

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

April 6, 2021

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, April 6, 2021 via teleconference and was broadcast through the Metro Nashville Network, (MNN), on the MNN Live Stream at stream.nashville.gov at approximately 9:35 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Stephanie Bailey, Kevin Crumbo, *G. Thomas Curtis, Harold W. Finch, II, B.R. Hall, Sr., Shannon B. Hall, Jeremy Moseley, and Stacey Rucker.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Gill Wright, Civil Service Medical Examiner.

Chair Edna Jones called the meeting to order and stated that as a result of the COVID-19 pandemic, the Governor issued Executive Order #16 and subsequently Orders #34, #51, #60, #65, #71 and #78 authorizing Boards to meet and conduct their essential business by electronic means if the Board determines that meeting electronically is necessary to protect the health, safety, and welfare of Tennesseans in light of the COVID-19 outbreak. This Executive Order #78 will expire on April 28th. Ms. Jones did a roll call to establish a quorum. She stated that there needs to be a motion before considering items on the Agenda and the Board would need to determine by roll call vote that the meeting agenda constitutes essential business of the Board and meeting electronically is necessary to protect the health, safety, and welfare of Tennesseans in light of the COVID-19 outbreak.

B.R. Hall moved for approval. Stacey Rucker seconded, and the Board approved without objection.

Ms. Jones also stated that each time a Board member, staff or other participant who is using audio only participation wishes to speak he or she shall identify themselves in a manner reasonably calculated to permit the public to ascertain the identity of the person speaking.

A. MINUTES: Chair Edna Jones asked if there were any amendments, corrections, or questions of the minutes from the last regular meeting held on March 2, 2021. With no corrections, nothing further was noted and Harold Finch moved for approval. Christine Bradley seconded, and the Board approved without objection.

B. APPEAL ANNOUNCEMENT:

Christina Hickey announced the process and timeframe for appealing a decision made by this Board.

C. DISABILITY PENSIONS: (new requests, reexaminations, return to work and social security referrals)

The terms of the approval or extension of the items listed in the motions are specifically stated in these minutes.

Dr. Gill Wright, Civil Service Medical Examiner, (CSME), and Claire Cobb, CSME Assistant, reviewed the disability pensions with the Board.

Christina Hickey stated that none of the new disability pension applicants have contacted her.

Dr. Gill Wright stated that additional medical information was received on item 5 and the recommendation is now for approval.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new requests, items 1 through 5, for the length of time as recommended. Jeremy Moseley moved for approval of the recommendation to approve the disability pension new requests, items 1 through 5 for the length of time as recommended. Stacey Rucker seconded.

After some discussion on the re-exam date for item 5 and how the medical information changed the recommendation, a vote was taken on the motion to approve the disability pension new requests, items 1 through 5 for the length of time as recommended and the Board approved without objection.

C. DISABILITY PENSIONS: (new requests, reexaminations, return to work and social security referrals)

Christina Hickey stated that none of the disability pensioners up for re-exam have contacted her.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 6 through 12 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to continue the disability pension reexaminations, items 6 through 12 for the length of time as recommended. Christine Bradley seconded, and the Board approved without objection.

Dr. Gill Wright stated that additional information was received on items 13 and 14 and the recommendations have changed. Dr. Wright reported to the Board that on items 13 and 14, he recommends approval for continuing the disability pensions for the length of time as recommended. Tom Curtis moved for approval of the recommendation to continue the disability pensions items 13 and 14 for the length of time as recommended. Kevin Crumbo seconded.

There was some discussion of assigning behavioral health for item 13.

Claire Cobb informed the Board that through case management behavioral health is available for this person and the Board has previously ordered it and he preferred not to participate.

After some discussion of assigning behavioral health services for item 13 a vote was taken on the motion to continue the disability pensions items 13 and 14 for the length of time as recommended, with behavioral health services on item 13 and the Board approved with Jeremy Moseley abstaining.

Dr. Gill Wright reported to the Board that on item 15 he recommends approval of return to work. Christine Bradley moved for approval of the recommendation of return to work. Stephanie Bailey seconded.

Charles Boddie, Public Works, stated they are prepared to return the individual to work.

Christina Hickey stated that the individual for item 15 is not on the call.

After some discussion of the individual not being cleared to full duty until later this month and her current restrictions not precluding her from returning to work, a vote was taken on the motion and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 16 he is requesting work conditioning based on the results of the functional capacity evaluation to assist with returning to work. Stephanie Bailey moved for approval of work conditioning. Stacey Rucker seconded.

