

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24

APPEARANCES

BOARD MEMBERS:

DANIEL FORTUNA, President and
Annuitant Trustee

ROBERT TEBBENS, Active Trustee

WILLIAM MURPHY, Secretary and Active Trustee

TIMOTHY McPHILLIPS, Active Trustee

MELISSA CONYEARS-ERVIN, City Treasurer

RESHMA SONI, City Comptroller

ANNETTE NANCE-HOLT, Active Trustee

ATTORNEYS FOR THE BOARD:

BURKE, BURNS AND PINELLI, LTD.

BY: MR. VINCENT PINELLI

MS. MARY PATRICIA BURNS

ALSO PRESENT:

SARAH BOECKMAN, Interim Executive Director

LORI LUND, Deputy Director

LORNA SCOTT, Chief Investment Officer

JACLYN VLAHOS, Comptroller

JOHN CONNESS, Fund Accountant

MARC TORRES, IT Analyst

MARK MYSLINSKI, City Treasurer's Office

MICHAEL I. PETERS, M.D., Board Physician

1 CHAIRMAN FORTUNA: Please call the roll.

2 MS. BOECKMAN: I am happy to do it.

3 President Fortuna.

4 CHAIRMAN FORTUNA: Here.

5 MS. BOECKMAN: Trustee Tebbens.

6 MEMBER TEBBENS: Here.

7 MS. BOECKMAN: Commissioner Nance-Holt.

8 MEMBER NANCE-HOLT: Present.

9 MS. BOECKMAN: Congratulations, ma'am.

10 MEMBER NANCE-HOLT: Thank you.

11 MS. BOECKMAN: Trustee Murphy.

12 MEMBER MURPHY: Here.

13 MS. BOECKMAN: Trustee Soni.

14 MEMBER SONI: Here.

15 MS. BOECKMAN: Trustee McPhillips.

16 MEMBER MCPHILLIPS: Here.

17 CHAIRMAN FORTUNA: We have a quorum.

18 Before I go into my comments this
19 morning, I'd like to just to say congratulations to
20 Commissioner Nance-Holt. It was a very historic
21 appointment and I know you're going to do a great
22 job as Commissioner so congratulations.

23 MEMBER NANCE-HOLT: Thank you, President

24 Fortuna. I appreciate the support. Thank you.

1 CHAIRMAN FORTUNA: Public Act 101-0640
2 allows this meeting to be conducted by audio and
3 video conference. The Act requires a roll call
4 vote on each matter acted upon.

5 Further consistent with Public Act
6 101-0640, for the record I am physically present at
7 the Fund's office as is the Interim Executive
8 Director. The Board Secretary is not in attendance
9 today. He is the video. We have posted notice of
10 this meeting in accordance with the Open Meetings
11 Act and the meeting is being recorded. A
12 transcript of the proceedings will be prepared and
13 ultimately, after approval, will be made available
14 on the Fund's website.

15 Consistent with Public Act 91-0715 and
16 reasonable constraints determined by the Board of
17 Trustees, at each regular meeting of the Board or
18 its committees that is open to the public, members
19 of the public may request a brief time to address
20 the Board on relevant matters within its
21 jurisdiction.

22 Are there any requests for public comment
23 today?

24 Trustee Murphy, hearing none, please move

1 on.

2 MEMBER MURPHY: First, we would like to
3 turn to the Approval of Administrative Items.

4 Approval of Minutes. Regular Audio
5 Meeting April 23, 2021 open and closed minutes.

6 We have the Regular Audio Meeting
7 transcript of April 23, 2021.

8 Regular Audio Meeting April 28, 2021 and
9 open and closed minutes and the Regular Audio
10 Meeting transcript of April 28, 2021.

11 I would like to make a motion to approve
12 the open minutes, the audio transcript, and the
13 closed session for the April 23rd and the April 28,
14 2021 meetings and to keep those the closed session
15 minutes closed on the recommendation of counsel.

16 MEMBER SONI: Second.

17 CHAIRMAN FORTUNA: Thank you. There is
18 as a motion by Trustee Murphy. Seconded by Trustee
19 Soni. Any discussion?

20 Trustee Murphy.

21 MEMBER MURPHY: Yes.

22 CHAIRMAN FORTUNA: Trustee Holt.

23 MEMBER NANCE-HOLT: Yes.

24 CHAIRMAN FORTUNA: Trustee Soni.

1 MEMBER SONI: Yes.

2 CHAIRMAN FORTUNA: Trustee McPhillips.

3 MEMBER MCPHILLIPS: Yes.

4 CHAIRMAN FORTUNA: Trustee Tebbens.

5 MEMBER TEBBENS: Yes.

6 CHAIRMAN FORTUNA: And I am a yes.

7 Motion carries.

8 MEMBER MURPHY: Moving to the next item
9 Minimum Formula Annuities. I'd like to make a
10 motion to approve the Minimum Formula Annuities
11 starting with Member 14808 and ending with Member
12 16084.

13 I'd like to note that Commissioner Ford
14 is in this group and I'd like to congratulate him
15 on his retirement.

16 MEMBER NANCE-HOLT: Second.

17 CHAIRMAN FORTUNA: There is a motion to
18 approve by Trustee Murphy. Seconded by Trustee
19 Holt.

20 Trustee Murphy.

21 MEMBER MURPHY: Yes.

22 CHAIRMAN FORTUNA: Trustee Holt.

23 MEMBER NANCE-HOLT: Yes.

24 CHAIRMAN FORTUNA: Trustee Soni.

1 MEMBER SONI: Yes.

2 CHAIRMAN FORTUNA: Trustee McPhillips.

3 MEMBER MCPHILLIPS: Yes.

4 CHAIRMAN FORTUNA: Trustee Tebbens.

5 MEMBER TEBBENS: Yes.

6 CHAIRMAN FORTUNA: And I am a yes.

7 Motion carries.

8 MEMBER MURPHY: Moving on to Item C,
9 Survivor Annuities and Widow's Annuities. I'd like
10 to make a motion to approve the Widow Annuities
11 starting with Member 07772 through Member 08954.

12

13 MEMBER TEBBENS: Second.

14 CHAIRMAN FORTUNA: There is a motion by
15 Trustee Murphy. Seconded by Trustee Tebbens.

16 Trustee Murphy.

17 MEMBER MURPHY: Yes.

18 CHAIRMAN FORTUNA: Trustee Holt.

19 MEMBER NANCE-HOLT: Yes.

20 CHAIRMAN FORTUNA: Trustee Soni.

21 MEMBER SONI: Yes.

22 CHAIRMAN FORTUNA: Trustee McPhillips.

23 MEMBER MCPHILLIPS: Yes.

24 CHAIRMAN FORTUNA: Trustee Tebbens.

1 MEMBER TEBBENS: Yes.

2 CHAIRMAN FORTUNA: And I am a yes.

3 Motion carries.

4 MEMBER MURPHY: Moving to Item D,
5 Refunds. I'd like to make a motion to approve the
6 Refunds for Member 16652 through 18582.

7 MEMBER MCPHILLIPS: Second.

8 CHAIRMAN FORTUNA: Motion by Trustee
9 Murphy. Seconded by Trustee McPhillips.

10 Trustee Murphy.

11 MEMBER MURPHY: Yes.

12 CHAIRMAN FORTUNA: Trustee Holt.

13 MEMBER NANCE-HOLT: Yes.

14 CHAIRMAN FORTUNA: Trustee Soni.

15 MEMBER SONI: Yes.

16 CHAIRMAN FORTUNA: Trustee McPhillips.

17 MEMBER MCPHILLIPS: Yes.

18 CHAIRMAN FORTUNA: Trustee Tebbens.

19 MEMBER TEBBENS: Yes.

20 CHAIRMAN FORTUNA: And I am a yes.

21 Motion carries.

22 MEMBER MURPHY: Moving on to Item E,
23 Death Benefits. I'd like to make a motion to
24 approve the Death Benefits for Member 07772 through

1 Member 08954.

2 MEMBER NANCE-HOLT: Second.

3 CHAIRMAN FORTUNA: There was a motion by

4 Trustee Murphy. Seconded by Trustee Holt.

5 Trustee Murphy.

6 MEMBER MURPHY: Yes.

7 CHAIRMAN FORTUNA: Trustee Holt.

8 MEMBER NANCE-HOLT: Yes.

9 CHAIRMAN FORTUNA: Trustee Soni.

10 MEMBER SONI: Yes.

11 CHAIRMAN FORTUNA: Trustee McPhillips.

12 MEMBER MCPHILLIPS: Yes.

13 CHAIRMAN FORTUNA: Trustee Tebbens.

14 MEMBER TEBBENS: Yes.

15 CHAIRMAN FORTUNA: And I am a yes.

16 Motion carries.

17 MEMBER MURPHY: Moving on to Item F,
18 Partial Payments. I would like to make a motion to
19 approve the Partial Payments beginning with Member
20 06102 and continuing through Member 07937.

21 MEMBER TEBBENS: Second.

22 CHAIRMAN FORTUNA: There is a motion by

23 Trustee Murphy. Seconded by Trustee Tebbens.

24 Trustee Murphy.

1 MEMBER MURPHY: Yes.

2 CHAIRMAN FORTUNA: Trustee Holt.

3 MEMBER NANCE-HOLT: Yes.

4 CHAIRMAN FORTUNA: Trustee Soni.

5 MEMBER SONI: Yes.

6 CHAIRMAN FORTUNA: Trustee McPhillips.

7 MEMBER MCPHILLIPS: Yes.

8 CHAIRMAN FORTUNA: Trustee Tebbens.

9 MEMBER TEBBENS: Yes.

10 CHAIRMAN FORTUNA: And I am a yes.

11 Motion carries.

12 MEMBER MURPHY: Moving on to Item G,
13 Benefit Recalculations. Included in the board
14 materials is an addendum setting forth the various
15 cost of living adjustments to 3 percent pursuant to
16 Public Act 101-0673.

17 Based on the Staff's representation that
18 the matters set forth in the addendum are accurate
19 and complete, I would like to make a motion to
20 approve an adjustment in the annuities for those
21 members listed on the addendum.

22 MEMBER SONI: Second.

23 CHAIRMAN FORTUNA: There is a motion by
24 Trustee Murphy. Second by Trustee Soni.

1 Trustee Murphy.

2 MEMBER MURPHY: Yes.

3 CHAIRMAN FORTUNA: Trustee Holt.

4 MEMBER NANCE-HOLT: Yes.

5 CHAIRMAN FORTUNA: Trustee Soni.

6 MEMBER SONI: Yes.

7 CHAIRMAN FORTUNA: Trustee McPhillips.

8 MEMBER MCPHILLIPS: Yes.

9 CHAIRMAN FORTUNA: Trustee Tebbens.

10 MEMBER TEBBENS: Yes.

11 CHAIRMAN FORTUNA: And I am a yes.

12 Motion carries.

13 MEMBER MURPHY: Moving to Item H,
14 Requests for Permission. Guardianship and Reside
15 Out of State.

16 There are two guardianship matters.
17 Staff confirms that the appropriate documentation
18 is on file for each of these matters. I make a
19 motion to approve guardianship relating to Members
20 06393 and 08954.

21 MEMBER MCPHILLIPS: Second.

22 CHAIRMAN FORTUNA: There is a motion by
23 Trustee Murphy. Seconded by Trustee McPhillips.
24 Trustee Murphy.

1 MEMBER MURPHY: Yes.

2 CHAIRMAN FORTUNA: Trustee Holt.

3 MEMBER NANCE-HOLT: Yes.

4 CHAIRMAN FORTUNA: Trustee Soni.

5 MEMBER SONI: Yes.

6 CHAIRMAN FORTUNA: Trustee McPhillips.

7 MEMBER MCPHILLIPS: Yes.

8 CHAIRMAN FORTUNA: Trustee Tebbens.

9 MEMBER TEBBENS: Yes.

10 CHAIRMAN FORTUNA: And I am a yes.

11 Motion carries.

12 MEMBER MURPHY: There are also two

13 Requests to Reside Out of State for Members 15563

14 and 16293. I'd like to make a motion to approve

15 those.

16 MEMBER NANCE-HOLT: Second.

17 CHAIRMAN FORTUNA: Motion to approve by

18 Trustee Murphy. Seconded by Trustee Holt.

19 Trustee Murphy.

20 MEMBER MURPHY: Yes.

21 CHAIRMAN FORTUNA: Trustee Holt.

22 MEMBER NANCE-HOLT: Yes.

23 CHAIRMAN FORTUNA: Trustee Soni.

24 MEMBER SONI: Yes.

1 CHAIRMAN FORTUNA: Trustee McPhillips.
2 MEMBER MCPHILLIPS: Yes.
3 CHAIRMAN FORTUNA: Trustee Tebbens.
4 MEMBER TEBBENS: Yes.
5 CHAIRMAN FORTUNA: And I am a yes.
6 Motion carries.
7 MEMBER MURPHY: Moving on to Item I,
8 Removals. I'd like to make a motion to approve
9 Removals starting with William Janisch and ending
10 with Carol Patzin.
11 MEMBER TEBBENS: Second.
12 CHAIRMAN FORTUNA: There is a motion to
13 remove by Trustee Murphy. Seconded by Trustee
14 Tebbens.
15 Trustee Murphy.
16 MEMBER MURPHY: Yes.
17 CHAIRMAN FORTUNA: Trustee Holt.
18 MEMBER NANCE-HOLT: Yes.
19 CHAIRMAN FORTUNA: Trustee Soni.
20 MEMBER SONI: Yes.
21 CHAIRMAN FORTUNA: Trustee McPhillips.
22 MEMBER MCPHILLIPS: Yes.
23 CHAIRMAN FORTUNA: Trustee Tebbens.
24 MEMBER TEBBENS: Yes.

1 CHAIRMAN FORTUNA: And I am a yes.

2 Motion carries.

3 MEMBER MURPHY: Moving on to Item 3,
4 Request for Approval of payments Pursuant to
5 Administrative and Court Orders.

6 I would like to make a motion to approve
7 the Administrative and Court Orders listed in the
8 docket for Members 011807, 013834, 016652, 010426
9 and 013815 be approved.

10 MEMBER MCPHILLIPS: Second.

11 CHAIRMAN FORTUNA: There is a motion by
12 Trustee Murphy. Seconded by Trustee McPhillips.

13 Trustee Murphy.

14 MEMBER MURPHY: Yes.

15 CHAIRMAN FORTUNA: Trustee Holt.

16 MEMBER NANCE-HOLT: Yes.

17 CHAIRMAN FORTUNA: Trustee Soni.

18 MEMBER SONI: Yes.

19 CHAIRMAN FORTUNA: Trustee McPhillips.

20 MEMBER MCPHILLIPS: Yes.

21 CHAIRMAN FORTUNA: Trustee Tebbens.

22 MEMBER TEBBENS: Yes.

23 CHAIRMAN FORTUNA: And I am a yes.

24 Motion carries.

1 MEMBER MURPHY: I would like to move to
2 Item 4, which is the approval of the disability
3 applications.

4 MR. PINELLI: Good morning, Mr.
5 Secretary. Good morning, Members of the Board. I
6 believe we are ready to proceed. Is Mr. Kampwirth
7 on the line?

8 MR. KAMPWIRTH: Yes.

9 MR. PINELLI: Firefighter Kampwirth, good
10 morning, sir.

11 MR. KAMPWIRTH: Good morning, sir.

12 MR. PINELLI: Let the record reflect this
13 is a hearing on the application for an Ordinary
14 Disability benefit being made by Firefighter EMT
15 John Kampwirth.

16 Good morning, sir. I am one of the
17 attorneys for the Pension Fund. I will be
18 conducting this hearing for the record.

19 I'd like to advise you of some
20 preliminary matters before we start evidence.

21 First of all, I believe from what I have
22 heard so far, I think there are six trustees
23 currently present in the meeting to hear the
24 evidence on your application. If you don't know

1 you should know that you need the yes vote of at
2 least five of the six trustees in order to receive
3 this benefit. Do you understand that?

4 MR. KAMPWIRTH: Yes.

5 MR. PINELLI: In addition, the record
6 indicates you do not have an attorney representing
7 you. Is it your desire to proceed today without an
8 attorney?

9 MR. KAMPWIRTH: Yes.

10 MR. PINELLI: Lastly, it is the
11 applicant's burden of proof to present sufficient
12 evidence to the Board in order for the Board to
13 grant the benefit you are seeking. Do you
14 understand it is your burden of proof?

15 MR. KAMPWIRTH: Yes.

16 MR. PINELLI: By way of procedures, I am
17 going to start by asking you some questions under
18 oath. The board members may or may not have
19 questions of you. Then I will call one of the
20 Fund's physician consultants to testify. If there
21 is anything I don't ask him, please just let me
22 know and you will be given that opportunity. Do
23 you understand the procedures?

24 MR. KAMPWIRTH: Yes.

1 MR. PINELLI: Very well then, we are
2 ready to proceed. Could I have Mr. Kampwirth as
3 well as Dr. Peters both raise your right hands?

4 (Witness sworn.)

5 JOHN KAMPWIRTH, JR.

6 a witness herein, having been first duly sworn, was
7 examined and testified as follows:

8 EXAMINATION

9 BY MR. PINELLI:

10 Q Mr. Kampwirth, please state your name and
11 spell your last name for the record.

12 A John Kampwirth, Jr. K-a-m-p-w-i-r-t-h.

13 Q Sir, what is your rank with the Fire
14 Department?

15 A Firefighter EMT.

16 Q What was your last assignment before you
17 went on layup?

18 A Engine 46.

19 Q Now you should have received a copy of
20 what has been marked as Board Exhibits 1 through 11
21 from the Fund staff. Did you receive those in
22 advance of today's hearing?

23 A Yes.

24 Q Did you have an opportunity to review

1 them?

2 A Yes.

3 Q Do you have any objection to their
4 introduction into the record in support of your
5 application?

6 A No.

7 MR. PINELLI: Thank you.

8 Mr. Chairman, I move for admission of
9 Board Exhibits 1 through 11 without objection from
10 the applicant.

11 CHAIRMAN FORTUNA: Admitted without
12 objection.

13 MR. PINELLI: Thank you.

14 (Board Exhibits 1 through 11
15 were admitted into evidence.)

16 BY MR. PINELLI:

17 Q Now, Mr. Kampwirth, when did you enter
18 service with the Fire Department?

19 A February 1, 2005.

20 Q According to the records we have, it
21 looks like you are currently experiencing some
22 illnesses/injuries that are preventing you from
23 performing your work; is that correct?

24 A Yes.

1 Q These issues look like they basically
2 relate to your lower body; your legs, your feet,
3 ankle and so forth; is that correct?

4 A Yes.

5 Q You recently had a surgery done October
6 19th of 2020; is that correct?

7 A Yes.

8 Q Could you just describe for the board
9 members currently what is your condition like as
10 far as any limitations you have?

11 A As of right now, since the surgery, I am
12 still in a crawl walking boot. I have not put any
13 weight on my foot without this boot on. I am
14 starting to get around but I still can't put no
15 weight without the boot. And between that time I
16 fractured my right ankle from putting too much
17 stress on that one from not being able to use my
18 left ankle at all so I am still in a boot and I
19 follow up with the doctor like every two weeks.

20 Q Okay, very well. Since you went on layup
21 for this condition, have you engaged in any
22 activities by which you earn income?

23 A No.

24 MR. PINELLI: Thank you, sir.

1 That is all the questions I have of this
2 witness.

3 CHAIRMAN FORTUNA: Trustees, any
4 questions?

5 MEMBER MCPHILLIPS: No questions.

6 MR. PINELLI: Then I would proceed to
7 call Dr. Peters.

8 (Witness previously sworn.)

9 MICHAEL I. PETERS, M.D.
10 a witness herein, having been first duly sworn, was
11 examined and testified as follows:

12 EXAMINATION

13 BY MR. PINELLI:

14 Q Sir, please state your name?

15 A Michael I. Peters.

16 Q What is your occupation?

17 A I am a physician.

18 Q As a physician, do you perform a function
19 as a consultant to this fund?

20 A Yes, I do.

21 Q Does Dr. Samo also perform the same
22 function for this fund?

23 A Yes, he does.

24 Q And do the two of you while performing

1 this function review medical records, examine or
2 interview applicants and report to the Board?

3 A Yes, we do.

4 Q Did Dr. Samo undertake the interview of
5 Mr. Kampwirth?

6 A Yes, he did.

7 Q Did he file a written report with the
8 Board that is marked as Board Exhibit Number 2?

9 A Yes, he did.

10 Q To your knowledge, Dr. Samo was not able
11 to appear on today's hearing date; is that correct?

12 A That is correct.

13 Q As a result of that, did you take the
14 opportunity to review both the medical records,
15 Board exhibits, as well as Doctor Samo's report in
16 this matter?

17 A Yes, I did.

18 Q From your review of those records and
19 reports, did it appear that the testimony that Mr.
20 Kampwirth gave here today was consistent with what
21 is contained in those medical records?

22 A Yes, his testimony is consistent with
23 what is in the records.

24 Q Doctor, could you please summarize for us

1 what Dr. Samo's findings were with respect to his
2 condition and his ability to perform his functions
3 with the fire department?

