

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

August 7, 2012

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, August 7, 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: Vice Chair: Christine Bradley; Members: *Ann V. Butterworth, Charles D. Clariday, Sr., G. Thomas Curtis, B.R. Hall, Sr., W. Todd Henry, Richard M. Riebeling, Rita Roberts-Turner and Clyde D. Smith.

Chair Edna J. Jones was unable to be present.

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 July 3, 2012 and the July 17, 2012 Special Called meeting. With two corrections on the July 3, 2012 minutes Ann Butterworth moved for approval. Rita Roberts-Turner seconded and the Board approved without objection. G. Thomas Curtis moved for approval of the July 17, 2012 Special Called minutes. Clyde Smith 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.

Dr. Celia Goodson reported to the Board that she recommends approval of the disability pension new requests, items 1 through 6, for the length of time as recommended, with specific recommendations on item 2 and vocational case management services on item 4. Thomas Curtis moved for approval of the recommendation to approve the disability pension new requests, items 1 through 6 for the length of time as recommended, with specific recommendations on item 2 and case management services on item 4.

It was noted that on the in line of duty requests, it should be clear as to the nature of the injury.

Clyde Smith seconded and the Board approved the disability pension new requests, items 1 through 6 without objection.

Dr. Celia Goodson reported to the Board that she recommends approval of the disability pension new request, item 7, placement on the return to work list and vocational case management assistance. Ann Butterworth moved for approval of the recommendation to approve the disability pension new request item 7, with placement on the return to work list and vocational case management. Thomas Curtis seconded.

After some discussion on restrictions and their current classification, a vote was taken on the recommendation to approve the disability pension new request, item 7, and the Board approved without objection.

On item 8, Dr. Celia Goodson reported to the Board that she recommends approval of a medical disability pension with determination of the in line of duty portion of the disability pension request being reviewed by the In Line of Duty Committee.

After some discussion of the basis for having item 8 reviewed by the In Line of Duty Committee, Clyde Smith moved for approval of the recommendation to approval item 8 as a medical disability pension, with review of the injury on duty portion of the disability pension request by the In Line of Duty Committee. Ann Butterworth 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 9 through 17 for the length of time as recommended, with the exclusion of item 10 and vocational case management services on items 9, 16 and 17. Ann Butterworth moved for approval of the recommendation to continue the disability pension reexaminations, items 9 through 17 for the length of time as recommended with the exclusion of item 10 and vocational case management services on items 9, 16 and 17. Thomas Curtis seconded and the Board approved without objection.

On items 18 and 19, Dr. Celia Goodson reported to the Board that she recommends the individuals be placed on the return to work list. Ann Butterworth moved for approval of the recommendation on items 18 and 19 for placement on the return to work list. Thomas Curtis seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that she is requesting a deferral for one month on items 20 through 30, with discontinuing case management on item 20 and requesting vocational case management on item 29. Ann Butterworth moved for approval of the recommendation to defer items 20 through 30, with discontinuing case management on item 20 and requesting vocational case management on item 29. Thomas Curtis seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
1.	Patricia A. Grissom	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (December 2012), with re-exam at that time.
2.	Ronald S. Kenney	Fire	In line of duty	As moved, seconded and approved, this disability pension request was approved for six months, (February 2013), with re-exam at that time.
3.	Johnny R. Mercer	Fire	In line of duty	As moved, seconded and approved, this disability pension request was approved for six months, (February 2013), with re-exam at that time.
4.	Randy T. Porter	Sheriff	In line of duty	As moved, seconded and approved, this disability pension request was approved for four months, (December 2012), with re-exam at that time and assigned vocational case management.
5.	Jeffrey K. Rueger	Finance	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (February 2013), with re-exam at that time.
6.	Kevin D. Steele	Police	In line of duty	As moved, seconded and approved, this disability pension request was approved for five months, (January 2013), with re-exam at that time.
7.	Marcia L. Hendon	Bordeaux	In line of duty	As moved, seconded and approved, this disability pension request was approved with vocational case management and returned to work.

