NAREIT Equity REIT / 3% NFI-ODCE Equal Weighted |
| 10/1/2021 | 3/31/2023 | 25% Russell Top 200 / 9% Russell MidCap / 2% S&P 600 SmallCap / 16% MSCI World ex USA / 3% MSCI World ex USA Small Cap / 8% MSCI Emerging Markets / 2% MSCI Emerging Markets Small Cap / 3% Bloomberg 1-3 Year US TIPS / 9% Bloomberg US Credit Int TR / 6% Bloomberg US Treasury Int TR / 3% Bloomberg US Treasury Long TR / 6% Bloomberg US Securitized MBS ABS CMBS TR / 3% JP Morgan EMBI Global Diversified / 2% FTSE NAREIT Equity REIT / 3% NFI-ODCE Equal Weighted |
| Total Real Estate Composite | | |
| 10/31/2021 | Present | 60% NFI-ODCE Equal Weighted / 40% FTSE NAREIT Equity REIT |

Performance Disclosures

| Inception Performance | |
|--|--|
| Total Fund Composite, Private Real Estate Composite, and the Principal USPA Fund inception performance are based on an October 1, 2021 start. All other account and composite inception performance is based on an October 31, 2021 start. | |
| NFI-ODCE Equal Weighted | |
| Quarterly valued index. Value of the quarterly return is recognized in the last month of each quarter. | |

DISCLOSURE

Marquette Associates, Inc. ("Marquette") has prepared this document for the exclusive use by the client or third party for which it was prepared. The information herein was obtained from various sources, including but not limited to third party investment managers, the client's custodian(s) accounting statements, commercially available databases, and other economic and financial market data sources.

The sources of information used in this document are believed to be reliable. Marquette has not independently verified all of the information in this document and its accuracy cannot be guaranteed. Marquette accepts no liability for any direct or consequential losses arising from its use. The information provided herein is as of the date appearing in this material only and is subject to change without prior notice. Thus, all such information is subject to independent verification and we urge clients to compare the information set forth in this statement with the statements you receive directly from the custodian in order to ensure accuracy of all account information. Past performance does not guarantee future results and investing involves risk of loss. No graph, chart, or formula can, in and of itself, be used to determine which securities or investments to buy or sell.

Forward-looking statements, including without limitation any statement or prediction about a future event contained in this presentation, are based on a variety of estimates and assumptions by Marquette, including, but not limited to, estimates of future operating results, the value of assets and market conditions. These estimates and assumptions, including the risk assessments and projections referenced, are inherently uncertain and are subject to numerous business, industry, market, regulatory, geopolitical, competitive, and financial risks that are outside of Marquette's control. There can be no assurance that the assumptions made in connection with any forward-looking statement will prove accurate, and actual results may differ materially.

The inclusion of any forward-looking statement herein should not be regarded as an indication that Marquette considers forward-looking statements to be a reliable prediction of future events. The views contained herein are those of Marquette and should not be taken as financial advice or a recommendation to buy or sell any security. Any forecasts, figures, opinions or investment techniques and strategies described are intended for informational purposes only. They are based on certain assumptions and current market conditions, and although accurate at the time of writing, are subject to change without prior notice. Opinions, estimates, projections, and comments on financial market trends constitute our judgment and are subject to change without notice. Marquette expressly disclaims all liability in respect to actions taken based on any or all of the information included or referenced in this document. The information is being provided based on the understanding that each recipient has sufficient knowledge and experience to evaluate the merits and risks of investing.

Marquette is an independent investment adviser registered under the Investment Advisers Act of 1940, as amended. Registration does not imply a certain level of skill or training. More information about Marquette including our investment strategies, fees and objectives can be found in our ADV Part 2, which is available upon request.

River Forest Firefighters Pension Fund

Statement of Results

Illinois Firefighters Pension Investment Fund

| Currency: USD (\$) | May 2023 | 2023 YTD |
|---------------------------------|--------------------|-------------------|
| Beginning NAVs: | | |
| Beginning NAV | 17,114,722.48 | 15,106,881.49 |
| Contributions | 439.97 | 1,801,588.92 |
| Withdrawals | 185,000.00 | 925,000.00 |
| Net Time Weighted Activity | -118,971.64 | |
| Allocation Balance | 16,995,750.84 | |
| Allocation Percent | 0.22% | |
| Income & Expenses: | | |
| Unrealized Gain/Loss | -238,265.96 | 1,031,956.06 |
| Realized Gain/Loss | -856.33 | -388,415.39 |
| Dividend Income | 11,538.35 | 45,162.38 |
| Interest Income | 17,453.51 | 52,403.11 |
| Other Income | - | 0.39 |
| Total Income | -210,130.43 | 741,106.55 |
| Administrator Expenses (FPIF) | - | 1,339.52 |
| Other Fee & Expenses (FPIF) | 222.10 | 3,050.87 |
| Other Expenses | 59.84 | 115.90 |
| Management Fee | 294.27 | 614.86 |
| Performance Fee | - | - |
| Total Fee & Expenses | 576.21 | 5,121.15 |
| Net Income | -210,706.64 | 735,985.40 |
| Ending NAVs: | | |
| Ending NAV | 16,719,455.81 | 16,719,455.81 |
| Rate of Returns: | | |
| Return on Invested Capital | -1.24% | 4.89% |
| Return on Total Assets | -1.24% | 4.88% |
| Ownership | 0.22% | |

Disclaimer / Important Information:

The Plan Total reflects the total of underlying plan balances, and may not be equal to the sum of displayed columns.

Although this report has been prepared using information believed to be reliable, it may contain information provided by third parties or derived from third party information, and/or information that may have been obtained from, categorized or otherwise reported based upon client direction. The Northern Trust Company does not guarantee the accuracy, timeliness or completeness of any such information. The information included in this report is intended to assist clients with their financial reporting needs, but you must consult with your accountants, auditors and/or legal counsel to ensure your accounting and financial reporting complies with applicable laws, regulations and accounting guidance. The Northern Trust Company and its affiliates shall have no responsibility for the consequences of investment decisions made in reliance on information contained in this report.

River Forest Firefighters Pension Fund

Portfolio Activity Report

From 5/1/2023 To 5/31/2023

(Report as of June 22, 2023)

| Date | Name | Activity | Amount | Cash Amount | Note |
|-------------------------------------|---|--------------|-------------------|---------------------|---|
| Client Activities: | | | | | |
| 5/12/2023 | River Forest | Redeem | 185,000.00 | (185,000.00) | **PPF PAYMENT TRANSFER FROM MEMBER FUND ACCOUNT ON NT PLATFORM TO EXTERNAL MEMBER FUND ACCT |
| Total Client Activities: | | | 185,000.00 | (185,000.00) | |
| Investment Activities: | | | | | |
| 5/5/2023 | Illinois Firefighters Pension Investment Fund | Subscription | 439.97 | (439.97) | **INTEREST EARNED ON MEMBER FUND CONTRIBUTIONS PLAN #330 |
| 5/12/2023 | Illinois Firefighters Pension Investment Fund | Redeem | 185,000.00 | 185,000.00 | **PPF TRANSFER TRANSFER FROM FPIF MAIN CASH ACCT TO MEMBER FUND CASH ACCOUNT ON NT PLATFORM |
| Total Investment Activities: | | | 185,439.97 | 184,560.03 | |
| Total Portfolio Activities: | | | 370,439.97 | (439.97) | |



MEMO

TO: Fire Pension Fund Client

DATE: July 2023

RE: June 2023 Monthly Financial Report

Enclosed is the June 2023 Monthly Financial Report for your pension fund. Please note that the FPIF Pooled Investments balance remains at the total as reflected in your May 2023 report.

On July 14th, FPIF provided the Account Representatives of the participating pension funds the following message:

Good morning Account Representatives,

FPIF is currently performing the month end close for the June 30, 2023 fiscal year end. Due to this, the June 30 member fund statements will be posted to the NT Passport site on a delayed timeframe. You can expect June 30, 2023 monthly statements to be posted no later than August 21, 2023.

Lauterbach & Amen has decided to issue your June financial report without FPIF's June information, leaving the FPIF balances as of May totals. However, if your fund had transfers in or out of the consolidated fund, those transfers are recorded herein. Hopefully it is helpful to receive your Monthly Financial Report to have access to other information that it contains – Cash Analysis, Expenses, Member Contribution, Payroll Batch Report, etc.

If you have any questions please do not hesitate to reach out to your PSA, Client Manager or Stephanie Masson at smasson@latuerbachamen.com or 630.821.0193.

River Forest Firefighters' Pension Fund

Monthly Financial Report

For the Month Ended

June 30, 2023

Prepared By



Lauterbach & Amen, LLP

CERTIFIED PUBLIC ACCOUNTANTS

River Forest Firefighters' Pension Fund

Table of Contents

| | Starting on Page |
|---|------------------------|
| Accountants' Compilation Report..... | 1-1 |
| Financial Statements | |
| Statement of Net Position - Modified Cash Basis..... | 2-1 |
| Statement of Changes in Net Position - Modified Cash Basis..... | 2-2 |
| Other Supplementary Information | |
| Cash & Investments - Pie Chart..... | 3-1 |
| Cash Analysis Report..... | 4-1 |
| Cash Analysis Summary - Graph..... | 5-1 |
| Revenue Report..... | 6-1 |
| Expenses - Bar Chart..... | 7-1 |
| Expense Report..... | 8-1 |
| Member Contribution Report..... | 9-1 |
| Payroll Batch Report..... | 10-1 |
| Quarterly Disbursement Report..... | 11-1 |
| Quarterly Deduction Report..... | 12-1 |
| Quarterly Transfer Report..... | 13-1 |



Accountants' Compilation Report



July 25, 2023

River Forest Firefighters' Pension Fund
400 Park Avenue
River Forest, IL 60305

To Members of the Pension Board:

Management is responsible for the accompanying interim financial statements of the River Forest Firefighters' Pension Fund which comprise the statement of net position - modified cash basis as of June 30, 2023 and the related statement of changes in net position - modified cash basis for the two months then ended in accordance with the modified cash basis of accounting and for determining that the modified cash basis of accounting is an acceptable financial reporting framework. We have performed a compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the American Institute of Certified Public Accountants. We did not audit or review the interim financial statements nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an opinion, a conclusion, nor provide any form of assurance on these interim financial statements.

The interim financial statements are prepared in accordance with the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America.

Management has elected to omit substantially all of the disclosures ordinarily included in interim financial statements prepared in accordance with the modified cash basis of accounting. If the omitted disclosures were included in the interim financial statements and other supplementary information, they might influence the user's conclusions about the Pension Fund's assets, liabilities, net position, additions and deductions. Accordingly, the interim financial statements and other supplementary information are not designed for those who are not informed about such matters.

Other Matter

The other supplementary information is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management. The other supplementary information was subject to our compilation engagement. We have not audited or reviewed the other supplementary information nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an opinion, a conclusion, nor provide any form of assurance on the other supplementary information.

Cordially,

Lauterbach & Amen, LLP

Lauterbach & Amen, LLP



Financial Statements

River Forest Firefighters' Pension Fund
Statement of Net Position - Modified Cash Basis
As of June 30, 2023

Assets

| | |
|----------------------------------|----------------------|
| Cash and Cash Equivalents | \$ 237,933.11 |
| Investments at Fair Market Value | |
| Illinois Funds | 55,220.72 |
| Pooled Investments | 16,534,455.81 |
| Total Cash and Investments | 16,827,609.64 |
| Prepays | 2,497.50 |
| Total Assets | 16,830,107.14 |

Liabilities

| | |
|--------------------------|-----------------|
| Expenses Due/Unpaid | 2,855.00 |
| Total Liabilities | 2,855.00 |

| | |
|--|----------------------|
| Net Position Held in Trust for Pension Benefits | 16,827,252.14 |
|--|----------------------|

River Forest Firefighters' Pension Fund
Statement of Changes in Net Position - Modified Cash Basis
For the Two Months Ended June 30, 2023

Additions

| | |
|-------------------------------|---------------------|
| Contributions - Municipal | \$ 3,014.93 |
| Contributions - Members | 36,010.85 |
| Total Contributions | 39,025.78 |
| | |
| Investment Income | |
| Interest and Dividends Earned | 30,224.03 |
| Net Change in Fair Value | (239,122.29) |
| Total Investment Income | (208,898.26) |
| Less Investment Expense | (576.21) |
| Net Investment Income | (209,474.47) |
| | |
| Total Additions | (170,448.69) |

Deductions

| | |
|------------------------------|-------------------|
| Administration | 5,850.00 |
| Pension Benefits and Refunds | |
| Pension Benefits | 357,038.34 |
| Refunds | 0.00 |
| Total Deductions | 362,888.34 |