4 A Firefighter Kampwirth suffers from
5 peripheral venous insufficiency and a diagnosis of
6 what is called a Charcoal Foot on the left side.
7 And as a result of his progressive neurologic
8 injury to that foot, he loses the ability to not
9 only feel the foot but to know where the foot is in
10 position in relation to his body. So that as he
11 walks and puts weight on that foot, it causes very
12 small amounts of trauma, that eventually lead to
13 the destruction of the entire foot and ankle joint,
14 which is what has occurred for him.

15 He has had surgery for that but the
16 surgery was not successful and he probably will
17 require additional treatments.

18 As he mentioned, he requires a rigid
19 walking boot called a crawl boot specifically for
20 this problem. He can't really put weight on it and
21 as a result of that he sounds like he injured the
22 other ankle as well, which is not unusual.

23 Q As a result of that condition or those
24 conditions, would he be able to perform his

1 functions with the Fire Department?

2 A No, he would not.

3 MR. PINELLI: Thank you, doctor. That is
4 all the questions I have.

5 CHAIRMAN FORTUNA: Trustees, any
6 questions for Dr. Peters?

7 MEMBER MCPHILLIPS: No questions.

8 CHAIRMAN FORTUNA: Hearing none.

9 MEMBER MURPHY: I'd like to make a motion
10 to grant the benefits requested by John Kampwirth,
11 Firefighter, EMT.

12 MEMBER MCPHILLIPS: Second.

13 CHAIRMAN FORTUNA: There is a motion by
14 Trustee Murphy. Seconded by Trustee McPhillips.
15 Trustee Murphy.

16 MEMBER MURPHY: Yes.

17 CHAIRMAN FORTUNA: Trustee Holt.

18 MEMBER NANCE-HOLT: Yes.

19 CHAIRMAN FORTUNA: Trustee Soni.

20 MEMBER SONI: Yes.

21 CHAIRMAN FORTUNA: Trustee McPhillips.

22 MEMBER MCPHILLIPS: Yes.

23 CHAIRMAN FORTUNA: Trustee Tebbens.

24 MEMBER TEBBENS: Yes.

1 CHAIRMAN FORTUNA: And I am a yes.

2 Motion carries.

3 Based on the Findings of Fact and
4 Conclusions of Law made by the Trustees, the
5 Trustees have voted to grant you the benefit you
6 have requested.

7 You will be notified by mail of the
8 Findings of Fact and the Board's decision.

9 MR. KAMPWIRTH: Thank you, very much.

10 MR. PINELLI: Mr. Chairman, I was just
11 going to ask if there were additional motions for
12 reexam and the regular course as well as to adopt
13 the Findings of Fact.

14 MEMBER MURPHY: There are. I would like
15 to make a motion for reexam consistent with the
16 Board's policy.

17 MEMBER SONI: Second.

18 CHAIRMAN FORTUNA: There's a motion for
19 reexam by Trustee Murphy. Seconded by Trustee
20 Soni.

21 Trustee Murphy.

22 MEMBER MURPHY: Yes.

23 CHAIRMAN FORTUNA: Trustee Holt.

24 MEMBER NANCE-HOLT: Yes.

1 CHAIRMAN FORTUNA: Trustee Soni.

2 MEMBER SONI: Yes.

3 CHAIRMAN FORTUNA: Trustee McPhillips.

4 MEMBER MCPHILLIPS: Yes.

5 CHAIRMAN FORTUNA: Trustee Tebbens.

6 MEMBER TEBBENS: Yes.

7 CHAIRMAN FORTUNA: And I am a yes.

8 Motion carries.

9 MEMBER MURPHY: Counsel has previously
10 sent around proposed Findings of Fact and
11 Conclusions of Law in this matter.

12 Having had a chance to review those, I
13 would like to make a motion to adopt those Findings
14 of Fact and Conclusions of Law in this matter.

15 MEMBER NANCE-HOLT: Second.

16 CHAIRMAN FORTUNA: Trustee Murphy makes
17 that motion. Trustee Holt seconds.

18 Trustee Murphy.

19 MEMBER MURPHY: Yes.

20 CHAIRMAN FORTUNA: Trustee Holt.

21 MEMBER NANCE-HOLT: Yes.

22 CHAIRMAN FORTUNA: Trustee Soni.

23 MEMBER SONI: Yes.

24 CHAIRMAN FORTUNA: Trustee McPhillips.

1 MEMBER MCPHILLIPS: Yes.

2 CHAIRMAN FORTUNA: Trustee Tebbens.

3 MEMBER TEBBENS: Yes.

4 CHAIRMAN FORTUNA: And I am a yes.

5 That motion also carries.

6 MR. PINELLI: Thank you.

7 MR. KAMPWIRTH: Thank you, very much.

8 MEMBER MURPHY: Mr. President, we have
9 PIC Sharisse Grassmuck from Ambulance 12 with a
10 Duty Disability application.

11 MR. PINELLI: Is Ms. Grassmuck on the
12 line?

13 MS. GRASSMUCK: Yes, I am here.

14 MR. PINELLI: You can hear me?

15 MS. GRASSMUCK: Yes.

16 MR. PINELLI: Very well, then we are
17 ready to proceed.

18 Let the record reflect this is a hearing
19 on the application for a Duty Disability benefit
20 being made by Sharisse Grassmuck.

21 Good morning, Ms. Grassmuck. I am one of
22 the attorneys for the Pension Fund. I will be
23 conducting this hearing for the record. I'd like
24 to advise you of some preliminary matters before we

1 start evidence.

2 First of all, there are six trustees
3 currently in the meeting at this time to hear the
4 evidence on your application. If you don't know
5 you should know the Pension Code requires that you
6 get the yes vote of at least five of the six
7 trustees in order to receive this benefit. Do you
8 understand that?

9 MS. GRASSMUCK: Yes, I do.

10 MR. PINELLI: Also, the record indicates
11 that you do not have an attorney representing you.
12 Is it your desire to proceed without an attorney?

13 MS. GRASSMUCK: Yes.

14 MR. PINELLI: Finally, it is the
15 applicant's burden of proof to present sufficient
16 evidence to the board in order for the Board to
17 grant the benefit that the applicant is seeking.
18 Do you understand it is your burden of proof?

19 MS. GRASSMUCK: Yes.

20 MR. PINELLI: By way of procedures, I am
21 going to start by asking you some questions under
22 oath. The board members may or may not have
23 questions of you. Then I will call one of the
24 Fund's physician consultants to testify. If there

1 is anything I don't ask him that you think is
2 important for the Board to know, please let me know
3 and you will be given that opportunity. Do you
4 understand the process?

5 MS. GRASSMUCK: Yes, I do.

6 MR. PINELLI: Very well, then we are
7 ready to proceed. I would ask if you would raise
8 your right hand as well as Dr. Peters.

9 (Witness sworn.)

10 SHARISSE GRASSMUCK

11 a witness herein, having been first duly sworn, was
12 examined and testified as follows:

13 EXAMINATION

14 BY MR. PINELLI:

15 Q Would you please state your name and
16 spell your last name for the record?

17 A Sharisse Grassmuck. G-r-a-s-s-m-u-c-k.

18 Q What is your rank with the Fire
19 Department?

20 A Paramedic in Charge.

21 Q What was your last assignment before you
22 went on layup?

23 A Ambulance 12.

24 Q Now you should have been provided a copy

1 of the Board Exhibits that have been previously
2 marked 1 through 12. Did you receive those before
3 today's hearing?

4 A Yes, I did.

5 Q Did you have an opportunity to review
6 them?

7 A Yes, I did.

8 Q Do you have any objection to their
9 admission into the record in support of your
10 application?

11 A No.

12 MR. PINELLI: Thank you.

13 Mr. President, I move for admission of
14 Board Exhibits 1 through 12 without objection from
15 the applicant.

16 CHAIRMAN FORTUNA: Admitted without
17 objection.

18 MR. PINELLI: Thank you.

19 (Board Exhibits 1 through 12
20 were admitted into evidence.)

21 BY MR. PINELLI:

22 Q Now, Ms. Grassmuck, I'd like to direct
23 your attention to the date of April the 3rd of 2020
24 and ask you if on that date you sustained any

1 injuries that are the basis of your application?

2 A Yes, I did.

3 Q Understanding the Board has the benefit
4 of your written statement, nevertheless, could you
5 please just briefly describe for us today where you
6 were and what happened to you?

7 A I was in the back of the ambulance on
8 April 3rd. We were transporting a senior citizen
9 to the hospital when at some point somebody had
10 walked in front of our ambulance and my partner had
11 to slam on the brakes.

12 I was treating the patient and actually I
13 was getting ready to seatbelt myself back in and
14 the next thing I remember is feeling my neck break.

15 I had to slam on the wall to get my
16 partner's attention to get him to stop and pull
17 over because he was not able to see what happened.

18 At that point he pulled over and I made
19 the decision just to continue with going over to
20 Christ because we weren't that far away and I
21 walked in with the patient and my partner.

22 Q Then were you examined there as well?

23 A Yes.

24 Q Now had you ever injured that part of

1 your body before?

2 A No.

3 Q Now it looks like from the medical
4 records that you have undergone two surgeries for
5 that particular area; is that correct?

6 A That is correct.

7 Q The initial surgery was on April 7th of
8 2020?

9 A April 6, 2020.

10 Q Okay, thank you. As a result of that
11 surgery, they did put some screws into your upper
12 cervical neck area?

13 A They put one anterior screw into the
14 odontoid process.

15 Q Following that surgery you attempted to
16 rehabilitate to come back to work but were unable
17 to; is that correct?

18 A Correct. And then the doctors at Christ
19 refused to see me again after they did the surgery.

20 Q Okay. And then subsequently you had a
21 second surgery. When did you have the second
22 surgery?

23 A Second surgery was January 22nd, which
24 added four more screws and some rods.

1 Q Now can you briefly describe for the
2 members what your condition is today with respect
3 to limitations or any symptoms that you are
4 experiencing?

5 A I still have a lot of headaches. I have
6 issues with balance, which yesterday I happened to
7 fall and I broke my right ankle yesterday.

8 So with that, I have only been out of the
9 C-collar for about two or three weeks I think it's
10 been. Like I said, I still have a lot of
11 headaches. I still have a lot of pain. We're
12 still in the middle or beginning stages of physical
13 therapy again for the second surgery. I can only
14 lift about 15 pounds. I am only able to do very
15 light house chores. I can't do my grass. I have
16 to pay someone to come and clean and change my cat
17 boxes because I have pets. And I am only -- I
18 can't drive far distances at this point in time
19 because I cannot turn my head too well to the left
20 and to the right. Range of motion is diminished.

21 Q Okay. Since you went on layup, have you
22 engaged in any activities by which you earn income?

23 A No.

24 Q Have you engaged in any sporting

1 activities?

2 A No.

3 Q I ask these questions of everyone just so
4 you understand. Do you currently have any
5 appointments scheduled with your doctor who has
6 performed the second surgery?

7 A I have a followup in July.

8 MR. PINELLI: Okay, thank you, that is
9 all the questions I have at this time.

10 CHAIRMAN FORTUNA: Trustees any
11 questions?

12 MEMBER MCPHILLIPS: No questions.

13 MR. PINELLI: Hearing no questions, I
14 will call Dr. Peters.

15 (Witness previously sworn.)

16 MICHAEL I. PETERS, M.D.

17 a witness herein, having been first duly sworn, was
18 examined and testified as follows:

19 EXAMINATION

20 BY MR. PINELLI:

21 Q Sir, could you please state your name?

22 A Michael I. Peters.

23 Q You're a physician; is that correct?

24 A Yes.

1 Q Do you perform a function as a consultant
2 to this fund?

3 A Yes, I do.

4 Q In that capacity, do you review medical
5 records, examine or interview applicants and report
6 to the Board?

7 A Yes.

8 Q And in addition to yourself is that
9 function also performed by Dr. Daniel Samo?

10 A Yes.

11 Q And with respect to this applicant was it
12 Dr. Samo who interviewed her?

13 A Yes, he did.

14 Q Did he file a written report with the
15 Board that is marked as Board Exhibit Number 2?

16 A Yes.

17 Q And was Dr. Samo unable to attend today's
18 hearing?

19 A That is correct.

20 Q And because of that, did you undertake
21 the interview of the Board Exhibits, the medical
22 reports, as well as the report that he filed with
23 the Board?

24 A I reviewed all of the records, yes.

1 Q Doctor, could you just summarize for us,
2 if you would, what Ms. Grassmuck's current
3 condition is?

4 A Ms. Grassmuck has, as she explained,
5 suffered a blunt head trauma while she was in the
6 back of an ambulance that stopped suddenly and had
7 a displaced C-2 odontoid fracture that was fixed.

8 She had operative fixation of that three
9 days later but there was nonfusion of that. The
10 surgery didn't take. So she had a second surgery
11 as she described and she still has symptoms related
12 to her initial injury. Numbness, weakness,
13 radicular, pain, headaches, limited range of motion
14 for head turning, balance issues.

15 Q Based on those conditions, do you believe
16 she would be able to perform her duties with the
17 Fire Department?

18 A No.

19 MR. PINELLI: Thank you, doctor, that is
20 all the questions I have.

21 CHAIRMAN FORTUNA: Trustees, any
22 questions for Dr. Peters?

23 MEMBER MCPHILLIPS: No questions.

24 CHAIRMAN FORTUNA: Okay, thank you.

1 MEMBER MURPHY: I'd like to make a motion
2 to grant the Duty Disability benefits to Sharisse
3 Grassmuck.

4 MEMBER NANCE-HOLT: Second.

5 CHAIRMAN FORTUNA: There is a motion to
6 grant by Trustee Murphy. Seconded by Trustee
7 Holt.

8 Trustee Murphy.

9 MEMBER MURPHY: Yes.

10 CHAIRMAN FORTUNA: Trustee Holt.

11 MEMBER NANCE-HOLT: Yes.

12 CHAIRMAN FORTUNA: Trustee Soni.

13 MEMBER SONI: Yes.

14 CHAIRMAN FORTUNA: Trustee McPhillips.

15 MEMBER MCPHILLIPS: Yes.

16 CHAIRMAN FORTUNA: Trustee Tebbens.

17 MEMBER TEBBENS: Yes.

18 CHAIRMAN FORTUNA: And I am a yes.

19 Motion carries.

20 MEMBER MURPHY: Mr. President, I'd like
21 to make a motion for reexam consistent with the
22 Board's policy.

23 MEMBER TEBBENS: Second.

24 CHAIRMAN FORTUNA: Motion for reexam by

1 Trustee Murphy. Seconded by Trustee Tebbens.

2 Trustee Murphy.

3 MEMBER MURPHY: Yes.

4 CHAIRMAN FORTUNA: Trustee Holt.

5 MEMBER NANCE-HOLT: Yes.

6 CHAIRMAN FORTUNA: Trustee Soni.

7 MEMBER SONI: Yes.

8 CHAIRMAN FORTUNA: Trustee McPhillips.

9 MEMBER MCPHILLIPS: Yes.

10 CHAIRMAN FORTUNA: Trustee Tebbens.

11 MEMBER TEBBENS: Yes.

12 CHAIRMAN FORTUNA: And I am a yes.

13 Motion carries.

14 MEMBER MURPHY: Mr. President, Fund

15 counsel has previously sent around proposed

16 Findings of Fact and Conclusions of Law in this

17 matter. Having had a chance to review those, I a

18 motion to adopt those Findings of Fact and

19 Conclusions of Law.

20 MEMBER NANCE-HOLT: Second.

21 CHAIRMAN FORTUNA: Motion to adopt by

22 Trustee Murphy. Seconded by Trustee Holt.

23 Trustee Murphy.

24 MEMBER MURPHY: Yes.

1 CHAIRMAN FORTUNA: Trustee Holt.

2 MEMBER NANCE-HOLT: Yes.

3 CHAIRMAN FORTUNA: Trustee Soni.

4 MEMBER SONI: Yes.

5 CHAIRMAN FORTUNA: Trustee McPhillips.

6 MEMBER MCPHILLIPS: Yes.

7 CHAIRMAN FORTUNA: Trustee Tebbens.

8 MEMBER TEBBENS: Yes.

9 CHAIRMAN FORTUNA: And I am a yes.

10 Motion carries.

11 Based on the Findings of Fact made by the
12 Trustees, the Trustees have voted to grant the
13 benefit that you have requested.

14 You will be notified by mail of the
15 Findings of Fact and the Board's decision.

16 Thank you and good luck.

17 MS. GRASSMUCK: Thank you, very much.

18 MEMBER MURPHY: Next we have Courtney
19 Avery, PIC.

20 MR. PINELLI: Is Ms. Avery on the line?

21 MR. MARCONI: She should be.

22 MR. PINELLI: That is Attorney Jerry
23 Marconi. Good morning.

24 MR. MARCONI: Yes, sir. Good morning.

1 MS. AVERY: I am here. I had to unmute.

2 MR. PINELLI: Then everybody is present.
3 We are ready to proceed.

4 Let the record reflect this is a hearing
5 on the application for a Duty Disability benefit
6 being made by Ms. Courtney Avery.

7 Ms. Avery is represented by counsel.
8 Counsel, could you please identify yourself for the
9 record?

10 MR. MARCONI: Jerry Marconi for the
11 applicant.

12 MR. PINELLI: Before we start testimony,
13 counsel, did you receive a copy of what's been
14 marked as Board Exhibits 1 through 12?

15 MR. MARCONI: I did.

16 MR. PINELLI: Have you and Ms. Avery had
17 the opportunity to review them?

18 MR. MARCONI: We have reviewed them. We
19 have no objection to them going into evidence.

20 MR. PINELLI: Thank you, very much.

21 Mr. President, I would move for admission
22 of Board's Exhibits 1 through 12 without objection
23 from the applicant.

24 CHAIRMAN FORTUNA: Admitted without

1 objection.

2 (Board Exhibits 1 through 12 were
3 admitted into evidence.)

4 MR. PINELLI: Thank you, very much.

5 Then we are ready to proceed. Counsel,
6 do you wish to call any witnesses?

7 MR. MARCONI: Courtney Avery.

8 MR. PINELLI: Ms. Avery, could you please
9 raise your right hand?

10 (Witness sworn.)

11 COURTNEY AVERY

12 a witness herein, having been first duly sworn, was
13 examined and testified as follows:

14 EXAMINATION

15 BY MR. MARCONI:

16 Q Courtney, if you could just state your
17 name for the record.

18 A Courtesy Marie Avery.

19 Q Are you currently employed by the Chicago
20 Fire Department?

21 A I am.

22 Q In what capacity?

23 A Paramedic in Charge.

24 Q I am going to direct your attention to

1 the date of the incident, which is listed in your
2 application as April 19, 2020. Where were you
3 working that day?

4 A I was detailed out to Ambulance 23.

5 Q Do you remember which shift you were
6 working?

7 A It would be third shift.

8 Q At some point did you get a call of a
9 nonresponsive person?

10 A We did, yes.

11 Q Did you go to the scene of that call?

12 A I did go to the scene of that call. It
13 was at a nursing home.

14 Q Was it an elderly male?

15 A It was a younger disabled male who was
16 unresponsive.

17 Q Could you briefly explain to the Board
18 what happened during that call?

19 A It was later in the morning. Probably I
20 think around 10 or 11 a.m. We had gotten there.
21 He had low blood pressure. We started treating him
22 and we went to transfer him from a chair to a
23 stretcher, that we put to the right-hand side of
24 the chair that he was in.

1 We transferred him and the chair had wood
2 arms on it. I went to lift him up because I had
3 the upper torso of him. My partner had the bottom
4 torso of him.

5 I went to lift him and he got caught on
6 the arms of the wood chair and I had to lift him
7 even higher and I already mid-twisted at that
8 point. Because he had gotten stuck, I had to go
9 even higher and put him down into the stretcher and
10 that is when I felt a pop in my low back.

11 Q What did that pop feel like in the lower
12 back?

13 A It felt like a stabbing knife.
14 Electricity basically being shot up my whole left
15 side.

16 Q Did you feel any pain or discomfort after
17 that?

18 A Yes. It kept getting progressively
19 worse. By the time we had gotten to Loretto
20 Hospital with the patient and I went back out to
21 the ambulance, I couldn't bend or lift at that
22 point in time, without excruciating pain that took
23 me to my knees.

24 Q So you transported the patient to Loretto

1 Hospital; is that correct?

2 A Correct.

3 Q Did you seek any medical care at Loretto
4 Hospital after you transported the patient?

5 A I did. I requested to be seen by the ER
6 physician and I made it known to my Commander and
7 also I had sent a text message to the Field Chief
8 as well at the time that I was going to be seen.

9 Q Was that the last shift that you worked?

10 A Correct.

11 Q Who is Dr. Grove? You went to see a Dr.
12 Grove I think the next day?

13 A I did because I had talked to CFD Medical
14 and they were unable to get me in until at about
15 four days later and I was in excruciating pain and
16 experiencing drop foot and unable to get out of bed
17 without assistance so I sought emergency pain
18 management from him.