8.	Matthew A. Nixon	Police	In line of duty	As moved, seconded and approved, this disability pension request was approved as a medical disability pension for nine months, (May 2013), with re-exam at that time.
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REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
9.	Shirley C. Adams	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for four months, (December 2012), with re-exam at that time and assigned vocational case management.
10.	Dorothy L. Boleyjack	Library	Medical	No action was taken on this item.
11.	Ronald T. Chambers	Water	Medical	As moved seconded and approved, this disability pension was continued for one year, (August 2013), with re-exam at that time.
12.	Robert L. Chitwood	Police	In line of duty	As moved seconded and approved, this disability pension was continued for four months, (December 2012), with re-exam at that time.
13.	Vivian C. Dean	Health	Medical	As moved, seconded and approved, this disability pension was continued for six months, (February 2013), with re-exam at that time.
14.	Eric O. Duncan	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for nine months, (May 2013), with re-exam at that time.
15.	Karen D. Holder	Water	In line of duty	As moved, seconded and approved, this disability pension was continued for six months, (February 2013), with re-exam at that time.
16.	Piroz E. Omer	Metropolitan Nashville Public Schools	In line of duty	As moved, seconded and approved, this disability pension was continued for six months, (February 2013), with re-exam at that time and assigned vocational case management.
17.	J.C. Walton, Jr.	Sheriff	Medical	As moved seconded and approved, this disability pension was continued for four months, (December 2012), with re-exam at that time and assigned vocational case management.

18.	Neil M. Cook	Police	In line of duty	As moved seconded and approved, this individual was placed on the return to work list.
19.	Linton R. Evans	Water	Medical	As moved seconded and approved, this individual was placed on the return to work list.
20.	Michael G. Bunch	Fire	In line of duty	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2012), with re-exam at that time and vocational case management discontinued.
21.	Tina C. Frazier	Metropolitan Nashville Public Schools	Medical	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2012), with re-exam at that time.
22.	Terry D. Gibson	Health	Medical	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2012), with re-exam at that time.
23.	Marshall E. Hammond	Health	In line of duty	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2012), with re-exam at that time.
24.	Carol J. Itoh	Metropolitan Nashville Public Schools	Medical	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2012), with re-exam at that time.
25.	James W. Johnson	General Hospital	In line of duty	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2012), with re-exam at that time.
26.	Teresa R. Kemper	Juvenile Court	Medical	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2012), with re-exam at that time.
27.	Debra L. Matthews	Metropolitan Nashville Public Schools	Medical	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2012), with re-exam at that time.
28.	Gerald M. Napier	Information Technology	Medical	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2012), with re-exam at that time.
29.	Diane M. Nesbitt	Emergency Communications Center	Medical	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2012), with re-exam at that time and assigned vocational case

				management.
30.	Stephany R. Wilson	Police	Medical	As moved seconded and approved, this disability pension re-exam was deferred for one month, (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. Rita Roberts-Turner moved for approval of the recommendations. Thomas Curtis seconded and the Board approved without objection.

Item	Name	Department	Review Originated From	Case Management Rec for Referral	CSME Rec for Referral	Comments
1	Blanton, Kevin	Public Works	Pension Approval	No	No	Younger Worker
2	Doersam, Bryan	Police	Pension Approval	No	No	Younger Worker
3	Hatcher, John	State Trial Ct	Pension Approval	Yes	Yes	Evaluation
4	Hobson, Thomas	MNPS	Pension Approval	No	No	Younger Worker
5	Irwin, Brenda	MNPS	Pension Approval	Yes	Yes	Meets SSDI Voc Rule 201.10
6	Ladd, Katherine	Sheriff	Pension Approval	No	No	Younger Worker
7	Rogers, Patrice	Bordeaux	Pension Approval	No	No	Younger Worker

Dr. Celia Goodson reported to the Board that she recommends approval of the late item disability pension new request for the length of time as recommended.

After some discussion of possibly assigning case management, Clyde Smith moved for approval of the recommendation to approve the late item disability pension new request. Rita Roberts-Turner seconded and the Board approved without objection.

LATE ITEM(S):

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
31.	Vernon Longmire	General Services	Medical	As moved, seconded and approved, this disability pension was approved for four months, (December 2012), with re-exam at that time.