Change in Position **(533,337.03)**

Net Position Held in Trust for Pension Benefits

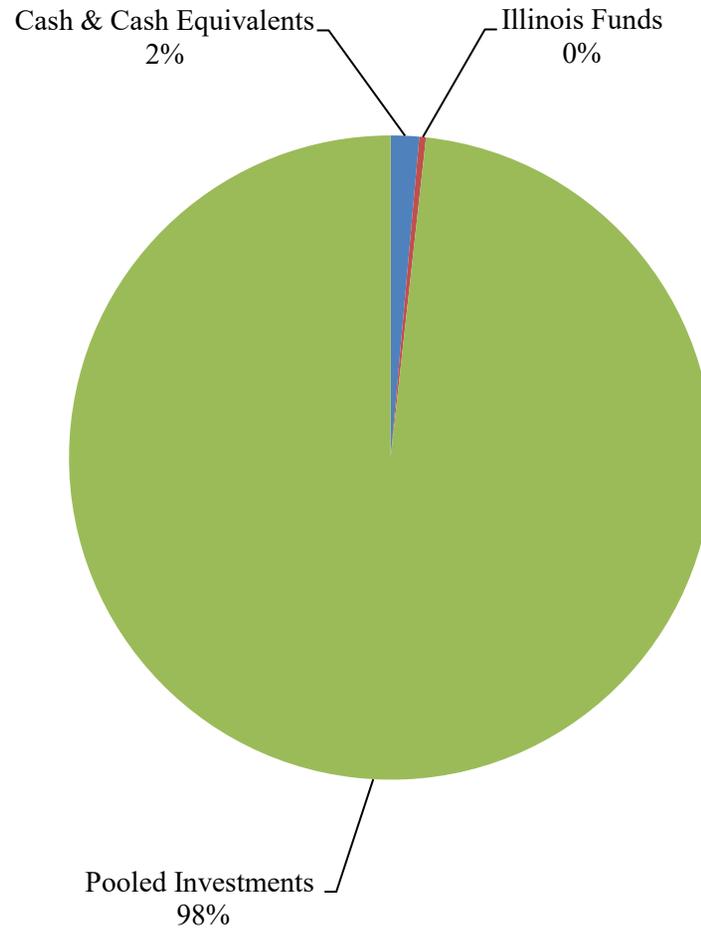
| | |
|----------------------|----------------------|
| Beginning of Year | 17,360,589.17 |
| End of Period | 16,827,252.14 |



Other Supplementary Information

River Forest Firefighters' Pension Fund

Cash and Investments

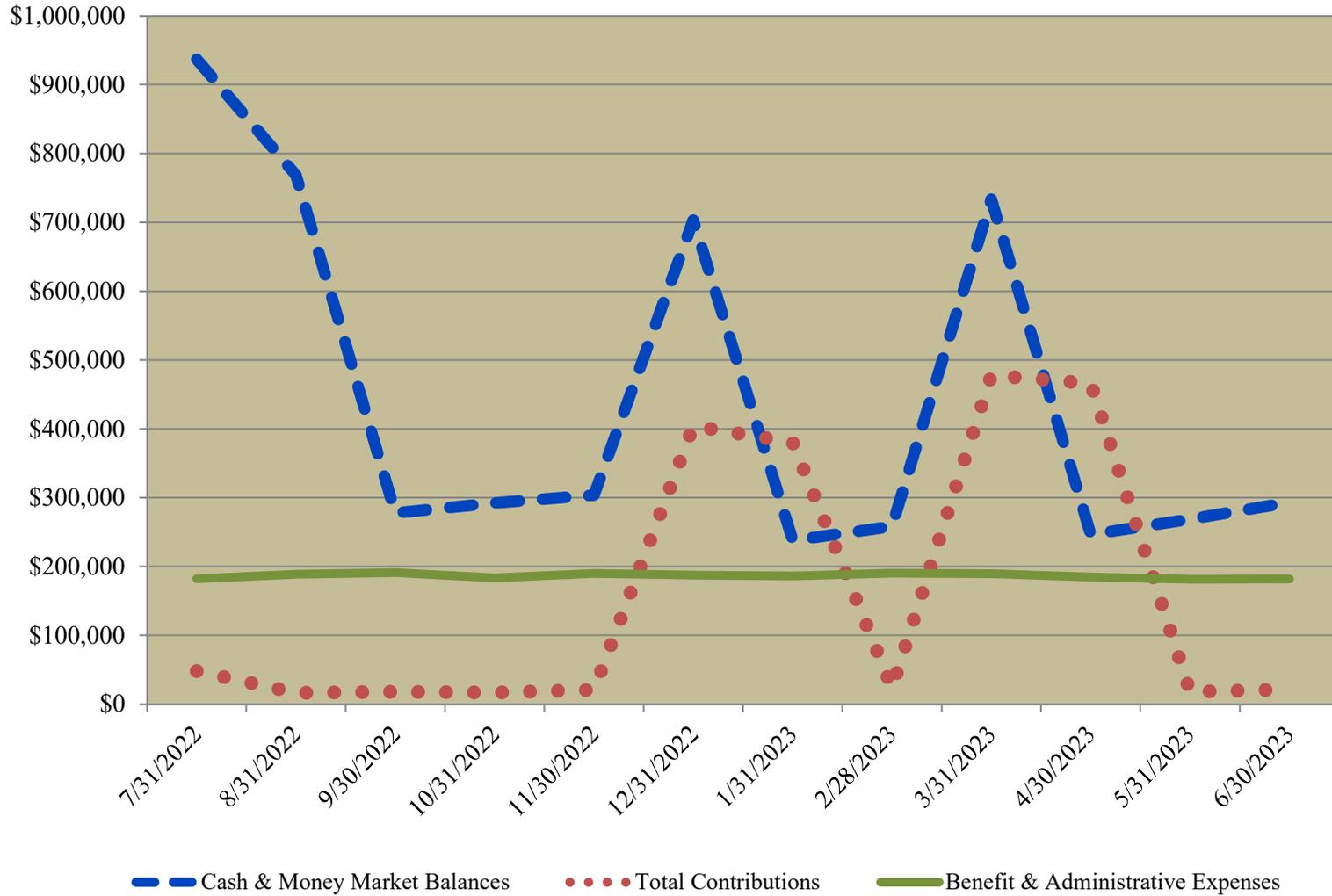


River Forest Firefighters' Pension Fund
Cash Analysis Report
For the Twelve Periods Ending June 30, 2023

| | <u>07/31/22</u> | <u>08/31/22</u> | <u>09/30/22</u> | <u>10/31/22</u> | <u>11/30/22</u> | <u>12/31/22</u> | <u>01/31/23</u> | <u>02/28/23</u> | <u>03/31/23</u> | <u>04/30/23</u> | <u>05/31/23</u> | <u>06/30/23</u> |
|--|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-----------------------|-----------------------|-------------------------|-----------------------|-----------------------|-------------------------|-------------------------|
| <u>Financial Institutions</u> | | | | | | | | | | | | |
| BMO Harris Bank - CK | \$ 139,059 | 252,625 | 243,246 | 241,061 | 240,838 | 235,687 | 235,182 | 231,952 | 229,403 | 230,306 | 234,564 | 237,933 |
| | <u>139,059</u> | <u>252,625</u> | <u>243,246</u> | <u>241,061</u> | <u>240,838</u> | <u>235,687</u> | <u>235,182</u> | <u>231,952</u> | <u>229,403</u> | <u>230,306</u> | <u>234,564</u> | <u>237,933</u> |
| IMET - Convenience Fund | 9,359 | 9,375 | 9,393 | 9,416 | - | - | - | - | - | - | - | - |
| Illinois Funds - MM | 788,546 | 506,404 | 24,982 | 41,683 | 62,826 | 467,597 | 2,892 | 26,043 | 504,319 | 15,919 | 34,018 | 55,221 |
| | <u>797,905</u> | <u>515,779</u> | <u>34,375</u> | <u>51,099</u> | <u>62,826</u> | <u>467,597</u> | <u>2,892</u> | <u>26,043</u> | <u>504,319</u> | <u>15,919</u> | <u>34,018</u> | <u>55,221</u> |
| Total | <u>936,964</u> | <u>768,404</u> | <u>277,621</u> | <u>292,160</u> | <u>303,664</u> | <u>703,284</u> | <u>238,074</u> | <u>257,995</u> | <u>733,722</u> | <u>246,225</u> | <u>268,582</u> | <u>293,154</u> |
| <u>Contributions</u> | | | | | | | | | | | | |
| Current Tax | 3,698 | - | - | - | - | 387,467 | 362,869 | 6,261 | 460,994 | 444,523 | - | 3,015 |
| Contributions - Current Year | 44,361 | 16,533 | 18,166 | 16,619 | 20,996 | 16,754 | 17,278 | 16,854 | 16,849 | 21,173 | 18,002 | 18,009 |
| | <u>48,059</u> | <u>16,533</u> | <u>18,166</u> | <u>16,619</u> | <u>20,996</u> | <u>404,221</u> | <u>380,147</u> | <u>23,115</u> | <u>477,843</u> | <u>465,696</u> | <u>18,002</u> | <u>21,024</u> |
| <u>Expenses</u> | | | | | | | | | | | | |
| Pension Benefits | 179,827 | 186,419 | 180,009 | 180,321 | 180,321 | 180,321 | 184,340 | 184,340 | 184,340 | 184,340 | 179,030 | 178,009 |
| Administration | 2,236 | 2,253 | 11,426 | 3,018 | 9,702 | 7,208 | 1,823 | 5,799 | 4,934 | (634) | 2,526 | 3,900 |
| | <u>182,063</u> | <u>188,672</u> | <u>191,435</u> | <u>183,339</u> | <u>190,023</u> | <u>187,529</u> | <u>186,163</u> | <u>190,139</u> | <u>189,274</u> | <u>183,706</u> | <u>181,556</u> | <u>181,909</u> |
| Total Contributions less Expenses | <u>(134,004)</u> | <u>(172,139)</u> | <u>(173,269)</u> | <u>(166,720)</u> | <u>(169,027)</u> | <u>216,692</u> | <u>193,984</u> | <u>(167,024)</u> | <u>288,569</u> | <u>281,990</u> | <u>(163,554)</u> | <u>(160,885)</u> |

River Forest Firefighters' Pension Fund

Cash Analysis Summary



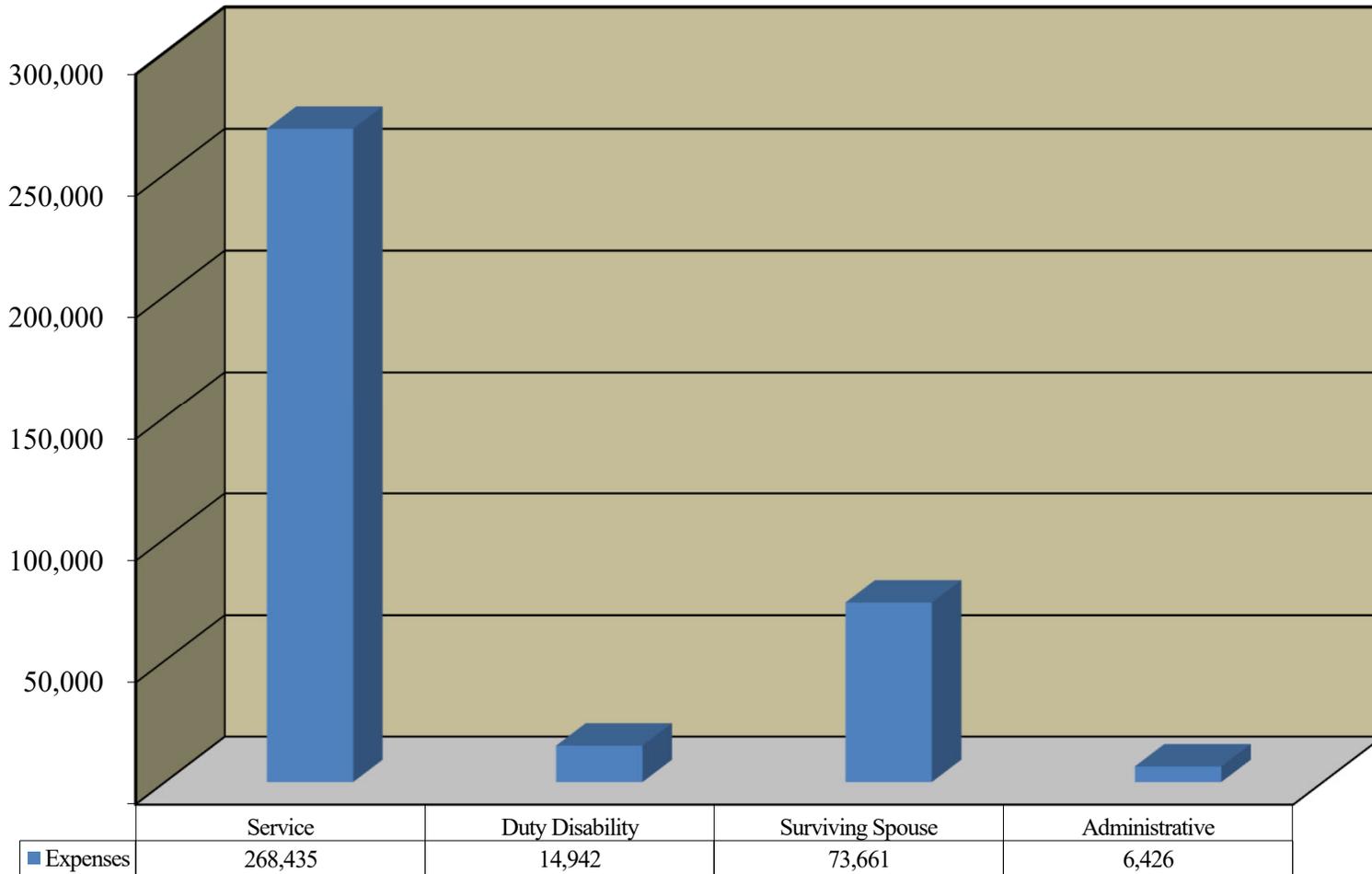
River Forest Firefighters' Pension Fund

Revenue Report as of June 30, 2023

| | <u>Received this Month</u> | <u>Received this Year</u> |
|--|--------------------------------|-------------------------------|
| <u>Contributions</u> | | |
| Contributions - Municipal | | |
| 41-210-00 - Current Tax | \$ 3,014.93 | 3,014.93 |
| | <u>3,014.93</u> | <u>3,014.93</u> |
| Contributions - Members | | |
| 41-410-00 - Contributions - Current Year | 18,008.97 | 36,010.85 |
| | <u>18,008.97</u> | <u>36,010.85</u> |
| Total Contributions | <u>21,023.90</u> | <u>39,025.78</u> |
| <u>Investment Income</u> | | |
| Interest and Dividends | | |
| 43-102-09 - BMO Harris Bank | 277.41 | 515.94 |
| 43-106-01 - Illinois Funds - Money Market | 178.60 | 276.26 |
| 43-800-01 - IFPIF Consolidated Pool Dividend | 0.00 | 11,538.35 |
| 43-800-02 - IFPIF Consolidated Pool Interest | 0.00 | 17,453.51 |
| 43-800-03 - IFPIF Contribution Interest | 0.00 | 439.97 |
| | <u>456.01</u> | <u>30,224.03</u> |
| Gains and Losses | | |
| 44-800-01 - IFPIF Consolidated Pool - Unrealized | 0.00 | (238,265.96) |
| 44-800-02 - IFPIF Consolidated Pool - Realized | 0.00 | (856.33) |
| | <u>0.00</u> | <u>(239,122.29)</u> |
| Total Investment Income | <u>456.01</u> | <u>(208,898.26)</u> |
| Total Revenue | <u>21,479.91</u> | <u>(169,872.48)</u> |