19 Q After Dr. Grove I think the Medical
20 Division referred you to Dr. Fisher; is that
21 correct?

22 A Correct.

23 Q There was a MRI performed; is that
24 correct?

1 A Correct.

2 Q There were two tears or there was tears
3 at two different levels according to the MRI; is
4 that correct?

5 A There was multiple tears at two different
6 levels, including two disc herniations.

7 Q Prior to this day did you have any
8 problems with your back?

9 A No.

10 Q You did not stay with Dr. Fisher; is that
11 correct?

12 A No, I did seek a second opinion.

13 Q That was Doctor Lim; is that correct?

14 A Correct.

15 Q And that was also through the Medical
16 Section; is that correct?

17 A Correct.

18 Q Did you try conservative treatment first?
19 Meaning, did you try to do some PT and some
20 epidural steroid injections?

21 A Yes, I did.

22 Q Did that relieve the pain or was it able
23 to return you back to work?

24 A No.

1 Q The records indicate then you had a
2 surgery by Dr. Lin in late December of 2020; is
3 that correct?

4 A Correct.

5 Q What was the nature of that surgery?

6 A The nature of that surgery was to get
7 some pain relief and decompression. They did a
8 laminectomy, foraminotomy. They did also a
9 microdiscectomy. There was also a complication
10 because of the swelling that the nerve, because it
11 had nowhere to go, started to have the veins in the
12 L-5 space wrap around the nerve, which they then
13 had to pull apart in surgery and detangle it.

14 Q After your surgery did you go back and
15 get some physical therapy?

16 A I did, yes.

17 Q Did that relieve the pain? Was that able
18 to return you back to work?

19 A No, it did not.

20 Q Are you also seeing I think a Physician's
21 Assistant Meeker?

22 A Yes, after the surgery Dr. Lim had me
23 seeing his PA Dr. Meeker.

24 Q Dr. Meeker works with Doctor Lim; is that

1 correct?

2 A Correct.

3 Q You're still treating with -- I will say
4 Dr. Meeker at least for now; is that correct?

5 A Correct.

6 Q What is the current plan?

7 A The current plan is now, because of all
8 the inflammation, to do PT at home and Pilates at
9 home as tolerated.

10 Q Is there a possible second surgery in the
11 horizon?

12 A There is. After the last MRI, there was
13 scar tissue that was impeding on the laminectomy
14 and they want to wait a year and possibly do
15 another surgery, if that doesn't correct or if some
16 of the swelling doesn't go down.

17 Q When you say a year, are you talking
18 about this December?

19 A Correct.

20 Q At this point it is just doing home
21 exercises and hopefully time will be able to heal
22 you; is that correct?

23 A Correct.

24 Q Are you currently on medications?

1 A I am. I take Flexeril at night and I
2 take Naproxen during the daytime.

3 MR. MARCONI: Vince, I don't have
4 anything else.

5 EXAMINATION

6 BY MR. PINELLI:

7 Q Thank you. I just have a few questions.

8 Ms. Avery, first of all, you entered
9 service with the Fire Department in 2018; is that
10 correct?

11 A Yes, sir.

12 Q When you entered, what rank did you enter
13 at?

14 A I entered as a FPM.

15 Q When did you achieve the rank of
16 Paramedic in Charge?

17 A During layup they had called me to take
18 the promotion.

19 Q So did you undergo some testing before
20 you went on layup to achieve that rank?

21 A There is no testing for PIC.

22 Q Are your duties as a PIC similar to what
23 you are required to do as a paramedic, though?

24 A Yes, they are, including more.

1 Q Do you perform a function as a consultant
2 to this fund?

3 A Yes, I do.

4 Q In that capacity, do you review medical
5 records, examine or interview applicants and report
6 to the Board?

7 A Yes.

8 Q Does Dr. Daniel Samo also perform that
9 function for this fund?

10 A Yes, he does.

11 Q Was Dr. Samo the person who actually did
12 the interview with Ms. Avery?

13 A Yes, he was.

14 Q Due to him being unavailable to attend
15 today's meeting, did you undertake to review all
16 the records, including the Board Exhibits and his
17 written report to the Board?

18 A Yes.

19 Q Doctor, could you briefly summarize for
20 us what Dr. Samo's findings were?

21 A Yes. Ms. Avery, as she described,
22 sustained a lumbar spine injury secondary to heavy
23 lifting and underwent conservative therapy,
24 including epidural steroid injections which made

1 her symptoms worse. She developed neurologic
2 deficits, which she described, which was a foot
3 drop, and underwent a hemilaminectomy and neural
4 foraminectomies at L-4/5, which have not relieved
5 her symptoms. She still has radiculopathy. She
6 still has significant pain and she still has
7 neurologic deficits in her feet.

8 Q I take it that with those conditions do
9 you believe she could perform her functions with
10 the Fire Department?

11 A No, I don't.

12 Q Doctor, just a quick question regarding
13 she's very young, in her early 30's. Based upon
14 your knowledge of this kind of surgery, what do you
15 expect would be the next course of potential
16 treatment, if any, to try to get her back to work?

17 A I would agree with the plan that she
18 described that is in her record, which is she
19 should initially undergo conservative treatment
20 with physical therapy. It sounds like her personal
21 decision is not to have additional injections
22 because they did make her symptoms worse in the
23 past and I think that is a reasonable decision.
24 Whether or not she has to have a surgery again I

1 think that is based on how she responds to her
2 therapy, which she really hasn't been able to start
3 yet in a full effort.

4 Q It will have to wait farther down the
5 line to see how she progresses with physical
6 therapy and conservative treatment before any
7 determination can be made as to what other
8 treatments she could undergo?

9 A Yes. I think time and physical therapy
10 are the key here and then a decision can be made.

11 MR. PINELLI: Thank you, doctor, that is
12 all the questions I have.

13 CHAIRMAN FORTUNA: Trustees, any
14 questions for Dr. Peters?

15 MEMBER MCPHILLIPS: No questions.

16 MR. PINELLI: Counsel, do you have any
17 questions of the doctor at this time?

18 MR. MARCONI: No questions.

19 MR. PINELLI: Thank you. Then do you
20 rest on behalf of the applicant?

21 MR. MARCONI: Yes, I do.

22 MR. PINELLI: Members of the Board, the
23 record is complete in this matter at this time.

24 MEMBER MURPHY: Mr. President, I would

1 like to make a motion to grant Duty Disability
2 benefits to Courtney Avery.

3 CHAIRMAN FORTUNA: There is a motion to
4 grant by Trustee Murphy.

5 MEMBER MCPHILLIPS: Second.

6 CHAIRMAN FORTUNA: Second by Trustee
7 McPhillips.

8 Trustee Murphy.

9 MEMBER MURPHY: Yes.

10 CHAIRMAN FORTUNA: Trustee Holt.

11 MEMBER NANCE-HOLT: Yes.

12 CHAIRMAN FORTUNA: Trustee
13 Conyears-Ervin.

14 MEMBER CONYEARS-ERVIN: Yes.

15 CHAIRMAN FORTUNA: Trustee Soni.

16 MEMBER SONI: Yes.

17 CHAIRMAN FORTUNA: Trustee McPhillips.

18 MEMBER MCPHILLIPS: Yes.

19 CHAIRMAN FORTUNA: Trustee Tebbens.

20 MEMBER TEBBENS: Yes.

21 CHAIRMAN FORTUNA: And I am a yes.

22 Motion carries.

23 MEMBER MURPHY: Mr. President, I'd like
24 to make a motion for reexam consistent with the

1 Board's policy.

2 MEMBER MCPHILLIPS: Second.

3 CHAIRMAN FORTUNA: There is a motion for
4 reexam by Trustee Murphy. Seconded by Trustee
5 McPhillips.

6 Trustee Murphy.

7 MEMBER MURPHY: Yes.

8 CHAIRMAN FORTUNA: Trustee Holt.

9 MEMBER NANCE-HOLT: Yes.

10 CHAIRMAN FORTUNA: Trustee
11 Conyears-Ervin.

12 MEMBER CONYEARS-ERVIN: Yes.

13 CHAIRMAN FORTUNA: Trustee Soni.

14 MEMBER SONI: Yes.

15 CHAIRMAN FORTUNA: Trustee McPhillips.

16 MEMBER MCPHILLIPS: Yes.

17 CHAIRMAN FORTUNA: Trustee Tebbens.

18 MEMBER TEBBENS: Yes.

19 CHAIRMAN FORTUNA: And I am a yes.

20 Motion carries.

21 MEMBER MURPHY: Fund counsel has
22 previously sent around proposed Findings of Fact
23 and Conclusions of Law in this matter. Having had
24 a chance to review those, I'd like to make a motion

1 to adopt the Findings of Fact and Conclusions of
2 Law in this matter.

3 MEMBER NANCE-HOLT: Second.

4 CHAIRMAN FORTUNA: There's a motion to
5 adopt the Findings of Fact by Trustee Murphy.

6 Seconded by Trustee Holt.

7 Trustee Murphy.

8 MEMBER MURPHY: Yes.

9 CHAIRMAN FORTUNA: Trustee Holt.

10 MEMBER NANCE-HOLT: Yes.

11 CHAIRMAN FORTUNA: Trustee

12 Conyears-Ervin.

13 MEMBER CONYEARS-ERVIN: Yes.

14 CHAIRMAN FORTUNA: Trustee Soni.

15 MEMBER SONI: Yes.

16 CHAIRMAN FORTUNA: Trustee McPhillips.

17 MEMBER MCPHILLIPS: Yes.

18 CHAIRMAN FORTUNA: Trustee Tebbens.

19 MEMBER TEBBENS: Yes.

20 CHAIRMAN FORTUNA: And I am a yes.

21 Motion carries.

22 Ms. Avery, based on the Findings of Fact
23 made by the Trustees, the Trustees have voted to
24 grant you the benefit that you have requested.

1 You will be notified by mail of the
2 Findings of Fact and the Board's decision.

3 Thank you and good luck.

4 MS. AVERY: Thank you all.

5 MEMBER MURPHY: Mr. President, I believe
6 our third applicant on the agenda has deferred
7 today, am I correct?

8 MS. PINELLI: That is my understanding as
9 well. We received communication from Mr. Ibata's
10 attorney that they wanted to defer the matter to
11 next month's meeting.

12 MEMBER MURPHY: I'd like to make a motion
13 to go into Executive Session.

14 MEMBER TEBBENS: Second.

15 CHAIRMAN FORTUNA: There is a motion by
16 Trustee Murphy to go into Executive Session. There
17 is a second by Trustee Tebbens.

18 MS. BOECKMAN: Pursuant to 2(c)4 and
19 2(c)11 of the Open Meetings Act.

20 Trustee Murphy.

21 MEMBER MURPHY: Yes.

22 CHAIRMAN FORTUNA: Trustee Holt.

23 MEMBER NANCE-HOLT: Yes.

24 CHAIRMAN FORTUNA: Trustee Soni.

1 MEMBER SONI: Yes.

2 CHAIRMAN FORTUNA: Trustee McPhillips.

3 MEMBER MCPHILLIPS: Yes.

4 CHAIRMAN FORTUNA: Trustee Tebbens.

5 MEMBER TEBBENS: Yes.

6 CHAIRMAN FORTUNA: Trustee

7 Conyears-Ervin.

8 MEMBER CONYEARS-ERVIN: Yes.

9 CHAIRMAN FORTUNA: And I am a yes.

10 We are in Executive Session.

11 (Whereupon, the Board went into

12 Executive Session off the record.

13 No action was taken in Executive

14 Session.)

15 MEMBER MURPHY: The next item involves

16 the application of Elizabeth Mazor. The Board

17 heard testimony on this matter last month, deferred

18 the matter, and we are now ready to proceed to vote

19 on the application.

20 Vince, do you have any additional

21 comments to make?

22 MR. PINELLI: The only thing I would add

23 is in the interim since we were last together on

24 April 23rd counsel for the applicant submitted an

1 additional exhibit, Applicant's Exhibit 2, to the
2 Board for its consideration, regarding a legal
3 position on the period of time for benefits to be
4 paid in the event that the Board grants Ms. Mazor.
5 So that has been submitted and I have no objection
6 to that, Mr. President. I am assuming the
7 applicant is moving but I have no objection to the
8 admission of Applicant's 2 into the record.

9 CHAIRMAN FORTUNA: That would be
10 admitted.

11 (Applicant's Exhibit 2 was
12 admitted into evidence.)

13 MR. PINELLI: With that being admitted,
14 the record is closed and this matter is available
15 for the Board to take action on.

16 MEMBER MURPHY: I would like to make a
17 motion to grant Duty Disability to Elizabeth Mazor
18 consistent with the time period Ms. Mazor was
19 employed with the CFD and disabled under the
20 definitions of a disability in the Illinois Pension
21 Code and applicable case law.

22 MEMBER TEBBENS: Second.

23 CHAIRMAN FORTUNA: There is a motion to
24 grant by Trustee Murphy. Seconded by Trustee

1 Tebbens .

2 Trustee Murphy .

3 MEMBER MURPHY: Yes .

4 CHAIRMAN FORTUNA: Trustee Holt .

5 MEMBER NANCE-HOLT: Yes .

6 CHAIRMAN FORTUNA: Trustee

7 Conyears-Ervin .

8 MEMBER CONYEARS-ERVIN: Yes .

9 CHAIRMAN FORTUNA: Trustee Soni .

10 MEMBER SONI: Yes .

11 CHAIRMAN FORTUNA: Trustee McPhillips .

12 MEMBER MCPHILLIPS: Yes .

13 CHAIRMAN FORTUNA: Trustee Tebbens .

14 MEMBER TEBBENS: Yes .

15 CHAIRMAN FORTUNA: And I am a yes .

16 Motion carries .

17 MEMBER MURPHY: Mr. President, I would

18 like to make a motion for reexam consistent with

19 the Board's policy .

20 MEMBER NANCE-HOLT: Second .

21 CHAIRMAN FORTUNA: There is a motion for

22 reexam by Trustee Murphy. Seconded by Trustee

23 Holt .

24 Trustee Murphy .

1 MEMBER MURPHY: Yes.

2 CHAIRMAN FORTUNA: Trustee Holt.

3 MEMBER NANCE-HOLT: Yes.

4 CHAIRMAN FORTUNA: Trustee

5 Conyears-Ervin.

6 MEMBER CONYEARS-ERVIN: Yes.

7 CHAIRMAN FORTUNA: Trustee Soni.

8 MEMBER SONI: Yes.

9 CHAIRMAN FORTUNA: Trustee McPhillips.

10 MEMBER MCPHILLIPS: Yes.

11 CHAIRMAN FORTUNA: Trustee Tebbens.

12 MEMBER TEBBENS: Yes.

13 CHAIRMAN FORTUNA: And I am a yes.

14 Motion carries.

15 MEMBER MURPHY: Mr. President, Fund

16 counsel has previously sent around proposed

17 Findings of Fact and Conclusions of Law in this

18 matter.

19 Having had a chance to review those, I

20 make a motion to adopt the Findings of Fact and

21 Conclusions of Law in this matter.

22 MEMBER SONI: Second.

23 CHAIRMAN FORTUNA: There is a motion to

24 adopt by Trustee Murphy. Seconded by Trustee

1 Soni.

2 Trustee Murphy.

3 MEMBER MURPHY: Yes.

4 CHAIRMAN FORTUNA: Trustee Holt.

5 MEMBER NANCE-HOLT: Yes.

6 CHAIRMAN FORTUNA: Trustee

7 Conyears-Ervin.

8 MEMBER CONYEARS-ERVIN: Yes.

9 CHAIRMAN FORTUNA: Trustee Soni.

10 MEMBER SONI: Yes.

11 CHAIRMAN FORTUNA: Trustee McPhillips.

12 MEMBER MCPHILLIPS: Yes.

13 CHAIRMAN FORTUNA: Trustee Tebbens.

14 MEMBER TEBBENS: Yes.

15 CHAIRMAN FORTUNA: And I am a yes.

16 Motion carries.

17 For the record, based on the Findings of

18 Fact made with the Trustees, the Trustees have

19 voted to grant the benefit consistent with the

20 period that Ms. Mazor was employed and disabled

21 under the definition of the Illinois Pension Code.

22 Does that sound right, Vince?

23 MR. PINELLI: Yes, that is consistent

24 with the Board's motion and grant.

1 CHAIRMAN FORTUNA: So she will be
2 notified by mail of the Findings of Fact and the
3 Board's decision. Thank you.

4 MR. PINELLI: That concludes this matter.

5 MEMBER MURPHY: Moving on to Item 5, I'd
6 like to make a motion to approve the Board
7 Physician's recommendations for reviews.

8 MS. BOECKMAN: Dr. Peters, do you mind
9 talking through your report? I know it involves
10 some of the additional medical evaluations that the
11 Board approved at a prior meeting. I don't know if
12 you have any comments you'd like to make before the
13 Board moves forward with your recommendations.

14 DOCTOR PETERS: Specifically, are you
15 referring to Mr. Flinz and Ms. Flores-Pachowicz?

16 MS. BOECKMAN: Yes, sir.

17 DOCTOR PETERS: Mr. Flinz had a FCE
18 performed on April 13th. It was assessed as being
19 consistent and that he met 55 percent of the
20 demands that are physical demands required to do
21 full duties as a Paramedic. He met a medium
22 physical demand level.

23 Specifically, if you look at what he was
24 able to achieve, he could only lift 30 pounds of

1 the required 100 pound lifting. Also, the range of
2 motion for his left elbow, the one that was
3 surgically repaired, is still limited for
4 extension. He can't extend fully to a straight
5 line. He extends only to minus 17 degrees. So I
6 don't think he would be able to perform full duties
7 given those findings.

8 MS. BOECKMAN: Thank you, Dr. Peters. Do
9 you have any other comments on any of the other
10 reexams? Otherwise, if there is no questions, we
11 can move forward with adopting your recommendation.

12 DR. PETERS: Not anything else on Mr.
13 Flinz. I do have an update on Ms. Gloria
14 Flores-Pachowicz

15 MS. BOECKMAN: Okay, great.

16 DR. PETERS: So she also underwent a FCE
17 as initially advised by her hand surgeon Dr.
18 Speziale and she had the test done on April 20th.
19 And overall it was assessed as being valid, a valid
20 assessment of her abilities. But Dr. Speziale
21 pointed out that when you look at the breakdown of
22 the exam, he thought, and it is stated, that she
23 only had 69 percent consistency of effort.
24 Specifically, it has to do with her persistent

1 inability to fully have full range of motion at the
2 first joint, the PIP joint, of her left index
3 finger and because of this she wasn't able to do
4 heavy lifting.

5 And Dr. Speziale's observation is that --
6 and this sounds a little bit extreme, but his
7 conclusion is that even without -- if you were to
8 lose your entire left index finger at the PIP
9 joint, if you were to have an amputation, which
10 this applicant did not, you still would be able to
11 perform heavy lifting. You don't need the index
12 finger's function at the PIP joint to do that.

13 Therefore, his conclusion is that her
14 limitation in the exam is probably more related to
15 her deconditioning overall than the fact that she
16 doesn't have proper range of motion, specifically
17 flexion, at the first joint of the index finger.

18 His recommendation is that she undergo a
19 work hardening program and then follow up with him
20 in about six weeks, which I think is very
21 reasonable.

22 MS. BOECKMAN: Okay, great. Any
23 questions from the board members?

24 TRUSTEE MURPHY: I would like to make a

1 motion to approve the Board Physician's
2 recommendations for reviews.

3 MEMBER CONYEARS-ERVIN: Second.

4 CHAIRMAN FORTUNA: There is a motion to
5 approve by Trustee Murphy. Seconded by Trustee
6 Conyears-Ervin.

7 Trustee Murphy.

8 MEMBER MURPHY: Yes.

9 CHAIRMAN FORTUNA: Trustee Holt.

10 MEMBER NANCE-HOLT: Yes.

11 CHAIRMAN FORTUNA: Trustee

12 Conyears-Ervin.

13 MEMBER CONYEARS-ERVIN: Yes.

14 CHAIRMAN FORTUNA: Trustee Soni.

15 MEMBER SONI: Yes.

16 CHAIRMAN FORTUNA: Trustee McPhillips.

17 MEMBER MCPHILLIPS: Yes.

18 CHAIRMAN FORTUNA: Trustee Tebbens.

19 MEMBER TEBBENS: Yes.

20 CHAIRMAN FORTUNA: And I am a yes.

21 Motion carries.

22 MEMBER MURPHY: Moving on to Item 6 in
23 Agenda, Investments, I'd like to turn this over to
24 Trustee McPhillips and walk us through the report.

1 MEMBER MCPHILLIPS: Good morning,
2 everyone.

3 We had our Investment Committee meeting
4 on the 14th. We went over the cash flow analysis,
5 the Q1 report from Callan, and also the RFP for the
6 three finalists for the investment consultant.

7 I will turn this over to Lorna. If
8 anyone has any questions of Callan, you can ask
9 Brady.

10 MS. SCOTT: Actually, I don't have
11 anything to add. I would want to pause because I
12 believe there was some other Investment Committee
13 members who did want to comment.

14 MEMBER CONYEARS-ERVIN: Thank you, Lorna.

15 I just wanted to say we had a really
16 great Investment Committee meeting and I really
17 thank Lorna for the work that she did to provide
18 the background information, the comparative charts
19 and everything that we had.

