

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

March 6, 2012

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, March 6, 2012 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 9:30 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Ann V. Butterworth, Charles D. Clariday, Sr., G. Thomas Curtis, B.R. Hall, Sr., James H. Johnson, Richard M. Riebeling, Rita Roberts-Turner and Clyde D. Smith.

Others present: Shannon B. Hall, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Celia Goodson, Civil Service Medical Examiner.

A. MINUTES: Chair Edna Jones called the meeting to order and said the first order of business was to determine if there were any amendments, corrections or questions of the minutes from the last regular meeting held on March 6, 2012. With two corrections, nothing further was noted and Ann Butterworth moved for approval. Thomas Curtis seconded and the Board approved without objection.

B. APPEAL ANNOUNCEMENT:

Shannon Hall 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.

Edna Jones noted that there are three late items and they will be acted upon accordingly.

Dr. Celia Goodson reported to the Board that she recommends approval of the disability pension new requests, items 1 through 12, for the length of time as recommended and requested vocational case management on items 4 and 11. Ann Butterworth moved for approval of the recommendation to approve the disability pension new requests, items 1 through 12 for the length of time as recommended and case management on items 4 and 11. Thomas Curtis seconded and the Board approved without objection.

On the disability pension new request item 13, Dr. Celia Goodson reported that she recommends denial of the request.

There was some discussion of the individual's current accommodations and restrictions and the basis for the denial. There was also some discussion of the current medical condition, future surgery and how to handle accommodations/restrictions for this individual going forward.

After some discussion of family medical leave, short-term disability and the individual being able to re-apply, Nicki Eke clarified that an individual can always re-apply on a subsequent medical condition/surgery. She stated that they would be applying based on the new medical condition that was not present when the initial application was considered.

After some discussion of the disability pension process, accommodations and the Americans with Disabilities Act, (ADA), Clyde Smith moved to deny the disability pension new request, item 13, based on current reasonable accommodations and non prejudicial on the employee re-applying. Charles Clariday seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 14 through 21 for the length of time as recommended. Clyde Smith moved for approval of the recommendation to continue the disability pension reexaminations, items 14 through 21 for the length of time as recommended. Christine Bradley seconded.

After discussion of noting the nature of the injury on the injury on duty requests, a vote was taken on the motion to continue items 14 through 21 for the length of time as recommended and the Board approved without objection.

On the disability pension re-exams, items 22 through 25, Dr. Celia Goodson reported that she is requesting deferral for one month. Ann Butterworth moved for approval of the request to defer items 22 through 25 for one month. Christine Bradley seconded.

After some discussion of the functional job description and results of the functional capacity evaluation on item 24, a vote was taken on the motion to defer items 22 through 25 and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on the late items, she recommends approval for the length of time as recommended. Ann Butterworth moved for approval of the late items for the length of time as recommended. Rita Roberts-Turner seconded and the Board approved without objection.

NEW REQUESTS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|----|--------------------|---------------------------------------|--|--|
| 1. | Shirley C. Adams | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (July 2012), with re-exam at that time. |
| 2. | Frankie E. Collier | Public Works | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (September 2012), with re-exam at that time. |
| 3. | Marsha D. Hardemon | Metro Action Commission | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for one year, (March 2013), with re-exam at that time. |
| 4. | Jesse W. Henry | Health | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (September 2012), with re-exam at that time. |
| 5. | Jane M. Hettermann | Health | Medial | As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time. |
| 6. | Thomas B. Hobson | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (July 2012), with re-exam at that time. |
| 7. | Brenda H. Irwin | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for four months, (July 2012), with re-exam at that time. |
| 8. | James W. Johnson | General Hospital | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for five months, (August 2012), with re-exam at that time. |

NEW REQUESTS: (continued)

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|-----|--------------------|-------------------|--|--|
| 9. | William K. Stone | Police | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (March 2013), with re-exam at that time. |
| 10. | Larry I. Trenary | Public Works | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (July 2012), with re-exam at that time. |
| 11. | Connie L. Whitley | Police | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for six months, (September 2012), with re-exam at that time. |
| 12. | Stephany R. Wilson | Police | Medical | As moved, seconded and approved, this disability pension request was approved for five months, (August 2012), with re-exam at that time. |
| 13. | Mary S. Leath | Public Defender | Medical | As moved, seconded and approved, this disability pension request was denied. |