There was some discussion of how can you return the individual to work for the purposes of work conditioning and keep them on a pension.

It was noted that the individual is currently on the return to work list and has not been returned by the department.

There was some discussion of where Metropolitan Nashville Public Schools, (MNPS), is in the school year and leaving the individual on a disability pension, which is being paid for by the department.

Sheila Anderson, MNPS, stated that she would have to get with MNPS Human Resources to see where they are in the process.

After some discussion of leaving the individual on the return to work list, receiving work hardening with review in one month, and Dr. Wrights evaluation of the individual, B.R. Hall moved for approval of Dr. Wrights recommendation.

Christina Hickey stated that there is already a motion and a second for the work conditioning on the table.

There was clarification that when the Board determines that a person is able to resume work the Board places them on the return to work list and the individual remains on a pension until they are actually returned to work by

C. DISABILITY PENSIONS: (new requests, reexaminations, return to work and social security referrals)

the department and they remain on the return to work list. If the Board subsequently determines that the person is not able to resume work due to their medical condition, then they are removed from the return to work list.

After some discussion that schools needs to follow with the return to work process and the work conditioning may help with the process or determine that the individual can not return to work, a vote was taken on the motion to approve work conditioning and case management with review in May 2021 and was approved with Edna Jones, Christine Bradley, Kevin Crumbo, Tom Curtis, Harold Finch, Shannon Hall, and Stacey Rucker in favor and B.R. Hall, Jeremy Moseley and Stephanie Bailey opposed.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Thomas F. Hartigan	Water	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (October 2021), with re-exam at that time.
2.	Regina L. Lewis	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (October 2021), with re-exam at that time.
3.	Lori S. Thurman	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
4.	Euraleta L. White	Police	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
5.	Eva R. Franklin	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for two months, (June 2021), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	Shelle R. Braden	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
7.	Charles E. Bradley, Jr.	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
8.	Angela B. Cruz	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.

C. DISABILITY PENSIONS: (new requests, reexaminations, return to work and social security referrals)

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Marshall E. Hammond	Health	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
10.	Erid N. Harrison	Police	Medical	As moved, seconded, and approved, this disability pension was continued for six months, (October 2021), with re-exam at that time.
11.	Cameron M. Myers	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (April 2022), with re-exam at that time.
12.	Richard L. Otazu	Parks	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months, (October 2021), with re-exam at that time.

REEXAMINATIONS - DEFER:

13.	Napoleon A. Howell, Jr.	Sheriff	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (April 2022), with a behavioral health referral and case management services.
14.	Aaron B. Myers	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
15.	Kellie A. Canfield	Public Works	Medical	As moved, seconded, and approved, this individual was returned to work.

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
16.	Ruth A. Harris	Metropolitan Nashville Public Schools	Medical	As moved seconded and approved this disability pension was continued for one month, (May 2021), with work conditioning and case management services.

C. DISABILITY PENSIONS: (new requests, reexaminations, return to work and social security referrals)

SOCIAL SECURITY REFERRALS:

Dr. Gill Wright reported to the Board that CSME's office concurs with the case management recommendations on the Social Security referrals. Stephanie Bailey moved for approval of the referrals. Christine Bradley seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM	CSME	Comments
				Referral Recommendation		
1	Rabasca, George R.	Public Works	Pension Approval	Yes	Yes	Likely to Meet SSA Medical-Vocational Guidelines

D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders, (QDRO's), and survivor)

