

RTM Meeting
February 5, 2013

The call

1. To take such action as the meeting may determine, upon the request of at least two RTM members, to adopt an ordinance to protect, preserve and promote public health, safety and welfare; to maintain and preserve the beauty of neighborhoods; and to allow for the control of blighted premises. (First reading. Full text available in the Town Clerk's Office)
2. To take such action as the meeting may determine, upon the recommendation of the Board of Finance and a request by the Superintendent of Schools to approve an appropriation of \$50,000 to fund a professional security audit to enhance security in the Westport Public Schools. **Withdrawn.**
3. To take such action as the meeting may determine, upon the recommendation of the Board of Finance and a request by the Director of Public Works to approve an appropriation of \$409,000 to the Capital Nonrecurring Expenditure Fund (C&NEF) Account for the rehabilitation of the North Avenue Bridge over the Aspetuck River.
4. To take such action as the meeting may determine, upon the recommendation of the Finance Director, to approve an amendment to the Fire Pension Plan in order to receive a favorable determination letter from the IRS regarding favorable tax treatment of the Plan. (Full text of amendment available in the Town Clerk's Office.)
5. To take such action as the meeting may determine, upon the recommendation of the Finance Director, to approve an amendment to the Municipal Employees Pension Plan in order to receive a favorable determination letter from the IRS regarding favorable tax treatment of the Plan. (Full text of amendment available in the Town Clerk's Office.)
6. To take such action as the meeting may determine, upon the recommendation of the Finance Director, to approve an amendment to the Non-Union Non-Supervisory Pension Plan in order to receive a favorable determination letter from the IRS regarding favorable tax treatment of the Plan. (Full text of amendment available in the Town Clerk's Office.)
7. To take such action as the meeting may determine, upon the recommendation of the Finance Director, to approve an amendment to the Non-Union Supervisory Pension Plan in order to receive a favorable determination letter from the IRS regarding favorable tax treatment of the Plan. (Full text of amendment available in the Town Clerk's Office.)
8. To take such action as the meeting may determine, upon the recommendation of the Finance Director, to approve an amendment to the Police Pension Plan in order to receive a favorable determination letter from the IRS regarding favorable tax treatment of the Plan. (Full text of amendment available in the Town Clerk's Office.)
9. To take such action as the meeting may determine, upon the recommendation of the Finance Director, to approve an amendment to the Public Works Pension Plan in order to receive a favorable determination letter from the IRS regarding

favorable tax treatment of the Plan. (Full text of amendment available in the Town Clerk's Office.)

Minutes

Moderator Hadley Rose:

This meeting of Westport's Representative Town Meeting is now called to order. We welcome those who join us tonight in the Town Hall auditorium as well as those watching us streaming live on www.westportct.gov, watching on cable channel 79 or ATT channel 99. My name is Hadley Rose and I am the RTM Moderator. To my right is our RTM secretary, Jackie Fuchs. Tonight's invocation will be by Mr. Klinge.

Invocation, Jack Klinge, district 7:

Looking forward, after Eileen called me a few days ago about doing this, I really thought that we are entering into a period, perhaps, of some challenging and maybe some contentious subjects and discussions. With that in my mind and the fact that I have a poem I like a lot anyway and tend to read about once a year, unlike my normal unprepared speeches, this is a prepared poem. I think you'll recognize it:

If you can wait and not be tired by waiting,
Or being lied about, don't deal in lies,
Or being hated, don't give way to hating,
And yet don't look too good, nor talk too wise:
If you can dream---and not make dreams your master,
If you can think---and not make thoughts your aim;
If you can meet with triumph and disaster
And treat those two impostors just the same;
If you can bear to hear the truth you've spoken
Twisted by knaves to make a trap for fools,
Or watch the things you gave your life to, broken,
And stoop and build 'em up with worn out tools:
If you can talk with crowds and keep your virtue,
Or walk with kings-nor lose the common touch,
If neither foes nor loving friends can hurt you,
If all men count with you, but none too much;
If you can fill the unforgiving minute
With sixty seconds' worth of distance run,
Yours is the Earth and everything that's in it,
And – which is more, my son - you're ready for the RTM.

There were 29 members present and six members absent. Ms. Calise, Mr. Keenan, Mr. Timmins, Mr. Rossi, Dr. Ashman and Ms. Rea notified the Moderator that they would be absent. Mr. Mandell and Mr. Lebowitz notified the Moderator that they would be late and Ms. Feller was also late.

There were no corrections to Minutes of Jan. 8. If anyone has corrections, please notify Mr. Rose, Patty Strauss or Jackie Fuchs.

Announcements

Birthdays this month: Dr. Ashman, Mr. Izzo, Mr. Mandell and our secretary, Jackie Fuchs, who would kill me if I didn't mention her birthday.

The Next RTM meeting is March 5, right here, at 7:30.

Upcoming RTM meetings:

- Employee Compensation and Education are meeting Tues, Feb. 12 at 8 p.m. in the green room.
- P&Z: Feb. 13, 7:30 in room 301. That's going to be on the blight ordinance.
- Finance is Feb. 28, room 309, at 7:30 p.m.

There will also be, for of those of you who are interested, there is an opening in district 4. Mr. Underhill resigned the beginning of this month. Interested candidates who live in district 4, please apply by Feb. 15. There will be interviews scheduled for candidates on Feb. 26 by the remaining members of district 4. You don't have to have a party affiliation. Frankly, I'd just as soon you didn't. Please get in touch with Patty Strauss and sent her your resume, etc. Get an interview and see if you can get on the RTM.

RTM Announcements

Bill Meyer, district 3 and my claim to fame is that I live across the street from Hadley Rose:

Two things: How many people have been to Westport Community Theater? Did you enjoy the plays? We've got one coming now, "Rabbit Hole". It's playing two more weeks. I usher every other show. The way I know is I call people. Of 20 people I call, 18 like it. That is certainly a good reference. The second thing is the Senior Center. We have five musicals on Sunday afternoons. We get about 200 people. There's food. We get the same people as the Levitt. It's excellent. I want to congratulate Jack Klinge. Jack Klinge has been Chairman of Friends of the Senior Center. He got a lifetime achievement from the theater. He got the Paul Harris award from Rotary. I had to sponsor him for that. He teaches at Staples and they love him. Anytime you ask anybody if they know Jack, especially the girls. There is something else about this town. Twenty-four percent of people in Westport are over 60 years of age. That's the highest around here. Weston is 17 percent. Wilton is 14 percent. That's why the Senior Center is so important.