River Forest Firefighters' Pension Fund

Pension Benefits and Expenses



River Forest Firefighters' Pension Fund Expense Report as of June 30, 2023

| | Expended this Month | Expended this Year |
|---|--------------------------------|-------------------------------|
| <u>Pensions and Benefits</u> | | |
| 51-020-00 - Service Pensions | \$ 134,217.68 | 268,435.36 |
| 51-040-00 - Duty Disability Pensions | 7,470.91 | 14,941.82 |
| 51-060-00 - Surviving Spouse Pensions | 36,319.96 | 73,661.16 |
| Total Pensions and Benefits | 178,008.55 | 357,038.34 |
| <u>Administrative</u> | | |
| Professional Services | | |
| 52-170-03 - Accounting & Bookkeeping Services | 2,090.00 | 3,135.00 |
| 52-170-06 - PSA/Court Reporter | 1,810.00 | 2,715.00 |
| | 3,900.00 | 5,850.00 |
| Investment | | |
| 52-195-02 - Other Fee & Expenses (IFPIF) | 0.00 | 222.10 |
| 52-195-03 - Management Fee (IFPIF) | 0.00 | 294.27 |
| 52-195-05 - Other Expenses (IFPIF) | 0.00 | 59.84 |
| | 0.00 | 576.21 |
| Total Administrative | 3,900.00 | 6,426.21 |
| Total Expenses | 181,908.55 | 363,464.55 |

River Forest Firefighters' Pension Fund
Member Contribution Report
As of Month Ended June 30, 2023

| Name | Thru Prior Fiscal Year | Current Fiscal Year | Service Purchase | Refunds | Total Contributions |
|-----------------------|------------------------------|---------------------------|---------------------|-------------|------------------------|
| Basa, Matthew D. | \$ 42,764.37 | 1,571.86 | 0.00 | 0.00 | 44,336.23 |
| Bencik, Jason E. | 70,815.74 | 1,810.94 | 0.00 | 0.00 | 72,626.68 |
| Bochenek, David M. | 146,615.32 | 2,363.76 | 0.00 | 0.00 | 148,979.08 |
| Boyd, Quentin A. | 106,435.29 | 2,031.00 | 0.00 | 0.00 | 108,466.29 |
| Buchholz, Jonathan P. | 44,951.97 | 1,560.52 | 0.00 | 0.00 | 46,512.49 |
| Carter, John E. | 206,137.75 | 2,291.88 | 0.00 | 0.00 | 208,429.63 |
| Doran, Christopher C. | 132,322.09 | 1,817.24 | 0.00 | 0.00 | 134,139.33 |
| Ercoli, Jarrett M. | 19,029.45 | 1,319.56 | 0.00 | 0.00 | 20,349.01 |
| Finfrock, Lucas J. | 103,494.22 | 1,817.24 | 0.00 | 0.00 | 105,311.46 |
| Fischer, Stephen G. | 171,814.20 | 1,826.70 | 0.00 | 0.00 | 173,640.90 |
| Howe, Adam J. | 68,118.09 | 1,801.46 | 0.00 | 0.00 | 69,919.55 |
| Howe, Edward F. | 184,967.39 | 2,231.38 | 0.00 | 0.00 | 187,198.77 |
| Krall, Matthew K. | 70,695.80 | 1,803.38 | 0.00 | 0.00 | 72,499.18 |
| Kyles, Timothy E. Jr. | 0.00 | 1,158.96 | 0.00 | 0.00 | 1,158.96 |
| McKenna, Brian T. | 49,686.73 | 1,647.95 | 0.00 | 0.00 | 51,334.68 |
| Rouse, Jonathan W. | 26,749.87 | 1,399.88 | 0.00 | 0.00 | 28,149.75 |
| Seablom, Adam R. | 54,695.37 | 1,664.48 | 0.00 | 0.00 | 56,359.85 |
| Smith, Michael P. | 183,351.68 | 2,245.56 | 0.00 | 0.00 | 185,597.24 |
| Viera, Adan | 122,432.92 | 1,810.94 | 0.00 | 0.00 | 124,243.86 |
| Zipperich, Paul B. | 171,783.03 | 1,836.16 | 0.00 | 0.00 | 173,619.19 |
| Totals | 1,976,861.28 | 36,010.85 | 0.00 | 0.00 | 2,012,872.13 |

Batches 62330

River Forest Firefighters' Pension Fund

Multiple Batch Report

Check Date 6/30/2023

| SSN | Family ID | Employee Name Alt Payee Name | ACH | Retro Check # | Net Amount | Member Gross | Medical Insurance | Dental Insurance | Life Insurance | Federal Tax |
|------------------------|-----------|---------------------------------|-------------------------------------|-------------------------------|------------|-----------------|----------------------|---------------------|-------------------|-------------|
| <u>Duty Disability</u> | | | | | | | | | | |
| ***-**-2182 | 109397 | Fahy, Patrick J. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$3,811.62 | \$3,811.62 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| | | ***-**-2182 Subtotal: | | | \$3,811.62 | \$3,811.62 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| ***-**-2110 | 109398 | Schejbal, James F. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$3,579.07 | \$3,659.29 | \$0.00 | \$65.98 | \$14.24 | \$0.00 |
| | | ***-**-2110 Subtotal: | | | \$3,579.07 | \$3,659.29 | \$0.00 | \$65.98 | \$14.24 | \$0.00 |
| | | Duty Disability Subtotal: | | | \$7,390.69 | \$7,470.91 | \$0.00 | \$65.98 | \$14.24 | \$0.00 |
| <u>Service</u> | | | | | | | | | | |
| ***-**-3560 | 120753 | Bohlmann, Kurt B. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$8,783.38 | \$11,054.86 | \$1,122.61 | \$114.63 | \$0.00 | \$1,034.24 |
| | | ***-**-3560 Subtotal: | | | \$8,783.38 | \$11,054.86 | \$1,122.61 | \$114.63 | \$0.00 | \$1,034.24 |
| ***-**-7938 | 110935 | Daugherty, William J. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$6,457.00 | \$8,117.86 | \$397.37 | \$0.00 | \$0.00 | \$1,263.49 |
| | | ***-**-7938 Subtotal: | | | \$6,457.00 | \$8,117.86 | \$397.37 | \$0.00 | \$0.00 | \$1,263.49 |
| ***-**-2389 | 111043 | Finnegan, Mark T. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$7,140.05 | \$9,110.49 | \$1,122.61 | \$127.45 | \$0.00 | \$720.38 |

Batches 62330

River Forest Firefighters' Pension Fund

Multiple Batch Report

Check Date 6/30/2023

| SSN | Family ID | Employee Name Alt Payee Name | ACH | Retro Check # | Net Amount | Member Gross | Medical Insurance | Dental Insurance | Life Insurance | Federal Tax | |
|------------|-----------|--|-------------------------------------|-------------------------------|------------|-----------------|----------------------|---------------------|-------------------|-------------|------------|
| | | | | ***-**2389 | Subtotal: | \$7,140.05 | \$9,110.49 | \$1,122.61 | \$127.45 | \$0.00 | \$720.38 |
| ***-**8444 | 106833 | Law, Dennis J. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$4,070.51 | \$4,079.50 | \$0.00 | \$0.00 | \$8.99 | \$0.00 | \$0.00 |
| | | | | ***-**8444 | Subtotal: | \$4,070.51 | \$4,079.50 | \$0.00 | \$0.00 | \$8.99 | \$0.00 |
| ***-**8043 | 112495 | Law, Michael D. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$5,135.67 | \$5,619.44 | \$0.00 | \$0.00 | \$0.00 | \$483.77 | \$483.77 |
| | | | | ***-**8043 | Subtotal: | \$5,135.67 | \$5,619.44 | \$0.00 | \$0.00 | \$0.00 | \$483.77 |
| ***-**6763 | 106828 | Lidinsky, Richard T. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$7,635.75 | \$9,061.46 | \$0.00 | \$0.00 | \$0.00 | \$1,375.71 | \$1,375.71 |
| | 106828 | Payment to Access Credit Union, Lidinsky - | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$50.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| | | | | ***-**6763 | Subtotal: | \$7,685.75 | \$9,061.46 | \$0.00 | \$0.00 | \$0.00 | \$1,375.71 |
| ***-**0172 | 106827 | Marrocco, Timothy | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$111.42 | \$111.42 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| | | | | ***-**0172 | Subtotal: | \$111.42 | \$111.42 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| ***-**4999 | 111666 | Newberry, John J. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$5,190.96 | \$6,385.55 | \$610.85 | \$38.47 | \$0.56 | \$544.71 | \$544.71 |

See Accountants' Compilation Report

Batches 62330

River Forest Firefighters' Pension Fund

Multiple Batch Report

Check Date 6/30/2023

| SSN | Family ID | Employee Name Alt Payee Name | ACH | Retro Check # | Net Amount | Member Gross | Medical Insurance | Dental Insurance | Life Insurance | Federal Tax |
|------------|-----------|--|-------------------------------------|-------------------------------|------------|-----------------|----------------------|---------------------|-------------------|-------------|
| | | | | ***_**4999 Subtotal: | \$5,190.96 | \$6,385.55 | \$610.85 | \$38.47 | \$0.56 | \$544.71 |
| ***_**1107 | 110549 | Nortier, Robert A. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$7,472.01 | \$9,456.52 | \$916.51 | \$78.80 | \$0.56 | \$988.64 |
| | | | | ***_**1107 Subtotal: | \$7,472.01 | \$9,456.52 | \$916.51 | \$78.80 | \$0.56 | \$988.64 |
| ***_**1730 | 106819 | Nummer, Russell W. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$6,951.98 | \$10,444.55 | \$0.00 | \$0.00 | \$0.00 | \$1,292.57 |
| | 106819 | Payment to Access Credit Union, Nummer - | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$2,200.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| | | | | ***_**1730 Subtotal: | \$9,151.98 | \$10,444.55 | \$0.00 | \$0.00 | \$0.00 | \$1,292.57 |
| ***_**1514 | 106829 | Powell Sr, Richard H. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$6,079.97 | \$8,666.96 | \$0.00 | \$0.00 | \$8.99 | \$1,100.00 |
| | 106829 | Payment to Access Credit Union, Powell - | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$1,478.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| | | | | ***_**1514 Subtotal: | \$7,557.97 | \$8,666.96 | \$0.00 | \$0.00 | \$8.99 | \$1,100.00 |
| ***_**0064 | 115980 | Rose, John M. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$7,938.26 | \$8,793.65 | \$0.00 | \$0.00 | \$0.00 | \$855.39 |
| | | | | ***_**0064 Subtotal: | \$7,938.26 | \$8,793.65 | \$0.00 | \$0.00 | \$0.00 | \$855.39 |

Batches 62330

River Forest Firefighters' Pension Fund

Multiple Batch Report

Check Date 6/30/2023

| SSN | Family ID | Employee Name Alt Payee Name | ACH | Retro Check # | Net Amount | Member Gross | Medical Insurance | Dental Insurance | Life Insurance | Federal Tax |
|-------------|-----------|---------------------------------|-------------------------------------|-------------------------------|--------------|-----------------|----------------------|---------------------|-------------------|-------------|
| ***-**-5659 | 106821 | Schoff, Robert H. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$8,100.10 | \$9,515.36 | \$0.00 | \$25.65 | \$0.00 | \$1,389.61 |
| | | ***-**-5659 Subtotal: | | | \$8,100.10 | \$9,515.36 | \$0.00 | \$25.65 | \$0.00 | \$1,389.61 |
| ***-**-5896 | 106823 | Stamm, Paul J. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$7,813.41 | \$9,031.01 | \$0.00 | \$0.00 | \$0.00 | \$1,217.60 |
| | | ***-**-5896 Subtotal: | | | \$7,813.41 | \$9,031.01 | \$0.00 | \$0.00 | \$0.00 | \$1,217.60 |
| ***-**-7868 | 106824 | Telkamp, Lester H. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$6,393.33 | \$7,924.16 | \$0.00 | \$0.00 | \$0.00 | \$1,530.83 |
| | | ***-**-7868 Subtotal: | | | \$6,393.33 | \$7,924.16 | \$0.00 | \$0.00 | \$0.00 | \$1,530.83 |
| ***-**-4199 | 106830 | Vondracek, Arthur W. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$6,096.70 | \$7,884.22 | \$506.66 | \$25.65 | \$7.97 | \$1,247.24 |
| | | ***-**-4199 Subtotal: | | | \$6,096.70 | \$7,884.22 | \$506.66 | \$25.65 | \$7.97 | \$1,247.24 |
| ***-**-6387 | 106825 | Witken, David B. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$7,565.72 | \$8,960.67 | \$397.37 | \$114.63 | \$0.00 | \$882.95 |
| | | ***-**-6387 Subtotal: | | | \$7,565.72 | \$8,960.67 | \$397.37 | \$114.63 | \$0.00 | \$882.95 |
| | | Service Subtotal: | | | \$112,664.22 | \$134,217.68 | \$5,073.98 | \$525.28 | \$27.07 | \$15,927.13 |