Jeremy Moseley moved for approval of the pensions. B.R. Hall seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Megan Gregory *	State Trial Courts	Admin Svcs Officer 3	B	02/01/2021	03/01/2021
Sheila Armstrong	MNPS	Analyst - Business	B	03/24/2021	05/07/2021
Craig Ott	Finance	Admin Svcs Division Manager	B	02/22/2021	03/20/2021
Rondal Norwood	Information Technology Service	Information Systems Advisor 1	B	03/23/2021	07/21/2021
Kathy Kendall	MNPS	Monitor - School Bus	B	03/01/2021	03/20/2021
Vicki Bell	MNPS	Asst - Food Svc	B	03/04/2021	05/27/2021
Pamela Davenport	MNPS	Mgr - Food Service Cluster	B	02/09/2021	01/29/2021
Francene Childers	MNPS	Spec - Routing	B	02/23/2021	03/05/2021
Linda Towns	MNPS	Driver - Bus	B	03/18/2021	04/01/2021
William Calvo	MNPS	Driver - Bus	B	02/25/2021	02/20/2021
Cynthia Cantrell	MNPS	Para-Pro - Ex Ed	B	02/23/2021	02/09/2021
Lawrence Brown	Police	Police Sergeant	B	03/08/2021	06/03/2021
Johnny Mcdonald	Water Services	Treatment Plant Mgr	B	02/09/2021	05/29/2021
John Eslick Jr	Police	Info Systems Mgr	B	02/12/2021	04/03/2021
Phillip Regen	Water Services	Engineer 2	B	03/11/2021	05/01/2021
Amal Rasheed	MNPS	Asst - School General	B	03/26/2021	04/01/2021
Shelia Tate	MNPS	Mgr - Food Service Iv	B	02/22/2021	05/27/2021
David Hale	Fire	Emerg Medical Tech 2	B	03/16/2021	04/01/2021
Sherron Chunn	MNPS	Monitor - School Bus	A	02/24/2021	02/24/2021
Doretha Stevens	MNPS	Monitor - School Bus	B	10/09/2020	05/15/2021
Rhonda Moore	Water Services	Office Support Spec 2	A	01/06/2021	04/01/2021
David Huber	General Hospital	Team Leader -Medical Imaging	B	03/12/2021	05/29/2021
Debra Mcknight	Water Services	Office Support Spec 2	B	03/08/2021	05/04/2021
Lawrence Wright	Parks	Maintenance & Repair Leader	B	02/08/2021	04/01/2021
Mark King	Water Services	Treatment Plant Shift Supv	B	03/01/2021	02/13/2021
Stephen Crosier	Health	Health Manager 2	B	01/04/2021	04/10/2021
Dale Belcher	Water Services	Indust Mechanic 2	B	02/08/2021	04/01/2021
James Warren	Police	Police Sergeant	B	02/25/2021	04/01/2021
Patricia Sloss	Sheriff	Call Center Operator-Dcso	B	02/02/2021	03/17/2021
Marck Powers	Information Technology Service	Information Sys Oper Anal 2	B	02/24/2021	05/01/2021
Kenneth Hollis	Fire	Fire Marshal-Asst	B	02/26/2021	03/02/2021
Douglas Baggett	Fire	Fire Engineer	B	03/18/2021	04/03/2021
Steven Henderson	Fire	Ems Captain-Paramedic	B	02/24/2021	02/28/2021
Carey Steel	Police	Police Officer 2	B	03/10/2021	04/01/2021
J Huggins	Police	Police Dpty Chief	B	03/11/2021	03/02/2021
James Duke	Police	Police Officer 2	B	03/02/2021	03/16/2021
Sharon Suggs	Metro Action Commission	Nutrition Services Mgr-Mac	B	02/25/2021	05/01/2021

D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders, (QDRO's), and survivor)

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
John Dillard	Water Services	Indust Maint Supv 2	B	03/16/2021	05/15/2021
Jerry Cook	Parks	Maintenance & Repair Leader	B	03/23/2021	05/01/2021
Myra Langlois *	District Attorney	Criminal Investigator	B	02/11/2021	05/01/2021
David Medley *	Police	Police Officer 2	B	03/01/2021	03/01/2021
Janice Britt *	Water Services	Cust Svc Rep 3	B	03/23/2021	06/01/2021
Betsy Moon *	Juvenile Court	Probation Officer 1	B	02/23/2021	01/01/2021
Janice Covington *	Metro Action Commission	Bus Driver	B	03/16/2021	06/01/2021

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
James Westmoreland	Parks	B	12/01/2020
Sherry Abernathy	MNPS	B	01/01/2021
Lynn Phillips	MNPS	B	03/01/2021
Donald Pirtle	Police	B	03/01/2021