Mr. Rose:

Before we go to the call, I just want you to know that item two, a \$50,000 request from the Board of Education, has been withdrawn from this meeting. It will be put on, most probably, the March meeting. That was a mutual decision by both the Board of Ed. and the Moderator.

The secretary read item #1 of the call - To adopt an ordinance to protect, preserve and promote public health, safety and welfare; to maintain and preserve the beauty of neighborhoods; and to allow for the control of blighted premises. (First reading. Full text available in the Town Clerk's Office)

Presentation

Louis Mall, district 2:

My fellow Representatives and Westporters, Jimmy Izzo (District 3), Catherine Calise (District 2), Sean Timmins (District 2) and I are co-sponsoring a blight ordinance seeking to **"protect, preserve, and promote public health, safety and welfare; to maintain and preserve the beauty of neighborhoods; and to allow for the control of blighted premises."** This first reading begins the process - its purpose is to make the public aware. Assistant Town Attorney Gail Kelly wrote the blight ordinance draft. She has done excellent work and I wish to thank her for all she has done. Thank you Gail. As a representative of District 2, I received an email letter on October 9, 2012, from constituents voicing their frustration with the inability to sell their home. They had purchased their home 19 years ago. The house across the street from them was habitable, but unoccupied at the time. In the ensuing years, the neighbor's house was abandoned and allowed to decay. Attempts to contact the owner to get him to address the condition of the house and property were unsuccessful. Attempts for assistance from the Town's Building Department and Planning & Zoning Department were met with "Westport has no blight ordinance, so the owner of the abandoned property can allow it to crumble into disrepair as long as he pays his taxes." The Westport residents who contacted me have lost potential buyers for their home. Not only has this abandoned property affected the enjoyment of their own home over the last 19 years, it now has a direct economic impact on their lives. They asked for advice and assistance. Specifically, they asked, "How would you react if faced with a similar situation on your street, let alone directly across from your own residence?" I knew exactly how they felt because it wasn't just in their backyard. There are several properties in District 2 alone that would meet the criteria of blight, as defined in this new ordinance. They are on Partrick Road, Riverside Avenue, Post Road West between Lincoln and Cross Street, and Ludlow Road. You might have such properties in your districts, as well. Shortly after receiving this email, I was at Town Hall for a meeting on 2020 Development of Downtown Westport that includes the "West Bank" which borders District 2. As I listened to the discussion, I wondered why we are seeking to improve the Downtown, yet, we are ignoring protecting residential neighborhoods. I also wondered why we have allowed property leading from Norwalk into the downtown to be abandoned and allowed to decay. This property on the Post Road is your first impression leading into Downtown Westport. I suggest you look at it and the abandoned cars across the street from it. So after the 2020 meeting, I stopped in Gail Kelly's office to ask two simple

questions: Why does Westport not have a blight ordinance and what would it take to get one? Gail immediately pulled out material on this subject. On October 17th, First Selectman Gordon Joseloff, Building Inspector Steve Smith, Gail Kelly and I met to discuss a Blight Ordinance. When the direct economic impact on residents' ability to sell their home was brought to the First Selectman's attention, he gave his ok for Gail to proceed. Which brings us here tonight. This ordinance is not about the paint color of a neighbor's house; it is not about the weeds or bamboo that's growing wild on the neighbor's property. It is not about setbacks or zoning regulations and it is not about the temporary condition of a construction site. It is about blight – you know it when you see it.

“This ordinance prohibits any owner, agent, tenant or person in control of real property located in the Town from allowing, creating, maintaining, or causing to be created or maintained any blighted premises.” The ordinance goes on to define *blighted premises* as:

Any building, structure or parcel of land, including single family or multi-family residential or commercial, whether occupied or vacant, in which at least one of the following conditions exists:

- A. It is dilapidated as documented by the Building Official;
- B. It is attracting illegal activity as documented by the Police Department;
- C. It is a fire hazard as documented by the Fire Department;
- D. It is determined by the Blight Enforcement Officer, the Building Official or by Health Department that the condition of the building, structure or parcel of land poses a serious or immediate danger to the safety, health or general welfare of the community.
- E. It is not being maintained, such as
 - multiple missing or boarded windows or doors;
 - collapsing or missing walls, roof or floors;
 - excessive amounts of garbage or trash;
 - abandoned/unregistered cars on the premises;
 - rodent harborage and/or infestation;
 - unrepaired fire or water damage.

And finally,

- F. It is a factor creating a substantial and unreasonable interference with the reasonable and lawful use and enjoyment of other space within the neighborhood as documented by persistent neighborhood complaints or police reports.

It is time for Westport to act to protect neighbors from willful neglect by other property owners. I welcome any of my fellow RTMers to join as a co-sponsor. On behalf of constituents in District 2, I look forward to your comments, suggestions, and approval of a Blight Ordinance that works to **“protect, preserve and promote public health, safety and welfare; and maintain and preserve the beauty of neighborhoods.”**

Mr. Rose:

This is a first reading. There will be no action tonight; however, if any members of the electorate would like to address this, you are welcome to.

Members of the Westport electorate - No comment

Members of the RTM - No comment

Mr. Rose:

This will probably come back at the March meeting. The Ordinance Committee will meet on it as well as the P&Z Committee.

Item #2 – Withdrawn.

The secretary read item #3 of the call - To approve an appropriation of \$409,000 to the Capital Nonrecurring Expenditure Fund (C&NEF) Account for the rehabilitation of the North Avenue Bridge over the Aspetuck River. The motion passes unanimously, 29-0.

Presentation

Steve Edwards, Director of Public Works:

This request first came before you back in 1995. I don't know how many of you were on this board in 1995 but at that point in time we were seeking the first funds to investigate the North Avenue bridge in response to a federal local bridge program for local bridges. We qualified for that study. It was identified as a deficient bridge at that time and eligible for 80 percent state/federal monies. We came before this board and the Board of Finance to get design money and then construction money and then we got down into the permit process and then got into the muddy waters of bureaucracy, for the most part. We initially had approvals in April 2006 before the Board of Finance and the RTM for \$867,000 to do construction work. We were already to go and FEMA looked at the project and determined that there were a couple of permits that still were outstanding and they decided we had to go back and do some more scour protection and do some more design and, again, we went back and languished in the permitting process. Between 2006 to the present, 2012, we have been in a permit whirlwind back and forth, jurisdictional boundaries, between the DEEP, back then it was the DEP, the Corps of Engineers, FEMA and the local inland/wetlands. Between all those bodies, jurisdictional disputes, it took us four to five years to get where we are now. We now have all the permits but now the project has been redefined. What was before only a deck project, now has determined into a scour protection project also. Before we were only working on the surface deck, now, with the new FEMA guidelines, we have to put scour protection around the abutments so the scope of the project has been modified to the point where now we have to put armor around the abutments and we have to do some river work. That was the primary genesis of the permit review and the scope of the project

has been modified. The result of all that is that the \$876,000 project went to \$1.2 million leaving me in a shortfall of \$409,000 in the funding so we are back before this body to bridge that gap in the funding. The total project cost estimate now is \$1.276 million. That includes the construction, the construction engineering. It does include a contingency of 10 percent. Again, the total appropriation of \$1.276 million. With the original appropriation of \$876,000, we are at a shortfall of the \$409,000 that we are looking for tonight. That is 80 percent reimbursable so it's the intent that we will get back all but \$255,000 and I expect we will get back the contingency also so, again, I expect that the town will have a new bridge replacement for somewhere in the neighborhood of \$225,000 to \$250,000 for a bridge which, again, is not a bad deal. Just for reference, out of this money we have expended \$125,000 in design to date and they have reimbursed to this body \$100,000 that goes back to Capital and Nonrecurring. The money is coming out of capital and nonrecurring and it goes back to capital and non-recurring. Again, the request here is for an additional \$409,000.

Committees report

Finance and Public Works committee, Cathy Talmadge, district 6:

The joint Finance and Public Works Committee met Jan. 30 to review the recommendation. As usual, Mr. Edwards presented the request for a supplemental appropriation in the amount of \$409,000.00 for the additional funds required to begin the rehabilitation of the North Avenue Bridge over the Aspetuck River. Mr. Edwards explained that this project began in 1995, as he just mentioned when the DPW applied for a grant to repair the bridge. The RTM originally approved an amount of \$867,000.00 in 2006, however the project has been held up in the environmental permitting process for seven years, during which time the cost to complete the project has increased by the amount requested (\$409,000.00 or 47 percent). The increase in cost is due to price escalation over the duration of the delay and the decision to use outside inspection services in lieu of in-house. Upon completion of the project, the State of Connecticut will reimburse the Town of Westport 80 percent of the project costs (\$1,020,800.00). The funds, if appropriated, will be set aside in the C&NREF. Any contingency funds not expended will be returned to Town. The committee asked several questions which Mr. Edwards answered. The question was called and seconded by each committee and all in attendance voted to recommend the approval of the appropriation to the full RTM with one abstention.

Members of the Westport electorate - No comment

Ms. Flug read the resolution and it was seconded by Mr. Rubin.

RESOLVED: That upon the recommendation of the Board of Finance and a request by the Director of Public Works the sum of \$409,000 to the Capital Nonrecurring Expenditure Fund (C&NEF) Account for the rehabilitation of the North Avenue Bridge over the Aspetuck River is hereby appropriated.

Mr. Rose:

It has been moved and seconded by Mr. Rubin to approve the resolution just read.

Members of the RTM

Don Bergmann, district 1:

I'm sure this question was answered in the Board of Finance meeting or Public Works or one of the other meetings but, Steve, could you comment on why we're doing this. I assume it's a safety factor. It's been around a long time so I'm sure it's not that unsafe but please provide some information for me and the public, as well.

Mr. Edwards:

Each year, the bridges in the town of Westport and the State of Connecticut, bridges over 25 feet in length are assessed by State DOT. That's a service that they provide. They go through and do this courtesy of the State DOT. This was a direct result of the Miannis River Bridge collapse so the state has taken the initiative and provide services where some local municipalities don't have engineering services. They come in and do a thorough investigation. As a result of that, they give out a grading of all of the bridge structures and again in doing that, they identify which ones are poor. This was identified as poor in back in 1995 and hasn't gotten any better. What has happened on it is the substructure is fine, the abutments are fine, but once you get a failure of the surface media, the concrete is failing, moisture and salt get into the rebar and starts eating away at rebar. It's not catastrophic failure at the moment but, in the long term, it would be.

Wendy Batteau, district 8:

This bridge is in my district. As people with kids that go to the Coleytown Schools probably know, it is in a rather crucial spot for school buses. It's also, when that bridge isn't going to be in use, it will divert traffic to the Weston Road/Lyons Plains Road intersection so I'm wondering when is this going to be done and how long it will take? Is there a possibility it will be done in the summertime when it won't interfere with school traffic?

Mr. Edwards:

The contract allows for an eight month closure. We anticipate getting a contract awarded in March so that the majority of it will be done in the summertime. There will be some approach up to the summer. We are hoping that they will expedite it and get it done in the good weather and open it up again in the fall. But they do have eight months.

By show of hands, the motion passes unanimously, 29-0.

The secretary read item #4 of the call - To take approve an amendment to the Fire Pension Plan in order to receive a favorable determination letter

from the IRS regarding favorable tax treatment of the Plan. (Full text of amendment available in the Town Clerk's Office.) The motion passes unanimously, 29-0.

Presentation

Gary Conrad, Finance Director: I'd like to cover all.

Mr. Rose: Yes. It's basically the same situation for each one.

Mr. Conrad:

What happened is that we filed for favorable determination letters on each of the plans. What that means is if we have favorable determinations, the plans stay basically tax exempt. We did receive favorable determination letters on all six plans pending changes that we have in front of us here. They give you a very short window after we receive the determination. We moved ahead and got documents put together with the changes and presented to the Pension Boards and RTM. We were supposed to meet on Friday but, due to the storm, we had to postpone it until Monday. On Monday, we met with all six pension boards. Pension Boards are made up of management and union employees. A majority of all boards attended. All unions approved the plans. So, we can move onto the next step which is the RTM. The changes that you see here mostly have to do to the IRS determination, updates due to code changes. You will see a couple of changes that were agreed to with the Fire and Police Union. They were incorporated in this. They go back to 2011. The plans are not opened up every time something changes. As you can imagine, it is quite expensive to change a plan. It's costly. Usually, we wait until we get quite a few changes to put them in. The big changes are that the DPW has a 401K plan. All new employees are required to go into the 401K plan. They are not eligible to go into the defined benefit plans we are talking about here. In addition to that, the two municipal plans, the non-union supervisors and the other non-bargaining, non-supervisory plan also have a change in there that allows to grandfather an employee who comes from another union that was in a defined benefit plan. The best way to look at that is that if a Department of Public Works employee applies for a position in the supervisor's union, he moves over to a management position, he would be grandfathered under the other plan so his time and the assets would move into the other plan and would follow him. That way, they are not penalized moving from one plan to another. That's the only change that we have made here as far as a non-IRS regulation. That is the gist of all the changes.