See Accountants' Compilation Report

Batches 62330

River Forest Firefighters' Pension Fund

Multiple Batch Report

Check Date 6/30/2023

| SSN | Family ID | Employee Name Alt Payee Name | ACH | Retro Check # | Net Amount | Member Gross | Medical Insurance | Dental Insurance | Life Insurance | Federal Tax |
|-------------------------|-----------|--|-------------------------------------|-------------------------------|------------|-----------------|----------------------|---------------------|-------------------|-------------|
| <u>Surviving Spouse</u> | | | | | | | | | | |
| ***-**-9623 | 108225 | Barth, Charlotte B. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$2,256.40 | \$2,494.96 | \$0.00 | \$0.00 | \$0.00 | \$238.56 |
| | | ***-**-9623 Subtotal: | | | \$2,256.40 | \$2,494.96 | \$0.00 | \$0.00 | \$0.00 | \$238.56 |
| ***-**-8921 | 108223 | Bentel, Loretta H. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$4,677.45 | \$7,364.35 | \$596.06 | \$0.00 | \$0.00 | \$1,090.84 |
| | 108223 | Payment to Fifth Third Bank, Bentel - | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$1,000.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| | | ***-**-8921 Subtotal: | | | \$5,677.45 | \$7,364.35 | \$596.06 | \$0.00 | \$0.00 | \$1,090.84 |
| ***-**-6579 | 106832 | Bentel, Ruth M. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$5,611.54 | \$6,490.65 | \$0.00 | \$38.47 | \$0.00 | \$840.64 |
| | | ***-**-6579 Subtotal: | | | \$5,611.54 | \$6,490.65 | \$0.00 | \$38.47 | \$0.00 | \$840.64 |
| ***-**-9173 | 109394 | Daudelin, Evelyn M. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$1,702.05 | \$1,732.23 | \$0.00 | \$0.00 | \$30.18 | \$0.00 |
| | | ***-**-9173 Subtotal: | | | \$1,702.05 | \$1,732.23 | \$0.00 | \$0.00 | \$30.18 | \$0.00 |
| ***-**-2973 | 106831 | Diebold, Linda L. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$4,500.13 | \$4,992.69 | \$0.00 | \$0.00 | \$0.00 | \$492.56 |

See Accountants' Compilation Report

Batches 62330

River Forest Firefighters' Pension Fund

Multiple Batch Report

Check Date 6/30/2023

| SSN | Family ID | Employee Name Alt Payee Name | ACH | Retro Check # | Net Amount | Member Gross | Medical Insurance | Dental Insurance | Life Insurance | Federal Tax |
|------------|-----------|---------------------------------|-------------------------------------|-------------------------------|-------------|-----------------|----------------------|---------------------|-------------------|-------------|
| | | | | ***-**2973 Subtotal: | \$4,500.13 | \$4,992.69 | \$0.00 | \$0.00 | \$0.00 | \$492.56 |
| ***-**3791 | 106826 | Gerard, Pauline M. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$4,416.65 | \$4,416.65 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| | | | | ***-**3791 Subtotal: | \$4,416.65 | \$4,416.65 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| ***-**0510 | 106822 | Hlavaty, Evelyn | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$3,635.47 | \$4,135.47 | \$0.00 | \$0.00 | \$0.00 | \$500.00 |
| | | | | ***-**0510 Subtotal: | \$3,635.47 | \$4,135.47 | \$0.00 | \$0.00 | \$0.00 | \$500.00 |
| ***-**5533 | 109396 | Rausch, Patricia E. | <input checked="" type="checkbox"/> | <input type="checkbox"/> 0 | \$4,654.49 | \$4,692.96 | \$0.00 | \$38.47 | \$0.00 | \$0.00 |
| | | | | ***-**5533 Subtotal: | \$4,654.49 | \$4,692.96 | \$0.00 | \$38.47 | \$0.00 | \$0.00 |
| | | | | Surviving Spouse Subtotal: | \$32,454.18 | \$36,319.96 | \$596.06 | \$76.94 | \$30.18 | \$3,162.60 |

Batches 62330

River Forest Firefighters' Pension Fund

Multiple Batch Report

Check Date 6/30/2023

| SSN | Family ID | Employee Name | ACH | Retro | Net Amount | Member Gross | Medical Insurance | Dental Insurance | Life Insurance | Federal Tax |
|-----|-----------|----------------|-----|-------|------------|--------------|-------------------|------------------|----------------|-------------|
| | | Alt Payee Name | | | Check # | | | | | |

Totals

| ACH Flag | Payments | Net Payment Total | Gross | Medical Insurance | Dental Insurance | Life Insurance | Federal Tax |
|-------------|----------|-------------------|--------------|-------------------|------------------|----------------|-------------|
| Yes | 31 | \$152,509.09 | \$178,008.55 | \$5,670.04 | \$668.20 | \$71.49 | \$19,089.73 |
| No | 0 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Grand Total | 31 | \$152,509.09 | \$178,008.55 | \$5,670.04 | \$668.20 | \$71.49 | \$19,089.73 |

River Forest Firefighters' Pension Fund

Quarterly Disbursement Report

All Bank Accounts
April 1, 2023 - June 30, 2023

| Date | Check Number | Vendor Name | Invoice Amount | Check Amount |
|----------|--------------|--|------------------------------------|------------------------|
| 04/30/23 | 50294 | IFPIF | | |
| | | 52-195-02 Other Fee & Expenses | 423.84 | |
| | | 52-195-05 Other Expenses | 17.66 | |
| | | | Check Amount | <u>441.50</u> |
| 05/08/23 | 30520 | Lauterbach & Amen, LLP | | |
| | | 52-170-03 #76963 03/23 Accounting & Benefits | 1,045.00 | |
| | | 52-170-06 #76963 03/23 PSA | 905.00 | |
| | | | ACH Amount (Direct Deposit) | <u>1,950.00</u> |
| 05/31/23 | 50295 | IFPIF | | |
| | | 52-195-02 Other Fee & Expenses | 222.10 | |
| | | 52-195-05 Other Expenses | 59.84 | |
| | | 52-195-03 Management Fee | 294.27 | |
| | | | Check Amount | <u>576.21</u> |
| 06/05/23 | 30523 | Lauterbach & Amen, LLP | | |
| | | 52-170-03 #77928 04/23 Accounting & Benefits | 1,045.00 | |
| | | 52-170-06 #77928 04/23 PSA | 905.00 | |
| | | | ACH Amount (Direct Deposit) | <u>1,950.00</u> |
| 06/29/23 | 30526 | Lauterbach & Amen, LLP | | |
| | | 52-170-03 #78893 05/23 Accounting & Benefits | 1,045.00 | |
| | | 52-170-06 #78893 05/23 PSA | 905.00 | |
| | | | ACH Amount (Direct Deposit) | <u>1,950.00</u> |
| | | | Total Payments | <u><u>6,867.71</u></u> |

River Forest Firefighters' Pension Fund

Quarterly Deduction Report

All Bank Accounts
April 1, 2023 - June 30, 2023

| Date | Check Number | Vendor Name | Invoice Amount | Check Amount |
|----------|--------------|--|----------------|-------------------------|
| 04/28/23 | 30518 | Village of River Forest - Insurance | | |
| | | 20-220-00 Medical Insurance - 04/23 | 5,670.04 | |
| | | 20-220-00 Dental Insurance | 668.20 | |
| | | 20-220-00 Life Insurance | 71.49 | |
| | | ACH Amount (Direct Deposit) | | <u>6,409.73</u> |
| 04/28/23 | 30519 | Internal Revenue Service | | |
| | | 20-230-00 Internal Revenue Service | 19,089.73 | |
| | | ACH Amount (Direct Deposit) | | <u>19,089.73</u> |
| 05/31/23 | 30521 | Village of River Forest - Insurance | | |
| | | 20-220-00 Medical Insurance - 05/23 | 5,670.04 | |
| | | 20-220-00 Dental Insurance | 668.20 | |
| | | 20-220-00 Life Insurance | 71.49 | |
| | | ACH Amount (Direct Deposit) | | <u>6,409.73</u> |
| 05/31/23 | 30522 | Internal Revenue Service | | |
| | | 20-230-00 Internal Revenue Service | 19,089.73 | |
| | | ACH Amount (Direct Deposit) | | <u>19,089.73</u> |
| 06/30/23 | 30524 | Village of River Forest - Insurance | | |
| | | 20-220-00 Medical Insurance - 06/23 | 5,670.04 | |
| | | 20-220-00 Dental Insurance | 668.20 | |
| | | 20-220-00 Life Insurance | 71.49 | |
| | | ACH Amount (Direct Deposit) | | <u>6,409.73</u> |
| 06/30/23 | 30525 | Internal Revenue Service | | |
| | | 20-230-00 Internal Revenue Service | 19,089.73 | |
| | | ACH Amount (Direct Deposit) | | <u>19,089.73</u> |
| | | Total Payments | | <u><u>76,498.38</u></u> |



FIREFIGHTER NEW HIRE – ACTIVE MEMBER INFORMATION SHEET

This is NOT an application for Membership

In order to complete the Active Member Information for the Annual IDOI statement, please provide a copy of the member's application or complete the following information:

Pension Fund Name: River Forest Fire Department

Member's Name: Timothy E. Kyles Jr. (First Name, Middle Initial, Last Name, Jr/Sr)

Street Address: [Redacted]

City: [Redacted] State: [Redacted] Zip: [Redacted]

Home Phone Number: N/A Cell Phone Number: [Redacted]

Email Address (Please Print Clearly): [Redacted]

Social Security #: [Redacted] Gender: X M / F

Date of Birth: 09/25/1988 Date of Hire (Entry Date): 05/01/2023

X New Hire or Rehire Prior Termination Date: / /

All members must be classified as Tier I or Tier II (Check one)

A Tier II Member is anyone who:

- Was hired on or after January 1, 2011 with a Fire/Article 4 Pension Fund, AND
Has NO Creditable Service prior to January 1, 2011 with a Fire/Article 4 Pension Fund

All other members are classified as Tier I.

Tier I

Name of Prior Fund: (With Tier I Creditable Service)

Date of Hire (Entry Date): Termination Date:

I am currently receiving a monthly retirement benefit from this pension fund.

X Tier II

I have NO Creditable Service with a Fire/Article 4 Pension Fund prior to January 1, 2011.

X I HAVE Creditable Service with a Fire/Article 4 Pension Fund after January 1, 2011.

Name of Prior Fund: Broadview Fire Department (With Tier II Creditable Service)

Date of Hire (Entry Date): 03/14/2020 Termination Date: 4/30/2023

I am currently receiving a monthly retirement benefit from this pension fund.

By signing below, I certify that the information above is accurate to the best of my knowledge:

Signature: [Redacted] Date: 5/3/2023

Print Name: Timothy E. Kyles Jr. Phone Number: [Redacted]



Lauterbach & Amen, LLP

CERTIFIED PUBLIC ACCOUNTANTS

River Forest Firefighters' Pension Fund Reporting

For the Contribution Year Ending April 30, 2024 for Funding Purposes

For the Fiscal Year Ending April 30, 2023 for Financial Statement Reporting

Presented by:
Ian Irvine, Actuarial Consultant

Actuarial

Audit

**Financial
Services**

Pension

Tax

Recommended Contribution & Funded Status

Page 8 in Report

| | Prior Valuation | Current Valuation | Difference |
|---|-----------------|-------------------|------------------------------|
| Recommended Contribution [^] | \$1,600,834 | \$1,687,043 | \$86,209 (5.39% Increase) |
| Fair Value of Assets (FVA) | \$17,555,300 | \$17,360,600 | (\$194,700) |
| Actuarial Value of Assets (AVA) | \$18,249,100 | \$18,785,100 | \$536,000 |
| Actuarial Accrued Liability | \$34,523,200 | \$35,579,300 | \$1,056,100 |
| EAN Unfunded Actuarial Accrued Liability/(Surplus) | \$16,274,100 | \$16,794,300 | \$520,200 |
| Percent Funded (AVA) | 52.86% | 52.80% | (0.06%) |
| Percent Funded (FVA) | 50.85% | 48.79% | (2.06%) |

*Current Funding
Policy is Level
Dollar
Contributions to a
90% Funding
Target Over the
Remaining 18
Years.*

[^]There is a Transition Plan between the Pension Board and the Village, the Transition Contribution for the current valuation is \$1,767,039.

Recommended Contribution Reconciliation

Page 16 in Report

| | Actuarial Liability | Recommended Contribution |
|--|---------------------|--------------------------|
| Expected Changes | \$738,900 | \$38,300 |
| Salary Increases Greater than Expected | (\$18,700) | \$5,400 |
| Actuarial Experience | \$390,800 | \$33,800 |
| Assumption Changes | \$0 | \$0 |
| Plan Changes | (\$54,900) | (\$14,600) |
| Investment Return Less than Expected | \$0 | \$32,200 |
| Contributions Greater than Expected | \$0 | (\$8,900) |
| Net Increase/(Decrease) | \$1,056,200 | \$86,200 |

Recommended Contribution Breakdown

Page 26 in Report

| | Prior Valuation | Current Valuation | Difference |
|---|-----------------|-------------------|------------|
| Employer Normal Cost (with interest) | \$360,286 | \$371,189 | \$10,903 |
| Amortization of Unfunded Accrued Liability/(Surplus) | \$1,240,548 | \$1,315,854 | \$75,306 |
| Recommended Contribution [^] | \$1,600,834 | \$1,687,043 | \$86,209 |

The Recommended Contribution has Increased by 5.39% from the Prior Valuation.