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Megan Gregory	State Trial Courts	Service With Option	B	03/01/2021	Option A	
Patricia Weakley	Law	Service With Option	B	01/30/2021	Option F	
Paul Hendricks Jr	Fire	P&F Service Pen Without Option	B	01/31/2021	Normal	
Gina Halliburton	MNPS	Early Service With Option	B	01/29/2021	Option B	
Linda Cole	MNPS	Service With Option	B	01/01/2021	Option F	
Linda Barrett	MNPS	Service With Option	B	01/21/2021	Option E	
Kevin Mulvey	MNPS	Service With Option	B	01/01/2021	Option F	
Ronnie Sullivan	MNPS	Service With Option	B	02/09/2021	Option A	2
Sheril Perrin	MNPS	Service With Option	B	01/30/2021	Option B	
David Dunn	Water Services	Early Service With Option	B	01/01/2021	Option A	
Mary Wright	MNPS	Service With Option	B	01/01/2021	Option D	
Joy Vague	Sheriff	Service Without Option	B	01/30/2021	Normal	
Barbara Ewing	MNPS	Early Service Without Option	B	01/29/2021	Normal	
Dalton Hughes	Fire	P&F Service Pen Without Option	B	01/30/2021	Normal	
Phyllis Grubbs	Public Library	Service Without Option	B	01/16/2021	Normal	
Wanda Eddlemon	General Hospital	Service With Option	B	02/27/2021	Option A	3
Cynthia Thomas	General Hospital	Early Service Without Option	B	02/06/2021	Normal	
Robert Graves	Water Services	Service With Option	B	01/30/2021	Option A	
Jan Patton	Parks	Service Without Option	B	02/01/2023	Option C	3
Pricella Wells	Water Services	Service With Option	B	02/20/2021	Option F	1
Katherine Blanchard	Water Services	Service With Option	B	01/30/2021	Normal	
Danny Jones	Water Services	Service Without Option	B	02/04/2021	Normal	3
Kenneth Bray	Police	Early Service Without Option	B	02/02/2021	Normal	
Kamela Guerra	Sheriff	Service Without Option	B	02/27/2021	Normal	1
Catherine Hammers	Assessor of Property	Service Without Option	B	02/27/2021	Normal	3
Michael Vicars	Information Technology Service	Early Service With Option	B	02/02/2021	Option F	
James Martin	Police	Service Without Option	B	02/27/2021	Normal	
Bradley Robinson	Fire	P&F Service Pen Without Option	B	01/15/2021	Normal	3
Kenneth Spencer	Police	P&F Service Pen With Option	B	02/01/2021	Option A	
Gwenda Downhour	Information Technology Service	Service Without Option	B	01/30/2021	Normal	
Kimberly Rentz	Emergency Communication Center	Early Service With Option	B	01/27/2021	Option B	
Michael Sanders	Parks	P&F Service Pen With Option	B	02/05/2021	Option D	3
Keith Elliott	Police	P&F Service Pen With Option	B	02/01/2021	Option B	2
James Mason Jr	MNPS	Service With Option	B	01/06/2021	Option A	
Brad James	Police	P&F Service Pen With Option	B	02/13/2021	Option E	
David Elliott	Police	P&F Service Pen With Option	B	01/09/2021	Option A	
Marcus Sloan	Fire	P&F Service Pen Without Option	B	01/20/2021	Normal	
Charles Hudgens Jr	Water Services	Service With Option	B	01/30/2021	Option B	

D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders, (QDRO's), and survivor)

Options Elected (continued)

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Danny Brooks	Fire	P&F Service Pen With Option	B	02/13/2021	Option A	3
Leonard Gunn Jr	Water Services	Service With Option	B	01/30/2021	Option E	
Eric Fitzgerald	Police	P&F Service Pen With Option	B	03/01/2021	Option E	
David Howard	Police	P&F Service Pen Without Option	B	02/01/2021	Normal	
Tamberly Coleman	Emergency Communication Center	Service With Option	B	01/01/2021	Option E	
Audrey Corder	MNPS	Service With Option	B	01/01/2021	Option E	
Crystal Gee	Clerk and Master	Service With Option	B	03/01/2021	Option E	
Calvin Walker	Bordeaux Long Term Care	Service Without Option	B	01/01/2021	Normal	
Margaret Smith	Clerk and Master	Service With Option	B	01/01/2021	Normal	
Penny Smith	State Trial Courts	Service Without Option	B	02/01/2021	Normal	
Teresa Alea	Arts Commission	Service With Option	B	03/01/2021	Option F	
Kent Rucker	Parks	Service Without Option	B	03/01/2021	Normal	
Betty Holt	General Hospital	Service Without Option	B	02/01/2021	Normal	
Rita Perry	MNPS	Service With Option	B	01/01/2021	Option B	
Michele Hibbler-Jones	Bordeaux Long Term Care	Service With Option	B	02/01/2021	Option D	
Ann Talbot	Police	Service Without Option	B	03/01/2021	Normal	