REEXAMINATIONS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|-----|----------------------|---------------------------------------|--|---|
| 14. | JoAnne Alford | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for six months, (September 2012), with re-exam at that time. |
| 15. | Bryan A. Doersam | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for four months, (July 2012), with re-exam at that time. |
| 16. | Kimberly W. Goff | Library | Medical | As moved, seconded and approved, this disability pension was continued for one year, (March 2013), with re-exam at that time. |
| 17. | Thomas R. Jones, Jr. | Police | Medical | As moved, seconded and approved, this disability pension was continued for six months, (September 2012), with re-exam at that time. |
| 18. | Cheryl L. Nunley | Water | Medical | As moved, seconded and approved, this disability pension was continued for one year, (March 2013), with re-exam at that time. |

REEXAMINATIONS: (continued)

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|-----|---------------------|---------------------------------------|--|---|
| 19. | Carl W. Stocks | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (September 2012), with re-exam at that time. |
| 20. | Gary R. Stone | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for six months, (September 2012), with re-exam at that time. |
| 21. | Jeremy W. Stricklin | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (March 2013), with re-exam at that time. |
| 22. | Michael W. Baltz | Fire | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2012), with re-exam at that time. |
| 23. | Sylvia S. Cobbins | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2012), with re-exam at that time. |
| 24. | Robert C. Hooberry | Water | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2012), with re-exam at that time. |
| 25. | Gregory S. Sullivan | Fire | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2012), with re-exam at that time. |

LATE ITEMS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|-----|-------------------|---------------------------------------|--|--|
| 26. | Linton R. Evans | Water | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (July 2012), with re-exam at that time. |
| 27. | Katherine D. Ladd | Sheriff | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (July 2012), with re-exam at that time. |
| 28. | Nancy G. Starnes | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (September 2012), with re-exam at that time. |

SOCIAL SECURITY REFERRALS:

Dr. Celia Goodson reported to the Board that she concurs with the case management recommendations on the Social Security referrals. Christine Bradley moved for approval of the referrals. Ann Butterworth seconded and the Board approved without objection.

| Item | Name | Department | Review Originated From | Case Management Recommendation for Referral | CSME Recommendation for Referral | Comments |
|------|--------------------|------------|------------------------|---|----------------------------------|-------------------|
| 1. | Duncan, Eric | Sheriff | Pension approval | No | No | YoungerWorker |
| 2. | Frazier, Tina | MNPS | Pension approval | No | No | YoungerWorker |
| 3. | Foley, Richard | Police | Pension approval | No | No | YoungerWorker |
| 4. | Hales, Wade | Sheriff | Pension approval | No | No | YoungerWorker |
| 5. | Johnson, Eddie W. | Health | Pension approval | Yes | Yes | Evaluation |
| 6. | Jones, Jr., Thomas | Police | Pension approval | No | No | YoungerWorker |
| 7. | Matthews, Debra | MNPS | Pension approval | Yes | Yes | Evaluation |
| 8. | Nesbitt, Diane | ECC-911 | Pension approval | Yes | Yes | Evaluation |
| 9. | Walton, J.C. | Sheriff | Pension approval | No | No | YoungerWorker |
| 10. | White, Rita | Police | Pension approval | No | No | SSDA filed - Atty |

D. PENSIONS: (service, disability to service, options elected and survivor)

Shannon Hall noted that David G. Blakenship needs to be removed from the service pension listing.

Clyde Smith moved for approval of the pensions as corrected. Rita Roberts-Turner seconded and the Board approved without objection.

Service

| Employee | Department | Classification | Plan A/B | Application Date | Estimated Effective Date |
|--------------------------|-----------------|-------------------------|----------|------------------|--------------------------|
| Joyce L. Sanders | Water | Office Support Spec 1 | B | 02/01/2012 | 02/01/2012 |
| Linda G. Beard | MNPS | School Secretary | B | 02/01/2012 | 03/01/2012 |
| Robert W. Perry | Water | Industrial Mechanic 1 | B | 02/01/2012 | 03/01/2012 |
| Mary E. Lee | Police | Sergeant | B | 02/01/2012 | 03/07/2012 |
| Arnold L. White | Sheriff | Offender Program Coord | B | 02/01/2012 | 04/01/2012 |
| Arthur W. Danner, Jr | Police | Police Officer 2 | B | 02/01/2012 | 03/01/2012 |
| Edward E. King | Fire | Engineer | B | 02/01/2012 | 03/01/2012 |
| Norris G. Tarkington | Police | Police Officer 2 | B | 02/01/2012 | 04/01/2012 |
| Cynthia L. Thompson | MNPS | Clerk- Guidance | B | 02/08/2012 | 02/10/2012 |
| William I. Robinson | MNPS | Mechanic | B | 02/08/2012 | 02/17/2012 |
| Phillip J. Valdez | MNPS | Library Sol. Tech Spec. | B | 02/08/2012 | 03/02/2012 |
| Patricia W. Novotny | Election Comm. | Finance Manager | B | 02/08/2012 | 02/29/2012 |
| William R. Smotherman | Fire | Fire Marshall Asst. | B | 02/08/2012 | 03/01/2012 |
| Carolyn D. Sanders | Farmer's Market | Office Support Rep. 2 | B | 02/08/2012 | 04/01/2012 |
| Voncille S. Huddleston * | Election Comm. | Program Spec. 3 | B | 02/08/2012 | 04/01/2012 |
| John C. Offutt | Chancery Ct. | Deputy Clerk & Master 1 | B | 02/08/2012 | 02/02/2012 |
| Patricia A. Rucker | BLTC | LPN | B | 02/15/2012 | 02/28/2012 |