[^]There is a Transition Plan between the Pension Board and the Village, the Transition Contribution for the current valuation is \$1,767,039.

Demographic Changes

Page 13 in Report

- There were 28 inactive Members who continued to collect benefits. This increased the Recommended Contribution by approximately \$36,100.
- Other demographic changes experienced during the year were minimal.

Age and Service Distribution

Page 35 in Report

| 5/1/2023 Age and Service Distribution - Tier 1 Tier 2 Active Members | | | | | | | | | | | | |
|--|---------|---------|--------|--------|----------|----------|----------|----------|----------|----------|---------|-------|
| | Service | Under 1 | 1 to 4 | 5 to 9 | 10 to 14 | 15 to 19 | 20 to 24 | 25 to 29 | 30 to 34 | 35 to 39 | 40 & up | Total |
| Age | | | | | | | | | | | | |
| Under 25 | | | | | | | | | | | | |
| 25 to 29 | | | | | | | | | | | | |
| 30 to 34 | | | 0 2 | 0 3 | | | | | | | | 0 5 |
| 35 to 39 | | | | 0 1 | 1 1 | | | | | | | 1 2 |
| 40 to 44 | | | | 0 3 | 1 1 | | | | | | | 1 4 |
| 45 to 49 | | | | | 1 0 | | 1 0 | | | | | 2 0 |
| 50 to 54 | | | | | | | 3 0 | | | | | 3 0 |
| 55 to 59 | | | | | | | 1 0 | | | | | 1 0 |
| 60 to 64 | | | | | | | | | | | | |
| 65 to 69 | | | | | | | | | | | | |
| 70 & up | | | | | | | | | | | | |
| Total | | | 0 2 | 0 7 | 3 2 | | 5 0 | | | | | 8 11 |



Expected Benefit Payments

Page 9 & 34 in Report

| Current Valuation | |
|--|-------------|
| Total Active Members | 19 |
| Total Inactive Members | 32 |
| Current Benefit Payments | \$2,184,200 |
| Expected Benefit Payments in 5 Years | \$2,531,300 |
| Expected Benefit Payments in 10 Years | \$2,821,800 |

Benefit Payments are Anticipated to Increase 16% in the Next 5 Years and 29% in the Next 10 Years.

Output Smoothing

Page 14-15 in Report

| | Full Amount | Transition Amount |
|--------------------------|-------------|-------------------|
| Recommended Contribution | \$1,687,043 | \$1,767,039 |

- Output smoothing was implemented as of the May 1, 2022 Actuarial Valuation. Gains were smoothed over 5 years using output smoothing. Any new gains/losses over the 5 year period will not be impacted by output smoothing.
- The current results reflect the output smoothing parameters described above. The client has elected to make this change to the Funding Policy to smooth out volatility of the contribution. We believe the contribution maintains a reasonable relationship to the Actuarially Determined Contribution.

Change in Fair Value of Assets

Page 18 in Report

| Current Valuation | |
|--------------------------------|---------------|
| Beginning Fair Value of Assets | \$17,555,300 |
| Employer Contributions | \$1,678,600 |
| Member Contributions | \$237,000 |
| Return on Investments | \$114,500 |
| Benefits and Refunds | (\$2,184,200) |
| Other Expenses | (\$40,600) |
| Change in Fair Value | (\$194,700) |
| Ending Fair Value of Assets | \$17,360,600 |

The Rate of Return on Investments on a Fair Value of Assets Basis for the Fund was Approximately 0.42% Net of Administrative Expense. The Expected Rate of Return on Investments is 7.00%.

Risk Management

Page 11, 13 & 23 in Report

- The Fair Value of Assets (\$17.4M) is less than the Actuarial Accrued Liability for inactive Members (\$27.2M).
- The ratio of benefit payments to the Fair Value of Assets is 12.58%, compared to an Expected Rate of Return on Investments of 7.00%.
- Based on the number of active Members in the Plan, there is a moderate demographic risk.

| | 0.25% Decrease (6.75%) | Current Expected Rate of Return on Investments (7.00%) | 0.25% Increase (7.25%) |
|--------------------------|------------------------------|--|------------------------------|
| Recommended Contribution | \$1,775,693 | \$1,687,043 | \$1,601,618 |
| Dollar Impact | \$88,650 | | (\$85,425) |
| Percentage Impact | 5.25% | | (5.06%) |

Alternative Contribution

Page 30 in Report

| | Current Valuation |
|---|-------------------|
| Alternative Contribution | \$1,401,580 |
| PUC Unfunded Actuarial Accrued Liability/(Surplus) | \$17,817,000 |
| Alternative Contribution Funded Percentage (AVA) | 51.32% |

*Alternative
Contribution Funding
Policy is Level % Pay
Contributions to a
90% Funding Target
Over the Remaining
17 Years.*

Five-Year Employer Contribution History

Page 33 in GASB 67/68 Report

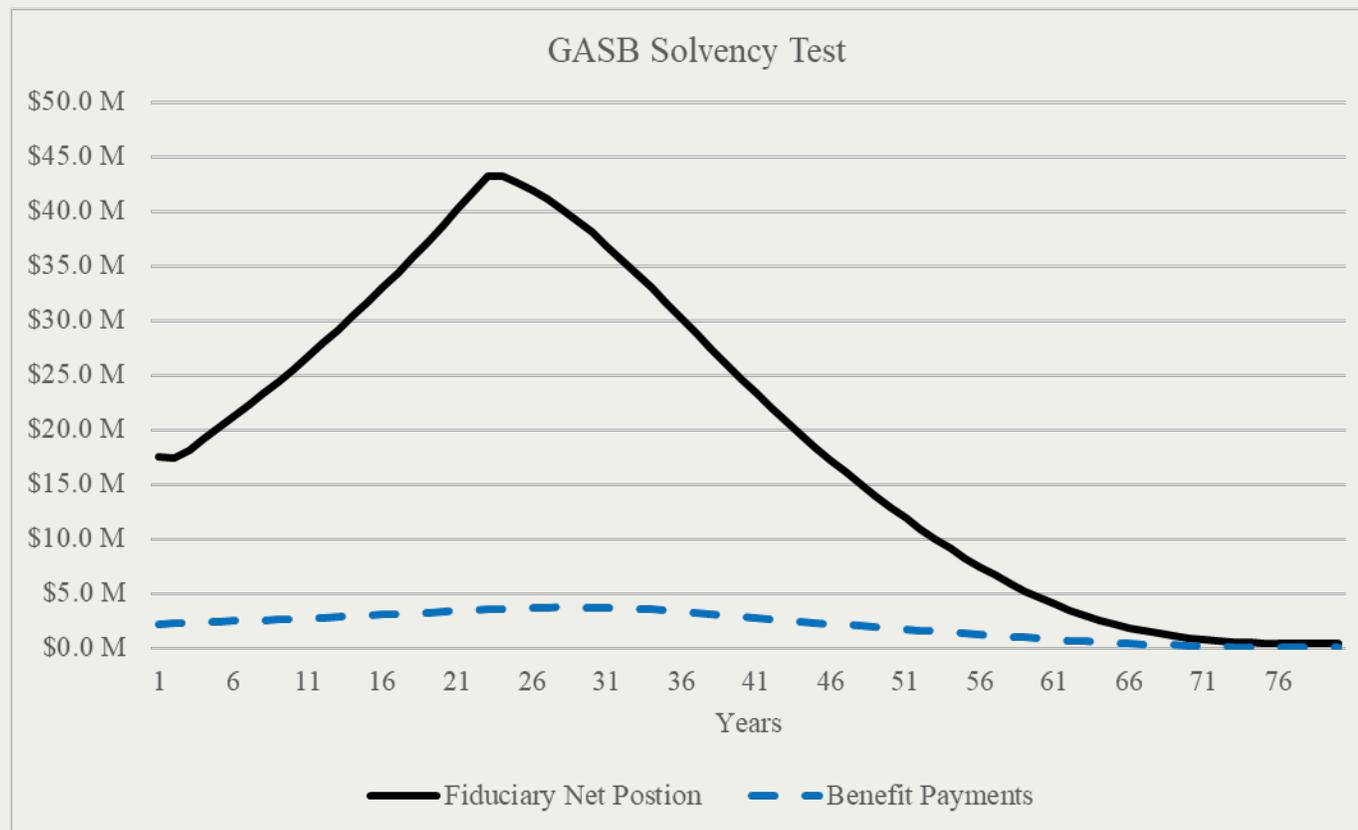
| Fiscal Year End | Employer Contribution | Actuarially Determined Contribution (ADC) | % of ADC |
|-------------------------|-----------------------|---|----------------|
| 4/30/2023 | \$1,678,594 | \$1,713,382 | 97.97% |
| 4/30/2022 | \$1,931,404 | \$1,691,007 | 114.22% |
| 4/30/2021 | \$1,413,737 | \$1,471,754 | 96.06% |
| 4/30/2020 | \$1,490,909 | \$1,393,165 | 107.02% |
| 4/30/2019 | \$1,193,797 | \$1,184,450 | 100.79% |
| 5 - Year Average | | | 103.21% |

The Actuarially Determined Contribution for the Current Year is the Recommended Contribution from the May 1, 2021 Actuarial Valuation Completed by Lauterbach & Amen, LLP.

There is a Formal Funding Policy that exists between the Pension Board and the Village. See page 32 in the GASB 67/68 Actuarial Report for a detailed explanation of the Formal Funding Policy. Note that Actuarially Determined Contribution is the contribution that most closely corresponds to the basis that the Employer uses to make contributions. The Most Applicable Actuarially Determined Contribution shown above for the Fiscal Year End April 30, 2019 is the Transition Contribution from the May 1, 2017 Actuarial Valuation completed by Lauterbach & Amen, LLP.

GASB Solvency Test

Page 42 in GASB 67/68 Report



The Plan's Projected Fiduciary Net Position is Anticipated to Cover Projected Benefit Payments in Full for the Current Employees.



Assumption Changes

Page 14 in Report

- The year over year step increases dictated by the wage schedule did not change from the prior wage schedule; therefore, we have not updated the individual pay increases assumption.

Plan Changes

Page 14 in Report

- Late in 2022, the IDOI Public Pension Division issued an unofficial opinion that Tier II disabled Members are entitled to an initial COLA increase on the later of the January 1st after the pensioner turns age 60 or the January 1st after the benefit date anniversary equal to the lesser of 3% of the original benefit or ½ CPI-U. The prior interpretation from the IDOI Public Pension Division was that Tier II disabled members were entitled to an initial COLA increase on the later of the January 1st after the pensioner turns age 60 or the January 1st after the benefit date anniversary equal to 3% of the original monthly benefit *for each full year that has passed since the pension began*.
 - In accordance with the new opinion, we have included a change in liability due to a change in the substantive plan, which includes written provisions as well as administrative interpretations.

Actuarial Certification

- The valuation results summarized in this presentation are from the May 1, 2023 Actuarial Funding Report & May 1, 2022 GASB 67/68 Report, which have been reviewed by Actuarial Consultants that meet the Qualification Standards of the American Academy of Actuaries.
 - This report is not intended for purposes other than determining the Recommended Contribution, under the selected Funding Policy, and the Alternative Contribution.
 - This report contains the full description of the data, assumptions, methods, and provisions used to produce these actuarial results.
 - For any rounded figures shown in this presentation, please refer to the Actuarial Funding Report for more exact figures.

Certified Trustee Training

Organization:

Year:

Stephen Fischer

| | Hours Required | Type of Training | Hours Completed | Date Completed | Cert on File |
|---|----------------|------------------|-----------------|----------------|--------------|
| 1 | 8 | | | | |
| 2 | | | | | |
| 3 | | | | | |
| 4 | | | | | |
| 5 | | | | | |
| 6 | | | | | |

John Carter

| | Hours Required | Type of Training | Hours Completed | Date Completed | Cert on File |
|---|----------------|------------------|-----------------|----------------|--------------|
| 1 | 8 | | | | |
| 2 | | | | | |
| 3 | | | | | |
| 4 | | | | | |
| 5 | | | | | |
| 6 | | | | | |

Lester Telkamp

| | Hours Required | Type of Training | Hours Completed | Date Completed | Cert on File |
|---|----------------|------------------|-----------------|----------------|--------------|
| 1 | 8 | | | | |
| 2 | | | | | |
| 3 | | | | | |
| 4 | | | | | |
| 5 | | | | | |
| 6 | | | | | |

Tom Severson

| | Hours Required | Type of Training | Hours Completed | Date Completed | Cert on File |
|---|----------------|------------------|-----------------|----------------|--------------|
| 1 | 16 | | | | |
| 2 | | | | | |
| 3 | | | | | |
| 4 | | | | | |
| 5 | | | | | |
| 6 | | | | | |

Rosemary McAdams

| | Hours Required | Type of Training | Hours Completed | Date Completed | Cert on File |
|---|----------------|------------------|-----------------|----------------|--------------|
| 1 | 8 | | | | |
| 2 | | | | | |
| 3 | | | | | |
| 4 | | | | | |
| 5 | | | | | |
| 6 | | | | | |

| | Hours Required | Type of Training | Hours Completed | Date Completed | Cert on File |
|---|----------------|------------------|-----------------|----------------|--------------|
| 1 | | | | | |
| 2 | | | | | |
| 3 | | | | | |
| 4 | | | | | |
| 5 | | | | | |
| 6 | | | | | |

2023 IPPFA Trustee Training Opportunities

2023 MidAmerican Pension Conference



October 4 - 6, 2023

12:00PM - 12:30PM

10 Marriott Drive, Lincolnshire, IL 60069

Julie Guy

The MidAmerican Pension Conference is the perfect way to complete your 8-hours of pension trustee training. Highlights include dynamic speakers, informative exhibits, and many networking opportunities. For over 30 years, the IPPFA has given attendees the very best training in ethics, fiduciary responsibilities, and legal and legislative updates, all covering every aspect of pension trustee training.