Key Codes	
Options	Drop Elections
Normal Form - life annuity, no payments guaranteed	1 - 1 year drop
Option A - Joint and 100% to Survivor	2 - 2 year drop
Option B - Joint and 50% to Survivor	3 - 3 year drop
Option C - Level Social Security option	
Option D - Life Income, 120 payments guaranteed	
Option E - Joint and 100% to Survivor with popup	
Option F - Joint and 50% to Survivor with popup	

QDRO – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Erica Hudson	Metro Action Commission	Timothy Hudson	B	02/14/2021
Henry Green	MNPS	Mary Green	A	01/23/2021
Maggie McClain	MNPS	Robert McClain	A	03/14/2021
Joseph Bryan	Police	Eleanor Bryan	C	02/12/2021
Ben Cook Jr	Police	Willa Cook	B	03/05/2021
Charles Lewis Jr	Police	Terri Lewis	B	02/17/2021
Carlton Appleton	MNPS	Danna Appleton	B	02/10/2021
Larry Norman	Information Technology Service	Phyllis Norman	B	02/08/2021
Betty Yates	General Hospital	Joe Yates	B	03/08/2021
Willie Bowie	MNPS	Audrey Bowie	B	03/20/2021
Jerry Piercey	Codes Administration	Sandra Piercey	B	02/19/2021
Ralph Derrick	MNPS	Doris Derrick	B	02/28/2021
Johnny Wordlaw	General Services	Emma Wordlaw	B	01/14/2021
Billy Fryer	MNPS	Beth Weatherford	B	02/25/2021
Benjamin Mangrum	Public Works	Edith Mangrum	A	02/07/2021
Burton True	General Services	Helen True	A	03/02/2021
Larry Adkins	Fire	Betty Adkins	B	03/08/2021
Lorenzo Hayden	Police	Carolyn Hayden	A	02/22/2021

BENEFIT BOARD ITEMS

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

1. In Line of Duty death benefit for Jerry Snyder.

Christina Hickey reported to the Board that Jerry Snyder was an active employee classified as an Equipment Operator Senior with the Public Works Department. He died on January 4, 2021 of thermal burns and smoke inhalation according to the death certificate. She stated that under the benefit system, Mr. Snyder's beneficiaries are entitled to the basic term life insurance benefit which has been processed. Metro Code Section 3.20.040 (A) gives the Board the authority to provide an additional \$100,000 in-line-of-duty death benefit to Mr. Snyder's estate. She stated this request is now being made on behalf of his wife, Colleen Snyder, who is on the call. Ms. Hickey stated that in accordance with the March 2014 Benefit Board approved IOD Death Benefit policy, attached is a copy of the death certificate, all 101 forms on file for the deceased and a copy of the Board approved IOD Death Benefit Policy. She stated that the Board will need to determine whether this case qualifies for the benefit afforded under Metro Code Section 3.20.040.

It was noted that the record and paperwork provided it does not specify when the accident occurred and if it was in the normal course and scope of employment.

Charles Boddie, Public Works, stated that it did occur during the normal course of business hours while performing normal duties.

Jeremy Moseley moved for approval of the in line of duty death benefit for Jerry Snyder. Christine Bradley seconded.

Colleen Snyder addressed the Board.

A vote was taken on the motion to approve the in line of duty death benefit for Jerry Snyder and the Board approved without objection.

2. 2022 medical plan rates.

Christina Hickey reported to the Board that at the March 16, 2021 Study Session, Findley presented information on the medical plan rates for 2022. She stated that the Board will need to determine the medical plan rates for 2022.

Joseph Meyers, Findley, reviewed the claims experience over the past year, the rate history, the reserves, renewal assumptions, and the rate considerations for 2022.

After some discussion of the different scenarios, demographics of the plans and not using the fund balance, Tom Curtis moved for approval of scenario 1, a 6.7% increase for Blue Cross and 2.8% for Cigna, for the medical plan rates for 2022. Christine Bradley seconded, and the Board approved without objection.

3. Cigna and BlueCross BlueShield (BCBS) COVID-19 coverage.

Christina Hickey reported to the Board that at the January 2021 Board meeting the Board voted for BlueCross BlueShield (BCBS) and Cigna to continue waiving the customer cost share (co-pays, deductibles, coinsurance) through March 31, 2021 for the Metro plan where the plan pays 100% coverage for COVID-19 related treatment. She stated that representatives from BCBS and Cigna will present an update on the continuation of the customer cost share for COVID-19. She stated that the Board will need to decide if they would like to extend the waiving of the customer cost share based on this information. She also noted that for informational purposes only: The COVID-19 vaccine is covered through December 31, 2021 in the BCBS plan as voted upon by the Board in January 2021 and the vaccine is already a preventative service covered at 100% in the Cigna plan.

