



**City of Cincinnati Retirement System
Benefits Committee
Minutes**

November 6, 2008 10:00 AM
Centennial II

The Chair declared a quorum and called the meeting to order: 2:03PM

Present:

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

Staff present:

Keith Giles
Cheryl Volk, Recorder

Approval of Minutes

Minutes from the October 30, 2008 Benefits Committee were submitted for approval. D. Beets made a motion to accept the minutes with minor changes. Motion was seconded by M. Fehn and the motion was passed.

Benefits Committee Calendar: 2009

The first meeting in January was cancelled and December 17 was chosen for the second meeting in December. New calendars will be provided to members.

PENDING BUSINESS

Service Credit Purchase for Leave of Absence

Members reviewed the proposal and made revisions for accuracy and clarity. The new Ordinance would be an administrative function and not subject to an appeal process. Obtain a legal opinion and review finalized document before forwarding to Board for approval.

Committee Action

B. Pickering made a motion to approve the proposed Ordinance with revisions and submit with a Request for Legal Services. Forward finalized document to the Board for approval. Motion seconded by M. Fehn and the motion was passed.

Medical Records Retention

Members reviewed the revise draft of the CRS Record Retention Policy. Members agreed the confidentially responsibility belongs to the department manager(s).

Administration to contact Lee Personnel to determine if background checks are conducted.

Committee Action

B. Pickering made a motion to approve the Medical Records Retention Policy. Motion seconded by M. Fehn and the motion was passed.

Eligible Family Members for the CRS Health Insurance

M. Fehn presented a draft of eligibility requirements for CRS health insurance.

Committee members agreed on the following:

- Revisions of #2 of the Draft to state: “That in order for a child to be eligible for coverage, the child must be under 19 years of age or must be under 25 years of age, never married and attend an accredited school on a fulltime basis for at least 7 months of the calendar year to be eligible for coverage.”
- Consider implementation date of 1/1/09 for all active and retired members.

Other Considerations:

- Standardize the process for confirming a “disability.” Suggestion was made to require verification from Social Security Administration.
- Assess the percentage of retiree population that would be impacted by more stringent eligibility requirements.
- Develop a process for identifying those who have claimed:
 - Disabled children
 - Spouses added post-retirement
 - Children added post-retirement
- Research The Ohio Administrative Code and the IRS guidelines for applicable syntax.
- Determine when to implement changes and how to track administratively.

Committee members were concerned about the legality of retroactively implementing new eligibility requirements. Legal opinion confirmed that retroactive application of eligibility requirements would be appropriate.

D. Beets to research the Ohio Administrative Code and IRS guidelines for assistance in developing a draft for consideration at the next Benefits Committee - December 4, 2008.

Motion made by B. Pickering and seconded by D. Beets to adjourn the meeting. Motion was passed and the meeting was adjourned at 11:45AM.