MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***June 4, 2013***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, June 4, 2013 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:30 a.m.

Benefit Board members: Chair: Edna J. Jones; Members: Ann V. Butterworth, Charles D. Clariday, Sr., B.R. Hall, Sr., Jerry Hall, W. Todd Henry, Richard M. Riebeling, and \*Rita Roberts-Turner.

Vice Chair: Christine Bradley and Member: G. Thomas Curtis 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 May 7, 2013**.** With no corrections, nothing further was noted and Ann Butterworth moved for approval. Jerry Hall 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 7, for the length of time as recommended. Ann Butterworth moved for approval of the recommendation to approve the disability pension new requests, items 1 through 7 for the length of time as recommended. B.R. Hall 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 8 through 19 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 8 through 19 for the length of time as recommended. Todd Henry seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on items 20 through 26, she requests a deferral for one month. Todd Henry moved for approval of the request to defer items 20 through 26 for one month. Jerry Hall seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on the return to work request, item 27, she recommends approval of return to work. Ann Butterworth moved for approval of the recommendation/request of return to work. Todd Henry seconded and the Board approved without objection.

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 1. | Stephen E. Beck | Police | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for one year, (June 2014), with re-exam at that time. |
| 2. | Greta H. Greer | Metro Action Commission | Medical | As moved, seconded and approved, this disability pension was approved for eight months, (February 2014), with re-exam at that time. |

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

**NEW REQUESTS: (continued)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 3. | Cynthia D. McCullough | Water | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (June 2014), with re-exam at that time. |
| 4. | James A. Petre | Police | In Line of Duty | As moved seconded and approved, this disability pension was approved for six months, (December 2013), with re-exam at that time. |
| 5. | Kenneth W. Sullivant | Metropolitan Nashville Public Schools | Medical | As moved seconded and approved, this disability pension was approved for six months, (December 2013), with re-exam at that time. |
| 6. | Ricky D. Temple, Sr. | Metropolitan Nashville Public Schools | Medical | As moved seconded and approved, this disability pension was approved for three months, (September 2013), with re-exam at that time. |
| 7. | Nancy E. Young | Information Technology Services | Medical | As moved seconded and approved, this disability pension was approved for four months, (October 2013), with re-exam at that time. |

**REEXAMINATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 8. | Yolanda Alfaro | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for six months, (December 2013), with re-exam at that time. |
| 9. | Donald G. Borgeson, Jr. | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (June 2014), with re-exam at that time. |
| 10. | Barry L. Burk | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (June 2014), with re-exam at that time. |
| 11. | Robert L. Chitwood | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for four months, (October 2013), with re-exam at that time. |

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

**REEXAMINATIONS: (continued)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 12. | Jeremy M. Davis | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (June 2014), with re-exam at that time. |
| 13. | Bryan A. Doersam | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for three months, (September 2013), with re-exam at that time. |
| 14. | Richard T. Foley, III | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (June 2014), with re-exam at that time. |
| 15. | Beverly C. Hall | Parks | Medical | As moved, seconded and approved, this disability pension was continued for one year, (June 2014), with re-exam at that time. |
| 16. | Eddie W. Johnson | Health | Medical | As moved, seconded and approved, this disability pension was continued for one year, (June 2014), with re-exam at that time. |
| 17. | Vernon Longmire | General Services | Medical | As moved, seconded and approved, this disability pension was continued for six months, (December 2013), with re-exam at that time. |
| 18. | Lawrence Taylor, Jr. | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (June 2014), with re-exam at that time. |
| 19. | Kimberly A. Towers | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (June 2014), with re-exam at that time. |
| 20. | Michael W. Baltz | Fire | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (July 2013), with re-exam at that time.  |
| 21.  | Dennis L. Head | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (July 2013), with re-exam at that time.  |