At this time, the union reps requested the presentation on the plan rates.

3. Cigna and BlueCross BlueShield (BCBS) COVID-19 coverage. (continued)

Russ Henderson, BCBS, stated that since February 1, 2020 Metro's treatment claims spend is just under 1600 members \$100,598 members on 5.3 million in treatment spend. He stated that testing spend is 4,506 members for \$600,073 in testing and vaccine administration spend is \$26,000.

There was some discussion regarding whether or not to continue covering the 20% of the cost, the fact that the vaccine is out now and how much it is costing Metro.

Russ Henderson stated that the combined treatment and testing spend is about \$6 million and 20% of that is about \$1.2. He stated that for testing going forward there is no sunset date with no cost share, for treatment is the end of the national emergency and the vaccine is covered under the preventative care component of the plan.

Paul Huffman, Cigna, stated that currently Cigna has ended the member cost share waiver for treatment as of February 15, 2021, with the exception of Metro. He stated that as of April 1st Cigna has started charging members for member cost share for treatment. He stated that with testing and related screenings will continue to have member cost share waiver and will end with the public health emergency period scheduled for April 20, 2021 as required under Federal Law in the CARES Act. He stated that the total of claim results from January 2020 through the end of February 2021 is 974 members diagnosed, 5,323 tested, 126 members vaccinated, (\$3,000 spend on vaccinations), and \$60,6000 spent on testing and \$453,000 on treatment.

There was some discussion regarding the CARES Act, reimbursements, and the additional stimulus package.

Christine Bradley moved to continue with the original expiration date of March 31, 2021 with cost share as it would normally be allowed. Stephanie Bailey seconded.

After clarification of whether or not a motion is necessary on something that has already expired, Christine Bradley withdrew her motion and Stephanie Bailey withdrew her second and the Board took no action.

4. In Line of Duty Committee. (Chair: Harold W. Finch, III; Vice-Chair: Christine Bradley; Members: Shannon B. Hall, Jeremy Moseley. Alternates: Edna J. Jones and Tom Curtis)

Christina Hickey stated that Harold Finch was elected Committee Chair at the meeting, and she will help facilitate the actions from the Committee. She reported to the Board that the In Line of Duty, (IOD), Committee met on March 23, 2021 to deliberate on 13 IOD medical care requests. She stated item's #6 and #11 were deferred until the next IOD Committee pending additional information from the appellants and the minutes are available for approval.

Christina Hickey asked if there were any amendments, corrections, or questions of the minutes from the In Line of Duty Committee meeting.

With no corrections, Jeremy Moseley moved for approval of the In Line of Duty Committee minutes. Stacey Rucker seconded.

Nicki Eke, Legal Department, stated that the minutes can only be approved by the Committee members.

Jeremy Moseley moved for approval of the In Line of Duty Committee minutes. Christine Bradley seconded, and the IOD Committee minutes were approved without objection.

*Denotes Tom Curtis leaving the call.

Tracy Harvey, Alternative Service Concepts, (ASC), was present to discuss the cases.

On item 1, the IOD medical care request for the employee from the Fire Department, the Committee recommended to uphold the denial of this claim.

The employee was not on the call.

4. In Line of Duty Committee. (continued)

Mark Young, Fire Union, stated that the employee is only seeking that the emergency room expenses be covered due to an incident while at work.

There was some discussion of just because something happens at work that is not the result of doing your job it is not considered as injury on duty, the employer mandating that the employee seek medical treatment, and that being a separate issue from whether or not the injury is compensable as an injury that arose out of or in the course of employment.

There was also some discussion related to the condition starting at home, being under stress and not meeting the requirements for a stress claim.

Edna Jones moved to uphold the denial of this claim. Harold Finch seconded and the Board approved with B.R. Hall and Stacey Rucker opposed.

On item 2, the IOD medical care request for the employee from the Fire Department, the Committee recommended to overturn the denial and uphold the coverage of this claim.

The employee was not on the call.

Jeremy Moseley moved for approval of the recommendation to overturn the denial and uphold coverage of this claim. Shannon Hall seconded.

