



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

September 5, 2008 12:00 PM  
Committee Room B

The Chair declared a quorum and the meeting was called to order: 12:05 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 August 28, 2008 Benefits Committee were submitted for approval. Pickering made a motion to accept the minutes. Motion was seconded by D. Beets and the motion was passed.

**NEW BUSINESS**

Eligible Family Members for the CRS Health Insurance

The Committee addressed concerns regarding survivor and optionee eligibility for CRS health insurance. Members agreed a specific criterion was needed to identify those who would qualify for retiree's healthcare benefits. M. Fehn submitted the following documents for review and consideration:

- 1) Excerpts from the OPERS handbook
- 2) Excerpts from the CRS handbook
- 3) Cincinnati Municipal Code
  - A. Sec 203-43. Hospital, Surgical and Medical Care Benefits
  - B. Sec 203-44. Hospital, Surgical and Medical Care Benefits for Service Commenced On and After January 9, 1997
  - C. Sec 203-45. Death Benefit in Service
  - D. Sec 203-121. Funding of Medical Benefits

Members requested that Risk Management attend the next Benefits Committee meeting to address:

- 1) Qualifications of "family members" who are currently covered by Anthem.
- 2) Anthem's specific criteria for family members who are covered by retiree health care benefits: spouses, kids (guardianship kids, adopted children, ages of children etc.), dependent/disabled family members, and so on.
- 3) Current Anthem Plans and how benefits are administered. Copies of those plans to be provided for members.

Chuck Haas to attend the next Benefits Committee meeting September 25, 2008.

## PENDING BUSINESS

### Service Credit Purchase for Time Spent on Pregnancy or Adoption

B. Pickering introduced a draft for Service Credit Purchase for Time Spent on Pregnancy or Adoption. The proposal (which addresses women who resigned or had extended leave-of-absence without pay due to pregnancy or adoption), would allow for purchase of service credit for that leave-of-absence time. The amount of time that can be purchased would be limited to one year and would not contribute towards vesting.

Members agreed the terminology must be defined to eliminate subjective interpretations of “pregnancy” vs “maternity.” Specific guidelines must also be structured for the consideration of spouses.

Some of the issues to be considered:

- 1) What is the appropriate terminology for the proposal. Pregnancy vs maternity.
- 2) What would qualify as the necessary documentation for confirming the pregnancy, maternity, or adoption?
- 3) Would the reference to “birth of a child” include pregnancy resulting in a “still-birth”?
- 4) Would an employee’s time-off due to a spouse’s pregnancy be considered?
- 5) Would other employees on FMLA be excluded from this benefit?

B. Pickering to research the topic further and submit a draft to members for review prior to next Benefits Committee meeting.

### Deferred Retirements with Loan Balance

K. Giles presented the proposed Ordinance for final review: Deferred Retirements with Loan Balance. Members reviewed the changes and recommended some syntax clarifications. The changes in the Ordinance would allow members to defer their retirement while owing a balance on their loan. The Ordinance would also identify the restrictions and time frames for repayment.

Proposal to be submitted to Legal Department for review and revisions as necessary for Legal purposes.

### Purchases of Out-of-State and Federal Service - Ordinance

The final version of the Ordinance was presented back to the committee due to the statement “service purchased shall not exceed the lesser of five years.” The original document indicated three years as approved by the August 28, 2008 Benefits Committee. Members discussed the pros and cons of changing the option to five years.

### ***Committee Action***

B. Pickering made a motion to change the service purchase time to five years. D. Beets seconded the motion and the motion passed. Present the revision to the September 5, 2008 Board of Trustees. Ordinance to return to the Benefits Committee and be submitted to the October 2, 2008 Board of Trustees for approval.

### Medical Records Retention

Tabled until next Benefits Committee meeting, September 25, 2008.

Motion made by B. Pickering and seconded by D. Beets to adjourn the meeting. Motion was passed and meeting was adjourned 1: 35 P.M.