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

**REEXAMINATIONS: (continued)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 22. | Teresa R. Kemper | Juvenile Court | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (July 2013), with re-exam at that time.  |
| 23. | Melinda W. Lakota | Parks | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (July 2013), with re-exam at that time.  |
| 24. | Angela D. Mathers | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (July 2013), with re-exam at that time.  |
| 25. | Matthew A. Nixon | Police | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (July 2013), with re-exam at that time.  |
| 26. | Patrice A. Rogers | Bordeaux | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (July 2013), with re-exam at that time.  |

**RETURN TO WORK:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 27. | Timothy J. Simmons | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this return to work request was approved. |

**SOCIAL SECURITY REFERRALS:**

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

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

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

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Christina Norris \* | Chancery Court | Court Officer | A | 05/01/2013 | 07/01/2013 |
| Peggy Odom \* | BLTC | LPN | B | 05/01/2013 | 07/01/2013 |
| Judy A. Bush | Social Services | Homemaker | B | 05/01/2013 | 07/01/2013 |

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

###### Service (continued)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Gregory N. Martin | Gen. Hospital | Health Svcs Recruiter | B | 05/01/2013 | 05/11/2013 |
| Phillip F. Shade | MNPS | ISS Monitor | B | 05/01/2013 | 06/01/2013 |
| Evelyn Lillard | MNPS | Secretary | B | 05/08/2013 | 07/01/2013 |
| Deborah D. Jones | MNPS | Registrar- Guidance | B | 05/08/2013 | 06/28/2013 |
| Robert L. Jenkins \* | BLTC | Envior. Svc. Director | B | 05/08/2013 | 06/01/2013 |
| Sabita Das Chadhuri | MNPS | Assistant – Cafeteria | B | 05/08/2013 | 12/11/2012 |
| Janice Pewitt | MNPS | Guidance-Clerk | B | 05/08/2013 | 06/04/2013 |
| Charles D. Willis Jr. | Sheriff | Admin Svcs Officer 3 | B | 05/08/2013 | 06/08/2013 |
| Linda J. Thompson | MNPS | Cashier-Cluster Lead | B | 05/15/2013 | 05/29/2013 |
| Hilda D. Murphy | MNPS | Secretary | B | 05/15/2013 | 07/01/2013 |
| Kenneth L. Reid | MNPS | Skill Laborer – Carpentry | B | 05/15/2013 | 06/01/2013 |
| Snjenzana Gojkovic | MNPS | Asst-Food Svc | B | 05/15/2013 | 05/15/2013 |
| John T. Patton | Police | Sergeant | B | 05/15/2013 | 05/16/2013 |
| Anthony Pressley | Sheriff | Correctional Officer 2 | B | 05/15/2013 | 05/16/2013 |
| Magdaline Springer | Gen Hospital | Environ Svc Tech | B | 05/15/2013 | 05/15/2013 |
| Minnie E. McCoy | MNPS | Secretary/Clerk | B | 05/22/2013 | 06/01/2013 |
| Suzanne Warner | MNPS | Clerk-Guidance | B | 05/22/2013 | 06/30/2013 |
| Jason E. Beddoe | Police | Sergeant | B | 05/22/2013 | 06/01/2013 |
| Steve Phillips \* | Public Works | Equipment Operator II | B | 05/22/2013 | 08/01/2013 |
| Stephen O. Nunn \* | Public Works | Contract Administrator | B | 05/22/2013 | 06/01/2013 |
| Barbara D. Hayes \* | General Hospital | Secretary-Medical | B | 05/24/2013 | 05/01/2011 |
| Tracy L Hobson | Fire | AdminSvcs Officer 4 | B | 05/27/2013 | 05/25/2013 |

