

**Metropolitan Water Reclamation  
District Retirement Fund**

**Minutes  
Executive Session  
Board of Trustees  
September 25, 2019**

Meeting#: 1160  
Called to Order: 12:38 p.m.  
Place: Board Room, 100 E. Erie St., Chicago, IL  
Presiding: Mr. John P. Dalton, Jr, President

|                                      | <u>Present</u> | <u>Absent</u> |
|--------------------------------------|----------------|---------------|
| Trustees:                            |                |               |
| John P. Dalton, Jr., President       | X              |               |
| Robert T. Regan, Vice-President      | X              |               |
| Hon. Mariyana Spyropoulos, Secretary | X              |               |
| Hon. Kimberly Du Buclet              | X              |               |
| Stephen J. Carmody                   | X              |               |
| Kathleen T. Meany                    | X              |               |
| Kevin Young                          | X              |               |
| Staff present:                       |                |               |
| Jim Mohler, Executive Director       |                |               |

Discussion:

The Trustees met in executive session for purposes authorized by the Illinois Open Meetings Act (5 ILCS 120/2(c)(1) and 2(c)(21)) to discuss matters of personnel and the closed minutes of prior executive sessions.

Mr. Mohler presented to the Board an executive summary of the proposed changes to the Fund's Employee Handbook prepared by the Fund's legal counsel and the Executive Director. The complete lined-version of the Handbook and a clean-version will be sent to the Trustees for their review. Legal counsel and the Executive Director will make themselves available to answer any questions prior to the next meeting of the Board.

Mr. Mohler distributed a copy of the Process and Organizational Improvement Report (Draft) conducted by a third-party organization at the direction of the Board in the fourth quarter of 2018. Attached to the report were the Executive Director's comments in regard to the observations and improvement recommendations made by the authors of the report. Prior to the next meeting of the Board, the Executive Director will make himself available to answer any questions the Board members may have.

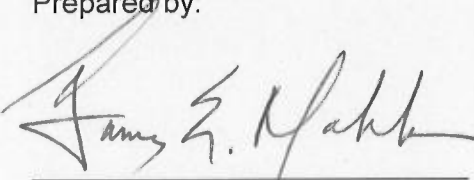
Mr. Mohler gave a summary regarding the review of historical closed executive session minutes. The goal is to present recommendations for the Board's consideration at their November 20, 2019 meeting.

Trustee Carmody made a motion, seconded by Vice-President Regan, to exit the Executive Session. The motion was approved by roll call vote.

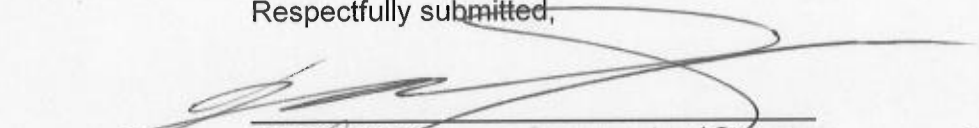
Adjournment:

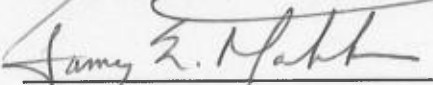
Mr. Dalton adjourned the meeting at 12:50 p.m.

Prepared by:

  
\_\_\_\_\_  
Jim Mohler / Executive Director

Respectfully submitted,

  
\_\_\_\_\_  
Honorable Mariyana Spyropoulos / Secretary

  
\_\_\_\_\_  
Jim Mohler / Executive Director