

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

STUDY & FORMULATING COMMITTEE

May 27, 2005

The Metropolitan Employee Benefit Board's Study & Formulating Committee met on May 27, 2005 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 7:33 a.m.

Committee Members present: Chair: Susan Short Jones; Members: Michael Allen, Margaret Behm, David Ewing and Robert McCabe.

Benefit Board Members present: B.R. Hall, Sr., Edward C. Mason, II, and Dorothy Shell-Berry.

Other Members present: Kevin Klein, Attorney, Metro Legal Department and Christopher Fletcher, Civil Service Medical Examiner.

BENEFIT BOARD ITEMS

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

1. Benefit plan overview and issues.

Susan Short Jones called the meeting to order and discussed the protocol on how the Committee will proceed.

Shannon Beehan introduced Greg Drennan, consultant, Deloitte & Touche and stated that he will be presenting an overview of the benefit system.

Greg Drennan reviewed the current benefit plans highlighting the eligibility requirements, coverage levels, plan options, cost sharing, vesting and voluntary/optional benefits. Mr. Drennan also answered Committee members specific questions as they relate to the plans, practices and procedures.

In discussing the eligibility for retirees health benefits the Committee concluded that the issue needs to be reviewed.

Shannon Beehan introduced to the Committee the issues of waiving health insurance premium over/under contributions, code clean up items and supporting documentation on those items. Ms. Beehan also advised the Committee of additional resources available to them on issues being reviewed.

Kevin Klein addressed the Committee on the issue of the definition of disability. He discussed the legal opinion rendered and the administration of disability in practice and in the Code. He also discussed the Committee's reporting of their recommendations.

After discussion on the definition of disability, the Committee concluded this item will be a topic on the next agenda and requested a more concise report summing up the issues at hand.

B.R. Hall addressed the Committee on the issue of the definition of disability.

With nothing further presented, the meeting adjourned at 9:20 a.m.

ATTEST:

APPROVED:

***Dorothy Shell-Berry, Interim Director
Human Resources***

***Susan Short Jones, Chair
Study & Formulating Committee***