

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

STUDY & FORMULATING COMMITTEE

October 20, 2011

The Metropolitan Employee Benefit Board's Study & Formulating Committee met on Thursday, October 20, 2011 at approximately 9:00 a.m., in Room 163, Civil Service Conference Room in the 222 Building.

Committee Members present: Chair: Dorothy Shell-Berry; Vice-Chair: Gerald Nicely; Members: Steve Farner, Betty Nixon and Bruce Sullivan.

Other Members present: Shannon Hall, Metro Human Resources, Margaret Darby and Nicki Eke, Metro Legal Department.

It was noted that the minutes from the previous meeting held on September 30, 2011 will be presented at the next meeting for approval.

Bruce Sullivan highlighted some pages from the Metro financial statements with the Committee. He reviewed the balance sheet showing total assets, the post employment benefit liability, increases in that liability, and Metro's unfunded liability. There was some discussion on the contributions to the plan.

The Human Resources staff submitted the following for the Committee's consideration and appropriate action:

1. Overview of Study and Formulating Committee roles and responsibilities.

Margaret Darby, Legal Department, reviewed the role of the Committee. She stated that the Committee is charged with studying the plan as it currently exists, benefits currently in the plan, contributions, extent of coverages for employees, actuarial soundness of the plan and any other related matters. She stated that would include anything that the plan covers or affects the plan. She reviewed the make-up and term of the Committee. She also noted that the Committee has the authority to hire a consultant, actuary and legal counsel, which has to be within the Committee's budget. Ms. Darby stated that once the study is completed, the Committee has to decide whether or not to make any recommended amendments/changes to the plan and those are then forwarded to the Benefit Board.

The Committee discussed their time frame, possible extension of that time and their budget.

2. New public comments regarding employee benefits.

Robert Weaver, Fraternal Order of Police, addressed the Committee regarding making benefit improvements, future benefits and compensation for career employees.

Gary Moore, Service Employees International Union, (SEIU), requested that SEIU be allowed to come before the Committee with their consultants with information related to items they have requested the Committee study.

The Committee discussed what would be appropriate regarding presentations from other groups/unions and their consultants and time limits for those presentations. There was also discussion of the consultant for the Committee and their role.

Shannon Hall reported to the Committee that the consultant procurement process has not been finalized at this time. She stated that the goal is to have them in place prior to the next meeting and staff will update them on the status of the Committee. She also noted that there are items ready for the consultant to review.

3. Committee deliberation on items raised at previous meeting(s).

The Committee discussed having staff begin costing the items presented and reviewed a summary from the Finance Department regarding costing and analysis of pension benefits and post employment benefits.

3. Committee deliberation on items raised at previous meeting(s). (continued)

The Committee discussed prioritizing the list, items they may not want to review, requested more detail/clarification on the workers compensation request, discussed the pros and cons of the retiree opt out, vesting, and the potential effects of Health Care Reform.

The Committee discussed the next meeting date, which is set for November 17th, the potential length of that meeting and order of items.

There was also some discussion of the perception employees have towards their benefits and if a survey has ever been done.

With nothing further presented, the meeting was adjourned at 10:15 a.m.

ATTEST:

APPROVED:

***Mrs. Rita Roberts-Turner, Director
Human Resources***

***Mrs. Dorothy Shell-Berry, Chair
Study & Formulating Committee***