20 Thank Trustee McPhillips for coordinating
21 the meeting and leading and facilitating it. It
22 was a very difficult meeting, which was great for
23 the Fire Pension Fund, because we had three really,
24 really good candidates. And, certainly, we

1 appreciate the work that Brady and Callan has done
2 and I spoke at length about that during the
3 meeting.

4 But I wanted to just say for the record
5 the respect that I have specifically for another
6 candidate that had applied, which was Marquette
7 Associates. I work with them on two other pension
8 funds and I just wanted to say while it was a very
9 difficult decision and while I certainly appreciate
10 the work that Marquette Associates does for us at
11 the City of Chicago, with the other two pension
12 funds, I would like to say congratulations to
13 Callan and Brady. Thanks for the work that you
14 have done and we look forward to the continued
15 partnership. Thank you, Trustee
16 McPhillips and President Fortuna, for allowing me
17 to chime in there.

18 CHAIRMAN FORTUNA: Thank you.

19 MS. SCOTT: I think with that, I am
20 looking for a motion to ratify the Committee's
21 recommendation related to the investment consultant
22 search.

23 MEMBER MCPHILLIPS: I will make that
24 motion.

1 MEMBER CONYEARS-ERVIN: I will second
2 that motion.

3 CHAIRMAN FORTUNA: There is a motion by
4 Trustee McPhillips. Seconded by Trustee
5 Conyears-Ervin.

6 Trustee Murphy.

7 MEMBER MURPHY: Yes.

8 CHAIRMAN FORTUNA: Trustee Holt.

9 MEMBER NANCE-HOLT: Yes.

10 CHAIRMAN FORTUNA: Trustee
11 Conyears-Ervin.

12 MEMBER CONYEARS-ERVIN: Yes.

13 CHAIRMAN FORTUNA: Trustee Soni.

14 MEMBER SONI: Yes.

15 CHAIRMAN FORTUNA: Trustee McPhillips.

16 MEMBER MCPHILLIPS: Yes.

17 CHAIRMAN FORTUNA: Trustee Tebbens.

18 MEMBER TEBBENS: Yes.

19 CHAIRMAN FORTUNA: And I am a yes.

20 Motion carries.

21 MS. SCOTT: The next item on the agenda
22 is my Investment update. I am going to keep this
23 report pretty short.

24 So the Investment report has the

1 performance chart year-to-date through April. In
2 summary, April was a very strong month. The Fund
3 was up 3.5 percent. Ahead of the benchmark by 0.3
4 percent. Year-to-date the Fund was up 7.4 and that
5 is outperforming the benchmark by 0.6.

6 It is really a good start to the year for
7 the Fund in performance.

8 The next item below that it is the Q1
9 MWDBE brokerage utilization review. And so in
10 short, the Fund is meeting its utilization goals
11 thus far.

12 I think in a nutshell that is the
13 investment report.

14 CHAIRMAN FORTUNA: Is there a motion to
15 accept?

16 MEMBER MURPHY: Motion to accept the
17 Investment report.

18 MEMBER MCPHILLIPS: Second.

19 CHAIRMAN FORTUNA: Motion to accept by
20 Trustee Murphy. Seconded by Trustee McPhillips.
21 Trustee Murphy.

22 MEMBER MURPHY: Yes.

23 CHAIRMAN FORTUNA: Trustee Holt.

24 MEMBER NANCE-HOLT: Yes.

1 CHAIRMAN FORTUNA: Trustee
2 Conyears-Ervin.

3 MEMBER CONYEARS-ERVIN: Yes.

4 CHAIRMAN FORTUNA: Trustee Soni.

5 MEMBER SONI: Yes.

6 CHAIRMAN FORTUNA: Trustee McPhillips.

7 MEMBER MCPHILLIPS: Yes.

8 CHAIRMAN FORTUNA: Trustee Tebbens.

9 MEMBER TEBBENS: Yes.

10 CHAIRMAN FORTUNA: And I am a yes.

11 Motion carries.

12 MEMBER MURPHY: Mr. President, moving to
13 Item Number 7, Expenditures. We have
14 Administrative Expenses for Board review and
15 approval. I'd like to make a motion to approve the
16 Administrative Expenses as presented.

17 MEMBER NANCE-HOLT: Second.

18 CHAIRMAN FORTUNA: Motion by Trustee
19 Murphy. Seconded by Trustee Holt.

20 Trustee Murphy.

21 MEMBER MURPHY: Yes.

22 CHAIRMAN FORTUNA: Trustee Holt.

23 MEMBER NANCE-HOLT: Yes.

24 CHAIRMAN FORTUNA: Trustee

1 Conyears-Ervin.

2 MEMBER CONYEARS-ERVIN: Yes.

3 CHAIRMAN FORTUNA: Trustee Soni.

4 MEMBER SONI: Yes.

5 CHAIRMAN FORTUNA: Trustee McPhillips.

6 MEMBER MCPHILLIPS: Yes.

7 CHAIRMAN FORTUNA: Trustee Tebbens.

8 MEMBER TEBBENS: Yes.

9 CHAIRMAN FORTUNA: And I am a yes.

10 Motion carries.

11 MEMBER MCPHILLIPS: Sarah, thank you for
12 filling in the last couple of months as the Interim
13 Executive Director. You have done a great job.

14 MEMBER MURPHY: The Legislative Update.
15 Sarah, would you proceed with any updates?

16 MS. BOECKMAN: Thank you. I just want to
17 say thank you, Trustee McPhillips, and thank you to
18 all the board members. It is a privilege to serve
19 you and I look forward to continuing to work with
20 all of you, just with my attorney hat on and not my
21 Interim Executive Director hat on.

22 As far as the Legislative Update, you are
23 going to be hearing from Brandon Phelps. I had
24 anticipated starting a little bit later at 10:15.

1 If it is okay with the Board President and the rest
2 of the board members, I will do my Executive
3 Director's report and kill a little bit of time
4 before Brandon calls into the meeting. He is going
5 to provide a short update about what is happening
6 down in Springfield as well as answer any questions
7 from board members. Because I believe this will be
8 our last meeting before the General Assembly goes
9 into recess until the fall, we probably won't be
10 hearing much from Brandon from now until the fall
11 session. If any Trustees have any questions, he is
12 going to be available on the phone.

13 As far as my Executive Director's report
14 is concerned, the only thing I wanted to mention is
15 something which we are really excited about, and I
16 would like to give a big kudos to Lori and Liz, who
17 worked very hard in selecting a new FABF staff
18 member, is that we have a new hire in the Benefits
19 Department. His name is Kayode Michael Ajighegire.
20 He goes by Michael.

21 He will be joining the Fund on the 24th
22 of May, so a week from today. He is extremely
23 qualified, has great energy, and we are really
24 excited for him to start as part of the team.

1 He will be training under Liz for the
2 next year while Liz works out her next steps in
3 retirement. We are going to be really sad to see
4 Liz go but she has graciously agreed to train
5 Michael and help him get onboard.

6 I know we're starting to be in-person a
7 little bit more. If you are in the Fund office
8 anytime over the next month, I encourage you to
9 introduce yourself to Michael. We are really
10 excited to have him onboard.

11 Again, thank you to Lori and Liz for
12 working so hard in getting Michael onboard.

13 Brandon, do you happen to be on the line
14 yet? It looks like you are. I gave a short intro
15 just saying that you are going to give us a little
16 bit of an update of what is going on down in
17 Springfield and any bills we should be aware of and
18 what is maybe going on down there because we are
19 probably not going to hear too much from you from
20 now until the fall session.

21 I am going to turn it over to you and
22 we're excited to hear your update.

23 MR. PHELPS: My firm partner, Patrick
24 Barry, if someone can let him in, is going to join

1 me on this call.

2 MS. BOECKMAN: Absolutely. It looks like
3 he just was let in.

4 MR. PHELPS: Great. Good morning, Sarah,
5 Mary Pat, to all the board members.

6 Pat and I are over at the Capitol waiting
7 to talk to leadership. We sent you a report. I
8 know some of those bills I know we can take off.
9 Rather safe than sorry, we still monitor everything
10 for you on that.

11 As you know, the clock is ticking. They
12 were supposed to be done by May 31st. It looks
13 like possibly they could maybe go into the summer
14 with the remap process, that is really on
15 everybody's mind, it is taking a lot of time from
16 the legislative process because they have to do
17 that remap this year.

18 The Senate Democrats and the House
19 Democrats are kind of not working together on the
20 remap process and they have not brought any
21 Republicans into the process as of right now.

22 But really the main thing is I just want
23 to tell you thank you for letting us represent you.

24 Right now it looks like there is not

1 really a lot of adversarial bills that would hurt
2 the Fund. We are monitoring very closely. I talk
3 to Sarah quite a bit.

4 Like I said, if you want to look at some
5 of those bills on the report, we could probably
6 take some of those off.

7 But right now, mainly, besides the remap
8 process, the budgets negotiations are going on.
9 The energy talks are going on. There is cannabis
10 that may be coming up and also some gaming issues
11 might be coming up here shortly.

12 With that, Pat, I know you wanted to say
13 a couple of things.

14 MR. BARRY: Just to drill down a little
15 bit more on the pension conversations, I think
16 everybody on here knows that Martwick has been
17 dominating the issue the last couple of years.
18 This year has been no different.

19 His focus, in talking to him quite often,
20 has mostly been on the universities and state
21 employees related to deferred compensation and the
22 Tier 2 issue that he sees as a shortfall for
23 retirement. So that has kind of kept us
24 off the radar a bit and along with what Brandon

1 said, major, major outstanding issues with two
2 weeks left to go. No consensus on a map. Budget
3 negotiations just starting.

4 The Feds saying that the money that has
5 come to us from the relief package cannot be used
6 for debt has thrown kind of a wrench in the Budget
7 process.

8 Just a lot of large moving parts still
9 out there to get done in the last two weeks. Along
10 with 800 bills on the floor between both Chambers.
11 So, you have got energy, budget, cannabis. And,
12 obviously, the largest and the biggest gorilla in
13 the room is the remap.

14 So with that, any questions, we are open
15 to any questions.

16 MR. PHELPS: Sarah, we can take any
17 questions.

18 MS. BOECKMAN: Thank you, Brandon.

19 Anyone have any questions for Brandon or
20 Patrick?

21 MEMBER CONYEARS-ERVIN: No questions,
22 just do what you do.

23 MR. PHELPS: Thanks, everybody.

24 CHAIRMAN FORTUNA: Thank you, Brandon.

1 MS. BOECKMAN: Thank you both.

2 MEMBER MURPHY: Do you want to go into
3 the Executive Director's Report or do you want to
4 go into Legal?

5 MS. BOECKMAN: I don't have anything else
6 for my Executive Director's report and we can move
7 to Legal. Although, I will note that we do not
8 have any legal updates at this time.

9 MEMBER MURPHY: I'd like to make a motion
10 to go into closed session pursuant to 2(c)1 of the
11 Open Meetings Act to discuss personnel matters.

12 MEMBER NANCE-HOLT: Second.

13 CHAIRMAN FORTUNA: There is a motion by
14 Trustee Murphy to go into Executive Session.
15 Seconded by Trustee Holt.

16 Trustee Murphy.

17 MEMBER MURPHY: Yes.

18 CHAIRMAN FORTUNA: Trustee Holt.

19 MEMBER NANCE-HOLT: Yes.

20 CHAIRMAN FORTUNA: Trustee
21 Conyears-Ervin.

22 MEMBER CONYEARS-ERVIN: Yes.

23 CHAIRMAN FORTUNA: Trustee Soni.

24 MEMBER SONI: Yes.

1 CHAIRMAN FORTUNA: Trustee McPhillips.

2 MEMBER MCPHILLIPS: Yes.

3 CHAIRMAN FORTUNA: Trustee Tebbens.

4 MEMBER TEBBENS: Yes.

5 CHAIRMAN FORTUNA: And I am a yes.

6 We are in closed session.

7 (Whereupon, the Board went into
8 Executive Session off the record.

9 No action was taken in Executive
10 Session.)

11 MEMBER MURPHY: Mr. President, I would
12 like to make a motion to authorize the Board
13 President to execute and deliver the offer letter
14 to the Executive Director candidate on the terms
15 that were presented.

16 MEMBER MCPHILLIPS: Second.

17 CHAIRMAN FORTUNA: Motion by Trustee
18 Murphy. Seconded by Trustee McPhillips.

19 Trustee Murphy.

20 MEMBER MURPHY: Yes.

21 CHAIRMAN FORTUNA: Trustee Holt.

22 MEMBER NANCE-HOLT: Yes.

23 CHAIRMAN FORTUNA: Trustee

24 Conyears-Ervin.

1 MEMBER CONYEARS-ERVIN: Yes.

2 CHAIRMAN FORTUNA: Trustee Soni.

3 MEMBER SONI: Yes.

4 CHAIRMAN FORTUNA: Trustee McPhillips.

5 MEMBER MCPHILLIPS: Yes.

6 CHAIRMAN FORTUNA: Trustee Tebbens.

7 MEMBER TEBBENS: Yes.

8 CHAIRMAN FORTUNA: And I am a yes.

9 Motion carries.

10 Item 11.

11 MEMBER MURPHY: There is no new business,
12 Mr. President.

13 CHAIRMAN FORTUNA: Is there any old
14 business?

15 MEMBER CONYEARS-ERVIN: I have new
16 business, though.

17 CHAIRMAN FORTUNA: Okay.

18 MEMBER CONYEARS-ERVIN: I wanted to say
19 congratulations. I am so proud of Trustee Annette
20 Holt, the nominated Commissioner of the Chicago
21 Fire Department. First woman nominated and first
22 woman of color.

23 She does such great work for us. I don't
24 even know if this is her last meeting or not but I

1 just wanted to say that because it is news and it
2 is a big deal so congratulations. She has worked
3 so hard for us, thank you.

4 MEMBER NANCE-HOLT: Thank you, thank you
5 so much. I think if I am confirmed, it is
6 bittersweet. Truly I have enjoyed everything with
7 everybody on this call and I have learned so much.
8 Even with our debates, I still grow from those. I
9 am just grateful and thank you. Keep praying for
10 me, that is what I can tell you. Thank you.

11 CHAIRMAN FORTUNA: We will.

12 MEMBER MCPHILLIPS: Good luck, Annette.

13 MEMBER TEBBENS: I would like to wish
14 Commissioner Holt congratulations as well.

15 I also serve on another board with
16 Commissioner Holt, Fire Insurance Board, and it is
17 a pleasure serving on both boards and
18 congratulations.

19 MEMBER NANCE-HOLT: Thank you. I greatly
20 appreciate everybody. And it is big shoes to fill
21 and I am sure god has built me to handle this. I
22 would like to do this before I retire off this job.
23 Just, thanks, because I couldn't do any of this
24 without everybody behind me and pushing me up and

1 teaching me what I learned throughout the years so
2 thank you.

3 CHAIRMAN FORTUNA: Annette, you are going
4 to do great. And, I tell you what, this will be
5 the first time I ever said this to a Commissioner:
6 We love you.

7 MEMBER NANCE-HOLT: Thank you.

8 MEMBER SONI: We love you. We are so
9 proud. I think as everybody has said over here,
10 you're going to do a fantastic job. Just working
11 with you in this realm, we can see you are so
12 thoughtful and so balanced. You listen to all
13 sides. You really want to do good for the City and
14 for the Fire Department and all of the people who
15 work hard in that Department and throughout the
16 City. You will do a wonderful job. We are here to
17 support you but congratulations again.

18 MEMBER NANCE-HOLT: Thank you.

19 MEMBER MURPHY: Congratulations,
20 Commissioner. I am sure we will still see you on
21 the street, too.

22 MEMBER NANCE-HOLT: Of course, you will.
23 Thank you.

24 MEMBER NANCE-HOLT: Let me make the

1 motion to adjourn.

2 CHAIRMAN FORTUNA: There is a motion to
3 adjourn by Trustee Holt. Seconded by Trustee
4 Murphy.

5 All in favor?

6 (Chorus of ayes.)

7

8

9 (WHICH WERE ALL THE PROCEEDINGS

10 IN THE ABOVE-ENTITLED MEETING

11 AT THIS DATE AND TIME.)

12

13

14

15

16

17

18

19

20

21

22

23

24

1 STATE OF ILLINOIS)
2) SS.
3 COUNTY OF DU PAGE)
4
5

6 DEBORAH TYRRELL, being a Certified Shorthand
7 Reporter, on oath says that she is a court reporter
8 doing business in the County of DuPage and State of
9 Illinois, that she reported in shorthand the
10 proceedings given at the taking of said cause and
11 that the foregoing is a true and correct transcript
12 of her shorthand notes so taken as aforesaid; and
13 contains all the proceedings given at said cause.
14
15
16

17 Debbie Tyrrell
18 DEBBIE TYRRELL, CSR
19 License No. 084-001078
20
21
22
23
24

0	45:2 2021 [6] - 1:14, 5:5, 5:7, 5:8, 5:10, 5:14 20th [1] - 63:18 22nd [1] - 31:23 23 [3] - 5:5, 5:7, 41:4 23rd [2] - 5:13, 57:24 24th [1] - 72:21 28 [3] - 5:8, 5:10, 5:13	64:10 ABOVE [1] - 82:10 above-entitled [1] - 1:12 ABOVE-ENTITLED [1] - 82:10 absolutely [1] - 74:2 accept [3] - 69:15, 69:16, 69:19 accordance [1] - 4:10 according [2] - 18:20, 44:3 Accountant [1] - 2:17 accurate [1] - 10:18 achieve [3] - 47:15, 47:20, 62:24 Act [8] - 4:1, 4:3, 4:5, 4:11, 4:15, 10:16, 56:19, 77:11 acted [1] - 4:4 action [3] - 57:13, 58:15, 78:9 Active [4] - 2:5, 2:6, 2:7, 2:10 activities [5] - 19:22, 32:22, 33:1, 48:13, 48:16 add [2] - 57:22, 66:11 added [1] - 31:24 addendum [3] - 10:14, 10:18, 10:21 addition [2] - 16:5, 34:8 additional [6] - 22:17, 24:11, 51:21, 57:20, 58:1, 62:10 address [1] - 4:19 adjourn [2] - 82:1, 82:3 adjustment [1] - 10:20 adjustments [1] - 10:15 Administrative [5] - 5:3, 14:5, 14:7, 70:14, 70:16 admission [5] - 18:8, 29:9, 29:13, 39:21, 58:8 admitted [9] - 18:11, 18:15, 29:16, 29:20, 39:24, 40:3, 58:10, 58:12, 58:13 adopt [8] - 24:12, 25:13, 37:18, 37:21, 55:1, 55:5, 60:20, 60:24 adopting [1] - 63:11 advance [1] - 17:22 adversarial [1] - 75:1 advise [2] - 15:19,	26:24 advised [1] - 63:17 aforesaid [1] - 83:12 Agenda [1] - 65:23 agenda [2] - 56:6, 68:21 agree [1] - 51:17 agreed [1] - 73:4 ahead [1] - 69:3 Ajighegire [1] - 72:19 ALL [1] - 82:9 allowing [1] - 67:16 allows [1] - 4:2 ALSO [1] - 2:14 Ambulance [3] - 26:9, 28:23, 41:4 ambulance [4] - 30:7, 30:10, 35:6, 42:21 amounts [1] - 22:12 amputation [1] - 64:9 analysis [1] - 66:4 Analyst [1] - 2:17 AND [3] - 1:3, 2:12, 82:11 ankle [6] - 19:3, 19:16, 19:18, 22:13, 22:22, 32:7 Annette [3] - 79:19, 80:12, 81:3 ANNETTE [1] - 2:10 Annuitant [1] - 2:4 annuities [1] - 10:20 Annuities [5] - 6:9, 6:10, 7:9, 7:10 ANNUITY [1] - 1:3 answer [1] - 72:6 anterior [1] - 31:13 anticipated [1] - 71:24 anytime [1] - 73:8 apart [1] - 45:13 appear [2] - 21:11, 21:19 APPEARANCES [1] - 2:1 applicable [1] - 58:21 applicant [11] - 18:10, 27:17, 29:15, 34:11, 39:11, 39:23, 52:20, 56:6, 57:24, 58:7, 64:10 Applicant's [3] - 58:1, 58:8, 58:11 applicant's [2] - 16:11, 27:15 applicants [3] - 21:2, 34:5, 50:5 application [12] - 15:13, 15:24, 18:5, 26:10, 26:19, 27:4, 29:10, 30:1, 39:5,	41:2, 57:16, 57:19 applications [1] - 15:3 applied [1] - 67:6 appointment [1] - 3:21 appointments [1] - 33:5 appreciate [4] - 3:24, 67:1, 67:9, 80:20 appropriate [1] - 11:17 Approval [3] - 5:3, 5:4, 14:4 approval [3] - 4:13, 15:2, 70:15 approve [17] - 5:11, 6:10, 6:18, 7:10, 8:5, 8:24, 9:19, 10:20, 11:19, 12:14, 12:17, 13:8, 14:6, 62:6, 65:1, 65:5, 70:15 approved [2] - 14:9, 62:11 April [16] - 5:5, 5:7, 5:8, 5:10, 5:13, 29:23, 30:8, 31:7, 31:9, 41:2, 57:24, 62:18, 63:18, 69:1, 69:2 area [2] - 31:5, 31:12 arms [2] - 42:2, 42:6 Assembly [1] - 72:8 assessed [2] - 62:18, 63:19 assessment [1] - 63:20 assignment [2] - 17:16, 28:21 assistance [1] - 43:17 Assistant [1] - 45:21 Associates [2] - 67:7, 67:10 assuming [1] - 58:6 AT [1] - 82:11 attempted [1] - 31:15 attend [2] - 34:17, 50:14 attendance [1] - 4:8 attention [3] - 29:23, 30:16, 40:24 attorney [6] - 16:6, 16:8, 27:11, 27:12, 56:10, 71:20 Attorney [1] - 38:22 attorneys [2] - 15:17, 26:22 ATTORNEYS [1] - 2:11 audio [2] - 4:2, 5:12 Audio [4] - 5:4, 5:6,
1	3 [2] - 10:15, 14:3 3.5 [1] - 69:3 30 [1] - 62:24 30's [1] - 51:13 300 [1] - 1:13 31st [1] - 74:12 3rd [2] - 29:23, 30:8			
	4			
	4 [1] - 15:2 46 [1] - 17:18			
	5			
	5 [1] - 62:5 55 [1] - 62:19			
	6			
	6 [2] - 31:9, 65:22 69 [1] - 63:23			
	7			
	7 [1] - 70:13 7.4 [1] - 69:4 7th [1] - 31:7			
	8			
	800 [1] - 76:10 8:30 [1] - 1:15			
	9			
	91-0715 [1] - 4:15			
	A			
	a.m [2] - 1:15, 41:20 abilities [1] - 63:20 ability [2] - 22:2, 22:8 able [14] - 19:17, 21:10, 22:24, 30:17, 32:14, 35:16, 44:22, 45:17, 46:21, 52:2, 62:24, 63:6, 64:3,			
2	2 [6] - 21:8, 34:15, 58:1, 58:8, 58:11, 75:22 2(c)1 [1] - 77:10 2(c)11 [1] - 56:19 2(c)4 [1] - 56:18 20 [1] - 1:12 2005 [1] - 18:19 2018 [1] - 47:9 2020 [6] - 19:6, 29:23, 31:8, 31:9, 41:2,			