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

Ann Butterworth moved for approval of the pensions. Rita Roberts-Turner seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Robert R. Caldwell	MNPS	Senior Electrician	B	06/27/2012	06/29/2012
Nancy L. Thompson	MNPS	School Secretary	B	06/27/2012	08/01/2012
Leslie L. Mondelli Jr.	Gen. Sessions Ct.	Prob. & Pretrial Svc Dir	B	06/27/2012	08/01/2012
Harold L. Owens	Public Works	M & R Leader 1	B	06/27/2012	06/28/2012
Judy E. Ward	Water	Customer Svc Asst Mgr	B	06/27/2012	08/17/2012
Barbra J. McPherson	BLTC	Medical Data Specialist	B	06/27/2012	06/12/2012
Andrew J. Batey	Parks	Recreation Leader	B	06/27/2012	08/01/2012
Robert E. Keller *	Health	Physic Assistant 1	B	06/27/2012	09/01/2011
John A. McWhirter *	Sheriff	Office Support Rep 2	B	06/28/2012	08/01/2009
David F. Bruce *	Police	Property Guard	B	06/27/2012	10/01/2012
Marsha U. Martin	Library	Library Associate 2	B	07/06/2012	07/20/2012
Cheri C. Porter	Library	Admin Svc Officer 3	B	07/06/2012	07/07/2012
David M. Pruitt	Water	Application Tech 3	B	07/11/2012	07/13/2012
Michael O. Russell	Fire	Fire Instructor	B	07/11/2012	08/30/2012
Anna R. Betty	Parks	Spec. Skills Instructor	B	07/11/2012	08/02/2012
Kathleen W. Holmes	Gen Hospital	Clinical Instructor	B	07/11/2012	08/03/2012
JoAnn Turner	Knowles	LPN	B	07/11/2012	08/21/2012
Cary D. Rolin	Sheriff	Correctional Officer 1	B	07/11/2012	10/16/2012
Larry D. Tomlin	Water	Engineering Tech 2	B	07/11/2012	09/01/2012
Ronald D. Holt	Fire	Fire Marshal- Deputy	B	07/11/2012	07/20/2012
Russell W. Lee *	Office of Emerg. Mgt	Finance Officer 3	B	07/11/2012	09/01/2012
Peggy L. Frick *	Sheriff	Caseworker 2	B	07/05/2012	09/01/2012
Johnny D. Ghee	Fire	Fire Engineer	B	07/16/2012	07/29/2012
William L. Blunkall	Fire	EMT	B	07/16/2012	07/03/2012
Henry G. Franklin II	Fire	Firefighter 3 EMT	B	07/16/2012	07/16/2012
Carl E. Thompson	Fire	Firefighter 3	B	07/16/2012	08/14/2012
Larry D. Bickel	Sheriff	Warrant Officer 1	B	07/16/2012	08/01/2012
Devita K. Spence	MNPS	School Bus Driver	B	07/16/2012	08/02/2012
Frankie J. Williams	MNPS	School Bus Driver	B	07/16/2012	08/02/2012
Steven P. Sekoral	Fire	Firefighter 3	B	07/20/2012	08/15/2012
Ada L. Boshers	MNPS	School Library Clerk	B	07/20/2012	08/02/2012
Musa H. Gazi *	MNPS	Custodian Helper	B	07/24/2012	08/01/2012
Esther W. Neal	General Hospital	Registered Nurse	B	07/24/2012	07/15/2012
Jackie L. Goodson	Fire	Firefighter 3	A	07/25/2012	08/10/2012
Janice Brown	Parks	Office Support Spec 2	B	07/25/2012	08/24/2012
Ruth K. Jacob	Health	Public Health Nurse 2	B	07/25/2012	07/29/2012
Sandy G. Smith	St. Trial Ct.	Admin Svc Officer 4	B	07/25/2012	09/01/2012
Vivian D. Stockman	Police	Police Identification Supv	B	07/25/2012	08/30/2012
Patricia T. Green	MNPS	Educational Assistant	B	07/25/2012	08/02/2012
Karen S. Pickett *	Health	Public Health Nurse 2	B	07/25/2012	08/01/2012
Larry E. Coleman *	General Hospital	Security Officer	B	07/23/2012	10/01/2012

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Evelyn E. Cleveland	MNPS	B	07/01/2012
Gilberta Hazelitt	MNPS	B	02/01/2012
James Cantrell	Police	A	07/01/2012
James Weeks	General Services	B	03/01/2012