Service (continued)

| Employee | Department | Classification | Plan A/B | Application Date | Estimated Effective Date |
|---------------------------|---------------------|--------------------------|----------|------------------|--------------------------|
| Joyce E. Malone | Gen. Hospital | Registered Nurse | B | 02/15/2012 | 03/25/2012 |
| Michael R. Sawyers | Police | Police Officer 2 | B | 02/15/2012 | 03/31/2012 |
| Randall D. Demumbra | Fire | Firefighter 3 | B | 02/15/2012 | 03/26/2012 |
| Roy T. Bohannon Jr. | Circuit Court Clerk | Admin Svcs Officer 2 | A | 02/15/2012 | 03/13/2012 |
| Mary H. Grady | MNPS | Cafeteria Assistant | B | 02/15/2012 | 02/24/20/12 |
| Marquentas A. Deaderick * | MNPS | Secretary | B | 02/15/2012 | 03/01/2010 |
| Kennetha Sawyers | Police | Exe. Adminstrator Police | B | 02/21/2012 | 03/15/2012 |
| Janice A. Layne | District Attorney | Admin. Assistant | B | 02/22/2012 | 04/30/2012 |
| Charles P. Bruce | MNPS | Security Officer | B | 02/23/2012 | 04/01/2012 |
| William D. Wilson | Fire | Firefighter 3 | B | 02/23/2012 | 02/16/2012 |
| Priscilla D. Skinner | Social Services | Homemaker | B | 02/23/2012 | 05/31/2012 |
| Jack L. Bridges | Gen Hospital | Bldg Op Mechanic | B | 02/23/2012 | 03/02/2012 |
| Gloria J. Petty | Gen Hospital | RNCC Team Leader | B | 02/23/2012 | 04/01/2012 |
| Ahmed M. Brifkani | MAC | Fam. Svc. Spec. | B | 02/23/2012 | 03/23/2012 |

* Deferred Benefit

Disability to service

| Employee | Department | Plan A/B | Effective Date of Conversion |
|-----------------------|--------------|----------|------------------------------|
| William H. Brooks, Jr | Police | A | 02/01/2012 |
| Thomas E. Bush | Water | B | 02/01/2012 |
| William R. Noll | Public Works | B | 02/01/2012 |
| Virginia A Cherry | MNPS | B | 05/01/2011 |
| Bobbie Morgan | MNPS | B | 02/01/2012 |
| Jackie L. Hudson | Public Works | B | 02/01/2012 |
| David N. Helton | Fire | A | 02/01/2012 |
| Bonnie Malone | Police | A | 02/01/2012 |
| Leslie C. Carter | Parks | B | 02/01/2012 |

