

**City of Cincinnati Retirement System**  
**Benefits Committee**  
**Minutes**  
May 1, 2008 2:00 PM  
Committee Room B

The Chair declared a quorum and the meeting was called to order: 2:00 PM

Present:

Michael Rachford, Chair  
Brian Pickering, Vice Chair  
Michael Fehn  
Donald Beets

Staff present:

Keith Giles  
John Boudinot  
Cheryl Volk, Recorder

**APPROVAL OF MINUTES**

Minutes from the April 24, 2008 Benefits Committee were submitted for approval. Recommendation for revision was noted and motion was made by B. Pickering, and seconded by D. Beets to approve the minutes as submitted. Motion was carried by the committee.

**PENDING BUSINESS**

Angela Franklin

K. Giles is working with Medical Director, Dr. Paul Hogya concerning progress on Angela Franklin's disability application. Committee members will receive an email from administration when disability documents are ready to view on the Board Web site.

Defining Disability

K. Giles is consulting with Medical Director, Dr. Paul Hogya, to develop disability definitions and guidelines. K. Giles to provide report at Benefits Committee meeting May 29, 2008.

Disability Appeal Process

Benefits Committee reviewed the OPERS Disability Appeal process. Members recommended some revisions for clarification purposes. Review of the Ohio Revised Code revealed no conflicts with the proposed Disability Appeal Process. The updated Appeal Process will be forwarded to the June 5, 2008 Board of Trustees meeting for approval.

Monitoring Disability Retiree's Incomes

Issues to be addressed:

- Defining parameters for reviewing tax documents or abstracts.
- Developing a Procedure for income assessment and taking the appropriate steps when income violation confirmed.
- Sorting the disability pensions and auditing only those earning above a certain dollar amount.
- Outlining options for the retiree and potential ramifications for CRS when terminating a disability pension. Would CRS be obligated to rehire?
- Identifying the changes in the Code needed to eliminate option for retiree to work while collecting disability.
  - If Policy implemented:
    - Should the policy be retroactive?
    - Should all disability retirees be granted health benefits?

Administration follow-up:

- 1) Obtain legal opinion and guidance regarding all disability income issues stated above.
- 2) Copy of City Solicitor's Legal Opinion dated 2004
- 3) OPERS policy concerning disabled retirees earning additional income (working) while collecting a disability pension.
- 4) Review ordinances to eliminate any ambiguities. Present ordinances to Benefits Committee.
- 5) Update documents for Benefits Committee members' binders.
- 6) Review CRS Rules for opportunities to restrict Benefit Appeals and permit only Disability Appeals.

Benefits Committee Pending Issues

List was updated to eliminate duplications, confirm completions, and condense topics down to specifics. Topics will remain on list until final actions are completed.

B. Pickering moved that the meeting be adjourned. D. Beets seconded, and the motion was carried by the committee. Meeting adjourned: 1:35 PM