<p>5:8, 5:9 audio/video [1] - 1:11 authorize [1] - 78:12 available [3] - 4:13, 58:14, 72:12 Avery [13] - 38:19, 38:20, 39:6, 39:7, 39:16, 40:7, 40:8, 40:18, 47:8, 50:12, 50:21, 53:2, 55:22 AVERY [3] - 39:1, 40:11, 56:4 aware [1] - 73:17 eyes [1] - 82:6</p>	<p>bittersweet [1] - 80:6 blood [1] - 41:21 blunt [1] - 35:5 Board [48] - 2:18, 4:8, 4:16, 4:17, 4:20, 15:5, 16:12, 17:20, 18:9, 18:14, 21:2, 21:8, 21:15, 27:16, 28:2, 29:1, 29:14, 29:19, 30:3, 34:6, 34:15, 34:21, 34:23, 39:14, 40:2, 41:17, 48:24, 50:6, 50:16, 50:17, 52:22, 57:11, 57:16, 58:2, 58:4, 58:15, 62:6, 62:11, 62:13, 65:1, 70:14, 72:1, 78:7, 78:12, 80:16</p>	<p>budget [2] - 76:2, 76:11 Budget [1] - 76:6 budgets [1] - 75:8 built [1] - 80:21 burden [4] - 16:11, 16:14, 27:15, 27:18 BURKE [1] - 2:12 BURNS [2] - 2:12, 2:13 business [4] - 79:11, 79:14, 79:16, 83:8 BY [10] - 2:12, 17:9, 18:16, 20:13, 28:14, 29:21, 33:20, 40:15, 47:6, 49:20</p>	<p>3:4, 3:17, 4:1, 5:17, 5:22, 5:24, 6:2, 6:4, 6:6, 6:17, 6:22, 6:24, 7:2, 7:4, 7:6, 7:14, 7:18, 7:20, 7:22, 7:24, 8:2, 8:8, 8:12, 8:14, 8:16, 8:18, 8:20, 9:3, 9:7, 9:9, 9:11, 9:13, 9:15, 9:22, 10:2, 10:4, 10:6, 10:8, 10:10, 10:23, 11:3, 11:5, 11:7, 11:9, 11:11, 11:22, 12:2, 12:4, 12:6, 12:8, 12:10, 12:17, 12:21, 12:23, 13:1, 13:3, 13:5, 13:12, 13:17, 13:19, 13:21, 13:23, 14:1, 14:11, 14:15, 14:17, 14:19, 14:21, 14:23, 18:11, 20:3, 23:5, 23:8, 23:13, 23:17, 23:19, 23:21, 23:23, 24:1, 24:18, 24:23, 25:1, 25:3, 25:5, 25:7, 25:16, 25:20, 25:22, 25:24, 26:2, 26:4, 29:16, 33:10, 35:21, 35:24, 36:5, 36:10, 36:12, 36:14, 36:16, 36:18, 36:24, 37:4, 37:6, 37:8, 37:10, 37:12, 37:21, 38:1, 38:3, 38:5, 38:7, 38:9, 39:24, 49:1, 52:13, 53:3, 53:6, 53:10, 53:12, 53:15, 53:17, 53:19, 53:21, 54:3, 54:8, 54:10, 54:13, 54:15, 54:17, 54:19, 55:4, 55:9, 55:11, 55:14, 55:16, 55:18, 55:20, 56:15, 56:22, 56:24, 57:2, 57:4, 57:6, 57:9, 58:9, 58:23, 59:4, 59:6, 59:9, 59:11, 59:13, 59:15, 59:21, 60:2, 60:4, 60:7, 60:9, 60:11, 60:13, 60:23, 61:4, 61:6, 61:9, 61:11, 61:13, 61:15, 62:1, 65:4, 65:9, 65:11, 65:14, 65:16, 65:18, 65:20, 67:18, 68:3, 68:8, 68:10, 68:13, 68:15, 68:17, 68:19, 69:14, 69:19, 69:23, 70:1, 70:4, 70:6,</p>	<p>70:8, 70:10, 70:18, 70:22, 70:24, 71:3, 71:5, 71:7, 71:9, 76:24, 77:13, 77:18, 77:20, 77:23, 78:1, 78:3, 78:5, 78:17, 78:21, 78:23, 79:2, 79:4, 79:6, 79:8, 79:13, 79:17, 80:11, 81:3, 82:2 Chambers [1] - 76:10 chance [4] - 25:12, 37:17, 54:24, 60:19 change [1] - 32:16 Charcoal [1] - 22:6 Charge [3] - 28:20, 40:23, 47:16 chart [1] - 69:1 charts [1] - 66:18 CHICAGO [1] - 1:3 Chicago [4] - 1:13, 40:19, 67:11, 79:20 Chief [2] - 2:16, 43:7 chime [1] - 67:17 Chorus [1] - 32:15 Chorus [1] - 82:6 Christ [2] - 30:20, 31:18 citizen [1] - 30:8 City [7] - 1:13, 2:8, 2:9, 2:18, 67:11, 81:13, 81:16 Clark [1] - 1:12 clean [1] - 32:16 clock [1] - 74:11 closed [8] - 5:5, 5:9, 5:13, 5:14, 5:15, 58:14, 77:10, 78:6 closely [1] - 75:2 Code [3] - 27:5, 58:21, 61:21 collar [1] - 32:9 color [1] - 79:22 coming [2] - 75:10, 75:11 Commander [1] - 43:6 commencing [1] - 1:15 comment [2] - 4:22, 66:13 comments [4] - 3:18, 57:21, 62:12, 63:9 Commissioner [9] - 3:7, 3:20, 3:22, 6:13, 79:20, 80:14, 80:16, 81:5, 81:20 Committee [3] - 66:3, 66:12, 66:16 Committee's [1] - 67:20</p>
B	<p>BOARD [3] - 1:2, 2:2, 2:11 board [11] - 10:13, 16:18, 19:8, 27:16, 27:22, 64:23, 71:18, 72:2, 72:7, 74:5, 80:15 Board's [10] - 24:8, 24:16, 36:22, 38:15, 39:22, 54:1, 56:2, 59:19, 61:24, 62:3 boards [1] - 80:17 body [3] - 19:2, 22:10, 31:1 BOECKMAN [19] - 2:15, 3:2, 3:5, 3:7, 3:9, 3:11, 3:13, 3:15, 56:18, 62:8, 62:16, 63:8, 63:15, 64:22, 71:16, 74:2, 76:18, 77:1, 77:5 boot [6] - 19:12, 19:13, 19:15, 19:18, 22:19 bottom [1] - 42:3 boxes [1] - 32:17 Brady [3] - 66:9, 67:1, 67:13 brakes [1] - 30:11 Brandon [8] - 71:23, 72:4, 72:10, 73:13, 75:24, 76:18, 76:19, 76:24 break [1] - 30:14 breakdown [1] - 63:21 brief [1] - 4:19 briefly [4] - 30:5, 32:1, 41:17, 50:19 broke [1] - 32:7 brokerage [1] - 69:9 brought [1] - 74:20</p>	C	<p>C-2 [1] - 35:7 C-collar [1] - 32:9 Callan [4] - 66:5, 66:8, 67:1, 67:13 candidate [2] - 67:6, 78:14 candidates [1] - 66:24 cannabis [2] - 75:9, 76:11 cannot [2] - 32:19, 76:5 capacity [3] - 34:4, 40:22, 50:4 Capitol [1] - 74:6 care [1] - 43:3 Carol [1] - 13:10 carries [28] - 6:7, 7:7, 8:3, 8:21, 9:16, 10:11, 11:12, 12:11, 13:6, 14:2, 14:24, 24:2, 25:8, 26:5, 36:19, 37:13, 38:10, 53:22, 54:20, 55:21, 59:16, 60:14, 61:16, 65:21, 68:20, 70:11, 71:10, 79:9 case [1] - 58:21 cash [1] - 66:4 cat [1] - 32:16 caught [1] - 42:5 causes [1] - 22:11 certainly [2] - 66:24, 67:9 Certified [1] - 83:6 cervical [1] - 31:12 CFD [2] - 43:13, 58:19 chair [4] - 41:22, 41:24, 42:1, 42:6 Chairman [2] - 18:8, 24:10 CHAIRMAN [219] - 3:1,</p>	<p>C-2 [1] - 35:7 C-collar [1] - 32:9 Callan [4] - 66:5, 66:8, 67:1, 67:13 candidate [2] - 67:6, 78:14 candidates [1] - 66:24 cannabis [2] - 75:9, 76:11 cannot [2] - 32:19, 76:5 capacity [3] - 34:4, 40:22, 50:4 Capitol [1] - 74:6 care [1] - 43:3 Carol [1] - 13:10 carries [28] - 6:7, 7:7, 8:3, 8:21, 9:16, 10:11, 11:12, 12:11, 13:6, 14:2, 14:24, 24:2, 25:8, 26:5, 36:19, 37:13, 38:10, 53:22, 54:20, 55:21, 59:16, 60:14, 61:16, 65:21, 68:20, 70:11, 71:10, 79:9 case [1] - 58:21 cash [1] - 66:4 cat [1] - 32:16 caught [1] - 42:5 causes [1] - 22:11 certainly [2] - 66:24, 67:9 Certified [1] - 83:6 cervical [1] - 31:12 CFD [2] - 43:13, 58:19 chair [4] - 41:22, 41:24, 42:1, 42:6 Chairman [2] - 18:8, 24:10 CHAIRMAN [219] - 3:1,</p>
<p>background [1] - 66:18 balance [2] - 32:6, 35:14 balanced [1] - 81:12 Barry [1] - 73:24 BARRY [1] - 75:14 based [7] - 10:17, 35:15, 38:11, 51:13, 52:1, 55:22, 61:17 Based [1] - 24:3 basis [1] - 30:1 bed [1] - 43:16 BEFORE [1] - 1:1 beginning [2] - 9:19, 32:12 behalf [1] - 52:20 behind [1] - 80:24 below [1] - 69:8 benchmark [2] - 69:3, 69:5 bend [1] - 42:21 Benefit [1] - 10:13 benefit [12] - 15:14, 16:3, 16:13, 24:5, 26:19, 27:7, 27:17, 30:3, 38:13, 39:5, 55:24, 61:19 BENEFIT [1] - 1:3 benefits [4] - 23:10, 36:2, 53:2, 58:3 Benefits [3] - 8:23, 8:24, 72:18 between [2] - 19:15, 76:10 big [3] - 72:16, 80:2, 80:20 biggest [1] - 76:12 bills [5] - 73:17, 74:8, 75:1, 75:5, 76:10 bit [8] - 64:6, 71:24, 72:3, 73:7, 73:16, 75:3, 75:15, 75:24</p>	DEBBIE TYRRELL REPORTING SERVICE	(630) 292-1742		

committees [1] - 4:18
communication [1] - 56:9
comparative [1] - 66:18
compensation [1] - 75:21
complete [2] - 10:19, 52:23
complication [1] - 45:9
Comptroller [2] - 2:9, 2:16
concerned [1] - 72:14
concludes [1] - 62:4
conclusion [2] - 64:7, 64:13
Conclusions [9] - 24:4, 25:11, 25:14, 37:16, 37:19, 54:23, 55:1, 60:17, 60:21
condition [6] - 19:9, 19:21, 22:2, 22:23, 32:2, 35:3
conditions [3] - 22:24, 35:15, 51:8
conducted [1] - 4:2
conducting [2] - 15:18, 26:23
conference [2] - 1:11, 4:3
confirmed [1] - 80:5
confirms [1] - 11:17
congratulate [1] - 6:14
Congratulations [1] - 3:9
congratulations [9] - 3:19, 3:22, 67:12, 79:19, 80:2, 80:14, 80:18, 81:17, 81:19
CONNESS [1] - 2:17
consensus [1] - 76:2
conservative [4] - 44:18, 50:23, 51:19, 52:6
consideration [1] - 58:2
consistency [1] - 63:23
consistent [11] - 4:5, 21:20, 21:22, 24:15, 36:21, 53:24, 58:18, 59:18, 61:19, 61:23, 62:19
Consistent [1] - 4:15
constraints [1] - 4:16
consultant [5] - 20:19, 34:1, 50:1, 66:6, 67:21

consultants [2] - 16:20, 27:24
contained [1] - 21:21
contains [1] - 83:13
continue [1] - 30:19
continued [1] - 67:14
continuing [2] - 9:20, 71:19
conversations [1] - 75:15
Conyears [15] - 53:13, 54:11, 55:12, 57:7, 59:7, 60:5, 61:7, 65:6, 65:12, 68:5, 68:11, 70:2, 71:1, 77:21, 78:24
CONYEARS [20] - 2:8, 53:14, 54:12, 55:13, 57:8, 59:8, 60:6, 61:8, 65:3, 65:13, 66:14, 68:1, 68:12, 70:3, 71:2, 76:21, 77:22, 79:1, 79:15, 79:18
Conyears-Ervin [15] - 53:13, 54:11, 55:12, 57:7, 59:7, 60:5, 61:7, 65:6, 65:12, 68:5, 68:11, 70:2, 71:1, 77:21, 78:24
CONYEARS-ERVIN [20] - 2:8, 53:14, 54:12, 55:13, 57:8, 59:8, 60:6, 61:8, 65:3, 65:13, 66:14, 68:1, 68:12, 70:3, 71:2, 76:21, 77:22, 79:1, 79:15, 79:18
Cook [1] - 1:14
coordinating [1] - 66:20
copy [3] - 17:19, 28:24, 39:13
correct [40] - 18:23, 19:3, 19:6, 21:11, 21:12, 31:5, 31:6, 31:17, 31:18, 33:23, 34:19, 43:1, 43:2, 43:10, 43:21, 43:22, 43:24, 44:1, 44:4, 44:11, 44:13, 44:14, 44:16, 44:17, 45:3, 45:4, 46:1, 46:2, 46:4, 46:5, 46:15, 46:19, 46:22, 46:23, 47:10, 48:5, 48:11, 49:23, 56:7, 83:11
cost [1] - 10:15
counsel [13] - 5:15, 25:9, 37:15, 39:7,

39:8, 39:13, 40:5, 48:1, 49:4, 52:16, 54:21, 57:24, 60:16
COUNTY [1] - 83:2
County [2] - 1:13, 83:8
couple [3] - 71:12, 75:13, 75:17
course [3] - 24:12, 51:15, 81:22
Court [2] - 14:5, 14:7
court [1] - 83:7
courtesy [1] - 40:18
Courtney [5] - 38:18, 39:6, 40:7, 40:16, 53:2
COURTNEY [1] - 40:11
crawl [2] - 19:12, 22:19
CSR [1] - 83:17
current [3] - 35:2, 46:6, 46:7

D

DANIEL [1] - 2:3
Daniel [2] - 34:9, 50:8
DATE [1] - 82:11
date [6] - 21:11, 29:23, 29:24, 41:1, 69:1, 69:4
days [2] - 35:9, 43:15
daytime [2] - 47:2, 48:21
deal [1] - 80:2
Death [2] - 8:23, 8:24
debates [1] - 80:8
DEBBIE [1] - 83:17
DEBORAH [1] - 83:6
debt [1] - 76:6
December [2] - 45:2, 46:18
decided [1] - 48:5
decision [9] - 24:8, 30:19, 38:15, 51:21, 51:23, 52:10, 56:2, 62:3, 67:9
decompression [1] - 45:7
deconditioning [1] - 64:15
defer [1] - 56:10
deferred [3] - 56:6, 57:17, 75:21
deficits [2] - 51:2, 51:7
definition [1] - 61:21
definitions [1] - 58:20
degrees [1] - 63:5
deliver [1] - 78:13

demand [1] - 62:22
demands [2] - 62:20
Democrats [2] - 74:18, 74:19
Department [12] - 17:14, 18:18, 23:1, 28:19, 35:17, 40:20, 47:9, 51:10, 72:19, 79:21, 81:14, 81:15
department [1] - 22:3
Deputy [1] - 2:15
describe [3] - 19:8, 30:5, 32:1
described [4] - 35:11, 58:21, 51:2, 51:18
desire [2] - 16:7, 27:12
destruction [1] - 22:13
detailed [1] - 41:4
detangle [1] - 45:13
determination [1] - 52:7
determined [1] - 4:16
developed [1] - 51:1
diagnosis [1] - 22:5
different [3] - 44:3, 44:5, 75:18
difficult [2] - 66:22, 67:9
diminished [1] - 32:20
direct [2] - 29:22, 40:24
Director [6] - 2:15, 2:15, 4:8, 71:13, 71:21, 78:14
Director's [4] - 72:3, 72:13, 77:3, 77:6
Disability [7] - 15:14, 26:10, 26:19, 36:2, 39:5, 53:1, 58:17
disability [2] - 15:2, 58:20
disabled [3] - 41:15, 58:19, 61:20
disc [1] - 44:6
discomfort [1] - 42:16
discuss [1] - 77:11
discussed [1] - 48:7
discussion [2] - 5:19, 48:4
displaced [1] - 35:7
distances [1] - 32:18
Division [1] - 43:20
docket [1] - 14:8
doctor [13] - 19:19, 21:24, 23:3, 33:5, 35:1, 35:19, 48:19, 49:9, 49:13, 50:19, 51:12, 52:11, 52:17
DOCTOR [2] - 62:14, 62:17
Doctor [3] - 21:15, 44:13, 45:24
doctors [1] - 31:18
documentation [1] - 11:17
dominating [1] - 75:17
done [7] - 19:5, 63:18, 67:1, 67:14, 71:13, 74:12, 76:9
down [7] - 42:9, 46:16, 52:4, 72:6, 73:16, 73:18, 75:14
DR [2] - 63:12, 63:16
Dr [34] - 17:3, 20:7, 20:21, 21:4, 21:10, 22:1, 23:6, 28:8, 33:14, 34:9, 34:12, 34:17, 35:22, 43:11, 43:19, 43:20, 44:10, 45:2, 45:22, 45:23, 45:24, 46:4, 48:8, 49:11, 50:8, 50:11, 50:20, 52:14, 62:8, 63:8, 63:17, 63:20, 64:5
drill [1] - 75:14
drive [1] - 32:18
drop [2] - 43:16, 51:3
DU [1] - 83:2
due [1] - 50:14
duly [6] - 17:6, 20:10, 28:11, 33:17, 40:12, 49:17
DuPage [1] - 83:8
during [5] - 41:18, 47:2, 47:17, 48:20, 67:2
duties [4] - 35:16, 47:22, 62:21, 63:6
Duty [6] - 26:10, 26:19, 36:2, 39:5, 53:1, 58:17

E

early [1] - 51:13
earn [3] - 19:22, 32:22, 48:13
effort [2] - 52:3, 63:23
elbow [1] - 63:2
elderly [1] - 41:14
electricity [1] - 42:14
Elizabeth [2] - 57:16, 58:17
emergency [1] - 43:17
employed [3] - 40:19, 58:19, 61:20
employees [1] - 75:21