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Adams, Theresa A	MNPS	Early Service	B	6/30/2012	Option F	
Armstrong, Betty June	MNPS	Service	B	5/26/2012	Normal	1
Batey, Wayne	State Trial Courts	Service	B	6/30/2012	Normal	
Biggers, Boyce M.	Codes Administration	Service	B	6/6/2012	Option A	
Callis, Karen M	MNPS	Service	B	6/30/2012	Normal	
Cardona, Fermin	MNPS	Service	B	5/25/2012	Option B	
Carl, Sylvia F	Health	Service	B	6/30/2012	Option E	3
Center, Linda P.	Public Library	Service	B	6/30/2012	Option F	
Counts, Charles A	MNPS	Service	B	6/26/2012	Normal	3
Cox, Kevin J.	Sheriff	Early Service	B	6/1/2012	Option D	
Criswell, Vernon D	Public Works	Early Service	B	6/2/2012	Normal	
Douglas, Nina K.	General Hospital	Service	B	7/1/2012	Normal	
Hale, Jimmie L	Sheriff	Service	B	6/30/2012	Normal	1
Harris, Irene E	MNPS	Early Service	B	5/26/2012	Normal	
Hunter, Robert M.	Fire	P&R Service	B	6/30/2012	Option F	2
Hunter, Wilfred R.	Police	P&R Service	B	6/30/2012	Option E	
Jackson, Mary E.	Water Services	Service	B	7/4/2012	Normal	
Johnson, James	Police	P&R Service	B	6/7/2012	Normal	
Lewis, Debra Renee	MNPS	Early Service	B	6/1/2012	Option C	
Lewis, Ruth H	Social Services	Service	B	3/31/2012	Normal	3
Meade, Deborah Ann	MNPS	Early Service	B	5/30/2012	Option A	
Melton, Frank S.	Finance	Service	B	5/30/2012	Option F	
Moss, Barbara J	MNPS	Service	B	6/30/2012	Normal	2
Nelson, Jay Lee	MNPS	Service	B	7/1/2012	Option E	
Royer, Harriett E.	Convention Center	Early Service	B	6/30/2012	Normal	
Russell, Betty	MNPS	Service	B	6/1/2012	Option E	
Sells, Nancy A	Water Services	Service	B	6/30/2012	Normal	
Skinner, Priscilla D	Social Services	Early Service	B	6/1/2012	Normal	
Stasiunas, Renate	MNPS	Early Service	B	6/1/2012	Normal	
Stonebrook, Cathy G	Assessor of Property	Early Service	B	6/7/2012	Option E	
Strunk, Gary M.	Fire	P&R Service	B	6/15/2012	Option E	
Taylor, Robert L	Water Services	Service	B	6/20/2012	Option A	
Teague, Vernon M	Police	Early Service	B	6/23/2012	Option A	
Themm, Jeffrey J.	Farmer's Market	Service	B	6/16/2012	Option E	
Vandohlen, Barry S.	Fire	P&R Service	B	7/1/2012	Option E	3
Walker, Eileen J.	Police	Service	B	5/25/2012	Option E	
Werner, Michael L.	General Hospital	Service	B	6/30/2012	Option A	
Westley, Barbara Ruth	Public Library	Service	B	7/1/2012	Option A	
Whisenant, David W.	Fire	P&R Service	B	6/16/2012	Option D	3

<u>Key Codes Options</u>	<u>Drop Elections</u>
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	

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
Joseph Killingsworth	BOE	Virginia Killingsworth	B	06/31/2012
John Cleaver	Fire	Margie Cleaver	B	07/08/2012
John Haskins	Water	Elaine Haskins	B	07/10/2012
Thaddeus Pinkston	Fire	Tiffany Pinkston	B	07/09/2012
Ronnie London	Public Works	Valerie Carpenter-London	B	07/06/2012
Larry Key	Fire	Judy Key	B	07/18/2012
Suzanne McCloud	BOE	Robert McCloud	B	07/15/2012
George E. Henderson	County Clerk	Gale Henderson	B	06/29/2012
Dorothy Boleyjack	Library	Ricky Boleyjack	B	07/23/2012
Rhonda Lee	General Services	Paul Grisby	B	07/24/2012
Joseph Rolfe	Criminal Court	Anne Rolfe	B	06/09/2012

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 Charles W. Hastings, Jr.

Shannon Hall reported to the Board that the individual was an active employee classified as a Fire Fighter 2 with the Fire Department who passed away on May 30, 2012. Ms. Hall stated that Metro Code section 3.20.040 gives the Board the authority to provide an in line of duty death benefit to the individual's estate. She reviewed the Metro Code section related to this benefit and the Tennessee Code Annotated (TCA) that established the presumption for firefighters. Ms. Hall stated the request for this benefit is now being made on behalf of the individual's father and his legal representative. She also noted that the request, legal memorandum regarding this presumption for firefighters, a copy of TCA §7-51-201 (b), a copy of the death certificate and all 101 forms on file for the deceased are being presented for the Board's review. Ms. Hall stated that the Board will need to determine whether this case qualifies for the benefit afforded under Metro Code Section 3.20.040.