2023 MidAmerican Pension Conference

- The 2023 MidAmerican Pension Conference will be held at the Marriott Lincolnshire Resort
- October 4 - 6, 2023
- The IPPFA room rate is \$189.00 per night, plus taxes and fees
- Check-in 4:00 pm, Check-out 12:00 pm
- To make a room reservation call 1 (800) 228-9290 and mention IPPFA Room Block

Heroes Family Fund Charity Golf Outing Registration

Tuesday, October 3, 2023

Crane's Landing Golf club

10 Marriott Drive

Lincolnshire, IL 60069

Golf registration is not open at this time. Please check back.

2023 IPPFA Trustee Training Opportunities

IPPFA ONLINE SEMINAR COURSE

- WHEN:** Ongoing
- Online 8 hr. seminar (Recorded from the 2021 MidAmerican Pension Conference)
- WHERE:** IPPFA Website:
www.ippfa.org/education/online-classes/
- COST:** IPPFA MEMBER: \$275.00/seminar
IPPFA NON-MEMBER: \$525.00/seminar

This online seminar agenda includes:

- Pension Obligation Bond Panel
- Consolidation Update Panel
- Mock Disability Trial
- Keynote Speaker Admiral Foggo
- Ask an Attorney and Legal Updates
- Covid-19 Vaccinations and Workplace Rules
- Ask an Administrator
- Re-Entry into Active Service and How it has Evolved Over Time

-this online seminar satisfies 8 hours of the required continuing pension trustee training

IPPFA IN PERSON SEMINAR COURSE

- WHEN:** November 14, 2023
- WHERE:** John A. Logan College
700 Logan College Road, F104
Carterville, IL 62918
- TIME:** 8:00 a.m. – 4:30 p.m.
- COST:** IPPFA MEMBER: \$225.00
IPPFA NON-MEMBER: \$450.00

16-hour Certified Trustee Programs* offered through IPPFA

IPPFA **ONLINE** Certified Trustee Program

COST: IPPFA MEMBER: \$ 550.00
IPPFA NON-MEMBER: \$1,100.00

Registration is online at the IPPFA website www.ippfa.org/education/trustee-program/

IPPFA **IN PERSON** Certified Trustee Program

WHEN: December 5-6, 2023

TIME: 7:30 a.m. – 5:00 p.m.

WHERE: NIU Outreach Campus
1120 E. Diehl Road, Room 266
Naperville, IL 60563

COST: IPPFA MEMBER: \$500.00
IPPFA NON-MEMBER: \$1,000.00
*Walk-ins will be charged an additional \$25

Registration is online at the IPPFA website www.ippfa.org/education/trustee-program/

*On December 18, 2019, Governor J.B. Pritzker signed SB 1300, making it Public Act 101-0610. This act will consolidate all Article 3 and 4 pension fund's investment assets. Under Public Act 101-0610, **training requirements have now been reduced from 32-hours to 16-hours of new trustee training**, however all pension trustees will still need 4-hours of mandatory consolidation transition training.

All Article 3 & 4 Pension Trustees elected or appointed are required to complete the 16-hour trustee certification course within 18 months of election or appointment to the board.



**IPFA Pension Seminar
November 3, 2023
Empress Banquets
Addison, IL**

Registration is not open yet.

ARTICLE 3 AND ARTICLE 4 PENSION TRUSTEE CERTIFICATION

All elected and appointed Article 3 (police) and Article 4 (firefighters) local pension board trustees are required to participate in state-mandated trustee certification training.

WHAT IS THE FIRST YEAR CERTIFICATION REQUIREMENT?

The trustee certification training requirement for a first year trustee is at least 16 hours.

WHAT IS THE ANNUAL CERTIFICATION REQUIREMENT?

Annually, all trustees must complete a minimum of eight hours of continuing trustee education.

WHERE CAN TRUSTEES RECEIVE THEIR TRAINING?

The Illinois Municipal League provides this certification training at no charge to all trustees.

More information is available at iml.org/pensiontrustees.

Trustee certification training is provided online and in accordance with all statutory requirements. If you have questions regarding pension trustee certification, please contact us by email at pensiontrustees@iml.org.

HOW MUCH DOES THE TRAINING COST?

\$0. The Illinois Municipal League provides this certification training at no charge. Really — it's free = no charge.

WHAT ARE SOME TRUSTEE EDUCATION TOPICS?

- Articles 3 and 4 Pension Disability Pension Overview
- Duties and Ethical Obligations of a Pension Fund Fiduciary
- Board Oversight of Cyber Risk: Before a Breach
- Illinois Public Employee Disability Act and Public Safety Employee Benefits Act
- Developments and Potential Changes in Federal and Illinois Labor and Employment Laws
- Qualified Domestic Relations Order
- Pension Plan Funding 101
- Pension Plan Assumptions 101
- Freedom of Information Act and Open Meetings Act
- Cyber Security Best Practices
- Managing Generational Differences and Unconscious Bias in the Workplace
- How to Identify, Address and Prevent Sexual Harassment and Discrimination
- Let Me Ask You a Question
- Public Pension Fund Accounting Principles



EASTERN ILLINOIS UNIVERSITY in partnership with



ARTICLE 3 AND ARTICLE 4

Pension Trustee Certification

All elected and appointed Article 3 (Police) and Article 4 (Firefighters) local pension board trustees are required to participate in state-mandated trustee certification training that consists of at least 16 hours in their first year as a trustee. In addition, trustees must complete a minimum of eight hours of continuing trustee education annually thereafter.

The Illinois Municipal League provides this certification training at **no charge to all trustees.**

[Click here to begin your pension trustee training.](#)

This training is provided online and in accordance with statutory requirements.

[Pension Trustee Certification Fact Sheet](#)



in
partnership
with



If you have questions regarding Article 3 or Article 4 pension trustee certification, please contact us by email at pensiontrustees@iml.org.

RESPONSE TIME

QUARTERLY NEWS FOR FIRST RESPONDERS



- Anonymous Complaints Subject to Full Investigation in Chicago
- IL Supreme Court Permits Compelled Production of Cell Phone Passcode
- ILETSB To Provide A PTSD Czar
- Mandatory Age of Retirement Plays a Role in Certain Benefits
- ILETSB May Now Create “Emergency Rules” to Address Police Staffing Crisis
- Trooper Fails to Sue his way into “Good Standing”
- Battered Kankakee Firefighter’s Lawsuit Booted
- 911 Calls Sometimes Not Subject to FOIA
- Bensenville Required to Provide Health Insurance
- Court Creates Its Own Means of Calculating Pensionable Salary
- In the First District, One Doctor is Sufficient to Support Board’s Denial
- Does Secret Equal Secure Under FOIA?
- NLRB Updates Prosecution Priorities to Favor Workers

July 2023 Vol. 6 Iss. 3

Use A Dedicated Account for Pension Work

While it’s very easy to use your work or personal email as a central mode of communication related to pension, or work adjacent activity, this may have unintended consequences. As a firm, we strongly recommended any non-related department work, (e.g. pension business) be communicated through a dedicated email account. We suggest not only avoiding your work email, but also your personal email, for this type of communication.

Using your work email gives the department unfettered access to your communications. This could mean unintentionally diminishing privileged communications with your attorney. Importantly, if privilege is waived it may not be “unwaived.”

As members of a public body, by virtue of your positions on the pension boards, your communications are subject to both the Illinois Freedom of Information Act and the Illinois Records Retention Act. If trustees use their personal email addresses, those email accounts now must be combed through for information if a request is made pursuant to FOIA, or there is any involvement in a lawsuit and discovery is requested. Additionally, using personal accounts for public business means you must maintain those records—you must keep any email communications related to public business. If you were to delete any communications, it may give rise to issues. Having a separate account helps avoid this issue altogether.

This extends to the use of your privately owned cell phones as it relates to communications regarding public matters. Best practice – completely avoid use of any text messages regarding public matters. Once again, these communications are subject to FOIA and discovery matters. There may also be certain record retention requirements on such communications.

In sum, KGM recommends using an email exclusively dedicated to public matters and never texting regarding public matters

FIRST RESPONDER MENTAL HEALTH RESOURCES

Suicide & Crisis Lifeline: 988

MAP: (630) 759-4925

IAFF: 202-824- 8626

PBPA:

<http://www.pbpa.org/Resources/Links.aspx>

FOP: (866) 535-1078

Text BLUE to 741741: Crisis Text Line free, 24/7, and confidential crisis text service.

The National Suicide Prevention Hotline
1-800-273-TALK

Cop 2 Cop 1-866-COP-2COP

Safe Call Now 1-206-459-3020

Serve & Protect 1-615-373-8000

Share the Load 1-888-731-3473

Copline 1-800-267-5463

Frontline Helpline 1-800-676-7500 (First Responder Call-Takers)

CIST (Critical Incident Support Team):
866-535-1078

Anonymous Complaints Subject to Full Investigation in Chicago

PBPA v. City of Chicago

PBPA Chapters 156A, 156B, and 156C represent the sergeants, lieutenants, and captains for the Chicago Police Department, (collectively “PBPA” or “Plaintiffs”). The City and PBPA engaged in interest arbitration after reaching impasse on negotiations for a successor agreement. At the center of this

dispute were two issues: (1) anonymous complaints against officers; and (2) mandatory participation in wellness training.

Under the CBA, complaints against officers are given a preliminary investigation by the Department through either the Civilian Office of Police Accountability or the Bureau of Internal Affairs. However, a full investigation is conducted under two scenarios: (1) an affidavit is filed with the complaint, or (2) the underlying conduct was a criminal offense. Meaning, anonymous (and unverified) complaints could not be the subject of a complaint register investigation unless a criminal offense was alleged. Further, neither residency nor medical roll abuse could be the subject of an unverified complaint register investigation and no discipline could result, unless the information was criminal in nature. The CBA also included a side letter which permitted either the Head of Internal Affairs or the Office of Professional Standards to sign an affidavit in good faith.

PBPA proposed to maintain the *status quo*. However, the City sought to extend the affidavit override process to permit full investigations into all anonymous complaints. Specifically, the City sought to amend the provision to permit a full investigation following the receipt of any affidavit.

Pursuant to arbitration procedure, the matter was initially brought before the Dispute Resolution Board (“Board”). The Board adopted the City’s new provision. However, it limited the use of partial, unverified-based investigations. The Board further ruled PBPA members were required to participate in the City’s wellness plan or be assessed a \$50 monthly penalty.

In July 2020, the new CBA was ratified. That same month, PBPA sought review in the circuit court. In addition to the complaint filed in the Circuit Court, PBPA also filed an unfair

labor practice (“ULP”) charge against the City. PBPA alleged the City improperly brought permissive subjects of bargaining to arbitration. The ILRB stayed the matter pending the outcome of judicial review.

The circuit court affirmed the Board’s decision. On appeal, PBPA argued the Board had exceeded its authority by considering the new override provision as it believed it was a permissive subject of bargaining, the new procedure violated Illinois law, and penalizing PBPA members based on participation in the wellness program was arbitrary and capricious.

The Appellate Court did not consider whether an employee’s right to be free from investigations pursuant to anonymous complaints was a permissive subject of bargaining. Rather, it determined this was a matter to be determined by the ILRB, the agency with the expertise to make such a determination.

On whether the proposed language violated Illinois law, the Appellate Court found it had not. It reasoned, the Disciplinary Act, nor the Labor Act, contained language requiring a complaint against a police officer be accompanied by an affidavit by a known or anonymous complainant. Even so, if an affidavit was required, the policy permits an agency official to sign the affidavit after careful review of the preliminary evidence.

The Appellate Court agreed with the circuit court that PBPA failed to show how the Board was empowered to direct LMCC to terminate participation in the wellness program. As such, PBPA failed to show the decision was arbitrary and capricious. Ultimately, the circuit court decision affirming the Board was affirmed by the Appellate Court.

PEDA Amended to Protect Against Abuse of Home Rule Power

Public Act 103-0063

The Public Employee Disability Act (“PEDA”) was amended to preclude home rule units from exercising home rule authority, in any way, in a manner inconsistent with PEDA. Meaning, local governments may not use home rule authority to create local ordinances to circumvent or reduce PEDA benefits.

IL Supreme Court Permits Compelled Production of Cell Phone Passcode

People v. Sneed

Keiron Sneed was charged with two counts of forgery stemming from the falsification of two paychecks payable to and endorsed by Sneed. Sneed deposited the checks via mobile deposit. Pursuant to the investigation, police obtained a search warrant for Sneed’s phone. They were unable to execute the warrant because Sneed refused to provide the passcode into the phone. The State filed a motion to compel production of the passcode which the circuit court denied.

The circuit court denied the motion to produce based on the Fifth Amendment privilege against self-incrimination, finding compelling the information was tantamount to testimonial communication. The State appealed. The appellate court reversed. It held producing a cell phone pass code was not incriminating, testimonial communication protected by the Fifth Amendment. Sneed appealed.

The Illinois Supreme Court affirmed the appellate court. It found though compelling the passcode was a testimonial

communication, it is only to the extent that performing the act of entering the code implicitly asserts the person entering the code can unlock the phone—nothing more which would implicate further considerations of the Fifth Amendment.

US DOL Clarifies FMLA Application to Holiday Leave

The US Department of Labor issued an opinion letter for a clarification on FMLA. Of note, if an employee does not work on holidays, those holidays do not count as used while on FMLA leave. However, if an employee would have otherwise worked while on FMLA leave, those holidays do count towards time off under the FMLA.