Committee report

Employee Compensation, Mr. Bergman:

As Gary mentioned, the pension boards only met on Monday, yesterday. Because of that and because this is all quite perfunctory, Mr. Lowenstein did not have a meeting of the Employee Compensation Committee; however, he insisted that I get up early on Monday morning to go to the pension meeting, which I did.

Everything Gary said, I concur with. I think this is a simple matter and should be approved.

Members of the Westport electorate - No comment

Ms. Flug read the resolution and it was seconded by Mr. Rubin.

RESOLVED: That upon the recommendation of the Finance Director Amendment No. 1 to the 2006 Restatement of the Fire Pension Fund of the Town of Westport is hereby approved. Full text is as follows.

AMENDMENT No. 1 TO 2006 RESTATEMENT OF FIRE PENSION FUND OF THE TOWN OF WESTPORT

The TOWN OF WESTPORT, CONNECTICUT hereby further amends the Fire Pension Fund of the Town of Westport, as amended and restated on January 19, 2006 (the "Plan"), as follows:

1. *The following sentence shall be added to the definition of "Compensation" in Section 1.3 of the Plan effective July 1, 2007:*

Effective for Limitation Years beginning after July 1, 2007, there shall be included in a Participant's Compensation for purposes of Subsections (a) and/or (b) above, as the case may be, any payment after termination of his employment only if such payment (i) is regular compensation for services during his regular working hours, or compensation for services outside such regular working hours (such as overtime), bonuses or other similar payments; (ii) would have been paid to him before termination of employment if he had continued in employment with the Employer and if so paid, would have been included in "Compensation" under said Subsections (a) and/or (b), as the case may be; and (iii) is paid by the later of 2½ months after termination of employment or the end of the Limitation Year including the date of termination of employment.

2. *Section 1.12B of the Plan is re-numbered to be Section 1.12C and a new Section 1.12B is added to the Plan to read as follows effective January 1, 2007:*

1.12B "Qualified Military Service" means any service in the "uniformed services" (as defined in Chapter 43 of Title 38, United States Code) by any individual if such individual is entitled to reemployment rights under such chapter as to such service.

3. *The following sentence is added to Section 4.9(d) of the Plan effective January 1, 2007:*

Effective for distributions after 2006, the term "Eligible Rollover Distribution" shall also include a direct trustee-to-trustee transfer of all or any portion of a distribution from the Plan from the benefit of a deceased Participant to an individual retirement account described in Code Section 408(a), or an individual retirement annuity described in Code Section 408(b) (other than an endowment contract), established for the purposes of receiving such distribution or portion thereof on behalf of an individual who is a Designated Beneficiary, within the meaning of Section 5A.6(b), who is not the surviving spouse of such Participant.

4. *Section 4.10 of the Plan is deleted and the following is substituted in its place effective January 1, 2007:*

4.10 Qualified Military Service:

(a) Effective December 12, 1994, notwithstanding any provision of this Plan to the contrary, contributions, benefits and service credit as to Qualified Military Service shall be provided in accordance with Section 414(u) of the Code.

(b) Effective as to deaths occurring on or after January 1, 2007, in the case of a Participant who dies while performing Qualified Military Service, his

survivors shall be entitled to any additional benefits (other than benefit accruals related to the period of Qualified Military Service) that may be provided under the Plan had he then resumed and terminated employment on account of death.

5. *The reference to "Treasury Regulation Section 1.401(a)(9)-1, Q&A-4" in Section 5A.6(b) of the Plan is changed to "Treasury Regulation Section 1.401(a)(9)-4, Q&A-1" effective January 1, 2009.*

6. *The second sentence of Section 7.1A of the Plan is deleted and the following is substituted in its place effective November 1, 2005:*

If the employment of a Participant shall be terminated for any reason before his Normal Retirement Date and after completing ten (10) but less than twenty (20) years of continuous Credited Service, he may elect to receive his contributions accumulated with 3% interest per annum through June 30, 1985 and 5% interest per annum beginning July 1, 1985 to his date of termination.

Mr. Rose:

It has been moved and seconded by Mr. Rubin to approve the resolution just read.

Members of the RTM – no comments

By show of hands, the motion passes unanimously. 29-0

The secretary read item #5 of the call - To approve an amendment to the Municipal Employees Pension Plan in order to receive a favorable determination letter from the IRS regarding favorable tax treatment of the Plan. (Full text of amendment available in the Town Clerk's Office.) The motion passes unanimously, 28-0-1. Mr. Rubin abstains.

Mr. Rose:

I'm not going to have Gary go through this again. I'm not going to have Don repeat it.

Members of the Westport electorate - No comment

Ms. Flug read the resolution and it was seconded by Mr. Rubin.

RESOLVED: That upon the recommendation of the Finance Director Amendment No. 1 to the 2006 Restatement of Retirement Plan for the Municipal Employees of the Town of Westport, Connecticut is hereby approved. Full text is as follows.

AMENDMENT No. 1 TO 2006 RESTATEMENT OF RETIREMENT PLAN FOR MUNICIPAL EMPLOYEES OF THE TOWN OF WESTPORT, CONNECTICUT

The TOWN OF WESTPORT, CONNECTICUT hereby further amends the Retirement Plan for Municipal Employees of the Town of Westport, Connecticut, as amended and restated on July 25, 2006 (the "Plan"), as follows:

1. *The following sentence shall be added to the definition of "Compensation" in Section 1.4 of the Plan effective July 1, 2007:*

Effective for Limitation Years beginning after July 1, 2007, there shall be included

in a Participant's Compensation for purposes of Subsections (a) and/or (b) above, as the case may be, any payment after termination of his employment only if such payment (i) is regular compensation for services during his regular working hours, or compensation for services outside such regular working hours (such as overtime), bonuses or other similar payments; (ii) would have been paid to him before termination of employment if he had continued in employment with the Employer and if so paid, would have been included in "Compensation" under said Subsections (a) and/or (b), as the case may be; and (iii) is paid by the later of 2½ months after termination of employment or the end of the Limitation Year including the date of termination of employment.

2. *Section 1.19A is added to the Plan to read as follows effective January 1, 2007:*

1.19A "Qualified Military Service" means any service in the "uniformed services" (as defined in Chapter 43 of Title 38, United States Code) by any individual if such individual is entitled to reemployment rights under such chapter as to such service.