EMT [3] - 15:14, 17:15, 23:11
encourage [1] - 73:8
ending [2] - 6:11, 13:9
energy [3] - 72:23, 75:9, 76:11
engaged [5] - 19:21, 32:22, 32:24, 48:12, 48:15
Engine [1] - 17:18
enjoyed [1] - 80:6
enter [2] - 18:17, 47:12
entered [3] - 47:8, 47:12, 47:14
entire [2] - 22:13, 64:8
ENTITLED [1] - 82:10
entitled [1] - 1:12
epidural [2] - 44:20, 50:24
ER [1] - 43:5
Ervin [15] - 53:13, 54:11, 55:12, 57:7, 59:7, 60:5, 61:7, 65:6, 65:12, 68:5, 68:11, 70:2, 71:1, 77:21, 78:24
ERVIN [20] - 2:8, 53:14, 54:12, 55:13, 57:8, 59:8, 60:6, 61:8, 65:3, 65:13, 66:14, 68:1, 68:12, 70:3, 71:2, 76:21, 77:22, 79:1, 79:15, 79:18
evaluations [1] - 62:10
event [1] - 58:4
eventually [1] - 22:12
evidence [11] - 15:20, 15:24, 16:12, 18:15, 27:1, 27:4, 27:16, 29:20, 39:19, 40:3, 58:12
exam [2] - 63:22, 64:14
EXAMINATION [7] - 17:8, 20:12, 28:13, 33:19, 40:14, 47:5, 49:19
examine [3] - 21:1, 34:5, 50:5
examined [7] - 17:7, 20:11, 28:12, 30:22, 33:18, 40:13, 49:18
excited [4] - 72:15, 72:24, 73:10, 73:22
excruciating [2] - 42:22, 43:15
execute [1] - 78:13

Executive [17] - 2:15, 4:7, 56:13, 56:16, 57:10, 57:12, 57:13, 71:13, 71:21, 72:2, 72:13, 77:3, 77:6, 77:14, 78:8, 78:9, 78:14
exercises [1] - 46:21
exhibit [1] - 58:1
Exhibit [4] - 21:8, 34:15, 58:1, 58:11
Exhibits [11] - 17:20, 18:9, 18:14, 29:1, 29:14, 29:19, 34:21, 39:14, 39:22, 40:2, 50:16
exhibits [1] - 21:15
expect [1] - 51:15
Expenditures [1] - 70:13
Expenses [2] - 70:14, 70:16
experiencing [3] - 18:21, 32:4, 43:16
explain [1] - 41:17
explained [1] - 35:4
extend [1] - 63:4
extends [1] - 63:5
extension [1] - 63:4
extreme [1] - 64:6
extremely [1] - 72:22

F

FABF [1] - 72:17
facilitating [1] - 66:21
Fact [18] - 24:3, 24:8, 24:13, 25:10, 25:14, 37:16, 37:18, 38:11, 38:15, 54:22, 55:1, 55:5, 55:22, 56:2, 60:17, 60:20, 61:18, 62:2
fact [1] - 64:15
fall [4] - 32:7, 72:9, 72:10, 73:20
fantastic [1] - 81:10
far [7] - 15:22, 19:10, 30:20, 32:18, 69:11, 71:22, 72:13
favor [1] - 82:5
FCE [2] - 62:17, 63:16
February [1] - 18:19
Feds [1] - 76:4
feet [2] - 19:2, 51:7
felt [2] - 42:10, 42:13
few [1] - 47:7
Field [1] - 43:7
file [3] - 11:18, 21:7, 34:14

filed [1] - 34:22
fill [1] - 80:20
filling [1] - 71:12
finalists [1] - 66:6
finally [1] - 27:14
findings [3] - 22:1, 50:20, 63:7
Findings [18] - 24:3, 24:8, 24:13, 25:10, 25:13, 37:16, 37:18, 38:11, 38:15, 54:22, 55:1, 55:5, 55:22, 56:2, 60:17, 60:20, 61:17, 62:2
finger [3] - 64:3, 64:8, 64:17
finger's [1] - 64:12
Fire [12] - 17:13, 18:18, 23:1, 28:18, 35:17, 40:20, 47:9, 51:10, 66:23, 79:21, 80:16, 81:14
fire [1] - 22:3
Firefighter [5] - 15:9, 15:14, 17:15, 22:4, 23:11
FIREMEN'S [1] - 1:3
firm [1] - 73:23
first [17] - 5:2, 15:21, 17:6, 20:10, 27:2, 28:11, 33:17, 40:12, 44:18, 47:8, 48:7, 49:17, 64:2, 64:17, 79:21, 81:5
Fisher [2] - 43:20, 44:10
five [2] - 16:2, 27:6
fixation [1] - 35:8
fixed [1] - 35:7
Flexeril [2] - 47:1, 48:20
flexion [1] - 64:17
Flinz [2] - 62:15, 63:13
flinz [1] - 62:17
floor [1] - 76:10
Flores [2] - 62:15, 63:14
Flores-Pachowicz [2] - 62:15, 63:14
flow [1] - 66:4
focus [1] - 75:19
follow [2] - 19:19, 64:19
following [1] - 31:15
follows [6] - 17:7, 20:11, 28:12, 33:18, 40:13, 49:18
followup [2] - 33:7, 49:5
foot [8] - 19:13, 22:8,

22:9, 22:11, 22:13, 43:16, 51:2
Foot [1] - 22:6
FOR [1] - 2:11
foraminectomies [1] - 51:4
foraminotomy [1] - 45:8
Ford [1] - 6:13
foregoing [1] - 83:11
Formula [2] - 6:9, 6:10
forth [3] - 10:14, 10:18, 19:3
FORTUNA [220] - 2:3, 3:1, 3:4, 3:17, 4:1, 5:17, 5:22, 5:24, 6:2, 6:4, 6:6, 6:17, 6:22, 6:24, 7:2, 7:4, 7:6, 7:14, 7:18, 7:20, 7:22, 7:24, 8:2, 8:8, 8:12, 8:14, 8:16, 8:18, 8:20, 9:3, 9:7, 9:9, 9:11, 9:13, 9:15, 9:22, 10:2, 10:4, 10:6, 10:8, 10:10, 10:23, 11:3, 11:5, 11:7, 11:9, 11:11, 11:22, 12:2, 12:4, 12:6, 12:8, 12:10, 12:17, 12:21, 12:23, 13:1, 13:3, 13:5, 13:12, 13:17, 13:19, 13:21, 13:23, 14:1, 14:11, 14:15, 14:17, 14:19, 14:21, 14:23, 18:11, 20:3, 23:5, 23:8, 23:13, 23:17, 23:19, 23:21, 23:23, 24:1, 24:18, 24:23, 25:1, 25:3, 25:5, 25:7, 25:16, 25:20, 25:22, 25:24, 26:2, 26:4, 29:16, 33:10, 35:21, 35:24, 36:5, 36:10, 36:12, 36:14, 36:16, 36:18, 36:24, 37:4, 37:6, 37:8, 37:10, 37:12, 37:21, 38:1, 38:3, 38:5, 38:7, 38:9, 39:24, 49:1, 52:13, 53:3, 53:6, 53:10, 53:12, 53:15, 53:17, 53:19, 53:21, 54:3, 54:8, 54:10, 54:13, 54:15, 54:17, 54:19, 55:4, 55:9, 55:11, 55:14, 55:16, 55:18, 55:20, 56:15, 56:22, 56:24, 57:2, 57:4, 57:6,

57:9, 58:9, 58:23, 59:4, 59:6, 59:9, 59:11, 59:13, 59:15, 59:21, 60:2, 60:4, 60:7, 60:9, 60:11, 60:13, 60:23, 61:4, 61:6, 61:9, 61:11, 61:13, 61:15, 62:1, 65:4, 65:9, 65:11, 65:14, 65:16, 65:18, 65:20, 67:18, 68:3, 68:8, 68:10, 68:13, 68:15, 68:17, 68:19, 69:14, 69:19, 69:23, 70:1, 70:4, 70:6, 70:8, 70:10, 70:18, 70:22, 70:24, 71:3, 71:5, 71:7, 71:9, 76:24, 77:13, 77:18, 77:20, 77:23, 78:1, 78:3, 78:5, 78:17, 78:21, 78:23, 79:2, 79:4, 79:6, 79:8, 79:13, 79:17, 80:11, 81:3, 82:2
Fortuna [3] - 3:3, 3:24, 67:16
forward [4] - 62:13, 63:11, 67:14, 71:19
four [2] - 31:24, 43:15
FPM [1] - 47:14
fracture [1] - 35:7
fractured [1] - 19:16
front [1] - 30:10
full [4] - 52:3, 62:21, 63:6, 64:1
fully [2] - 63:4, 64:1
function [8] - 20:18, 20:22, 21:1, 34:1, 34:9, 50:1, 50:9, 64:12
functions [3] - 22:2, 23:1, 51:9
Fund [15] - 2:17, 15:17, 17:21, 26:22, 37:14, 54:21, 60:15, 66:23, 69:2, 69:4, 69:7, 69:10, 72:21, 73:7, 75:2
fund [5] - 20:19, 20:22, 34:2, 50:2, 50:9
FUND [1] - 1:3
Fund's [4] - 4:7, 4:14, 16:20, 27:24
funds [2] - 67:8, 67:12

G

G-r-a-s-s-m-u-c-k [1] -

<p>28:17 gaming [1] - 75:10 General [1] - 72:8 given [5] - 16:22, 28:3, 63:7, 83:10, 83:13 Gloria [1] - 63:13 goals [1] - 69:10 god [1] - 80:21 gorilla [1] - 76:12 graciously [1] - 73:4 grant [14] - 16:13, 23:10, 24:5, 27:17, 36:2, 36:6, 38:12, 53:1, 53:4, 55:24, 58:17, 58:24, 61:19, 61:24 grants [1] - 58:4 grass [1] - 32:15 Grassmuck [8] - 26:9, 26:11, 26:20, 26:21, 28:17, 29:22, 35:4, 36:3 GRASSMUCK [8] - 26:13, 26:15, 27:9, 27:13, 27:19, 28:5, 28:10, 38:17 Grassmuck's [1] - 35:2 grateful [1] - 80:9 great [10] - 3:21, 63:15, 64:22, 66:16, 66:22, 71:13, 72:23, 74:4, 79:23, 81:4 greatly [1] - 80:19 group [1] - 6:14 Grove [3] - 43:11, 43:12, 43:19 grow [1] - 80:8 guardianship [3] - 11:14, 11:16, 11:19</p>	<p>heard [2] - 15:22, 57:17 hearing [14] - 4:24, 15:13, 15:18, 17:22, 21:11, 23:8, 26:18, 26:23, 29:3, 33:13, 34:18, 39:4, 71:23, 72:10 heavy [3] - 50:22, 64:4, 64:11 held [1] - 1:12 help [1] - 73:5 hemilaminectomy [1] - 51:3 herein [6] - 17:6, 20:10, 28:11, 33:17, 40:12, 49:17 herniations [1] - 44:6 higher [2] - 42:7, 42:9 hire [1] - 72:18 historic [1] - 3:20 HOLT [50] - 2:10, 3:8, 3:10, 3:23, 5:23, 6:16, 6:23, 7:19, 8:13, 9:2, 9:8, 10:3, 11:4, 12:3, 12:16, 12:22, 13:18, 14:16, 23:18, 24:24, 25:15, 25:21, 36:4, 36:11, 37:5, 37:20, 38:2, 53:11, 54:9, 55:3, 55:10, 56:23, 59:5, 59:20, 60:3, 61:5, 65:10, 68:9, 69:24, 70:17, 70:23, 77:12, 77:19, 78:22, 80:4, 80:19, 81:7, 81:18, 81:22, 81:24 Holt [46] - 3:7, 3:20, 5:22, 6:19, 6:22, 7:18, 8:12, 9:4, 9:7, 10:2, 11:3, 12:2, 12:18, 12:21, 13:17, 14:15, 23:17, 24:23, 25:17, 25:20, 36:7, 36:10, 37:4, 37:22, 38:1, 53:10, 54:8, 55:6, 55:9, 56:22, 59:4, 59:23, 60:2, 61:4, 65:9, 68:8, 69:23, 70:19, 70:22, 77:15, 77:18, 78:21, 79:20, 80:14, 80:16, 82:3 home [4] - 41:13, 46:8, 46:9, 46:20 hopefully [1] - 46:21 horizon [1] - 46:11 Hospital [3] - 42:20, 43:1, 43:4</p>	<p>hospital [1] - 30:9 hour [1] - 1:15 house [1] - 32:15 House [1] - 74:18 hurt [1] - 75:1</p> <p style="text-align: center;">I</p> <p>ibata's [1] - 56:9 identify [1] - 39:8 ILLINOIS [1] - 83:1 Illinois [4] - 1:14, 58:20, 61:21, 83:9 illnesses/injuries [1] - 18:22 impeding [1] - 46:13 important [1] - 28:2 IN [2] - 1:7, 82:10 in-person [1] - 73:6 inability [1] - 64:1 incident [1] - 41:1 Included [1] - 10:13 including [4] - 44:6, 47:24, 50:16, 50:24 income [3] - 19:22, 32:22, 48:13 index [4] - 64:2, 64:8, 64:11, 64:17 indicate [2] - 45:1, 48:3 indicates [2] - 16:6, 27:10 inflammation [1] - 46:8 information [1] - 66:18 initial [2] - 31:7, 35:12 injections [5] - 44:20, 48:4, 48:9, 50:24, 51:21 injured [2] - 22:21, 30:24 injuries [1] - 30:1 injury [3] - 22:8, 35:12, 50:22 insufficiency [1] - 22:5 Insurance [1] - 80:16 interim [1] - 57:23 Interim [4] - 2:15, 4:7, 71:12, 71:21 interview [6] - 21:2, 21:4, 34:5, 34:21, 50:5, 50:12 interviewed [1] - 34:12 intro [1] - 73:14 introduce [1] - 73:9 introduction [1] - 18:4 Investment [7] - 2:16,</p>	<p>66:3, 66:12, 66:16, 68:22, 68:24, 69:17 investment [3] - 66:6, 67:21, 69:13 Investments [1] - 65:23 involves [2] - 57:15, 62:9 issue [2] - 75:17, 75:22 issues [5] - 19:1, 32:6, 35:14, 75:10, 76:1 IT [1] - 2:17 item [4] - 6:8, 57:15, 68:21, 69:8 Item [13] - 7:8, 8:4, 8:22, 9:17, 10:12, 11:13, 13:7, 14:3, 15:2, 62:5, 65:22, 70:13, 79:10 Items [1] - 5:3</p> <p style="text-align: center;">J</p> <p>JACLYN [1] - 2:16 Janisch [1] - 13:9 January [1] - 31:23 Jerry [2] - 38:22, 39:10 job [5] - 3:22, 71:13, 80:22, 81:10, 81:16 John [3] - 15:15, 17:12, 23:10 JOHN [2] - 2:17, 17:5 join [1] - 73:24 joining [1] - 72:21 joint [6] - 22:13, 64:2, 64:9, 64:12, 64:17 JR [1] - 17:5 Jr [1] - 17:12 July [1] - 33:7 jurisdiction [1] - 4:21</p>	<p>key [1] - 52:10 kill [1] - 72:3 kind [4] - 51:14, 74:19, 75:23, 76:6 knees [1] - 42:23 knife [1] - 42:13 knowledge [2] - 21:10, 51:14 known [1] - 43:6 knows [1] - 75:16 kudos [1] - 72:16</p> <p style="text-align: center;">L</p> <p>L-4/5 [1] - 51:4 L-5 [1] - 45:12 laminectomy [2] - 45:8, 46:13 large [1] - 76:8 largest [1] - 76:12 last [13] - 17:11, 17:16, 28:16, 28:21, 43:9, 46:12, 57:17, 57:23, 71:12, 72:8, 75:17, 76:9, 79:24 lastly [1] - 16:10 late [1] - 45:2 law [1] - 58:21 Law [9] - 24:4, 25:11, 25:14, 37:16, 37:19, 54:23, 55:2, 60:17, 60:21 layup [7] - 17:17, 19:20, 28:22, 32:21, 47:17, 47:20, 48:12 lead [1] - 22:12 leadership [1] - 74:7 leading [1] - 66:21 learned [2] - 80:7, 81:1 least [3] - 16:2, 27:6, 46:4 left [8] - 19:18, 22:6, 32:19, 42:14, 63:2, 64:2, 64:8, 76:2 Legal [2] - 77:4, 77:7 legal [2] - 58:2, 77:8 Legislative [2] - 71:14, 71:22 legislative [1] - 74:16 legs [1] - 19:2 length [1] - 67:2 letter [1] - 78:13 letting [1] - 74:23 level [1] - 62:22 levels [2] - 44:3, 44:6 License [1] - 83:18 lift [6] - 32:14, 42:2, 42:5, 42:6, 42:21, 62:24</p>
<p>DEBBIE TYRRELL REPORTING SERVICE (630) 292-1742</p>				

lifting [4] - 50:23,
 63:1, 64:4, 64:11
light [1] - 32:15
Lim [3] - 44:13, 45:22,
 45:24
limitation [1] - 64:14
limitations [2] - 19:10,
 32:3
limited [2] - 35:13,
 63:3
Lin [1] - 45:2
line [6] - 15:7, 26:12,
 38:20, 52:5, 63:5,
 73:13
listed [3] - 10:21, 14:7,
 41:1
listen [1] - 81:12
living [1] - 10:15
Liz [5] - 72:16, 73:1,
 73:2, 73:4, 73:11
look [6] - 19:1, 62:23,
 63:21, 67:14, 71:19,
 75:4
looking [1] - 67:20
looks [6] - 18:21, 31:3,
 73:14, 74:2, 74:12,
 74:24
Loretto [3] - 42:19,
 42:24, 43:3
LORI [1] - 2:15
Lori [2] - 72:16, 73:11
LORNA [1] - 2:16
Lorna [3] - 66:7,
 66:14, 66:17
lose [1] - 64:8
loses [1] - 22:8
love [2] - 81:6, 81:8
low [2] - 41:21, 42:10
lower [2] - 19:2, 42:11
LTD [1] - 2:12
luck [3] - 38:16, 56:3,
 80:12
lumbar [1] - 50:22
LUND [1] - 2:15

M

M.D [4] - 2:18, 20:9,
 33:16, 49:16
ma'am [1] - 3:9
mail [4] - 24:7, 38:14,
 56:1, 62:2
main [1] - 74:22
major [2] - 76:1
male [2] - 41:14, 41:15
management [1] -
 43:18
managing [1] - 48:4
map [1] - 76:2
MARC [1] - 2:17

MARCONI [12] -
 38:21, 38:24, 39:10,
 39:15, 39:18, 40:7,
 40:15, 47:3, 49:6,
 49:10, 52:18, 52:21
Marconi [2] - 38:23,
 39:10
Marie [1] - 40:18
MARK [1] - 2:18
marked [5] - 17:20,
 21:8, 29:2, 34:15,
 39:14
Marquette [2] - 67:6,
 67:10
Martwick [1] - 75:16
MARY [1] - 2:13
Mary [1] - 74:5
materials [1] - 10:14
MATTER [1] - 1:7
matter [16] - 1:12, 4:4,
 21:16, 25:11, 25:14,
 37:17, 52:23, 54:23,
 55:2, 56:10, 57:17,
 57:18, 58:14, 60:18,
 60:21, 62:4
matters [7] - 4:20,
 10:18, 11:16, 11:18,
 15:20, 26:24, 77:11
Mazor [5] - 57:16,
 58:4, 58:17, 58:18,
 61:20
McPhillips [45] - 2:7,
 3:15, 6:2, 7:2, 7:22,
 8:9, 8:16, 9:11, 10:6,
 11:7, 11:23, 12:6,
 13:1, 13:21, 14:12,
 14:19, 23:14, 23:21,
 25:3, 25:24, 36:14,
 37:8, 38:5, 53:7,
 53:17, 54:5, 54:15,
 55:16, 57:2, 59:11,
 60:9, 61:11, 65:16,
 65:24, 66:20, 67:16,
 68:4, 68:15, 69:20,
 70:6, 71:5, 71:17,
 78:1, 78:18, 79:4

