



## Benefits Committee Pending Issues

	DATE	TOPIC	ACTION	DATE COMPLETED
O	2/7/08	Define a structure for the Benefits Committee: including processes and plan design		
O	2/7/08	Clarify the committee's response when action is requested from Legal Dept and none obtained.		
O	3/27/08	Review old minutes to find pending issues not resolved	Review 4/24/08	
O	2/7/08	HIPPA rules concerning medical documents – How to handle / store for permanent record.	2/29/08 RLS filed.. Response received 4/24/08.	4/24/08
D	2/7/08	Participation by Law Dept for disability appeal process... Finding of Facts etc.	2/29/08 RLS filed regarding Finding of Facts for Willie Smith	
D	2/7/08	Plan to re-examine on Disabled Retirees on periodic basis, annual checks? Does code define this? Potential for any disability case up to age 60 to be reviewed.		
D	2/7/08	Develop definition for “Disability”	4/24/08 K. Giles to consult with Dr. Hogya.	
D	7/25/07	Disabilities – Review and establish a specific definition of ‘Disability Retirement’ per CMC, with assistance from Law	RLS sent	
D	2/27/08	Develop a Procedure for an Appeal Process Define parameters for filing an appeal...i.e. number of times one can appeal.	2/29/08 RLS filed. CRS staff to review legal recommendations and submit to committee for review. Submit back to Legal after committee input.	
D	2/7/08	Charge fee to apply for disability?	Question raised end of '07 committee. RLS filed regarding legality of \$25 fee to file disability application.	
B	7/5/07	Deferred Retirements with unpaid loans – process to handle administratively	CRS staff to make recommendation to committee.	
B	7/5/07	Assessment of service accrual for less than full time service.	CRS staff to make recommendation to committee	
B	3/27/08	Other Plan Design changes as discussed by the Ad Hoc Committee and 9/11/07 Minutes List.	Review 4/24/08. Table further action until Task Force provides a report in June.	
B	6/07	Consistent definitions for eligibility among all benefit categories such as, survivors, disabilities, and beneficiaries.	Table further action until Task Force provides a report in June.	
B		Proposal for Out-of-State Service Purchase	Guidelines approved by Board 2/7/08. To be forwarded to City Council after Ord by Law.	

 O: Other    D: Disability    H: Health Care    B: Benefits

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HC	27/08	Issue of mandating CRS retiree health care as secondary to any other employer provided health care (per CRS work group)	Table further action until Task Force provides a report in June.	
HC	2/7/08	Issue of mandating CRS retiree health care as secondary	Table further action until Task Force provides a report in June.	
	9/11/07	Evaluate Base Survivor Benefits \$152.50 per person per month, \$650 max per month.		

## LAW DEPARTMENT REQUESTS

	DATE	TOPIC	ACTION	DATE COMPLETED
	2/7/08	Out of State Purchase	RLS filed	
	7/25/07	Disabilities – Review and establish a specific definition of ‘Disability Retirement’ per CMC, with assistance from Law.	RLS filed	
	2/7/08	Participation by Law Dept for disability appeal process... Finding of Facts etc.	2/29/08 RLS filed regarding Finding of Facts for Willie Smith	
	2/27/08	Develop a Procedure for an Appeal Process Define parameters for filing an appeal... i.e. number of times one can appeal.	2/29/08 RLS filed. CRS staff to review legal recommendations and submit to committee for review. Submit back to Legal after committee input.	
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	<b>Governance Manual:</b>		
	1. The Board will review/recommend changes to benefit plan design at least every 2 years to Council- *process needed*		
	2. Report to Board Annually by 12/31: a. Appropriateness of Benefit plan design b. Effectiveness of Communications policy. Frequency of issuing Employee Handbook, communicating rights to health plan, etc.		
	c. Administrative errors and corrective actions d. Administration of disability program/annually e. Recovery of benefits or premium subsidies paid to ineligible recipients – overpayments due to deaths.		
	f. Administration of health care program/annually g. Recommendations of cost effective prescription programs		
	h. Recommendations regarding loan program 1. loan interest rate 2. deferred retirement loans 3. insurance on loans- How much is being ‘forgiven’ for deaths etc. 4. review loan policies  *process needed*		
	3. With respect to the health insurance program, the Board will approve design and benefit structure of the program at least every 2 years  *process needed*		