ILETSB To Provide A PTSD Czar

The Police Training Act was amended empowering ILETSB to appoint a PTSD Mental Health Coordinator. The PTSD Mental Health Coordinator will be required to create and implement a mental health support and education system for law enforcement officers. The Coordinator must be an active law enforcement officer with a history of developing and distributing mental health evidence based training, and have an established history of working with police administrations and unions. Additional responsibilities will include working with police academies to introduce recruits to issues and solutions, establish training, establish a reference list of medical professionals, establish peer support programs, work with private companies offering assistance to assure sound and factual methods are being used, develop studies with the State university system for research, and set standards on continuing education on mental health.

SURS Clarifies Line-of-Duty Requirements for Police Officers

Public Act 103-0080

The State University Retirement System (“SURS”) portion of the Illinois Pension Code was amended to clarify the conditions by which college and university police officers may be entitled to disability benefits. To qualify for a line of duty disability benefit, police officers who are members of SURS are subject to the following criteria: (1) a written certification from one or more licensed and practicing physicians appointed by or acceptable to the board, stating the disability qualifies as a line of duty disability; (2) the employer's position on whether the disability qualifies as a line of duty disability; and (3) any other medical examinations, hospital records, laboratory results, or other information necessary for determining the employment capacity and condition of the employee.

Mandatory Age of Retirement Plays a Role in Certain Benefits

Salcedo v. Chicago Police Pension Bd.

Ruben Salcedo was a Chicago police officer. In 2008, he was involved in a motor vehicle accident which caused several injuries including a traumatic brain injury. Following the accident, Ruben was awarded a line of duty disability benefit. This award amounted to 75% of his salary and his entitlement to disability benefits continued so long as his disability persisted or until he reached the age of 63 (the mandatory age of retirement). Ruben turned 63 in 2013. At that point, the disability converted into a “life annuity.”

In 2018, Ruben passed away. His cause of death was listed as gastrointestinal hemorrhage, esophageal varices, and decompensated cirrhosis. His widow, Maria Salcedo, was awarded a monthly life annuity. In 2021, Mrs. Salcedo filed a claim for a widow's compensation annuity benefit pursuant to 5-144 of the Illinois Pension Code. Applying for a benefit under this provision permits a widow to review a "compensation annuity" and a "supplemental annuity."

A widow is eligible for a compensation annuity when the officer dies from an injury incurred in the performance of an act of duty and amounts to the difference between the annuity and the amount equal to 75% of the salary attached to the position as though he was active and until the officer, had they lived, reached the age of 63.

A widow is eligible for a supplemental annuity when the compensation annuity terminates. This supplemental annuity is the difference between the widow's annuity and 75% of the annual salary that the officer would have been receiving when he reached 63 had he been in the same rank. In both instances, the death of the officer must be a direct result of the injury, or the injury was of such a nature as to prevent them from ever returning to service.

Following a hearing, the Retirement Board denied Mrs. Salcedo's claim. As to the basis of its denial, the Board determined Ruben had mandatorily retired by reaching age 63, his inability to return to service was not based on injury. In so finding, Ms. Salcedo was then not eligible to receive her requested annuity.

In June 2021, Mrs. Salcedo sought administrative review of the Board's decision.

The circuit court upheld the Board's decision, agreeing the mandatory retirement age precluded the requested annuity as it was an intervening event. Mrs. Salcedo appealed.

The Appellate Court affirmed the Pension Board's decision. It held Ruben's mandatory retirement at age 63 precluded Mrs. Salcedo from receiving both a compensation annuity and supplemental annuity, as annuities under Section 5-144 apply to officer deaths before the retirement age.

Disabled and Active First Responders to have the Same Health Insurance Options

The Public Safety Employee Benefit Act ("PSEBA") was amended, in part, requiring employers to offer the same health insurance plan to catastrophically injured employees as the employer offers to its full-time law enforcement, correctional, probation officers, or firefighters. We expect this to be bargained into most CBAs going forward.

ILETSB May Now Create "Emergency Rules" to Address Police Staffing Crisis

The Illinois Administrative Procedure Act now permits ILETSB to create emergency rules related to certifications of full-time and part-time law enforcement officers for a period of one year following the effective date. This emergency rulemaking amendment is made in response to changes made in Sections 8.1 and 8.2 of the Police Training Act. These rules were amended to include a reciprocity waiver for out-of-state or federally trained officers seeking a law enforcement certification in Illinois.

DACA Aliens Permitted to Work as Deputies

Public Act 103-0080

This amendment to the Counties Code permits the sheriff of any county, or corporate authority of any municipality, to now employ any person who is legally federally authorized to work and obtain a firearm to be hired as a deputy sheriff or special policeman. This includes individuals against whom immigration action has been deferred under DACA.

Trooper Fails to Sue his way into “Good Standing”

Dunn v. Schmitz

Former ISP lieutenant, Kenneth Dunn, brought suit against three Illinois State Police (“ISP”) superiors for designating him “not in good standing” at his time of retirement.

While Dunn was active, he was placed under criminal investigation for mortgage fraud. He was placed on restricted duty during the pendency of the investigation. A note in his record indicated he was the subject of a federal criminal investigation. Though Dunn admitted to participating in a voluntary interview, the record did not reflect he was a subject of an investigation. Dunn retired during the investigation.

Dunn brought a due process claim under the Fourteenth Amendment, alleging a deprivation of a liberty interest, as his retirement designation status interfered with future occupational opportunities. He argued ISP had disseminated information that he had been stripped of his law enforcement authority. This designation additionally interfered with Dunn’s eligibility to carry a

concealed weapon as a retired law enforcement officer. Dunn appealed his designation in February 2017, but was denied.

The trial court initially found in favor of defendants, and the Seventh Circuit Court of Appeals agreed. Dunn argued disclosure of his retirement status to ILETSB, while he was not truly under investigation, was dissemination of stigmatizing information that could interfere with his liberties interest (pursuing future occupational opportunities). The Seventh Circuit held the record did not contain evidence ISP had shared his retirement status, only that it could. Dunn argued his status was subject to FOIA and therefore could be disseminated. However, the Court did not find this was sufficient to establish dissemination of stigmatizing information as disclosure under FOIA was not a given, it may be exempted under one of its many exceptions. The Seventh Circuit also held Dunn had not established he was foreclosed from all jobs requiring a concealed carry license as he could still obtain a regular, non-law enforcement retiree license, for any position that required he carry a firearm.

Battered Kankakee Firefighter’s Lawsuit Booted

Giese v. City of Kankakee

On October 18, 2018, Michelle Giese, along with other firefighters, responded to a call at senior living facility. The firefighters entered the building. Lieutenant Nathan Boyce gave an order for the firefighters to wait to proceed through the fire doors until the hose was charged. Giese did not recall hearing that order. While Boyce was deploying the fire hose, Giese and several other firefighters used thermal imaging to assess conditions.

After investigation, the firefighters determined the fire was contained and proceeded down the hallway with the uncharged hose. They heard moans and entered an apartment finding a woman on fire. Boyce realized the firefighters had violated his order and walked into the hallway. He entered the apartment and grabbed Giese by her harness, lifting her off the ground. He pushed and shoved her into the hallway.

Giese notified supervisors; she met with Chief Damon Schuldt. The chief instructed Giese to alter her schedule to avoid Boyce. Boyce was suspended for twenty-four hours and took an anger management course. Boyce was also directed to avoid working shifts with Giese for three months.

Giese, unhappy that she had to alter her schedule to avoid Boyce and dissatisfied with the Chief's investigation, reported the incident to the City's HR head, Elizabeth Kubal. Ten minutes after Giese reported, Chief Schuldt called Giese demanding to know why she spoke to HR and reiterating his order to change her schedule to avoid working with Boyce.

Giese experienced physical symptoms of stress and psychological trauma. She used sick time and put in a workers' compensation claim for reimbursement of that sick time, which was granted.

On March 13, 2019, Giese visited the firehouse where she was informed Chief Schuldt had advised everyone to not speak to Giese because of a pending lawsuit. This was false. Chief Schuldt alleged James Ellexson, the new head of human resources, advised him not to speak with Giese.

On April 5, 2019, Giese filed a complaint with the EEOC. A week later, Ellexson notified Giese if she did not return to work on April 15, 2019, she would be terminated. Giese returned to work April 14, 2019, in a light duty capacity. She worked light duty until May 10, 2019. She was sent home on this date after breaking out in hives and blisters, and had high blood pressure. She never returned to work.

Giese brought suit against the City, Schuldt, and Boyce for retaliation in violation of Title VII. In part, the suit alleged Defendants condoned aggressive and inappropriate behaviors as part of a "code of silence." The district court found in favor of Defendants, holding Giese failed to establish she had been deprived any right and did not face retaliation after filing her EEOC claim. The court held that was the only protected activity.

The Seventh Circuit found Giese had not established the City condoned the behavior because it was not widespread. Because this was a single firefighter acting in an unprecedented matter, it did not establish a widespread practice leading to condonation. The Seventh Circuit also determined Giese did not establish a Title VII sex discrimination claim because she had not notified HR she believed she was being discriminated against because of her sex when she reported. The Seventh Circuit agreed the only protected activity Giese conducted was filing the EEOC claim. Once she did that, Giese did not face any adverse employment action.

Police Officers Not Eligible for Recall After Age 60

The Illinois Pension Code was amended to preclude disabled police officers and sheriff deputies from being subject to recall once they reach age 60. This provision may be in response to an abuse of the recall provision by the City of North Chicago. As a reminder, police officers who are on a disability pension may be recalled to service in the case of a *bona fide* emergency.

911 Calls Sometimes Not Subject to FOIA

Edgar County Watchdogs v. Will County Sheriff's Office.

The Edgar County Watchdogs (“ECW”) filed two Freedom of Information Act (“FOIA”) requests with the Will County Sheriff’s Office. The first FOIA request, filed August 7, 2019, sought 911 calls for Wesley Rivals Township Park and Rivals Park from June 2019 as well as any reports generated or 911 calls for August 6, 2019, at the two locations.

On August 13, 2019, the Sheriff granted in part and denied in part the request. While it provided a heavily redacted report from August 6, it denied the release for 911 calls from that date. In response, on August 13, 2019, ECW narrowed its request, seeking 911 calls for seven specific incidents occurring in June and August 2019. This was denied in full.

Meanwhile, ECW filed another FOIA on August 8, 2019, seeking 911 calls and reports for the park or Wesley Township. The Sheriff provided two redacted reports and denied the 911 calls. ECW filed in circuit court seeking

production of the 911 calls and unredacted portions of reports.

At trial, the Sheriff argued it denied the 911 calls based on confidentiality provisions of FOIA, specifically Section 7(1)(d)(iv). It included an affidavit by Shannon Wahl, the Sheriff’s FOIA administrator. Wahl determined the records were exempt because Wesley Township had a small population and the caller was likely to be identified based on their voice. The Sheriff also provided an affidavit by an information technology employee within the department which asserted the department did not have voice masking software to change the caller’s voice.

After an *in-camera* review of the calls, the circuit court issued an order requiring the Sheriff to either alter the video recording or provide a transcript. The trial court also ordered the Sheriff to provide unredacted copies of certain reports. The Sheriff sought review of the disclosure of the 911 calls.

The Appellate Court held because the Sheriff did not provide the recordings at the appellate level, it could not determine whether the trial court’s *in-camera* review and subsequent decision to release violated FOIA. While the Appellate Court found masking the voices did not create a new record, the Sheriff did establish it did not have the software to complete the task and was therefore not required to do so. Additionally, the Appellate Court found ordering the Sheriff to provide a transcript of the 911 calls, when it did not normally maintain transcripts of 911 calls, did create a new record and the trial court erred when it ordered the Sheriff to provide that in the alternative. Overall, because the Sheriff did not have the masking software and was

not required to create a transcript, it could not disclose the calls.

| Consolidated Funds Investment Returns | | | |
|--|---------|---------|-----------------|
| IPOPIF | | | |
| Assumed Rate of Return | 6.8% | | |
| Actual Rate of Return as of April 30, 2023 | 1 Month | YTD | 1 Year |
| | 0.9% | 5.2% | 1.0% |
| IFPIF | | | |
| Assumed Rate of Return | 7.125% | | |
| Actual Rate of Return as of April 30, 2023 | 1 Month | 3 Month | Since Inception |
| | 1.1% | 0.5% | -4.2% |

Bensenville Required to Provide Health Insurance

Ivetic v. Bensenville Fire Protection District

James Ivetic served as a firefighter with the Bensenville Fire Protection District No. 2 (“District”) for nearly 30 years. During this time, Ivetic responded to numerous fires and was exposed to various known and suspected carcinogens. In January 2008, Ivetic was diagnosed with nondisabling small lymphocytic lymphoma which later developed into chronic lymphocytic leukemia. The progression of the disease required Ivetic to undergo a complete bone marrow transplant and resulted in total disability. A bone marrow biopsy confirmed

his cancer was stage IV. Ivetic continued working for the District, while seeking treatment until he retired in June 2008.

In 2012, Ivetic applied for a line-of-duty disability pension, or, in the alternative, an occupational disease disability pension. After initially being denied a hearing due to his

superseding retirement, Ivetic filed a complaint for administrative review. The court agreed with Ivetic, remanding the matter for a full evidentiary hearing. The court found retired firefighters are eligible to apply for line-of-duty disability pensions but are not eligible to apply for occupational disease disability pensions.