MCPHILLIPS [49] -
 3:16, 6:3, 7:3, 7:23,
 8:7, 8:17, 9:12, 10:7,
 11:8, 11:21, 12:7,
 13:2, 13:22, 14:10,
 14:20, 20:5, 23:7,
 23:12, 23:22, 25:4,
 26:1, 33:12, 35:23,
 36:15, 37:9, 38:6,
 49:3, 52:15, 53:5,
 53:18, 54:2, 54:16,
 55:17, 57:3, 59:12,
 60:10, 61:12, 65:17,
 66:1, 67:23, 68:16,
 69:18, 70:7, 71:6,
 71:11, 78:2, 78:16,
 79:5, 80:12
mean [1] - 48:9
meaning [1] - 44:19
medical [9] - 21:1,
 21:14, 21:21, 31:3,
 34:4, 34:21, 43:3,
 50:4, 62:10
Medical [3] - 43:13,
 43:19, 44:15
medications [2] -
 46:24, 48:18
medium [1] - 62:21
Meeker [5] - 45:21,
 45:23, 45:24, 46:4,
 48:8
MEETING [2] - 1:7,
 82:10
Meeting [4] - 5:5, 5:6,
 5:8, 5:10
meeting [19] - 1:11,
 4:2, 4:10, 4:11, 4:17,
 15:23, 27:3, 50:15,
 56:11, 62:11, 66:3,
 66:16, 66:21, 66:22,
 67:3, 69:10, 72:4,
 72:8, 79:24
Meetings [3] - 4:10,
 56:19, 77:11
meetings [1] - 5:14
MELISSA [1] - 2:8
member [1] - 72:18
Member [9] - 6:11,
 7:11, 8:6, 8:24, 9:1,
 9:19, 9:20
MEMBER [26] - 3:6,
 3:8, 3:10, 3:12, 3:14,
 3:16, 3:23, 5:2, 5:16,
 5:21, 5:23, 6:1, 6:3,
 6:5, 6:8, 6:16, 6:21,
 6:23, 7:1, 7:3, 7:5,
 7:8, 7:13, 7:17, 7:19,
 7:21, 7:23, 8:1, 8:4,
 8:7, 8:11, 8:13, 8:15,
 8:17, 8:19, 8:22, 9:2,
 9:6, 9:8, 9:10, 9:12,
 9:14, 9:17, 9:21,
 10:1, 10:3, 10:5,
 10:7, 10:9, 10:12,
 10:22, 11:2, 11:4,
 11:6, 11:8, 11:10,
 11:13, 11:21, 12:1,
 12:3, 12:5, 12:7,
 12:9, 12:12, 12:16,
 12:20, 12:22, 12:24,
 13:2, 13:4, 13:7,
 13:11, 13:16, 13:18,
 13:20, 13:22, 13:24,
 14:3, 14:10, 14:14,
 14:16, 14:18, 14:20,
 14:22, 15:1, 20:5,
 23:7, 23:9, 23:12,
 23:16, 23:18, 23:20,
 23:22, 23:24, 24:14,
 24:17, 24:22, 24:24,
 25:2, 25:4, 25:6,
 25:9, 25:15, 25:19,
 25:21, 25:23, 26:1,
 26:3, 26:8, 33:12,
 35:23, 36:1, 36:4,
 36:9, 36:11, 36:13,
 36:15, 36:17, 36:20,
 36:23, 37:3, 37:5,
 37:7, 37:9, 37:11,
 37:14, 37:20, 37:24,
 38:2, 38:4, 38:6,
 38:8, 38:18, 49:3,
 52:15, 52:24, 53:5,
 53:9, 53:11, 53:14,
 53:16, 53:18, 53:20,
 53:23, 54:2, 54:7,
 54:9, 54:12, 54:14,
 54:16, 54:18, 54:21,
 55:3, 55:8, 55:10,
 55:13, 55:15, 55:17,
 55:19, 56:5, 56:12,
 56:14, 56:21, 56:23,
 57:1, 57:3, 57:5,
 57:8, 57:15, 58:16,
 58:22, 59:3, 59:5,
 59:8, 59:10, 59:12,
 59:14, 59:17, 59:20,
 60:1, 60:3, 60:6,
 60:8, 60:10, 60:12,
 60:15, 60:22, 61:3,
 61:5, 61:8, 61:10,
 61:12, 61:14, 62:5,
 65:3, 65:8, 65:10,
 65:13, 65:15, 65:17,
 65:19, 65:22, 66:1,
 66:14, 67:23, 68:1,
 68:7, 68:9, 68:12,
 68:14, 68:16, 68:18,
 69:16, 69:18, 69:22,
 69:24, 70:3, 70:5,
 70:7, 70:9, 70:12,
 70:17, 70:21, 70:23,
 71:2, 71:4, 71:6,
 71:8, 71:11, 71:14,
 76:21, 77:2, 77:9,
 77:12, 77:17, 77:19,
 77:22, 77:24, 78:2,
 78:4, 78:11, 78:16,
 78:20, 78:22, 79:1,
 79:3, 79:5, 79:7,
 79:11, 79:15, 79:18,
 80:4, 80:12, 80:13,
 80:19, 81:7, 81:8,
 81:18, 81:19, 81:22,
 81:24

MEMBERS [1] - 2:2
Members [4] - 11:19,
 12:13, 14:8, 15:5
members [13] - 4:18,
 10:21, 16:18, 19:9,
 27:22, 32:2, 52:22,
 64:23, 66:13, 71:18,
 72:2, 72:7, 74:5
mention [1] - 72:14
mentioned [1] - 22:18
message [1] - 43:7
met [2] - 62:19, 62:21
MICHAEL [4] - 2:18,
 20:9, 33:16, 49:16
Michael [7] - 20:15,
 49:22, 72:19, 72:20,
 73:5, 73:9, 73:12
michael [1] - 33:22
microdiscectomy [1] -
 45:9
mid [1] - 42:7
mid-twisted [1] - 42:7
middle [1] - 32:12
might [1] - 75:11
mind [2] - 62:8, 74:15
Minimum [2] - 6:9,
 6:10
minus [1] - 63:5
Minutes [1] - 5:4
minutes [4] - 5:5, 5:9,
 5:12, 5:15
money [1] - 76:4
monitor [1] - 74:9
monitoring [1] - 75:2
month [3] - 57:17,
 69:2, 73:8
month's [1] - 56:11
months [1] - 71:12
morning [12] - 3:19,
 15:4, 15:5, 15:10,
 15:11, 15:16, 26:21,
 38:23, 38:24, 41:19,
 66:1, 74:4
mostly [1] - 75:20
motion [73] - 5:11,
 5:18, 6:10, 6:17,
 7:10, 7:14, 8:5, 8:8,
 8:23, 9:3, 9:18, 9:22,
 10:19, 10:23, 11:19,
 11:22, 12:14, 12:17,
 13:8, 13:12, 14:6,
 14:11, 23:9, 23:13,
 24:15, 24:18, 25:13,
 25:17, 26:5, 32:20,
 35:13, 36:1, 36:5,
 36:21, 36:24, 37:18,
 37:21, 53:1, 53:3,
 53:24, 54:3, 54:24,
 55:4, 56:12, 56:15,
 58:17, 58:23, 59:18,

59:21, 60:20, 60:23,
61:24, 62:6, 63:2,
64:1, 64:16, 65:1,
65:4, 67:20, 67:24,
68:2, 68:3, 69:14,
69:16, 69:19, 70:15,
70:18, 77:9, 77:13,
78:12, 78:17, 82:1,
82:2

Motion [27] - 6:7, 7:7,
8:3, 8:21, 9:16,
10:11, 11:12, 12:11,
13:6, 14:2, 14:24,
24:2, 25:8, 36:19,
37:13, 38:10, 53:22,
54:20, 55:21, 59:16,
60:14, 61:16, 65:21,
68:20, 70:11, 71:10,
79:9

motions [1] - 24:11

move [7] - 4:24, 15:1,
18:8, 29:13, 39:21,
63:11, 77:6

moves [1] - 62:13

moving [14] - 6:8, 7:8,
8:4, 8:22, 9:17,
10:12, 11:13, 13:7,
14:3, 58:7, 62:5,
65:22, 70:12, 76:8

MR [80] - 2:12, 15:4,
15:8, 15:9, 15:11,
15:12, 16:4, 16:5,
16:9, 16:10, 16:15,
16:16, 16:24, 17:1,
17:9, 18:7, 18:13,
18:16, 19:24, 20:6,
20:13, 23:3, 24:9,
24:10, 26:6, 26:7,
26:11, 26:14, 26:16,
27:10, 27:14, 27:20,
28:6, 28:14, 29:12,
29:18, 29:21, 33:8,
33:13, 33:20, 35:19,
38:20, 38:21, 38:22,
38:24, 39:2, 39:10,
39:12, 39:15, 39:16,
39:18, 39:20, 40:4,
40:7, 40:8, 40:15,
47:3, 47:6, 48:22,
49:4, 49:6, 49:7,
49:10, 49:11, 49:20,
52:11, 52:16, 52:18,
52:19, 52:21, 52:22,
57:22, 58:13, 61:23,
62:4, 73:23, 74:4,
75:14, 76:16, 76:23

MRI [3] - 43:23, 44:3,
46:12

MS [32] - 2:13, 3:2,
3:5, 3:7, 3:9, 3:11,

3:13, 3:15, 26:13,
26:15, 27:9, 27:13,
27:19, 28:5, 38:17,
39:1, 56:4, 56:8,
56:18, 62:8, 62:16,
63:8, 63:15, 64:22,
66:10, 67:19, 68:21,
71:16, 74:2, 76:18,
77:1, 77:5

multiple [1] - 44:5

MURPHY [72] - 2:6,
3:12, 5:2, 5:21, 6:8,
6:21, 7:8, 7:17, 8:4,
8:11, 8:22, 9:6, 9:17,
10:1, 10:12, 11:2,
11:13, 12:1, 12:12,
12:20, 13:7, 13:16,
14:3, 14:14, 15:1,
23:9, 23:16, 24:14,
24:22, 25:9, 25:19,
26:8, 36:1, 36:9,
36:20, 37:3, 37:14,
37:24, 38:18, 52:24,
53:9, 53:23, 54:7,
54:21, 55:8, 56:5,
56:12, 56:21, 57:15,
58:16, 59:3, 59:17,
60:1, 60:15, 61:3,
62:5, 64:24, 65:8,
65:22, 68:7, 69:16,
69:22, 70:12, 70:21,
71:14, 77:2, 77:9,
77:17, 78:11, 78:20,
79:11, 81:19

Murphy [62] - 3:11,
4:24, 5:18, 5:20,
6:18, 6:20, 7:15,
7:16, 8:9, 8:10, 9:4,
9:5, 9:23, 9:24,
10:24, 11:1, 11:23,
11:24, 12:18, 12:19,
13:13, 13:15, 14:12,
14:13, 23:14, 23:15,
24:19, 24:21, 25:16,
25:18, 36:6, 36:8,
37:1, 37:2, 37:22,
37:23, 53:4, 53:8,
54:4, 54:6, 55:5,
55:7, 56:16, 56:20,
58:24, 59:2, 59:22,
59:24, 60:24, 61:2,
65:5, 65:7, 68:6,
69:20, 69:21, 70:19,
70:20, 77:14, 77:16,
78:18, 78:19, 82:4

MWDBE [1] - 69:9

MYSLINSKI [1] - 2:18

N

name [9] - 17:10,

17:11, 20:14, 28:15,
28:16, 33:21, 40:17,
49:21, 72:19
NANCE [50] - 2:10,
3:8, 3:10, 3:23, 5:23,
6:16, 6:23, 7:19,
8:13, 9:2, 9:8, 10:3,
11:4, 12:3, 12:16,
12:22, 13:18, 14:16,
23:18, 24:24, 25:15,
25:21, 36:4, 36:11,
37:5, 37:20, 38:2,
53:11, 54:9, 55:3,
55:10, 56:23, 59:5,
59:20, 60:3, 61:5,
65:10, 68:9, 69:24,
70:17, 70:23, 77:12,
77:19, 78:22, 80:4,
80:19, 81:7, 81:18,
81:22, 81:24

Nance [2] - 3:7, 3:20

NANCE-HOLT [50] -
2:10, 3:8, 3:10, 3:23,
5:23, 6:16, 6:23,
7:19, 8:13, 9:2, 9:8,
10:3, 11:4, 12:3,
12:16, 12:22, 13:18,
14:16, 23:18, 24:24,
25:15, 25:21, 36:4,
36:11, 37:5, 37:20,
38:2, 53:11, 54:9,
55:3, 55:10, 56:23,
59:5, 59:20, 60:3,
61:5, 65:10, 68:9,
69:24, 70:17, 70:23,
77:12, 77:19, 78:22,
80:4, 80:19, 81:7,
81:18, 81:22, 81:24

Nance-Holt [2] - 3:7,
3:20

Naproxen [2] - 47:2,
48:20

nature [2] - 45:5, 45:6

neck [2] - 30:14, 31:12

need [2] - 16:1, 64:11

negotiations [2] -
75:8, 76:3

nerve [2] - 45:10,
45:12

neural [1] - 51:3

neurologic [3] - 22:7,
51:1, 51:7

nevertheless [1] -
30:4

new [4] - 72:17, 72:18,
79:11, 79:15

news [1] - 80:1

next [12] - 6:8, 30:14,
38:18, 43:12, 51:15,
56:11, 57:15, 68:21,

69:8, 73:2, 73:8

night [1] - 47:1

NO [1] - 1:7

nominated [2] - 79:20,
79:21

none [2] - 4:24, 23:8

nonfusion [1] - 35:9

nonresponsive [1] -
41:9

note [2] - 6:13, 77:7

notes [2] - 48:3, 83:12

notice [1] - 4:9

notified [4] - 24:7,
38:14, 56:1, 62:2

nowhere [1] - 45:11

Number [3] - 21:8,
34:15, 70:13

numbness [1] - 35:12

nursing [1] - 41:13

nutshell [1] - 69:12

O

oath [3] - 16:18,
27:22, 83:7

objection [11] - 18:3,
18:9, 18:12, 29:8,
29:14, 29:17, 39:19,
39:22, 40:1, 58:5,
58:7

observation [1] - 64:5

obviously [1] - 76:12

occupation [1] - 20:16

occurred [1] - 22:14

October [1] - 19:5

odontoid [2] - 31:14,
35:7

OF [5] - 1:3, 1:7, 1:10,
83:1, 83:2

offer [1] - 78:13

Office [1] - 2:18

office [2] - 4:7, 73:7

Officer [1] - 2:16

often [1] - 75:19

old [1] - 79:13

onboard [3] - 73:5,
73:10, 73:12

one [7] - 15:16, 16:19,
19:17, 26:21, 27:23,
31:13, 63:2

Open [3] - 4:10, 56:19,
77:11

open [5] - 4:18, 5:5,
5:9, 5:12, 76:14

operative [1] - 35:8

opinion [1] - 44:12

opportunity [6] -
16:22, 17:24, 21:14,
28:3, 29:5, 39:17

order [4] - 16:2, 16:12,

27:7, 27:16

Orders [2] - 14:5, 14:7

Ordinary [1] - 15:13

Otherwise [1] - 63:10

outperforming [1] -
69:5

outstanding [1] - 76:1

overall [2] - 63:19,
64:15

P

PA [1] - 45:23

Pachowicz [2] - 62:15,
63:14

package [1] - 76:5

PAGE [1] - 83:2

paid [1] - 58:4

pain [12] - 32:11,
35:13, 42:16, 42:22,
43:15, 43:17, 44:22,
45:7, 45:17, 48:4,
48:19, 51:6

paramedic [1] - 47:23

Paramedic [4] - 28:20,
40:23, 47:16, 62:21

part [2] - 30:24, 72:24

Partial [2] - 9:18, 9:19

particular [1] - 31:5

partner [4] - 30:10,
30:21, 42:3, 73:23

partner's [1] - 30:16

partnership [1] -
67:15

parts [1] - 76:8

past [1] - 51:23

Pat [2] - 74:5, 75:12

pat [1] - 74:6

patient [5] - 30:12,
30:21, 42:20, 42:24,
43:4

PATRICIA [1] - 2:13

Patrick [2] - 73:23,
76:20

Patzin [1] - 13:10

pause [1] - 66:11

pay [1] - 32:16

Payments [2] - 9:18,
9:19

payments [1] - 14:4

pension [3] - 67:7,
67:11, 75:15

Pension [6] - 15:17,
26:22, 27:5, 58:20,
61:21, 66:23

people [1] - 81:14

percent [5] - 10:15,
62:19, 63:23, 69:3,
69:4

perform [11] - 20:18,

20:21, 22:2, 22:24, 34:1, 35:16, 50:1, 50:8, 51:9, 63:6, 64:11
performance [2] - 69:1, 69:7
performed [4] - 33:6, 34:9, 43:23, 62:18
performing [2] - 18:23, 20:24
period [3] - 58:3, 58:18, 61:20
peripheral [1] - 22:5
Permission [1] - 11:14
persistent [1] - 63:24
person [3] - 41:9, 50:11, 73:6
personal [1] - 51:20
personnel [1] - 77:11
Peters [13] - 17:3, 20:7, 20:15, 23:6, 28:8, 33:14, 33:22, 35:22, 49:12, 49:22, 52:14, 62:8, 63:8
PETERS [8] - 2:18, 20:9, 33:16, 49:16, 62:14, 62:17, 63:12, 63:16
pets [1] - 32:17
Phelps [1] - 71:23
PHELPS [4] - 73:23, 74:4, 76:16, 76:23
phone [1] - 72:12
physical [7] - 32:12, 45:15, 51:20, 52:5, 52:9, 62:20, 62:22
physically [1] - 4:6
Physician [1] - 2:18
physician [7] - 16:20, 20:17, 20:18, 27:24, 33:23, 43:6, 49:23
Physician's [3] - 45:20, 62:7, 65:1
PIC [4] - 26:9, 38:19, 47:21, 47:22
Pilates [1] - 46:8
PINELLI [57] - 2:12, 2:12, 15:4, 15:9, 15:12, 16:5, 16:10, 16:16, 17:1, 17:9, 18:7, 18:13, 18:16, 19:24, 20:6, 20:13, 23:3, 24:10, 26:6, 26:11, 26:14, 26:16, 27:10, 27:14, 27:20, 28:6, 28:14, 29:12, 29:18, 29:21, 33:8, 33:13, 33:20, 35:19, 38:20, 38:22, 39:2, 39:12, 39:16, 39:20,

40:4, 40:8, 47:6, 48:22, 49:4, 49:7, 49:11, 49:20, 52:11, 52:16, 52:19, 52:22, 56:8, 57:22, 58:13, 61:23, 62:4
PIP [3] - 64:2, 64:8, 64:12
plan [3] - 46:6, 46:7, 51:17
pleasure [1] - 80:17
point [7] - 30:9, 30:18, 32:18, 41:8, 42:8, 42:22, 46:20
pointed [1] - 63:21
policy [4] - 24:16, 36:22, 54:1, 59:19
pop [2] - 42:10, 42:11
position [2] - 22:10, 58:3
possible [1] - 46:10
possibly [2] - 46:14, 74:13
potential [1] - 4:9
potential [1] - 51:15
pound [1] - 63:1
pounds [2] - 32:14, 62:24
praying [1] - 80:9
preliminary [2] - 15:20, 26:24
prepared [1] - 4:12
prescribed [1] - 48:19
PRESENT [1] - 2:14
present [6] - 3:8, 4:6, 15:23, 16:11, 27:15, 39:2
presented [2] - 70:16, 78:15
President [20] - 2:3, 3:3, 3:23, 26:8, 29:13, 36:20, 37:14, 39:21, 52:24, 53:23, 56:5, 58:6, 59:17, 60:15, 67:16, 70:12, 72:1, 78:11, 78:13, 79:12
pressure [1] - 41:21
pretty [1] - 68:23
preventing [1] - 18:22
previously [7] - 20:8, 25:9, 29:1, 33:15, 37:15, 54:22, 60:16
privilege [1] - 71:18
problem [1] - 22:20
problems [1] - 44:8
procedures [3] - 16:16, 16:23, 27:20
proceed [11] - 15:6, 16:7, 17:2, 20:6,

26:17, 27:12, 28:7, 39:3, 40:5, 57:18, 71:15
PROCEEDINGS [2] - 1:10, 82:9
proceedings [3] - 4:12, 83:10, 83:13
process [8] - 28:4, 31:14, 74:14, 74:16, 74:20, 74:21, 75:8, 76:7
program [1] - 64:19
progresses [1] - 52:5
progressive [1] - 22:7
progressively [1] - 42:18
promotion [1] - 47:18
proof [4] - 16:11, 16:14, 27:15, 27:18
proper [1] - 64:16
proposed [4] - 25:10, 37:15, 54:22, 60:16
proud [2] - 79:19, 81:9
provide [2] - 66:17, 72:5
provided [1] - 28:24
PT [2] - 44:19, 46:8
Public [4] - 4:1, 4:5, 4:15, 10:16
public [3] - 4:18, 4:19, 4:22
pull [2] - 30:16, 45:13
pulled [1] - 30:18
pursuant [2] - 10:15, 77:10
Pursuant [2] - 14:4, 56:18
pushing [1] - 80:24
put [7] - 19:12, 19:14, 22:20, 31:11, 31:13, 41:23, 42:9
puts [1] - 22:11
putting [1] - 19:16

Q

Q1 [2] - 66:5, 69:8
qualified [1] - 72:23
questions [38] - 16:17, 16:19, 20:1, 20:4, 20:5, 23:4, 23:6, 23:7, 27:21, 27:23, 33:3, 33:9, 33:11, 33:12, 33:13, 35:20, 35:22, 35:23, 47:7, 48:23, 48:24, 49:2, 49:3, 52:12, 52:14, 52:15, 52:17, 52:18, 63:10, 64:23, 66:8, 72:6, 72:11, 76:14,

76:15, 76:17, 76:19, 76:21
quick [1] - 51:12
quite [2] - 75:3, 75:19
quorum [1] - 3:17