3. *The following sentence is added to Section 5.4(d) of the Plan effective January 1, 2007:*

Effective for distributions after 2006, the term "Eligible Rollover Distribution" shall also include a direct trustee-to-trustee transfer of all or any portion of a distribution from the Plan from the benefit of a deceased Participant to an individual retirement account described in Code Section 408(a), or an individual retirement annuity described in Code Section 408(b) (other than an endowment contract), established for the purposes of receiving such distribution or portion thereof on behalf of an individual who is a Designated Beneficiary, within the meaning of Section 5A.7(b), who is not the surviving spouse of such Participant.

4. *Section 5.5 of the Plan is deleted and the following is substituted in its place effective January 1, 2007:*

5.5 Qualified Military Service:

(a) Effective December 12, 1994, notwithstanding any provision of this Plan to the contrary, contributions, benefits and service credit as to Qualified Military Service shall be provided in accordance with Section 414(u) of the Code.

(b) Effective as to deaths occurring on or after January 1, 2007, in the case of a Participant who dies while performing Qualified Military Service, his survivors shall be entitled to any additional benefits (other than benefit accruals related to the period of Qualified Military Service) that may be provided under the Plan had he then resumed and terminated employment on account of death.

5. *The reference to "Treasury Regulation Section 1.401(a)(9)-1, Q&A-4" in Section 5A.7(b) of the Plan is changed to "Treasury Regulation Section 1.401(a)(9)-4, Q&A-1" effective January 1, 2009.*

6. *The prefatory clause at the beginning of Section 7.1 of the Plan is deleted and the following is substituted in its place effective July 1, 2011:*

Upon receipt of proof, satisfactory to the Pension Committee of the death of a Participant prior to beginning retirement benefits under Article 5 and on or after the date he completed 10 or more years of Credited Service or 15 or more years of non-continuous Credited Service, the death benefit shall be as follows:

7. *Section 13.9 of the Plan is added to the Plan to read as follows effective July 1, 2003:*

13.9 For any Limitation Year, the Annual Additions on behalf of any Participant shall not exceed, in the aggregate, the lesser of (i) 100% of such Participant's Compensation for such Limitation Year; or (ii) \$40,000 [subject to cost-of-living adjustments under Section 415(d)(1)(C) of the Code]. The term "Annual Addition" shall mean, for purposes of this Section 13.9, the sum of the following:

- (a) Employer contributions allocable to such Participant for such Limitation Year under any qualified defined contribution plan maintained by the Employer;
- (b) Forfeitures, if any, allocable to such person for such Limitation Year under any qualified defined contribution plan maintained by the Employer;
- (c) Such person's voluntary non-deductible contributions under any other qualified plan of the Employer for such Limitation Year;
- (d) Amounts allocated, after March 31, 1984, to an individual medical account, as defined in Section 415(1)(2) of the Code, which is part of a pension or annuity plan maintained by the Employer; and
- (e) Amounts derived from contributions paid or accrued after December 31, 1985, in taxable years ending after said date, which are attributable to post-retirement medical benefits allocated to the separate account of such Participant, under a welfare benefit fund, as defined in Section 419(e) of the Code, maintained by the Employer.

The term "Compensation," for purposes of this Section 13.9, shall mean "Compensation" within the meaning of Section 1.4(b) of the Plan.

Mr. Rose: Seconded by Mr. Rubin.

Members of the RTM

Mr. Bergmann:

Not in my role as a member of the Employee Compensation Committee, I have, over the last several months, taken the occasion almost every time the circumstance where I think it highlights need for Human Resources Director in the town. Again, this is one of those occasions. Gary Conrad is our Personnel Director, acting in that role, that's really a, I won't say it's a burden for him, but I don't think it's appropriate. We should have a Human Resources Director.

As I've done many times before as these situations come up, I say it's time that Westport got a Human Resources Director.

Point of information, Mr. Lowenstein, district 5:

Would it be appropriate for the next four issues to ask for unanimous consent?

Mr. Rose: Yes. It would be very appropriate.

By show of hands, the motion passes 28-0-1. Mr. Rubin abstains.

The secretary read item #6 of the call - To approve an amendment to the Non-Union Non-Supervisory Pension Plan in order to receive a favorable determination letter from the IRS regarding favorable tax treatment of the Plan. (Full text of amendment available in the Town Clerk's Office.) The motion passes by unanimous consent.

Members of the Westport electorate - No comment

Ms. Flug read the resolution and it was seconded by Mr. Rubin.

RESOLVED: That upon the recommendation of the Finance Director Amendment No. 1 to the 2008 Restatement of Retirement Plan for Non-Union and Non-Supervisory Employees of the Town of Westport, Connecticut is hereby approved. Full text is as follows.

AMENDMENT No. 1 TO 2008 RESTATEMENT OF RETIREMENT PLAN FOR NON-UNION AND NON-SUPERVISORY EMPLOYEES OF THE TOWN OF WESTPORT, CONNECTICUT

The TOWN OF WESTPORT, CONNECTICUT hereby further amends the Retirement Plan for Non-Union and Non-Supervisory Employees of the Town of Westport, Connecticut, as amended and restated on December 2, 2008 (the "Plan"), as follows:

1. *The following sentence shall be added to the definition of "Compensation" in Section 1.4 of the Plan effective July 1, 2007:*

Effective for Limitation Years beginning after July 1, 2007, there shall be included in a Participant's Compensation for purposes of Subsections (A) and/or (B) above, as the case may be, any payment after termination of his employment only if such payment (i) is regular compensation for services during his regular working hours, or compensation for services outside such regular working hours (such as overtime), bonuses or other similar payments; (ii) would have been paid to him before termination of employment if he had continued in employment with the Employer and if so paid, would have been included in "Compensation" under said Subsections (A) and/or (B), as the case may be; and (iii) is paid by the later of 2½ months after termination of employment or the end of the Limitation Year including the date of termination of employment.

2. *The third sentence of Section 1.5(A) of the Plan is deleted and the following sentence is substituted in its place effective July 1, 2012:*

Such waiver shall be filed with the Town's Personnel Department no later than the later to occur of (1) 90 days after the Effective Date or (2) the date such Participant begins participation in this Plan.

3. *Section 1.20A is added to the Plan to read as follows effective January 1, 2007:*

1.20A "Qualified Military Service" means any service in the "uniformed services" (as defined in Chapter 43 of Title 38, United States Code) by any individual if such individual is entitled to reemployment rights under such chapter as to such service.