After one Board member noted that this does not meet the criteria as the employee has had two prior incidents in personal life and employment a vote was taken on the motion to overturn the denial and uphold the coverage of this claim and the Board approved with Edna Jones and Stephanie Bailey opposed.

On item 3, the IOD medical care request for the employee from the Fire Department, the Committee recommended to uphold the denial of this claim.

The employee was not on the call.

Jeremy Moseley moved to uphold the denial of this claim. Christine Bradley seconded and the Board approved without objection.

Christina Hickey stated that on item 4, the IOD medical care request for the employee from the Police Department, the employee has requested a deferral as his attorney was not available for this meeting.

Jeremy Moseley moved to defer this item. Stacey Rucker seconded.

After it was noted that the attorney was present at the Committee meeting a vote was taken and the Board approved deferring this item with Stephanie Bailey, Harold Finch and Stacey Rucker opposed.

On item 5, the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim.

The employee was not on the call.

Christine Bradley moved to uphold the denial of this claim. Stephanie Bailey seconded, and the Board approved with B.R. Hall and Stacey Rucker opposed.

On item 7, the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim.

The employee was not on the call.

After some discussion of the criteria in place for these types of cases, (COVID), exposures, and no ability to identify a source of exposure Edna Jones moved to uphold the denial of this claim. Harold Finch seconded.

4. In Line of Duty Committee. (continued)

After further discussion of exposures and risks, and the practice of public health, a vote was taken and the motion to uphold the denial of this claim and the Board approved with B.R. Hall and Stacey Rucker opposed.

On item 8, the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim.

The employee was not on the call.

Harold Finch moved to uphold the denial of this claim. Stephanie Bailey seconded, and the Board approved with B.R. Hall and Stacey Rucker opposed.

On item 9, the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim.

The employee was not on the call.

There was some discussion regarding follow up by ASC of an allegation that the employee was in the same office as another employee with COVID.

Tracey Harvey, ASC, stated that they did follow up with the Safety Department regarding the claim and they were not able to establish a connection. She also noted that the employee's significant other also tested positive within a day of the employee.

Edna Jones moved to uphold the denial of this claim. Stephanie Bailey seconded, and the Board approved with B.R. Hall, Jeremy Moseley and Stacey Rucker opposed.

On item 10, the IOD medical care request for the employee from the Fire Department, the Committee recommended to uphold the denial of this claim.

The employee and Jamie Summers, Fire Department, were on the call. Jamie Summers spoke on behalf of the employee regarding the claim. She described her job duties, whom the employee is in contact with on a daily basis, the unknowns going forward with health issues and that other claims have been approved for similar cases where they are not in constant contact with customers and is asking to defer the vote.

There was some discussion of the claims that may have been approved incorrectly for those that were not first responders and re-evaluating those claims. It was also noted that after re-evaluating those claims they be denied going forward.

It was suggested that HR staff and ASC meet with the Fire Department Administration to understand the operations of the department and how exposures are brought into the building.

After some discussion that the employee does not meet the definition of first responder, Edna Jones moved to uphold the denial of this claim. Harold Finch seconded, and the Board approved with B.R. Hall and Stacey Rucker opposed.

On item 12, the IOD medical care request for the employee from Codes, the Committee recommended to uphold the denial of this claim.

The employee was not on the call.

Jeremy Moseley moved to uphold the denial of this claim. Christine Bradley seconded, and the Board approved with B.R. Hall and Stacey Rucker opposed.

On item 13, the IOD medical care request for the former employee from the Police Department, the Committee recommended to uphold the denial of this claim.

The former employee was not on the call.

4. In Line of Duty Committee. (continued)

Christine Bradley moved to uphold the denial of this claim. Stephanie Bailey seconded, and the Board approved without objection.

5. Correspondence:

- a. Cigna correspondence.

This item was for information only and no action was required.

6. Reports for your information:

- a. Repayment of pension contributions.
- b. Denial log from Alternative Service Concepts, (ASC).
- c. Benefit Board budget reports.

Items 6.-a. – 6.-c. were for information only and no action was required.

7. Late item(s):

There were no late items reported at the meeting.

There was some discussion of any resolution with Radiology Alliance and Blue Cross Blue Shield.

It was requested that a copy of the accident report be included for any in line of duty death benefit requests where it involves an accident.

With nothing further presented, the meeting adjourned at 12:19 p.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board