R

radar [1] - 75:24
radicular [1] - 35:13
radiculopathy [1] - 51:5
raise [4] - 17:3, 28:7, 40:9, 49:13
range [5] - 32:20, 35:13, 63:1, 64:1, 64:16
rank [5] - 17:13, 28:18, 47:12, 47:15, 47:20
rather [1] - 74:9
ratify [1] - 67:20
ready [8] - 15:6, 17:2, 26:17, 28:7, 30:13, 39:3, 40:5, 57:18
really [15] - 22:20, 52:2, 66:15, 66:16, 66:23, 66:24, 69:6, 72:15, 72:23, 73:3, 73:9, 74:14, 74:22, 75:1, 81:13
realm [1] - 81:11
reasonable [3] - 4:16, 51:23, 64:21
Recalculations [1] - 10:13
receive [5] - 16:2, 17:21, 27:7, 29:2, 39:13
received [2] - 17:19, 56:9
recently [1] - 19:5
recess [1] - 72:9
recommendation [4] - 5:15, 63:11, 64:18, 67:21
recommendations [3] - 62:7, 62:13, 65:2
record [22] - 4:6, 15:12, 15:18, 16:5, 17:11, 18:4, 26:18, 26:23, 27:10, 28:16, 29:9, 39:4, 39:9, 40:17, 51:18, 52:23, 57:12, 58:8, 58:14, 61:17, 67:4, 78:8
recorded [1] - 4:11
records [12] - 18:20, 21:1, 21:14, 21:18, 21:21, 21:23, 31:4,

34:5, 34:24, 45:1, 50:5, 50:16
reexam [9] - 24:12, 24:15, 24:19, 36:21, 36:24, 53:24, 54:4, 59:18, 59:22
reexams [1] - 63:10
referred [1] - 43:20
referring [1] - 62:15
reflect [3] - 15:12, 26:18, 39:4
Refunds [2] - 8:5, 8:6
refused [1] - 31:19
regarding [2] - 51:12, 58:2
Regular [2] - 5:6, 5:9
regular [4] - 4:17, 5:4, 5:8, 24:12
rehabilitate [1] - 31:16
relate [1] - 19:2
related [4] - 35:11, 64:14, 67:21, 75:21
relating [1] - 11:19
relation [1] - 22:10
relevant [1] - 4:20
relief [2] - 45:7, 76:5
relieve [2] - 44:22, 45:17
relieved [1] - 51:4
remap [5] - 74:14, 74:17, 74:20, 75:7, 76:13
remember [2] - 30:14, 41:5
Removals [2] - 13:8, 13:9
remove [1] - 13:13
repaired [1] - 63:3
REPORT [1] - 1:10
report [20] - 21:2, 21:7, 21:15, 34:5, 34:14, 34:22, 50:5, 50:17, 62:9, 65:24, 66:5, 68:23, 68:24, 69:13, 69:17, 72:3, 72:13, 74:7, 75:5, 77:6
Report [1] - 77:3
reported [1] - 83:9
Reporter [1] - 83:7
reporter [1] - 83:7
reports [2] - 21:19, 34:22
represent [1] - 74:23
representation [1] - 10:17
represented [1] - 39:7
representing [2] - 16:6, 27:11
Republicans [1] -

<p>74:21 request [1] - 4:19 Request [1] - 14:4 requested [5] - 23:10, 24:6, 38:13, 43:5, 55:24 requests [1] - 4:22 Requests [2] - 11:14, 12:13 require [1] - 22:17 required [3] - 47:23, 62:20, 63:1 requires [3] - 4:3, 22:18, 27:5 RESHMA [1] - 2:9 Reside [2] - 11:14, 12:13 respect [4] - 22:1, 32:2, 34:11, 67:5 responds [1] - 52:1 rest [3] - 49:8, 52:20, 72:1 result [5] - 21:13, 22:7, 22:21, 22:23, 31:10 retire [1] - 80:22 RETIREMENT [1] - 1:2 retirement [3] - 6:15, 73:3, 75:23 return [2] - 44:23, 45:18 review [15] - 17:24, 21:1, 21:14, 21:18, 25:12, 29:5, 34:4, 37:17, 39:17, 50:4, 50:15, 54:24, 60:19, 69:9, 70:14 reviewed [2] - 34:24, 39:18 reviews [2] - 62:7, 65:2 RFP [1] - 66:5 right-hand [1] - 41:23 rigid [1] - 22:18 ROBERT [1] - 2:5 rods [1] - 31:24 roll [2] - 3:1, 4:3 room [1] - 76:13</p>	<p>sarah [1] - 71:11 Sarah [4] - 71:15, 74:4, 75:3, 76:16 scar [1] - 46:13 scene [2] - 41:11, 41:12 scheduled [1] - 33:5 SCOTT [4] - 2:16, 66:10, 67:19, 68:21 screw [1] - 31:13 screws [2] - 31:11, 31:24 search [1] - 67:22 seatbelt [1] - 30:13 Second [11] - 5:16, 8:7, 10:22, 11:21, 14:10, 23:12, 24:17, 54:2, 60:22, 65:3, 78:16 second [30] - 6:16, 7:13, 9:2, 9:21, 10:24, 12:16, 13:11, 25:15, 31:21, 31:23, 32:13, 33:6, 35:10, 36:4, 36:23, 37:20, 44:12, 46:10, 53:5, 53:6, 55:3, 56:14, 56:17, 58:22, 59:20, 68:1, 69:18, 70:17, 77:12 secondary [1] - 50:22 seconded [27] - 5:18, 6:18, 7:15, 8:9, 9:4, 9:23, 11:23, 12:18, 13:13, 14:12, 23:14, 24:19, 36:6, 37:1, 37:22, 54:4, 55:6, 58:24, 59:22, 60:24, 65:5, 68:4, 69:20, 70:19, 77:15, 78:18, 82:3 seconds [1] - 25:17 Secretary [3] - 2:6, 4:8, 15:5 Section [1] - 44:16 see [7] - 30:17, 31:19, 43:11, 52:5, 73:3, 81:11, 81:20 seeing [2] - 45:20, 45:23 seek [2] - 43:3, 44:12 seeking [2] - 16:13, 27:17 sees [1] - 75:22 selecting [1] - 72:17 Senate [1] - 74:18 senior [1] - 30:8 sent [6] - 25:10, 37:15, 43:7, 54:22, 60:16, 74:7</p>	<p>serve [2] - 71:18, 80:15 service [2] - 18:18, 47:9 servng [1] - 80:17 Session [8] - 56:13, 56:16, 57:10, 57:12, 57:14, 77:14, 78:8, 78:10 session [6] - 5:13, 5:14, 72:11, 73:20, 77:10, 78:6 set [1] - 10:18 setting [1] - 10:14 Sharisse [4] - 26:9, 26:20, 28:17, 36:2 SHARISSÉ [1] - 28:10 shift [3] - 41:5, 41:7, 43:9 shoes [1] - 80:20 short [4] - 68:23, 69:10, 72:5, 73:14 shortfall [1] - 75:22 Shorthand [1] - 83:6 shorthand [2] - 83:9, 83:12 shortly [1] - 75:11 shot [1] - 42:14 side [3] - 22:6, 41:23, 42:15 sides [1] - 81:13 significant [1] - 51:6 similar [1] - 47:22 six [5] - 15:22, 16:2, 27:2, 27:6, 64:20 slam [2] - 30:11, 30:15 small [1] - 22:12 someone [2] - 32:16, 73:24 SONI [37] - 2:9, 3:14, 5:16, 6:1, 7:1, 7:21, 8:15, 9:10, 10:5, 10:22, 11:6, 12:5, 12:24, 13:20, 14:18, 23:20, 24:17, 25:2, 25:23, 36:13, 37:7, 38:4, 53:16, 54:14, 55:15, 57:1, 59:10, 60:8, 60:22, 61:10, 65:15, 68:14, 70:5, 71:4, 77:24, 79:3, 81:8 Soni [35] - 3:13, 5:19, 5:24, 6:24, 7:20, 8:14, 9:9, 10:4, 10:24, 11:5, 12:4, 12:23, 13:19, 14:17, 23:19, 24:20, 25:1, 25:22, 36:12, 37:6, 38:3, 53:15, 54:13,</p>	<p>55:14, 56:24, 59:9, 60:7, 61:1, 61:9, 65:14, 68:13, 70:4, 71:3, 77:23, 79:2 sorry [1] - 74:9 sought [1] - 43:17 sound [1] - 61:22 sounds [3] - 22:21, 51:20, 64:6 South [1] - 1:12 space [1] - 45:12 Specifically [1] - 62:14 specifically [5] - 22:19, 62:23, 63:24, 64:16, 67:5 spell [2] - 17:11, 28:16 Speziale [2] - 63:18, 63:20 Speziale's [1] - 64:5 spine [1] - 50:22 sporting [2] - 32:24, 48:15 Springfield [2] - 72:6, 73:17 SS [1] - 83:1 stabbing [1] - 42:13 staff [3] - 11:17, 17:21, 72:17 Staff's [1] - 10:17 stages [1] - 32:12 start [8] - 15:20, 16:17, 27:1, 27:21, 39:12, 52:2, 69:6, 72:24 started [2] - 41:21, 45:11 starting [7] - 6:11, 7:11, 13:9, 19:14, 71:24, 73:6, 76:3 state [7] - 17:10, 20:14, 28:15, 33:21, 40:16, 49:21, 75:20 State [4] - 1:14, 11:15, 12:13, 83:8 STATE [1] - 83:1 statement [1] - 30:4 stay [1] - 44:10 STENOGRAPHIC [1] - 1:10 steps [1] - 73:2 steroid [2] - 44:20, 50:24 still [18] - 19:12, 19:14, 19:18, 32:5, 32:10, 32:11, 32:12, 35:11, 46:3, 51:5, 51:6, 63:3, 64:10, 74:9, 76:8, 80:8, 81:20</p>	<p>stop [1] - 30:16 stopped [1] - 35:6 straight [1] - 63:4 street [1] - 81:21 Street [1] - 1:13 stress [1] - 19:17 stretcher [2] - 41:23, 42:9 strong [1] - 69:2 stuck [1] - 42:8 subject [1] - 49:8 submitted [2] - 57:24, 58:5 subsequently [1] - 31:20 successful [1] - 22:16 suddenly [1] - 35:6 suffered [1] - 35:5 suffers [1] - 22:4 sufficient [2] - 16:11, 27:15 Suite [1] - 1:13 summarize [3] - 21:24, 35:1, 50:19 summary [1] - 69:2 summer [1] - 74:13 support [4] - 3:24, 18:4, 29:9, 81:17 supposed [1] - 74:12 surgeon [1] - 63:17 surgeries [1] - 31:4 surgery [28] - 19:5, 19:11, 22:15, 22:16, 31:7, 31:11, 31:15, 31:19, 31:21, 31:22, 31:23, 32:13, 33:6, 35:10, 45:2, 45:5, 45:6, 45:13, 45:14, 45:22, 46:10, 46:15, 48:3, 48:6, 48:10, 51:14, 51:24 surgically [1] - 63:3 Survivor [1] - 7:9 sustained [2] - 29:24, 50:22 swelling [2] - 45:10, 46:16 swore [1] - 49:12 sworn [12] - 17:4, 17:6, 20:8, 20:10, 28:9, 28:11, 33:15, 33:17, 40:10, 40:12, 49:15, 49:17 symptoms [5] - 32:3, 35:11, 51:1, 51:5, 51:22</p>
S				
<p>sad [1] - 73:3 safe [1] - 74:9 Samo [8] - 20:21, 21:4, 21:10, 34:9, 34:12, 34:17, 50:8, 50:11 Samo's [3] - 21:15, 22:1, 50:20 SARAH [1] - 2:15</p>				
T				
<p>talks [1] - 75:9</p>				

<p>teaching [1] - 81:1 team [1] - 72:24 tears [3] - 44:2, 44:5 Tebbens [37] - 3:5, 6:4, 7:4, 7:15, 7:24, 8:18, 9:13, 9:23, 10:8, 11:9, 12:8, 13:3, 13:14, 13:23, 14:21, 23:23, 25:5, 26:2, 36:16, 37:1, 37:10, 38:7, 53:19, 54:17, 55:18, 56:17, 57:4, 59:1, 59:13, 60:11, 61:13, 65:18, 68:17, 70:8, 71:7, 78:3, 79:6 TEBBENS [39] - 2:5, 3:6, 6:5, 7:5, 7:13, 8:1, 8:19, 9:14, 9:21, 10:9, 11:10, 12:9, 13:4, 13:11, 13:24, 14:22, 23:24, 25:6, 26:3, 36:17, 36:23, 37:11, 38:8, 53:20, 54:18, 55:19, 56:14, 57:5, 58:22, 59:14, 60:12, 61:14, 65:19, 68:18, 70:9, 71:8, 78:4, 79:7, 80:13 terms [1] - 78:14 test [1] - 63:18 testified [6] - 17:7, 20:11, 28:12, 33:18, 40:13, 49:18 testify [3] - 16:20, 27:24, 49:12 testimony [5] - 21:19, 21:22, 39:12, 49:8, 57:17 testing [2] - 47:19, 47:21 text [1] - 43:7 THE [5] - 1:2, 1:7, 2:11, 82:9, 82:10 therapy [7] - 32:13, 45:15, 50:23, 51:20, 52:2, 52:6, 52:9 therefore [1] - 64:13 third [2] - 41:7, 56:6 THIS [1] - 82:11 thoughtful [1] - 81:12 three [4] - 32:9, 35:8, 66:6, 66:23 throughout [2] - 81:1, 81:15 thrown [1] - 76:6 ticking [1] - 74:11 Tier [1] - 75:22 TIME [1] - 82:11 TIMOTHY [1] - 2:7</p>	<p>tissue [1] - 46:13 today [8] - 4:9, 4:23, 16:7, 21:20, 30:5, 32:2, 56:7, 72:22 today's [5] - 17:22, 21:11, 29:3, 34:17, 50:15 together [2] - 57:23, 74:19 tolerated [1] - 46:9 took [1] - 42:22 TORRES [1] - 2:17 torso [2] - 42:3, 42:4 train [1] - 73:4 training [1] - 73:1 transcript [5] - 4:12, 5:7, 5:10, 5:12, 83:11 transfer [1] - 41:22 transferred [1] - 42:1 transported [2] - 42:24, 43:4 transporting [1] - 30:8 trauma [2] - 22:12, 35:5 Treasurer [1] - 2:8 Treasurer's [1] - 2:18 treating [3] - 30:12, 41:21, 46:3 treatment [6] - 44:18, 48:2, 48:19, 51:16, 51:19, 52:6 treatments [2] - 22:17, 52:8 true [1] - 83:11 truly [1] - 80:6 TRUSTEE [1] - 64:24 trustee [77] - 3:11, 3:13, 5:22, 5:24, 6:22, 6:24, 7:16, 7:18, 7:20, 8:10, 8:12, 8:14, 9:5, 9:7, 9:9, 9:24, 10:2, 10:4, 11:1, 11:3, 11:24, 12:2, 12:4, 12:19, 12:21, 12:23, 13:17, 13:19, 14:13, 14:15, 14:17, 23:15, 23:17, 23:19, 24:23, 25:1, 25:18, 25:20, 25:22, 36:10, 36:12, 37:2, 37:4, 37:6, 37:23, 38:1, 38:3, 53:10, 53:15, 54:8, 54:13, 55:9, 55:14, 56:22, 56:24, 57:6, 59:4, 59:9, 60:2, 60:7, 61:4, 61:9, 65:9, 65:14, 68:8, 68:13, 69:21, 69:23, 70:4,</p>	<p>70:20, 70:22, 71:3, 77:18, 77:23, 78:19, 78:21, 79:2 Trustee [163] - 2:4, 2:5, 2:6, 2:7, 2:10, 3:5, 3:15, 4:24, 5:18, 5:20, 6:2, 6:4, 6:18, 6:20, 7:2, 7:4, 7:15, 7:22, 7:24, 8:8, 8:9, 8:16, 8:18, 9:4, 9:11, 9:13, 9:23, 10:6, 10:8, 10:24, 11:5, 11:7, 11:9, 11:23, 12:6, 12:8, 12:18, 13:1, 13:3, 13:13, 13:15, 13:21, 13:23, 14:12, 14:19, 14:21, 23:14, 23:21, 23:23, 24:19, 24:21, 25:3, 25:5, 25:16, 25:17, 25:24, 26:2, 36:6, 36:8, 36:14, 36:16, 37:1, 37:8, 37:10, 37:22, 38:5, 38:7, 53:4, 53:6, 53:8, 53:12, 53:17, 53:19, 54:4, 54:6, 54:10, 54:15, 54:17, 55:5, 55:6, 55:7, 55:11, 55:16, 55:18, 56:16, 56:17, 56:20, 57:2, 57:4, 58:24, 59:2, 59:6, 59:11, 59:13, 59:22, 59:24, 60:4, 60:9, 60:11, 60:24, 61:2, 61:6, 61:11, 61:13, 65:5, 65:7, 65:11, 65:16, 65:18, 65:24, 66:20, 67:15, 68:4, 68:6, 68:10, 68:15, 68:17, 69:20, 70:1, 70:6, 70:8, 70:18, 70:19, 70:24, 71:5, 71:7, 71:17, 77:14, 77:15, 77:16, 77:20, 78:1, 78:3, 78:17, 78:18, 78:23, 79:4, 79:6, 79:19, 82:3 trustees [5] - 15:22, 16:2, 27:2, 27:7, 33:10 Trustees [15] - 4:17, 20:3, 23:5, 24:4, 24:5, 35:21, 38:12, 49:1, 52:13, 55:23, 61:18, 72:11 try [3] - 44:18, 44:19, 51:16 turn [5] - 5:3, 32:19,</p>	<p>65:23, 66:7, 73:21 turning [1] - 35:14 twisted [1] - 42:7 two [14] - 11:16, 12:12, 19:19, 20:24, 31:4, 32:9, 44:2, 44:3, 44:5, 44:6, 67:7, 67:11, 76:1, 76:9 TYRRELL [2] - 83:6, 83:17</p> <p style="text-align: center;">U</p> <p>ultimately [1] - 4:13 unable [4] - 31:16, 34:17, 43:14, 43:16 unavailable [1] - 50:14 under [5] - 16:17, 27:21, 58:19, 61:21, 73:1 undergo [4] - 47:19, 51:19, 52:8, 64:18 undergone [1] - 31:4 undertake [3] - 21:4, 34:20, 50:15 underwent [4] - 48:2, 50:23, 51:3, 63:16 universities [1] - 75:20 unmute [1] - 39:1 unresponsive [1] - 41:16 unusual [1] - 22:22 up [9] - 19:19, 42:2, 42:14, 64:19, 69:3, 69:4, 75:10, 75:11, 80:24 Update [2] - 71:14, 71:22 update [5] - 63:13, 68:22, 72:5, 73:16, 73:22 updates [2] - 71:15, 77:8 upper [2] - 31:11, 42:3 utilization [2] - 69:9, 69:10</p> <p style="text-align: center;">V</p> <p>valid [2] - 63:19 various [1] - 10:14 veins [1] - 45:11 venous [1] - 22:5 video [2] - 4:3, 4:9 Vince [4] - 47:3, 49:6, 57:20, 61:22 VINCENT [1] - 2:12</p>	<p>VLAHOS [1] - 2:16 vote [4] - 4:4, 16:1, 27:6, 57:18 voted [4] - 24:5, 38:12, 55:23, 61:19</p> <p style="text-align: center;">W</p> <p>wait [2] - 46:14, 52:4 waiting [1] - 74:6 walk [1] - 65:24 walked [2] - 30:10, 30:21 walking [2] - 19:12, 22:19 walks [1] - 22:11 wall [1] - 30:15 weakness [1] - 35:12 website [1] - 4:14 week [1] - 72:22 weeks [5] - 19:19, 32:9, 64:20, 76:2, 76:9 weight [4] - 19:13, 19:15, 22:11, 22:20 WERE [1] - 82:9 WHICH [1] - 82:9 whole [1] - 42:14 Widow [1] - 7:10 Widow's [1] - 7:9 William [1] - 13:9 WILLIAM [1] - 2:6 wish [2] - 40:6, 80:13 Witness [6] - 17:4, 20:8, 28:9, 33:15, 40:10, 49:15 witness [7] - 17:6, 20:2, 20:10, 28:11, 33:17, 40:12, 49:17 witnesses [1] - 40:6 woman [2] - 79:21, 79:22 wonderful [1] - 81:16 wood [2] - 42:1, 42:6 works [2] - 45:24, 73:2 worse [3] - 42:19, 51:1, 51:22 wrap [1] - 45:12 wrench [1] - 76:6 written [4] - 21:7, 30:4, 34:14, 50:17</p> <p style="text-align: center;">Y</p> <p>year [8] - 46:14, 46:17, 69:1, 69:4, 69:6, 73:2, 74:17, 75:18 year-to-date [2] - 69:1, 69:4 years [2] - 75:17, 81:1</p>
---	--	---	--	---

yesterday [2] - 32:6,
32:7
young [1] - 51:13
younger [1] - 41:15
yourself [3] - 34:8,
39:8, 73:9