4. *Section 2.1(C) is added to the Plan to read as follows effective January, 2012:*

(C) Notwithstanding the preceding provisions of this Section 2.1, no Employee who is hired on or after January 1, 2012 shall become a Participant.

5. *The following sentence is added to Section 5.5(D) of the Plan effective January 1, 2007:*

Effective for distributions after 2006, the term "Eligible Rollover Distribution" shall also include a direct trustee-to-trustee transfer of all or any portion of a distribution from the Plan from the benefit of a deceased Participant to an individual retirement account described in Code Section 408(a), or an individual retirement annuity described in Code Section 408(b) (other than an endowment contract), established for the purposes of receiving such distribution or portion thereof on behalf of an individual who is a Designated Beneficiary, within the meaning of Section 7A.7(B), who is not the surviving spouse of such Participant.

6. *Section 5.6 of the Plan is deleted and the following is substituted in its place effective January 1, 2007:*

5.6 QUALIFIED MILITARY SERVICE

(A) Effective December 12, 1994, notwithstanding any provision of this Plan to the contrary, contributions, benefits and service credit as to Qualified Military Service shall be provided in accordance with Section 414(u) of the Code.

(B) Effective as to deaths occurring on or after January 1, 2007, in the case of a Participant who dies while performing Qualified Military Service, his

survivors shall be entitled to any additional benefits (other than benefit accruals related to the period of Qualified Military Service) that may be provided under the Plan had he then resumed and terminated employment on account of death.

7. *The reference to "Treasury Regulation Section 1.401(a)(9)-1, Q&A-4" in Section 7A.7(B) of the Plan is changed to "Treasury Regulation Section 1.401(a)(9)-4, Q&A-1" effective January 1, 2009.*

8. *Section 11.9 of the Plan is added to the Plan to read as follows effective November 1, 2005:*

11.9 For any Limitation Year, the Annual Additions on behalf of any Participant shall not exceed, in the aggregate, the lesser of (i) 100% of such Participant's Compensation for such Limitation Year; or (ii) \$40,000 [subject to cost-of-living adjustments under Section 415(d)(1)(C) of the Code]. The term "Annual Addition" shall mean, for purposes of this Section 11.9, the sum of the following:

- (a) Employer contributions allocable to such Participant for such Limitation Year under any qualified defined contribution plan maintained by the Employer;
- (b) Forfeitures, if any, allocable to such person for such Limitation Year under any qualified defined contribution plan maintained by the Employer;
- (c) Such person's voluntary non-deductible contributions under any other qualified plan of the Employer for such Limitation Year;
- (d) Amounts allocated, after March 31, 1984, to an individual medical account, as defined in Section 415(1)(2) of the Code, which is part of a pension or annuity plan maintained by the Employer; and
- (e) Amounts derived from contributions paid or accrued after December 31, 1985, in taxable years ending after said date, which are attributable to post-retirement medical benefits allocated to the separate account of such Participant, under a welfare benefit fund, as defined in Section 419(e) of the Code, maintained by the Employer.

The term "Compensation," for purposes of this Section 11.9, shall mean "Compensation" within the meaning of Section 1.4(B) of the Plan.

Mr. Rose:

Seconded by Mr. Rubin. I am going to ask for unanimous consent. None opposed.

The motion passes by unanimous consent.

The secretary read item #7 of the call - To approve an amendment to the Non-Union Supervisory Pension Plan in order to receive a favorable determination letter from the IRS regarding favorable tax treatment of the Plan. (Full text of amendment available in the Town Clerk's Office.) The motion passes by unanimous consent.

Members of the Westport electorate - No comment

Ms. Flug read the resolution and it was seconded by Mr. Rubin.

RESOLVED: That upon the recommendation of the Finance Director Amendment No. 1 to the 2008 Restatement of Retirement Plan for Non-Union Supervisory Employees of the Town of Westport, Connecticut is hereby approved. Full text is as follows.

AMENDMENT No. 1 TO 2008 RESTATEMENT OF RETIREMENT PLAN FOR NON-UNION SUPERVISORY EMPLOYEES OF THE TOWN OF WESTPORT, CONNECTICUT

The TOWN OF WESTPORT, CONNECTICUT hereby further amends the Retirement Plan for Non-Union Supervisory Employees of the Town of Westport, Connecticut, as amended and restated on December 2, 2008 (the "Plan"), as follows:

1. *The following sentence shall be added to the definition of "Compensation" in Section 1.4 of the Plan effective July 1, 2007:*

Effective for Limitation Years beginning after July 1, 2007, there shall be included in a Participant's Compensation for purposes of Subsections (A) and/or (B) above, as the case may be, any payment after termination of his employment only if such payment (i) is regular compensation for services during his regular working hours, or compensation for services outside such regular working hours (such as overtime), bonuses or other similar payments; (ii) would have been paid to him before termination of employment if he had continued in employment with the Employer and if so paid, would have been included in "Compensation" under said Subsections (A) and/or (B), as the case may be; and (iii) is paid by the later of 2½ months after termination of employment or the end of the Limitation Year including the date of termination of employment.

2. *The third sentence of Section 1.5(A) of the Plan is deleted and the following sentence is substituted in its place effective July 1, 2012:*

Such waiver shall be filed with the Town's Personnel Department no later than the later to occur of (1) 90 days after the Effective Date or (2) the date such Participant begins participation in this Plan.

3. *Section 1.20A is added to the Plan to read as follows effective January 1, 2007:*

1.20A "Qualified Military Service" means any service in the "uniformed services" (as defined in Chapter 43 of Title 38, United States Code) by any individual if such individual is entitled to reemployment rights under such chapter as to such service.

4. *Section 2.1(C) is added to the Plan to read as follows effective January, 2012:*

(C) Notwithstanding the preceding provisions of this Section 2.1, no Employee who is hired on or after January 1, 2012 shall become a Participant.

5. *The following sentence is added to Section 5.5(D) of the Plan effective January 1, 2007:*

Effective for distributions after 2006, the term "Eligible Rollover Distribution" shall also include a direct trustee-to-trustee transfer of all or any portion of a distribution from the Plan from the benefit of a deceased Participant to an individual retirement account described in Code Section 408(a), or an individual retirement annuity described in Code Section 408(b) (other than an endowment contract), established for the purposes of receiving such distribution or portion thereof on behalf of an individual who is a Designated Beneficiary, within the meaning of Section 7A.7(B), who is not the surviving spouse of such Participant.