After some discussion of the information presented, B.R. Hall moved to grant the in line of duty death benefit for Charles W. Hastings, Jr. Charles Clariday seconded and the Board approved with Ann Butterworth abstaining.

2. Update on 2013 medical plan rates.

Shannon Hall reported to the Board that after approval of the plan rates for the 2013 plan year, staff was notified of additional reductions in the administrative fees for the medical plans. She stated that the actuary will be reviewing that information with the Board.

Edward Scott, Bryan, Pendleton, Swats & McAllister, reviewed the reductions in the fees and the new rates. He stated that even though there was an administrative fee reduction for the Custom Care Solutions program with Blue Cross Blue Shield that did not change the rate for 2013. He also stated that with the Cigna Choice Fund the new rate increase is 6.8%.

Clyde Smith moved for approval of the reduction in the rate increase for the Cigna Choice Fund from 7.3% to 6.8%. Thomas Curtis seconded and the Board approved without objection.

Edward Scott reviewed the Blue Advantage plan citing a rate increase of 4.7% based on deeper pharmacy discounts and noted no increases on the Dental plans.

There was discussion regarding the changes in the rate increases from the Special Called meeting and the potential for confusion.

2. Update on 2013 medical plan rates. (continued)

There was discussion on the changes with the Blue Advantage plan and Debbie Sims indicated that pharmacy discounts has been in the works and was just finalized.

Thomas Curtis moved for approval of the reduction in the rate increases for the Blue Advantage Plan and dental plans. Ann Butterworth seconded and the Board approved without objection.

3. Custom Care Solutions program.

Shannon Hall reported to the Board that Debbie Sims and Mary Payne are present today to give the annual review of the program. She also noted that the Board will need to determine whether or not to continue of the program.

Mary Payne reviewed the plan statistics, highlighting enrollment, return on investment and medical outcomes.

After some discussion of the cost per participant, increasing enrollment in the program and similar programs offered by Blue Cross, Clyde Smith moved for continuance of the Custom Care Solutions Program. B.R. Hall seconded and the Board approved with Ann Butterworth abstaining.

4. Employer group waiver plan discussion.

It was noted that this item was placed on the agenda at the request of Richard Riebeling.

Richard Riebeling addressed the Board regarding formally adopting the recommendation of the Employer Group Waiver Plan (EGWP) concept and the next steps toward implementation for the 2014 plan year.

Richard Riebeling moved for approval of adopting the concept of an EGWP for the 2014 plan year that is designed as closely as possible to resemble the current pharmaceutical benefits for Metro retirees. Rita Roberts-Turner seconded and the Board approved with B.R. Hall opposed.

5. Dental plans request for proposal.

Shannon Hall reported to the Board that the Purchasing Department has concluded the procurement for Metro's dental plans. She stated that a representative from the department was not available to attend the meeting today, however, they have supplied a letter/memo for the Board's review.

There was some discussion of the intent to award going to Blue Cross Blue Shield, potential savings and no increase in the current dental rate. There was discussion of the coverages, networks and make-up of the program (two tiered).

*Denotes Ann Butterworth leaving the meeting.

There was discussion regarding disruption and it was noted that the Blue Cross Blue Shield network was being opened up to additional providers.

Andre Demetrius indicated that in comparing the Blue Cross Blue Shield network to the current network, there was disruption and they are working with Blue Cross Blue Shield on encouraging those providers that are not currently a part of the network.

Richard Riebeling moved for approval of the dental plans contract award to Blue Cross Blue Shield. Thomas Curtis seconded and the Board approved without objection.

6. Special Board Committee: (Chair: Edna J. Jones; Vice-Chair: Christine Bradley; Members: B.R. Hall, Sr., Richard Riebeling, Rita Roberts-Turner and Clyde D. Smith)

Christine Bradley reported to the Board that the Special Committee met on Monday, July 16, 2012 and

6. Special Board Committee (continued)

Friday, July 20, 2012 to continue deliberation on the recommendations from the Study and Formulating Committee's final report. She stated the minutes are attached for approval.

With two corrections, Richard Riebeling moved for approval of the minutes from the July 16, 2012 and July 20, 2012 Special Committee meetings. Clyde Smith seconded and the Special Committee minutes were approved without objection.