Options Elected

| Employee | Department | Pension Type | Plan A/B | Effective Date | Option | DROP Election |
|------------------------|--------------------------------|---------------|----------|----------------|----------|---------------|
| Ayers, Malcolm Walter | MNPS | Early Service | B | 12/31/2011 | Option A | |
| Baker, William F | Fire | P&F Service | B | 1/7/2012 | Option A | |
| Bohnenstiel, Robert L. | MNPS | Service | B | 2/1/2012 | Option A | |
| Boyd, Larry J | MNPS | Service | B | 1/7/2012 | Option C | 3 |
| Carter, Marshall | Police | Service | B | 2/1/2012 | Normal | 3 |
| Cole, Janice D | MNPS | Service | B | 12/17/2011 | Normal | 3 |
| Davis, Sharonda Lave | MNPS | Early Service | B | 1/28/2012 | Normal | |
| Dortch, Evonne P | MNPS | Service | B | 1/6/2012 | Normal | |
| Eady, Mary Elizabeth | MNPS | Service | B | 1/6/2012 | Normal | 3 |
| Fielden, Mark S | Police | P&F Service | B | 2/1/2012 | Option C | 3 |
| Harlan, Earnestine | MNPS | Service | B | 1/19/2012 | Normal | |
| Hutchinson, Michael R | Parks | Service | B | 12/1/2011 | Option E | |
| Jetton, Mary Ann | MNPS | Service | B | 12/31/2011 | Option F | |
| Kahan, Leigh E | Information Technology Service | Service | B | 1/18/2012 | Option E | |
| Knight, Regina L | Juvenile Court | Service | A | 2/1/2012 | Normal | |
| Maxwell, Wade D. | Public Works | Service | B | 2/1/2012 | Normal | |
| Mcalister Jr, Kenneth | Police | P&F Service | B | 1/7/2012 | Option A | 3 |
| Morgan, James R | Water Services | Service | B | 2/1/2012 | Option F | |
| Nabors Iii, Thomas R | Fire | P&F Service | B | 1/4/2012 | Option E | 3 |
| Norris, David A | MNPS | Early Service | B | 1/4/2012 | Option C | |

Options Elected (continued)

| Employee | Department | Pension Type | Plan A/B | Effective Date | Option | DROP Election |
|---------------------|----------------|---------------|----------|----------------|----------|---------------|
| Perry, Clarence C | MNPS | Service | B | 1/7/2012 | Option A | |
| Read, David F. | Police | P&F Service | B | 1/3/2012 | Option E | 3 |
| Reagan, Edward C | Water Services | Early Service | B | 1/7/2012 | Option B | |
| Sales, Willie P | MNPS | Service | B | 1/28/2012 | Normal | 3 |
| Sanders, Joyce L | Water Services | Early Service | B | 2/3/2012 | Option A | |
| Scott, Sadie H | MNPS | Service | B | 1/17/2012 | Normal | 3 |
| Seay Jr, James E. | Fire | P&F Service | B | 1/18/2012 | Option A | 3 |
| Townes, Donald S | Fire | P&F Service | B | 1/4/2012 | Option E | |
| Townes, Janet H. | Health | Service | A | 1/1/2012 | Option D | |
| Townsend, Charles L | MNPS | Service | B | 1/12/2012 | Normal | |
| Tucker, Murray L | Water Services | Early Service | B | 1/21/2012 | Normal | |
| Welch, Fay F | Police | Service | B | 1/18/2012 | Normal | |
| Wilson, Gary W | Fire | P&F Service | B | 1/4/2012 | Option E | |

Key Codes

Options
 Normal - life annuity (no option elected)
 Option A - Joint & Survivor - 100% to surviving beneficiary
 Option B - Joint & Survivor - 50% to surviving beneficiary
 Option C - Social Security
 Option D - 120 payments certain and life
 Option E - Joint & Survivor - 100% to surviving beneficiary with pop-up feature
 Option F - Joint & Survivor - 50% to surviving beneficiary with pop-up feature

Drop Elections
 1 - 1 year drop
 2 - 2 year drop
 3 - 3 year drop

Survivor

| Employee Name | Department | Survivor Name | Plan Membership | Effective Date |
|-------------------|------------------|----------------|-----------------|----------------|
| William A Johnson | Parks & Rec | Sheila Johnson | A | 02/01/2012 |
| Josephine Zirker | MNPS | Lancie Zirker | B | 01/26/2012 |
| James Adams | Water | Nannie Adams | B | 02/11/2012 |
| Charles Sutton | Police | Ora Sutton | A | 02/08/2012 |
| Thomas Tatum | General Services | Alice Tatum | A | 02/08/2012 |
| Joyce Jordan | Sheriff | Maurice Jordan | B | 02/15/2012 |
| Billy Raines | Water | Deborah Raines | B | 02/21/2012 |
| Vernon Sullivan | Water | Viola Sullivan | A | 02/21/2012 |
| Russell Hackett | Police | Linda Hackett | B | 02/22/2012 |
| William Keener | Fire | Wanda Keener | B | 02/20/2012 |

BENEFIT BOARD ITEMS

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

1. In Line of Duty Committee report: Chair: Christine Bradley; Vice-Chair: James H. Johnson; Members: Richard Riebeling and Clyde D. Smith. Alternate members: B.R. Hall, Sr. and Rita Roberts-Turner)

There was clarification of the meaning of the wording used in some of the recommendations.