6. *Section 5.6 of the Plan is deleted and the following is substituted in its place effective January 1, 2007:*

5.6 QUALIFIED MILITARY SERVICE

(A) Effective December 12, 1994, notwithstanding any provision of this Plan to the contrary, contributions, benefits and service credit as to Qualified Military Service shall be provided in accordance with Section 414(u) of the Code.

(B) Effective as to deaths occurring on or after January 1, 2007, in

the case of a Participant who dies while performing Qualified Military Service, his survivors shall be entitled to any additional benefits (other than benefit accruals related to the period of Qualified Military Service) that may be provided under the Plan had he then resumed and terminated employment on account of death.

7. *The reference to "Treasury Regulation Section 1.401(a)(9)-1, Q&A-4" in Section 7A.7(B) of the Plan is changed to "Treasury Regulation Section 1.401(a)(9)-4, Q&A-1" effective January 1, 2009.*

8. *Section 11.9 of the Plan is added to the Plan to read as follows effective November 1, 2005:*

11.9 For any Limitation Year, the Annual Additions on behalf of any Participant shall not exceed, in the aggregate, the lesser of (i) 100% of such Participant's Compensation for such Limitation Year; or (ii) \$40,000 [subject to cost-of-living adjustments under Section 415(d)(1)(C) of the Code]. The term "Annual Addition" shall mean, for purposes of this Section 11.9, the sum of the following:

- (a) Employer contributions allocable to such Participant for such Limitation Year under any qualified defined contribution plan maintained by the Employer;
- (b) Forfeitures, if any, allocable to such person for such Limitation Year under any qualified defined contribution plan maintained by the Employer;
- (c) Such person's voluntary non-deductible contributions under any other qualified plan of the Employer for such Limitation Year;
- (d) Amounts allocated, after March 31, 1984, to an individual medical account, as defined in Section 415(1)(2) of the Code, which is part of a pension or annuity plan maintained by the Employer; and
- (e) Amounts derived from contributions paid or accrued after December 31, 1985, in taxable years ending after said date, which are attributable to post-retirement medical benefits allocated to the separate account of such Participant, under a welfare benefit fund, as defined in Section 419(e) of the Code, maintained by the Employer.

The term "Compensation," for purposes of this Section 11.9, shall mean "Compensation" within the meaning of Section 1.4(B) of the Plan.

Mr. Rose:

It has been moved and seconded by Mr. Rubin to approve the resolution just read.

Once again, we ask for unanimous consent. Is there any objection? None.

The motion passes by unanimous consent.

The secretary read item #8 of the call - To approve an amendment to the Police Pension Plan in order to receive a favorable determination letter from the IRS regarding favorable tax treatment of the Plan. (Full text of amendment available in the Town Clerk's Office.) The motion passes by unanimous consent.

Members of the Westport electorate - No comment

Ms. Flug read the resolution and it was seconded by Mr. Rubin.

RESOLVED: That upon the recommendation of the Finance Director Amendment No. 1 to the 2006 Restatement of the Police Pension Fund of the Town of Westport is hereby approved. Full text is as follows.

AMENDMENT No. 1 TO 2006 RESTATEMENT OF POLICE PENSION FUND OF THE TOWN OF WESTPORT

The TOWN OF WESTPORT, CONNECTICUT hereby further amends the Police Pension Fund of the Town of Westport, as amended and restated on January 19, 2006 (the "Plan"), as follows:

1. *The following sentence shall be added to the definition of "Compensation" in Section 1.3 of the Plan effective July 1, 2007:*

Effective for Limitation Years beginning after July 1, 2007, there shall be included in a Participant's Compensation for purposes of Subsections (a) and/or (b) above, as the case may be, any payment after termination of his employment only if such payment (i) is regular compensation for services during his regular working hours, or compensation for services outside such regular working hours (such as overtime), bonuses or other similar payments; (ii) would have been paid to him before termination of employment if he had continued in employment with the Employer and if so paid, would have been included in "Compensation" under said Subsections (a) and/or (b), as the case may be; and (iii) is paid by the later of 2½ months after termination of employment or the end of the Limitation Year including the date of termination of employment.

2. *Section 1.12B of the Plan is re-numbered to be Section 1.12C and a new Section 1.12B is added to the Plan to read as follows effective January 1, 2007:*

1.12B "Qualified Military Service" means any service in the "uniformed services" (as defined in Chapter 43 of Title 38, United States Code) by any individual if such individual is entitled to reemployment rights under such chapter as to such service.

3. *The following sentence is added to Section 4.9(d) of the Plan effective January 1, 2007:*

Effective for distributions after 2006, the term "Eligible Rollover Distribution" shall also include a direct trustee-to-trustee transfer of all or any portion of a distribution from the Plan from the benefit of a deceased Participant to an individual retirement account described in Code Section 408(a), or an individual retirement annuity described in Code Section 408(b) (other than an endowment contract), established for the purposes of receiving such distribution or portion thereof on behalf of an individual who is a Designated Beneficiary, within the meaning of Section 5A.6(b), who is not the surviving spouse of such Participant.

4. *Section 4.10 of the Plan is deleted and the following is substituted in its place effective January 1, 2007:*

4.10 Qualified Military Service:

(a) Effective December 12, 1994, notwithstanding any provision of this Plan to the contrary, contributions, benefits and service credit as to Qualified Military Service shall be provided in accordance with Section 414(u) of the Code.

(b) Effective as to deaths occurring on or after January 1, 2007, in the case of a Participant who dies while performing Qualified Military Service, his survivors shall be entitled to any additional benefits (other than benefit accruals related to the period of Qualified Military Service) that may be provided under the Plan had he then resumed and terminated employment on account of death.

5. The reference to "Treasury Regulation Section 1.401(a)(9)-1, Q&A-4" in Section 5A.6(b) of the Plan is changed to "Treasury Regulation Section 1.401(a)(9)-4, Q&A-1" effective January 1, 2009.

6. The second sentence of Section 7.1A of the Plan is deleted and the following is substituted in its place effective November 1, 2005:

If the employment of a Participant shall be terminated for any reason before his Normal Retirement Date and after completing ten (10) but less than twenty (20) years of continuous Credited Service, he may elect to receive his contributions accumulated with 3% interest per annum through June 30, 1985 and 5% interest per annum beginning July 1, 1985 to his date of termination.

The motion passes by unanimous consent.

The secretary read item #9 of the call - To approve an amendment to the Public Works Pension Plan in order to receive a favorable determination letter from the IRS regarding favorable tax treatment of the Plan. The motion passes by unanimous consent.