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Ronald E Turner | Fire | A | 06/01/2013 |
| Eulis D Brown | Parks | B | 06/01/2013 |
| John G Young, Jr | Fire | B | 06/01/2013 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Archibald, Wayne | Water Services | Service | B | 5/1/2013 | Option E |  |
| Beasley, John B. | Health | Early Service | B | 4/20/2013 | Normal |  |
| Boleyjack, William T. | Public Works | Service | B | 5/1/2013 | Option E |  |
| Brown, Jo Ann | MNPS | Early Service | B | 4/6/2013 | Normal |  |
| Cooper, Thomas V. | General Hospital | Early Service | B | 4/27/2013 | Option E |  |
| Creasy, Mary K | MNPS | Early Service | B | 4/27/2013 | Option F |  |
| Cruz, Richard W. | Police | P&F Service | B | 4/2/2013 | Option E | 3 |
| Defend, Rose M | MNPS | Early Service | B | 4/3/2013 | Normal |  |
| Dyer, Deborah H | MNPS | Early Service | B | 4/6/2013 | Option E |  |
| Eubanks, James B | MNPS | Service | B | 11/1/2012 | Option E |  |
| Franklin, Yvonne L | MNPS | Service | B | 3/30/2013 | Option C | 3 |
| Gorman, Patricia L | MNPS | Early Service | B | 5/4/2013 | Normal |  |
| Haynes, Brenda J. | General Hospital | Early Service | B | 3/30/2013 | Normal |  |
| Huff, Lizzie Jean | MNPS | Early Service | B | 4/18/2013 | Normal |  |
| Jennings, Eunice | MNPS | Early Service | B | 5/1/2013 | Normal |  |
| Knox Jr, Walter C | Water Services | Early Service | B | 4/19/2013 | Option A |  |

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

###### Options Elected (continued)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Neill, Debbie F. | Bordeaux | Early Service | B | 3/30/2013 | Option F |  |
| Russell Sr, Jerry B | Information Technology Service | Service | B | 4/6/2013 | Normal |  |
| Stanton, Marshall L | Police | P&F Service | B | 4/3/2013 | Option E | 3 |
| Stromatt, Freddie D. | Police | P&F Service | B | 4/16/2013 | Normal |  |
| Sutton, Beverly C. | Bordeaux | Service | B | 4/19/2013 | Normal |  |
| Townsend Jr, Leon | Sheriff | P&F Service | B | 4/6/2013 | Option E | 3 |
| Waters, Bobby J. | Bordeaux | Early Service | B | 4/28/2013 | Option E |  |
| Whitlock, James E | MNPS | Service | B | 4/27/2013 | Normal |  |
| Whitson, Randal K | General Services | Early Service | B | 5/1/2013 | Option E |  |
| Williams, Deborah L. | Knowles Home | Early Service | B | 4/20/2013 | Option F |  |
| **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 |   |
|  |

###### Survivor

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee Name** | **Department** | **Survivor Name** | **Plan Membership** | Effective Date |
| Alice C. Hobbs | Hospital | James Hobbs | B | 04/26/2013 |
| Mary J. Harris Hendricks | MNPS | Paul Hendricks | B | 05/10/2013 |
| James Bennett | Parks | Judy Bennett | B | 05/14/2013 |
| Albert Dye | Public Works | Deborah Dye | B | 05/21/2013 |
| Kaford Blaylock | Public Works | Naomi Blaylock | B | 0512/2013 |

## 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 John L. Kelly, Jr.

Shannon Hall reported to the Board that Mr. Kelly was an active employee classified as a Fire Inspector 2 with the Metropolitan Fire Department who passed away in December 2012 of sudden cardiac death according to the death certificate. She stated this individual was employed by the Fire Department twice once between 1979-1991 and again between 2003-2012. She stated that under the benefit system the beneficiaries have been administered all the benefits associated with his death and that there may be an additional in line of duty death benefit payable to the estate as outlined in the Code.

Ms. Hall also stated that this item was considered by the Board at the February and April meetings. She stated that there have been several requests for additional information and that is being presented for the Board’s review (relevant Metro Code sections, TCA Code sections related to the presumption, injury on duty claims, pre-employment physicals, related medical information submitted by the family and legal clarification regarding the Board’s duty for in line of duty claims under the presumption). Ms. Hall stated that the Board needs to determine whether this case qualifies for the in line of duty death benefit as outlined in the Code.

