

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

STUDY & FORMULATING COMMITTEE

April 28, 2014

The Metropolitan Employee Benefit Board's Study & Formulating Committee met on Monday, April 28, 2014 at 9:00 a.m., in Room 163, Civil Service Conference Room, in the 222 Building.

Committee Members present: Chair: Michael Shmerling; Member(s): Glenn Farner, Jr., *Debra Grimes and Ivanetta Samuels.

Vice-Chair: Lucia Folk was unable to be present.

Benefit Board Member(s) present: Veronica Frazier, Edna Jones and Richard Riebeling.

Other(s) present: Justin Stack, Metro Human Resources, and Nicki Eke, Metro Legal Department.

Michael Shmerling asked if there were any amendments, corrections or questions of the minutes from the last meeting held on April 14, 2014. With no corrections, Glenn Farner moved for approval of the minutes. Lucia Folk seconded and the minutes were approved without objection.

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

1. Reassessment of Study & Formulating Committee Initial Report.

Michael Shmerling stated that after consultation with the HR staff it was requested that the Committee reassess including opposite sex as a part of the domestic partnership benefits recommendation and incentives for spouses to take coverage offered by their employer.

Saul Solomon, Director, Legal Department, discussed the state of Tennessee constitutional requirement related to domestic partner. He stated for conservative purposes Metro's Legal Department prefers that same sex and opposite sex domestic partnerships be included.

There was discussion related to how they reached the conclusion to include opposite sex in the domestic partner benefit and how they were advised during those discussions.

There was some discussion related to administrative issues associated with incentives for spouses.

Nicki Eke, Legal Department, informed the Committee that no recommendation has been made regarding the spousal insurance issue.

*Denotes the arrival of Debra Grimes.

The Committee discussed being consistent with the legal directors recommendation and was in agreement that this item requires no action and it is up to HR staff to determine how to validate those relationships.

Veronica Frazier addressed the difficulty with validating spouses and stated that in the benefit package family coverage includes their children and spouse and there is no mechanism in place to single out the spouse.

The Committee discussed that the intent of discussing incentives for spouses to take other coverage was to reduce costs to Metro and was in agreement to discontinue discussions of incentives for spouses.

2. Presentations from union representatives.

Michael Shmerling indicated that presentations should be limited to approximately 15 minutes.

Mark Young – Fire Fighters Union, Diane Oakley – National Institute on Retirement Security and Susie Drury – Service Employees International Union, (SEIU) were present. Diane Oakley reviewed retirement plans; defined contribution versus defined benefit plans. Mark Young reviewed cost of living adjustments for disability pensioners.

Robert Weaver – Fraternal order of Police, (FOP), reviewed the cost of living adjustments for disability pensioners.

The Committee discussed the recommendation made by the previous Committee regarding cost of living adjustments for disability pensioners.

There was discussion of the next meeting date, location change and upcoming agenda items.

The Committee requested updated information and costs related to the cost of living adjustments for disability pensioners and other recommendations made by the previous Committee.

With nothing further presented, the meeting adjourned at 10:00 a.m.

ATTEST:

APPROVED:

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

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