In 2015, at hearing, Ivetic admitted his exposure was likely due to some chemicals outside of the line of duty when he worked one of his part-time jobs. However, he also established his frequent and numerous exposures to chemicals as a firefighter. Ivetic testified he was exposed to fumes when he would perform daily tests on vehicles, running them for up to 20 minutes, checking for leaks, and ensuring all equipment was functioning properly. He was also exposed to increased fumes early in his career by entering burning buildings when air packs were not yet mandated. Additionally, as part of his firefighting duties, Ivetic had to remove ceilings or walls made of insulation, drywall, or plaster to ensure there were no hidden fires. As a result, his clothing and bunker gear often had fire residue on them, giving off a distinct fire smell and potentially being wet with substances that had melted within the building. Ivetic highlighted the lack of a proper cleaning protocol for firefighters’ gear, mentioning the occasional use of a garden

hose or infrequent washing, but overall noting cleaning was not regularly done.

Three independent medical evaluations of Ivecic were considered, one of which opined the cancer was more likely than not a partial result of exposure as a firefighter and two deemed the cause inconclusive but possibly related to his occupation as a firefighter.

Ultimately, the Board of Trustees of the Bensenville Pension Fund determined Ivecic's acts of duty were either the cause of or a contributing cause of his cancer, and he was awarded a line-of-duty disability pension. However, when Ivecic applied for health insurance premium benefits pursuant to Public Safety Employee Benefits Act ("PSEBA"), the District denied his application.

After the District rejected Ivecic's application, he filed for a declaratory judgment that the District was obligated to provide health insurance premiums pursuant to PSEBA. Both parties filed motions for summary judgment. The circuit court held the District was indeed obligated to pay the health insurance premiums. On appeal, the District argued the circuit court's ruling was erroneous because Ivecic did not meet the PSEBA's statutory criteria of experiencing a catastrophic injury due to his response to what is reasonably believed to be an emergency. The appellate court disagreed with the District's argument and affirmed the circuit court's judgment.

The appellate court's decision was largely dependent on the Board's award of a line-of-duty disability pension which established the catastrophic injury prong as a matter of law. Additionally, the contributing cause of his exposure when responding to emergencies as a firefighter was sufficient to

satisfy the emergency prong of PSEBA. Thus, Ivecic was entitled to health insurance premium benefits from the District.

COVID is Presumed Duty Related for Chicago's First Responders

Public Act 103-0002

The Illinois Pension Code pertaining exclusively to Chicago Police Officers and Firefighters was amended to presume COVID-19 is duty-related. Chicago's finest and bravest, who were infected between March 9, 2020 and June 30, 2021, are rebuttably presumed to have contracted and been injured while in the performance of an "act of duty." As such, absent evidence to the contrary, such a member would be entitled to a line-of-duty disability benefit. This amendment is limited to COVID-19 and Chicago first responders. Please note, this presumption is not applicable to first responders who were not on duty for a period of 14 or more consecutive days immediately prior to the date of contraction. This amendment is retroactive and applies to any police officer or firefighter denied a duty disability benefit who would have otherwise been entitled to the benefit.

Court Creates Its Own Means of Calculating Pensionable Salary

City of East Peoria v Board of Trustees of the Police Pension Fund of East Peoria

Chad LaCost was awarded a pension based on the rank of deputy chief, which he held for only three months. When his appointment as deputy chief was terminated, he resumed the rank of sergeant until he retired. When LaCost announced his decision to resign from the position of sergeant, he requested his pension benefits be "determined by the highest rate of

pay within the last year.” This request was granted by the Board of Trustees of the Police Pension Fund of the City of East Peoria (Board), who awarded him a pension based on his salary at his former rank of deputy chief.

The City of East Peoria (City) subsequently sought administrative review of the Board’s decision and the matter was remanded to the Board to conduct a new hearing on the calculation of LaCost’s pension benefits. At the hearing, the Board reapproved the request for LaCost’s pension benefits based on his former rank of deputy chief. They justified this decision by referring to section 3-111(a) of the Pension Code, which safeguards a reduction in pension benefits for an officer who is demoted after contributing 9.91% of their salary to the pension fund, as long as the officer retires within one year of being demoted.

Again, the City sought administrative review. The circuit court determined the Board’s decision was correct, affirming LaCost should receive pension benefits based on his previous position. The City appealed the decision, arguing the Board misinterpreted section 3-111(a) of the Illinois Pension Code and the pension benefits should be based on the average actual wages earned by an officer during their last year of service.

The Appellate Court looked to the plain language of the statute to determine the intention of section 3-111(a) to mean “a police officer retiring on or after July 1, 1987, shall receive a pension of (1) one-half the salary attached to the rank held on the last day of service or (2) one-half the salary attached to the rank held for one year prior to the last day, whichever is greater.” Thus, the court found it reasonable to interpret section 3-111(a) to account for the salary associated with LaCost’s three months as deputy chief and nine months as a sergeant, in addition to his 24 years of service. Therefore, the Board erred

by granting pension benefits based solely on the salary attached to LaCost’s former rank of deputy chief.

This is a vast departure of decades of interpretation of the Code. Of note, the court adopted its own interpretation. It did not adopt the City or Pension Board’s interpretation. We are hopeful the Illinois Supreme Court will review this case.

Workers Entitled to Be Paid Prevailing Wage

Public Act 103-0048

The Prevailing Wage Act (“PWA”) was amended to include a private right of action for employees to recover the difference between the amount paid and the prevailing wage rate when the employee has not received the appropriate wage. Meaning, employees who do work on a job where the PWA applies are entitled to sue to be paid the difference between what they were paid and what the PWA requires. This is a powerful tool for working people to ensure they are paid fairly.

In the First District, One Doctor is Sufficient to Support Board’s Denial

Valkov v. City of Northlake Police Pension Fund

Marian Valkov worked as a detective for the Northlake Police Department. In 2017, Valkov was involved in an accident while patrolling for unusual activities on his way to pick a fellow detective up from getting an oil change. He was taken to the emergency department for mild persistent mid-thoracic back pain. After being released from the hospital, he underwent treatment and was subsequently diagnosed with injuries to the right shoulder and neck. He was referred to physical therapy.

After eight months of continued efforts in physical therapy, Valkov continued to have

pain and difficulty rotating his neck. In 2018, he underwent fusion surgery and was likely to return to full duty without restrictions.

Although Valkov's condition and abilities were improving in the following months, the decreased motion in his neck indicated potential vulnerability when wrestling with suspects and difficulty operating a firearm. Six months post-operation, he was released to work with permanent restrictions including "office/desk work only, no lifting greater than twenty-five pounds, [and] no prisoner/suspect contact." Valkov subsequently applied for disability pension benefits to the Board of Trustees of the Northlake Police Pension Fund (Board).

Nine months after his fusion surgery, Valkov underwent three independent medical examinations that indicated his neck was objectively healed, yet he expressed his own subjective complaints and limited demonstrations of neck movement. The Board concluded the subjective evidence was unconvincing.

The Board denied Valkov disability pension benefits, finding he was not physically disabled from service. In making their decision, the Board relied heavily on the independent medical evaluation by one doctor who explained his finding that Valkov was not disabled based on objective evidence instead of a subjective range of motion presentation. Less weight was given to the two other independent medical examiners who relied too heavily on Valkov's subjective range of motion presentation. Since Valkov failed to establish his disability, the Board did not establish whether his alleged disability

was caused by or incurred as the result of an act of duty.

Valkov sought administrative review of the decision in the circuit court and motioned to supplement the record to include 150 pages of physical therapy records that were not submitted to the Board, or, in the alternative, remand the matter back to the Board to consider the additional evidence. The admission of the additional records was denied, and the circuit court affirmed the Board's decision that Valkov was not disabled.

Valkov appealed the decision once again, arguing it was against the manifest weight of the evidence because all but one doctor concluded he was disabled from performing unrestricted duties as a police officer. The appellate court deferred to the Board's assessment of credibility and weighing of the evidence to confirm their decision. The independent medical examination which relied only on objective observations and not subjective demonstration of range of motion was sufficient to confirm the Board's decision and the denial of disability pension benefits was not against the manifest weight of the evidence.

As for the missing 150 pages of physical therapy records, the appellant, here Valkov, bears the burden of providing a complete record. Because the record on appeal did not include a report from the hearing on the motion to supplement evidence or an acceptable substitute report, the appellate court had to assume the lower court made the right decision to deny the inclusion of the additional pages based on the law and the evidence presented.

Firefighters' Continuation Privilege Expanded to EMTs and Paramedics

Public Act 103-0052

The Illinois Insurance Code is being amended to expand coverage of firefighters in the firefighters' continuance privilege provision. Now, coverage has been expanded to apply to paramedics and emergency medical technicians.

Does Secret Equal Secure Under FOIA?

Chapman v. Chicago Department of Finance

In 2018, Matt Chapman made a request under the Freedom of Information Act ("FOIA") to the Chicago Department of Finance, seeking records concerning the Citation Administration and Adjudication System ("CANVAS"). CANVAS was developed for the enforcement of parking, red-light, and speed-camera tickets.

Chapman specifically asked for an "index of the tables and columns within each table of

CANVAS" and the "column data type as well." He indicated the requested information was not intended for commercial purposes and would be made available to the general public. The Chicago Department of Finance denied Chapman's request, stating the records fell under the exemption outlined in section 7(1)(o) of FOIA. This section protects administrative or technical information related to automated data operations that, if disclosed, could compromise the security of the system or its data. Chapman filed suit, arguing the information was nonexempt and the department had willfully and intentionally violated FOIA for denying his request.

At trial, the chief information security officer for the City of Chicago explained how knowledge of the system could jeopardize the CANVAS system, making it vulnerable to cyberattacks. He testified that Chapman's request pertained to file layouts, and if an unauthorized person gained access to such information, they could precisely execute attacks on the system with minimal detection.

A self-proclaimed "vulnerability researcher" also testified at trial, admitting he hacks systems for a living. Contrary to the chief information security officer's testimony, this witness stated the requested information concerned "the schema of the database that backs the CANVAS application, the tables and the columns of those tables" and would not cause vulnerability to the system.

The circuit court found the department had not met its burden of proof under 7(1)(o) of FOIA and was obligated to produce the requested records. On appeal, the appellate court affirmed the lower court's decision, the information was not exempt from disclosure and should be provided to Chapman per his request. The department appealed the decision to the Illinois Supreme Court.

The Supreme Court of Illinois agreed with the department, the plain language of section 7(1)(o) establishes a clear exemption for file layouts. Chapman's request for an "index of tables and columns" as well as "column data type" fell under the definition of "file layout" within the meaning of section 7(1)(o) of FOIA. Thus, the decisions of the appellate court was reversed and the records were exempt from disclosure.

Constitutional Challenges Against the State May Only Be Filed in Springfield or Chicago

The Illinois Code of Civil Procedure was amended as it relates to constitutional challenges against the State. This amendment limits plaintiffs to bringing suit in either Sangamon or Cook County. This includes violations of both the Illinois and Federal constitution. We expect this provision to face some challenges in court. For instance, how the Illinois General Assembly can overcome a federal statutory right to bring suit in federal court is a particular question we look forward to seeing answered by the courts.

NLRB Updates Prosecution Priorities to Favor Workers

Chapman v. Chicago Department of Finance

The NLRB General Counsel issued a memorandum updating its prosecutorial priorities. These changes are sweeping and substantive. This is of particular note because the Illinois Public Labor Relations Act largely mirrors the NLRA. Also, the Illinois Public Labor Board commonly relies on NLRB decisions for guidance.

The NLRB's, updated priorities include: 1) the inherently concerted doctrine, 2) offering significantly more backpay in lieu of reinstatement, 3) requirement of unions to provide verification of financial auditing, 4) lobbying costs are not chargeable to objectors, 5) the last in time rule, 6) a successor employer's ability to refuse to hire certain amounts of the previous workforce

does not forfeit the right to set employees' initial terms, 7) post-contract status quo related to employer fund contributions, 8) cases considering whether individuals with disabilities are covered under the NLRA or employees where they work in a rehabilitative setting, 9) the right to information for a pre-disciplinary interview, 10) matters concerning interpretation of the carrier control test, 11) refusal to furnish information related to relocation, 12) consideration of mid-term withdrawal of recognition, 13) defining an intermittent strike, 14) employer ability to set terms for replacements, 15) make whole compensatory remedy for failure to bargain in good faith, and 16) whether an employer violates the act by imposing a mandatory arbitration agreement in response to collective action. Cases involving electronic surveillance and algorithmic management interfering with employee protected rights remains a priority.

This is an effort to overturn Trump-era decisions decimating employee rights and neutering workplace protections.

Unlawful Strike Breaking is a Crime

Public Acts 103-0040, 103-0045

The Labor Dispute Act ("LDA") was amended to prohibit the award of money damages, except for damaged property, for disputes arising from terms and conditions of employment. The LDA was also amended to criminalize interference with a strike, making the interference a Class A misdemeanor with a \$500 fine.

October-December (4th Quarter) Agenda Items

- Trustee Training Reimbursements (*if necessary for Fall Conference expenses*)
- IDOI Annual Statement (April Year Ends)
- Review/Approve - Actuarial Valuation and Tax Levy
- Review/Adopt - Municipal Compliance Report
- Establish 2022 Board Meeting Dates
- Annual Independent Medical Examinations

KGM LLC News

- Partner Mark S. McQueary taught at the IPFA Spring Seminar on May 5th.
- Partner Keith A. Karlson spoke on multiple panels at IPPFA from May 10-May 12th.
- Partner Keith A. Karlson taught at the National Association of Public Pension Attorneys in San Antonio June 27-June 30, 2023, regarding impact of pensions on recruitment/ retention.

235 Remington Boulevard
Suite 5B
Bolingbrook, IL 60440
<https://www.kgmlawyers.com/>
(708) 761-9030
Fax (708) 716-4890



This newsletter is attorney advertising material and does not constitute legal advice.