

**MINUTES OF A PUBLIC MEETING OF THE COMPENSATION AND
HUMAN RESOURCES COMMITTEE OF THE
BOARD OF DIRECTORS OF THE REGIONAL TRANSPORTATION AUTHORITY**

The **Compensation & Human Resources Committee** of the Board of Directors of the Regional Transportation Authority met in public session on **Thursday, April 21, 2016**, at 8:35 a.m., in Suite 1650, 175 West Jackson Blvd., Chicago, Illinois, pursuant to notice.

Committee Chairman Troiani presided.

ROLL CALL

Committee members present (7): Buchanan, Frega, Fuentes, Hobson, Melvin, Totten, and Troiani

Committee members absent (1): Magalis

Other Board members present: Anderson, Coulson, DeWitte, Durante, Frega, Lewis, Ross, and Chairman Dillard

Approval of minutes from the meeting held on December 18, 2013

Director Hobson moved, and Director Melvin seconded that the minutes from the meeting held on December 18, 2013 be approved as submitted. The motion carried on the following roll call vote:

7 Yeas: Directors Buchanan, Frega, Fuentes, Hobson, Melvin, Totten, and Troiani

1 Absent: Director Magalis

Ordinance authorizing an amendment to the RTA Pension Plan

RTA Pension Plan is a multiemployer plan with Metra, Pace and RTA as participating employers. All costs of the Plan are borne by each of the agencies on a pro rata basis, based upon relative number of active participants. The Plan's day-to-day operations are governed by two separate legal entities: the Plan Committee and the Board of Trustees.

Decisions regarding interpretation and administration of the Plan are managed by the Committee. The Committee also makes recommendations to the Board re changes to the content of the Plan itself. The Committee's membership is comprised of six employees, two from each participating agency, all with equal votes. The Committee contracts with the Plan's outside counsel, actuaries and third party administrator. The RTA's General Counsel chairs the Committee. The Board of Trustees manages the plan's investments.

In short, the Committee recommended two types of changes to the plan: one is operational (adding bylaws for the trustees) and the second involves modifying the benefits for beneficiaries of those who die fully vested while in service. The Board inquired regarding certain plan data. Specifically, there are approximately 2,200 plan participants, approximately \$870,000 in annual expenditures, and approximately \$7 million in normal contributions (with the approximate average required annual contributions being approximately \$14 million). In 2015, contributions were approximately \$77 million, but that was an anomaly, because additional contributions were made by all three participating employers in 2015. Our benefits are considered competitive, though these modifications will bring us in line with other municipal plans. Some modifications have been requested by a number of employees for some time. The Pension Committee carefully considered a number of requests, and recommends these amendments as reasonably priced and consistent with those offered by other plans.

Director Hobson moved to separate the components of the proposed ordinance and vote on them separately. There was no second, so the motion failed.

Director Fuentes then moved, and Director Melvin seconded that the proposed ordinance be recommended to the full Board for approval. The motion carried on the following roll call vote:

5 Yeas: Directors Buchanan, Fuentes, Melvin, Totten, and Troiani
2 Nays: Directors Frega and Hobson
1 Absent: Director Magalis

ADJOURNMENT

There being no further business to come before the public session of the Compensation & Human Resources Committee, Director Melvin moved, and Director Fuentes seconded that the meeting adjourn. The motion carried by the following voice vote:

7 Yeas: Directors Buchanan, Frega, Fuentes, Hobson, Melvin, Totten, and Troiani
1 Absent: Director Magalis

The meeting ended at 9:00 a.m.

Audrey MacLennan

AUDREY MACLENNAN

Secretary of the Authority