1. In line of duty death benefit for John L. Kelly, Jr. (continued)

Shannon Hall stated that Dr. Celia Goodson will review the medical information and noted that a representative from the family is also present.

John Thompson, decedent’s son, was present to address the request for the benefit.

Dr. Celia Goodson stated that there was a pre-existing condition upon return to work in 2003, unfortunately, there is no information prior to 1991 that would show evidence that the condition occurred prior to 1991. However, Dr. Goodson also stated that is not stating that the condition did not begin prior to 1991 or during the time period originally employed, just that there is no medical evidence to confirm the onset of the condition.

B.R. Hall moved for approval of the in line of duty death benefit for John L. Kelly. Charles Clariday seconded.

There was discussion of the criteria to grant the benefit, the lack of medical evidence to show that the condition occurred during the initial time of employment and the pre-existing condition upon re-employment.

John Thompson addressed the Board regarding the medical information and some of the difficulties in obtaining that information.

After some discussion of the language in the presumption bill, Nicki Eke stated that before the presumption can apply, the claimant bears the burden of providing the evidence to show that all the criteria necessary for the presumption to apply has been met. She reviewed the criteria with the Board: It has to be shown that while the individual was employed as a firefighter, they developed a health impairment caused by hypertension or heart disease and that prior to employment, they passed a physical exam and the exam failed to reveal any evidence of the condition of hypertension and heart disease. Ms. Eke also stated that this case is different in that there are two periods of employment, the initial (1979-1991) and the subsequent (2003-2012). She stated that prior to being re-employed in 2003, the medical information began to show evidence of heart disease or hypertension. She stated that in order for the presumption to apply, the Board needs to determine that this heart disease developed during the initial period of employment between 1979 -1991.

There was discussion of the length of time before re-employment with Metro (12 years), the individual’s jobs during that period and re-employment with Metro as a fire inspector.

A representative from the Fire Department described the duties of a fire inspector.

Nicki Eke noted that on the issue of fire inspector, there is a court of appeals opinion that indicates that the position is a position that comes within the presumption. She further stated that the issue is whether this heart disease developed while this individual was employed by Metro in that capacity.

A vote was taken on the motion to approve the in line of duty death benefit for John L. Kelly and failed with Todd Henry, Edna Jones, Jerry Hall, Ann Butterworth opposed and Richard Riebeling abstaining.

It was advised by the Legal Department that there needs to be an affirmative action on the request that is before the Board.

Richard Riebeling moved to deny the in line of duty death benefit for John L. Kelly. Ann Butterworth seconded.

After Shannon Hall restated the motion to deny the in line of duty death benefit request for this former employee, a vote was taken on the motion and was approved with B.R. Hall and Charles Clariday opposed.

1. Cost of living adjustments for closed plans.

Shannon Hall reported to the Board that in accordance with the Metro Code, a cost of living adjustment increase of 1.50% is recommended for all eligible retirees under the closed plans (the Former City of Nashville Pension Plan and the former Davidson County Pension Plan) beginning July 1, 2013.

Kevin Sullivan was present to address any questions regarding the increase.

Richard Riebeling moved for approval of the 1.50% cost of living increase to all retirees eligible under the closed plans. B.R. Hall seconded and the Board approved without objection.

1. Cafeteria and medical plans update.

\*Denotes the arrival of Rita Roberts-Turner.

Shannon Hall reported to the Board that at the May Study Session, the Board reviewed information related to the cafeteria and medical plans. She stated that as a follow up, the Board has been asked to approve the attached updates to the cafeteria and medical plans as applicable. She also noted that the changes are regulatory changes.

Michael Murphy, Buck Consultants, was present and reviewed the changes; reduction in the maximum contribution to the health care flexible spending accounts, applicable federal and state law changes and eligibility.