Members of the Westport electorate - No comment

Ms. Flug read the resolution and it was seconded by Mr. Rubin.

RESOLVED: That upon the recommendation of the Finance Director Amendment No. 1 to the 2006 Restatement of the Public Works Employees' Pension Fund of the Town of Westport is hereby approved. Full text is as follows.

AMENDMENT No. 1 TO 2006 RESTATEMENT OF PUBLIC WORKS EMPLOYEES' PENSION FUND OF THE TOWN OF WESTPORT

The TOWN OF WESTPORT, CONNECTICUT hereby further amends the Public Works Employees' Pension Fund of the Town of Westport, as amended and restated on March 22, 2006 (the "Plan"), as follows:

1. *The following sentence shall be added to the definition of "Compensation" in Section 2.1 of the Plan effective July 1, 2007:*

Effective for Limitation Years beginning after July 1, 2007, there shall be included in a Participant's Compensation for purposes of Subsections (a) and/or (b) above, as the case may be, any payment after termination of his employment only if such payment (i) is regular compensation for services during his regular working hours, or compensation for services outside such regular working hours (such as overtime), bonuses or other similar payments; (ii) would have been paid to him before termination of employment if he had continued in employment with the Employer and if so paid, would have been included in "Compensation" under said Subsections (a) and/or (b), as the case may be; and (iii) is paid by the later of 2½ months after termination of employment or the end of the Limitation Year including the date of termination of employment.

2. *The following is added to Section 2.1 of the Plan effective January 1, 2007:*
QUALIFIED MILITARY SERVICE means any service in the "uniformed services" (as defined in Chapter 43 of Title 38, United States Code) by any individual if such individual is entitled to reemployment rights under such chapter as to such service.

3. *The following sentence is added to Section 3.1 of the Plan:*

Notwithstanding the preceding sentence, no individual who first commenced employment with the Town after April 30, 2012 as an Employee shall become a Participant.

2007: 4. *The following sentence is added to Section 5.7(d) of the Plan effective January 1,*

Effective for distributions after 2006, the term "Eligible Rollover Distribution" shall also include a direct trustee-to-trustee transfer of all or any portion of a distribution from the Plan from the benefit of a deceased Participant to an individual retirement account described in Code Section 408(a), or an individual retirement annuity described in Code Section 408(b) (other than an endowment contract), established for the purposes of receiving such distribution or portion thereof on behalf of an individual who is a Designated Beneficiary, within the meaning of Section 6A.6(b), who is not the surviving spouse of such Participant.

5. *Section 5.8 of the Plan is deleted and the following is substituted in its place effective January 1, 2007:*

5.8 Qualified Military Service:

(a) Effective December 12, 1994, notwithstanding any provision of this Plan to the contrary, contributions, benefits and service credit as to Qualified Military Service shall be provided in accordance with Section 414(u) of the Code.

(b) Effective as to deaths occurring on or after January 1, 2007, in the case of a Participant who dies while performing Qualified Military Service, his survivors shall be entitled to any additional benefits (other than benefit accruals related to the period of Qualified Military Service) that may be provided under the Plan had he then resumed and terminated employment on account of death.

6. *The reference to "Treasury Regulation Section 1.401(a)(9)-1, Q&A-4" in Section 6A.6(b) of the Plan is changed to "Treasury Regulation Section 1.401(a)(9)-4, Q&A-1" effective January 1, 2009.*

1999: 7. *Section 13.9 of the Plan is added to the Plan to read as follows effective July 1,*

13.9 For any Limitation Year, the Annual Additions on behalf of any Participant shall not exceed, in the aggregate, the lesser of (i) 100% of such Participant's Compensation for such Limitation Year; or (ii) \$40,000 [subject to cost-of-living adjustments under Section 415(d)(1)(C) of the Code]. The term "Annual Addition" shall mean, for purposes of this Section 13.9, the sum of the following:

(a) Employer contributions allocable to such Participant for such Limitation Year under any qualified defined contribution plan maintained by the Employer;

(b) Forfeitures, if any, allocable to such person for such Limitation Year under any qualified defined contribution plan maintained by the Employer;

(c) Such person's voluntary non-deductible contributions under any other qualified plan of the Employer for such Limitation Year;

(d) Amounts allocated, after March 31, 1984, to an individual medical account, as defined in Section 415(1)(2) of the Code, which is part of a pension or annuity plan maintained by the Employer; and

(e) Amounts derived from contributions paid or accrued after December 31, 1985, in taxable years ending after said date, which are attributable to post-retirement medical benefits allocated to the separate account of such Participant, under a welfare benefit fund, as defined in Section 419(e) of the Code, maintained by the Employer.

The term "Compensation," for purposes of this Section 13.9, shall mean "Compensation" within the meaning of Clause (b) of the definition of "Compensation" in Article 2 of the Plan.

The motion passes by unanimous consent.

The meeting adjourned at 8:09.

Respectfully submitted,
Patricia H. Strauss
Town Clerk

A handwritten signature in cursive script that reads "Jacquelyn Fuchs".

by Jacquelyn Fuchs
Secretary

Attendance: February 5, 2013

DIST.	NAME	PRESENT	ABSENT	NOTIFIED MODERATOR	LATE/ LEFT EARLY
1	Don Bergmann	X			
	Diane Cady	X			
	Matthew Mandell	X		X	7:51 p.m.
	Cornelia Olsen	X			
2	Catherine Calise		X	X	
	Jay Keenan		X	X	
	Louis Mall	X			
	Sean Timmins		X	X	
3	Jimmy Izzo	X			
	Melissa Kane	X			
	Bill Meyer	X			
	Hadley Rose	X			
4	Jonathan Cunitz, DBA	X			
	David Floyd	X			

	Jeffrey Wieser	X			
5	Dewey Loselle	X			
	Richard Lowenstein	X			
	Paul Rossi		X	X	
	John Suggs	X			
6	Hope Feller	X			7:42 P.M.
	Paul Lebowitz	X		X	7:40 P.M.
	Catherine Talmadge	X			
	Christopher Urist	X			
7	Arthur Ashman, D.D.S.		X	X	
	Allen Bomes	X			
	Jack Klinge	X			
	Stephen Rubin	X			
8	Lee Arthurs	X			
	Wendy Batteau	X			
	Carla L. Rea		X	X	
	Lois Schine	X			
9	Eileen Flug	X			
	Velma Heller, Ed. D.	X			
	John McCarthy	X			
	Gilbert Nathan	X			
Total		29	6		