

**JONESVILLE FIRE DISTRICT**  
**Special Meeting**

Date: November 16, 2017

Time: 7:30 p.m.

Present: Commissioners Byrnes, Miller, Murphy, Tobin, and Ford; Judy Bayer, District Manager; and Breann Parseghian, Treasurer.

Guests: Tony Hill from PenFlex Inc., Bob Boss, Dick Forgea, Bob Fox, Dave Higgins, Franz LaVigne, Craig Lewis, Chuck Fannucci and Ken Graves.

Commissioner Tobin called the meeting to order and commented that this is an information seeking meeting for the Length of Service Awards (LOSAP) and there will not be an open to the public session but if anyone had a question to get them to Judy after the meeting and she will forward to the appropriate person for an answer. He further commented that it was his opinion that the LOSAP program has failed in its intent for recruitment and retention and is very expensive to fund. Commissioner Tobin introduced Tony Hill of PenFlex Inc. who spoke about the following:

- History of LOSAP and how it is just about the only thing a Fire District can do to reward its members for their service.
- Restrictions placed on it by New York State.
- Difference between the Defined Benefit Plan (DBP), Defined Contribution Plan (DCP), and Hybrid DCP.
- Advantages and disadvantages of each plan, and how lobbyists were trying to get the NYS Legislature to increase contribution under DCP to \$2100 but it did not pass.
- Options such as the Fire Company using the funds from the 2% monies to reward members.

Commissioner Miller moved and Commissioner Murphy seconded the motion to adjourn the meeting at 8:42 p.m. **APPROVED.**

Respectfully Submitted,

Judith Bayer  
District Manager