Shannon Hall reviewed the staff report with the Board.

Richard Riebeling moved to approve and recommend the changes recommended by the Special Committee as outlined from the Committee minutes and the staff report. Thomas Curtis seconded.

After noting that there is one item (disability cost of living adjustments) remaining at the Special Committee level, Shannon Hall reviewed the recommendations as follows:

Item B1: Disability – Expand salary supplement provisions: Action: To recommend this proposed change as proposed in HR process.

Item M1: Retiree medical benefits – Pensioner contribution rate if eligible for Metro health plans based on years of service: Action: To recommend that the contribution rate for retiree medical benefits be structured based on years of service for new hires only effective September 1, 2012 with the following schedule:

Less than 10 years of service – Not eligible to participate
Ten, but less than 15 years of service – Pensioner 75% premium/Metro 25%
Between 15 and 16 years of service – Pensioner 50% premium/Metro 50%
Between 16 and 17 years of service – Pensioner 45% premium/Metro 55%
Between 17 and 18 years of service – Pensioner 40% premium/Metro 60%
Between 18 and 19 years of service – Pensioner 35% premium/Metro 65%
Between 19 and 20 years of service – Pensioner 30% premium/Metro 70%
Twenty or more years of service – Pensioner 25%premium/Metro 75%

On item M1, there was discussion regarding the populations affected by this change, whether elected or appointed.

Nicki Eke, Legal Department, stated that this applies to retirees. She stated that there is a separate section of the Code that applies to elected/appointed officials.

There was discussion of elected officials potentially getting a better benefit than regular employees, the Council having to deal with their benefits going forward and the authority of the Board and Council regarding benefits.

It was noted that there needs to be a recommendation from this Board to the Council regarding elected officials benefits.

Item M3: Retiree medical benefits – Medicare Part D: Next steps on this item will continue on Board level.

It was noted that there was discussion/action regarding this item in the employer group waiver plan discussion.

Item M4: Retiree medical benefits – Retiree opt out/opt in: Action: To recommend this change as proposed by HR to allow retirees the option to opt out of retiree health coverage and preserve their right to opt back into Metro's plans as long as they maintain continuous coverage of acceptable non-Medicare health coverage effective September 1, 2012.

6. Special Board Committee (continued)

Item M5: Retiree Medical Benefits – Eligibility: Action: To recommend this proposed change from 5 to 10 year eligibility for retiree medical participation for new hires only effective September 1, 2012.

Item M6: Retiree Medical Benefits – Members who leave employment before retirement (deferred vested): Action: To recommend this proposed change to eliminate eligibility for retiree medical participation unless eligible to retire at employment separation/termination for new hires only effective September 1, 2012.

Item P1: Service Pension – Vesting: Action: To recommend proposed change from 5 to 10 year vesting for service pensions for new hires only effective September 1, 2012.

Item P10: Service pension – Allow pension credited service for lump sum vacation: Action: Not to recommend this change at this time.

It was noted that item 10 needs to be discussed further or have appropriate staff review in order to have it addressed by the Civil Service Commission. Board member Clyde Smith requested he be included in this discussion.

A vote was taken on the motion to approve and recommend the changes recommended by the Special Committee as outlined from the Committee minutes and the staff report and was approved unanimously by the Board.

7. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Alternative Service Concepts.
- d. Correspondence from Cigna regarding change to Cigna Health and Life Insurance Company.
- e. HighPoint Health System and Cigna.
- f. Transition from CCF Well Aware Program to Your Health First.
- g. Letter from Council.

Items 7.-a. through 7.-g. were for information only and no action was required.

Shannon Hall noted items 7.-d. through 7.-g.

On item 7.-g., it was requested that staff and Legal review this information and report back to the Board at the appropriate Committee.

8. Reports for your information:

- a. Return to work. (none to report)
- b. Social Security approvals. (not available)
- 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 semi-annually)
- h. Denial log from Alternative Service Concepts.
- i. Health insurance portability and accountability act (HIPAA) notice.
- j. Annual incentives program review. (reported annually)

Items 8.-a. through 8.-j. were for information only and no action was required.

9. Late item(s):

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

With nothing further presented, the meeting adjourned at 10:56 a.m.

ATTEST:

APPROVED:

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

**Mrs. Christine Bradley, Vice-Chair
Employee Benefit Board**