

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

STUDY & FORMULATING COMMITTEE

January 13, 2014

The Metropolitan Employee Benefit Board's Study & Formulating Committee met on Monday, January 13, 2014 at 9:00 a.m., in Room 163, Civil Service Conference Room, in the 222 Building.

Committee Members present: Chair: Michael Shmerling; Vice-Chair: Lucia Folk; Members: Glenn Farner, Jr., Debra Grimes and Ivanetta Samuels.

Benefit Board Members present: Edna J. Jones, W. Todd Henry, Richard Riebeling and Veronica Frazier.

Other Members present: Justin Stack, Metro Human Resources, and Nicki Eke, Metro Legal Department.

Michael Shmerling called the meeting to order and asked if there were any amendments, corrections or questions of the minutes from the last meeting held on December 16, 2013. With no corrections, Glenn Farner moved for approval of the minutes. Ivanetta Samuels seconded and the Committee approved without objection.

BENEFIT BOARD ITEMS

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

1. Review of Information Provided to Committee on Domestic Partnership Benefits.

Michael Shmerling informed the Committee that Deloitte could not be present today to review the presentation provided to the Committee. He stated that a formal presentation will be given at the next meeting.

There was some discussion of Metro having any type of guidance on this matter and any associated costs.

David Shaub, Bryan, Pendleton, Swats & McAllister, reported to the Committee that it is worth noting that there is some marginal cost associated with some of the benefit changes that have not been formally measured as of yet.

Kevin Sullivan, Bryan, Pendleton, Swats & McAllister, reported to the Committee that there is no impact on the primary retirement benefit, it is on disability and death benefits.

After some discussion of the areas potentially affected by costs and administering the changes, the Committee requested that staff give an overview of the current plans.

2. Discussion regarding the Administrative Issues of Extending Domestic Partnership Benefits to members.

The Committee requested an overview of the current plans.

Michael Shmerling reported that the Committee has been contacted by the Pew Organization (a non-profit research organization) and has been asked to consider looking at research done by their organization regarding this issue.

It was noted that the HR staff would be given a contact person for the Pew organization in order to discuss and or schedule a possible presentation.

2. Discussion regarding the Administrative Issues of Extending Domestic Partnership Benefits to members. (continued)

There was discussion regarding the established protocols for informational presentations given to the Committee and Nicki Eke informed the Committee that would be at the discretion of the Committee as far as whom the Committee would like to hear from, such as the Pew organization as well as any employee groups. Nicki Eke also stated that there are could be some procurement issues should there be any cost involved with their retention.

Michael Shmerling stated that there was no cost involved with the Pew organizations research.

It was also noted that the Committee wants to hear from the various union groups with regards to their perspectives on the domestic partnership issue.

Justin Stack stated that Deloitte will be present at the next meeting along with the actuary for discussions.

There was discussion of requests from unions or any other organizations come through HR for review to make sure that if it is allowable, it is brought to the Committee's attention.

There was discussion that the information from the consultants and actuary should coincide with any other presentations on this issue and that the HR staff coordinate the presentations to be brought to the Committee in the future.

With nothing further presented, the meeting adjourned at 9:24 a.m.

ATTEST:

APPROVED:

**Ms. Veronica T. Frazier, Interim Director
Human Resources**

**Mr. Michael Shmerling, Chair
Study & Formulating Committee**