The Board discussed how these changes will be communicated to employees and having them placed on the Human Resources website for review.

Michael Murphy also reviewed the modification to the retiree medical contribution for those employed hired or rehired after January of this year who had not previously vested a pension benefit.

After discussion of communicating this information to employees, Richard Riebeling moved for approval of the recommended changes. Rita Roberts-Turner seconded and the Board approved with B.R. Hall opposed.

Nicki Eke, Legal Department, noted that those changes related to the modification to the retiree medical contribution for those employees hired or rehired after January of this year who had not previously vested a pension benefit addresses changes in the contribution rate and will require a separate motion as an ordinance has to be drafted.

Ann Butterworth moved for approval of the changes and any necessary legislation related to the modification to the retiree medical contribution for those employees hired or rehired after January of this year who had not previously vested a pension benefit. Rita Roberts-Turner seconded and the Board approved without objection.

1. Health plan design discussion.

Shannon Hall reported to the Board that at the May Study Session, the Board began their discussion on health plan design options for the 2014 plan year including retaining the plans grandfather status under Healthcare Reform. She stated that as a follow up to this discussion, the Board will need to make the determination to remain in the grandfather status so that the appropriate plan design considerations can be presented at the June Study Session. She also stated that the Study Session presentation is provided as a reference.

It was clarified that the decision today is whether or not to maintain grandfathered status and then plan any plan design changes.

1. Health plan design discussion. (continued)

Michael Murphy, Buck Consultants, was present and reviewed the mandatory plan design requirements for healthcare reform and Metro’s grandfathered status and the limits allowable under the grandfathered status in order for it to be maintained. He also reviewed the impact if the grandfathered status is lost.

After some discussion of complying with additional rules that could add to the cost of the plan as well as administering the plan, B.R. Hall moved to maintain grandfathered status with the plan. Todd Henry seconded and the Board approved without objection.

1. General Hospital and Metropolitan Nashville Public Schools clinic incentive program review.

Shannon Hall reported to the Board that at the May Study Session, the Board considered the annual reviews of the General Hospital and Metropolitan Nashville Public Schools (MNPS) clinic incentive programs. She stated that the Board will need to determine whether they would like to continue these programs for the 2014 plan year.

Michael Murphy, Buck Consultants, reviewed the utilization and impact of the General Hospital incentive program and recommended continuation of the program.

Richard Riebeling moved for approval of continuing the General Hospital incentive program. Rita Roberts-Turner seconded and the Board approved without objection.

Michael Murphy, Buck Consultants, reviewed the utilization, costs and impact of the MNPS incentive program and recommended continuation of the program.

After some discussion of an anticipated increase in the cost associated with the program, Ann Butterworth moved for approval of continuing the MNPS incentive program. B.R. Hall seconded and the Board approved with Rita Roberts-Turner abstaining.

1. Correspondence:
2. Utilization report from Blue Cross Blue Shield.
3. Utilization report from CIGNA.
4. Utilization report from Alternative Service Concepts.
5. Cigna correspondence – Community Health System of Tennessee

Items 6.-a. through 6.-d. were for information only.

Shannon Hall noted item 6.--d.

1. Reports for your information:
2. Return to work. (none to report)
3. Social Security approvals.
4. Refund of pension contributions. (none to report)
5. Repayment of pension contributions.
6. Reports from Treasury.
7. Non-compliant disability pensioners. (none to report)
8. Pending litigations. (reported quarterly)
9. Denial log from Alternative Service Concepts.

Items 7.-a. through 7.-h. were for information only.

1. Late item(s):

Items to be listed under this section will be reported at the meeting.

 With nothing further presented, the meeting adjourned at 10:19 a.m.

ATTEST: APPROVED:

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Mrs. Rita Roberts-Turner, Director Ms. Edna J. Jones, Chair

#### Human Resources Employee Benefit Board