Shannon Hall reported to the Board the In Line of Duty Committee met on Tuesday, January 31, 2012 to deliberate on an IOD disability request and 11 IOD medical care requests. She also noted that the minutes from this meeting are being presented for approval. Ms. Hall stated the Committee deferred action on a few items pending additional information, but does have recommendations for the Board.

Committee Chair Christine Bradley asked if there were any amendments, corrections or questions of the minutes from the In Line of Duty Committee meeting held on January 31, 2012. With no corrections,

1. In Line of Duty Committee report (continued)

nothing further was noted and Clyde Smith moved for approval of the In Line of Duty Committee minutes. James Johnson seconded and the Committee minutes were approved without objection.

Shannon Hall reviewed the Committee recommendations with the Board. She reported to the Board that on item 2, the IOD medical care request from the Fire Department, the Committee recommends that the Board cover this claim as IOD compensable.

It was noted that items 2 and 3 are for the same individual and 4 and 5 are also for another individual.

There was discussion of the claims being similar in nature and items 3 and 5 being denied based on Dr. Goodson's opinion. Or Dr. Goodson's opinion that even though historically high cholesterol has been included in the presumption, it is her opinion that high cholesterol should not be included.

It was noted that on October 9, 1989 the Benefit Board minutes indicate that the Committee concurred with Dr. Cobrin's analysis that under the heart and lung act the term heart should be interpreted to include the circulatory system including the heart proper and the network of associated blood vessels.

Richard Riebeling moved to approve the Committee's recommendations on item 2, the IOD medical care request from the Fire Department, to cover this claim as IOD compensable; item 3, the IOD medical care request from the Fire Department, to deny this claim as IOD compensable; item 4, the IOD medical care request from the Fire Department, to cover this claim as IOD compensable; and item 5, the IOD medical care request from the Fire Department, to deny this claim as IOD compensable.

Christine Bradley seconded.

There was clarification on distinctions of the recommendations for items 2 through 5.

Ann Butterworth offered an amendment to the motion to take all the recommendations from the Committee at once.

Richard Riebeling accepted the amendment to the original motion.

After some discussion of issues unanimity with voting, Ann Butterworth withdrew her amendment.

After some discussion of the previous action taken by the Board, unanimity and the opinion of the current medical examiner, a vote was taken on the motion to approve the Committee's recommendations on item 2, the IOD medical care request from the Fire Department, to cover this claim as IOD compensable; item 3, the IOD medical care request from the Fire Department, to deny this claim as IOD compensable; item 4, the IOD medical care request from the Fire Department, to cover this claim as IOD compensable; and item 5, the IOD medical care request from the Fire Department, to deny this claim as IOD compensable and was approved with B.R. Hall, Charles Clariday, and Clyde Smith opposed and James Johnson abstaining.

Shannon Hall reported to the Board that on item 8, the IOD medical care request from the Health Department, the Committee recommends that the Board deny this claim as IOD compensable. Richard Riebeling moved for approval of the Committee recommendation on item 8 to deny this claim as IOD compensable. Christine Bradley seconded and the Board approved without objection.

Shannon Hall reported to the Board that on item 11, the IOD medical care request from the Police Department, the Committee recommends that the Board uphold the initial denial determination for the stress portion of this claim.

After noting unanimity with voting on items 11 and 12, Ann Butterworth moved to accept the Committee's recommendation on item 11, the IOD medical care request from the Police Department, to uphold the initial denial determination for the stress portion of this claim and item 12, the IOD medical care request from the Juvenile Court Clerk's Office, to uphold the initial denial determination for this claim. Christine Bradley seconded and the Board approved without objection.

2. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Alternative Service Concepts. (reported quarterly)

Items 2.-a though 2.-c. were for information only and no action was required.

3. Reports for your information:

- a. Return to work. (not available)
- b. Social Security approvals.
- c. Refund of pension contributions. (none to report)
- d. Repayment of pension contributions.
- e. Reports from Treasury. (reported quarterly)
- f. Non-compliant disability pensioners. (none to report)
- g. Pending litigations. (reported quarterly)
- h. Denial log from Alternative Service Concepts.

Items 3.-a. through 3.-h. were for information only and no action was required.

4. Late item(s):

Items listed under this section were reported at the meeting and have been incorporated into these minutes.

With nothing further presented, the meeting adjourned at 10:13 a.m.

ATTEST:

APPROVED:

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

**Ms. Edna J. Jones, Chair
Employee Benefit Board**