MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***November 5, 2013***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, November 5, 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; Vice Chair: Christine Bradley; Members: Stephanie Bailey, Charles D. Clariday, Sr., Veronica Frazier, B.R. Hall, Sr., Jerry Hall, W. Todd Henry, and \*Richard M. Riebeling.

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.

Edna Jones introduced new Board member and interim Director of Human Resources Veronica Frazier.

**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 October 1, 2013**.** With no corrections, nothing further was noted and Christine Bradley moved for approval. Stephanie Bailey seconded and the Board approved without objection.

\*Denotes the arrival of Richard Riebeling.

### 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)

Edna Jones noted the updated disability pensions spreadsheet.

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. Jerry Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 6 for the length of time as recommended. Todd Henry seconded.

There was mention of dates of hire missing for Metropolitan Nashville Public Schools (MNPS) applicants and it was noted that date may not be easily accessible for HR staff.

Harold Finch, MNPS, stated that the employee has been with Metro for quite some time.

It was also noted that the date of hire can be relevant to the initial diagnosis.

A vote was taken on the motion to approve the recommendation on the disability pension new requests, items 1 through 6 for the length of time as recommended and was approved by the Board with Stephanie Bailey opposed.

Dr. Celia Goodson reported to the Board that on the disability pension new request, item 7, she recommends approval for the length of time as recommended. Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, item 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 denial of the disability pension new request, item 8. Stephanie Bailey moved for approval of the recommendation to deny the disability pension new request, items 8. Jerry Hall seconded and the Board approved without objection.

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

Dr. Celia Goodson reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 9 through 20 for the length of time as recommended. Doug Clariday moved for approval of the recommendation to continue the disability pension reexaminations, items 9 through 20 for the length of time as recommended. B.R. Hall seconded.

There was some discussion on item 11 that vocational rehab may not be necessary and it was requested that item 12 be discussed separately.

The maker of the motion was in agreement with not approving vocational rehab on item 11 and discussing item 12 separately. A vote was taken on the motion to continue the disability pension reexaminations, items 9 through 20, with the exclusion of item 12, for the length of time as recommended.

After discussion of the physician’s statements on item 12, Dr. Celia Goodson stated that she recommends the disability pension be changed from in line of duty to a medical disability pension, as the medical information does not support the in line of duty. Todd Henry moved for approval of the recommendation to continue the disability pension reexamination, item 12, as a medical disability pension for the length of time as recommended. Jerry Hall seconded and the Board approved with Stephanie Bailey.

Dr. Celia Goodson reported to the Board that on items 21 through 25, she requests a deferral for one month. Jerry Hall moved for approval of the request to defer items 21 through 25 for one month. Stephanie Bailey seconded and the Board approved without objection.

Shannon Hall reported to the Board that item 26 is a matter of compliance.

Lori Meyer, HR staff Disability Compliance, and Paula Krebs, Eckman/Freeman, reviewed the case with the Board. Lori Meyer stated that this individual is non-compliant with completion of their general education diploma (GED). She also stated that a letter was sent to the individual in August making them aware of being non-compliant and their pension being suspended. Ms. Meyer stated that the individual does not respond to any type of correspondence. Paula Krebs also noted that the individual has had a history of non-compliance with attending the classes and did not put forth a good faith effort in accordance with the vocational rehab plan.

Shannon Hall stated that in accordance with the Board’s policy, the pension has been suspended, however, this is being brought to the Board’s attention to determine whether to continue with efforts or terminate the disability pension.

After discussion of opportunities to become compliant, Jerry Hall moved to terminate the disability pension on item 26. Christine Bradley seconded.

After some discussion of whether or not the individual has the capabilities at this time to complete the program, their pre-test information and their showing a true unwillingness versus an inability, a vote was taken on the motion to terminate the disability pension on item 26 and was approved without objection.

Dr. Celia Goodson reported to the Board that on item 27, the individual is requesting to return to work in a non-sworn position. She stated the she recommends approval of the request to return to work on item 27. Jerry Hall moved for approval of the request of return to work. Richard Riebeling seconded.

There was some discussion of job placement and the department possibly paying the pension if they are not returned to work within 60 days. Shannon Hall stated that this allows an employee in a sworn classification that requests to be re-evaluated to return to work in a non-sworn position to look for positions within Metro without the department to become liable for the pension.

A vote was taken on the motion to approve the return to work request, item 27, and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on item 28, she recommends approval of a return to work. Todd Henry moved for approval of the recommendation of return to work. Charles Clariday seconded and the Board approved without objection.

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

Dr. Celia Goodson reported to the Board that on item 29, after review of the independent medical examination, she recommends the individual be returned to work with no restrictions. On item 29, it was noted that in accordance with the Metro Code, the individual will be offered written job offers and will either return to work or decline those offers and that will automatically terminate the pension. Todd Henry moved for approval of the recommendation of return to work. Jerry Hall seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on item 30, she recommends removing the individual from the return to work list and continuing the disability pension based on a recommendation from their case manager for the length of time as recommended.

After discussion of continuing the pension as in line of duty because of a non in line of duty condition and the injury on duty condition is what their restrictions are based on, Christine Bradley moved for approval of the recommendation to remove the individual from the return to work list and continuing the disability pension for the length of time as recommended. Veronica Frazier seconded.

It was reiterated that the dates of hire can be critical to the overall assessment of a case.

A vote was taken on the motion on item 30 to remove the individual from the return to work list and was approved by the Board without objection.

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 1. | Joseph E. Cook | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (November 2014), with re-exam at that time. |
| 2. | Leon M. Corder | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for six months, (May 2014), with re-exam at that time. |
| 3. | Robert Group | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for four months, (March 2014), with re-exam at that time. |
| 4. | Dorothy C. Lauderdale | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (November 2014), with re-exam at that time. |
| 5. | Troy S. Turner | General Services | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for four months, (March 2014), with re-exam at that time. |
| 6. | Ronald J. Wilson | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (November 2014), with re-exam at that time. |

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

**NEW REQUESTS: (continued)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 7. | Phyllis Y. Boyd | Sheriff | Medical | As moved, seconded and approved, this disability pension request was approved for three months, (February 2014), with re-exam at that time. |
| 8. | Karen D. Munoz (Escoto) | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension request was denied. |

**REEXAMINATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 9. | Deborah A. Berryhill | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (May 2014), with re-exam at that time. |
| 10. | Kathy L. Biggs | Public Works | Medical | As moved, seconded and approved, this disability pension was continued for four months, (March 2014), with re-exam at that time. |
| 11. | Kevin W. Blanton | Public Works | In Line of Duty | As moved, seconded and approved, this disability pension was continued for four months, (March 2014), with re-exam at that time. |
| 12. | Robert L. Chitwood | Police | Medical | As moved, seconded and approved, this disability pension was switched to medical and continued for four months, (March 2014), with re-exam at that time. |
| 13. | Camella J. Gammons | General Hospital | Medical | As moved, seconded and approved, this disability pension was continued for one year, (November 2014), with re-exam at that time. |
| 14. | Joseph O. Haywood | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (November 2014), with re-exam at that time. |
| 15. | Marcella D. Hudson | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam. |
| 16. | L V Jackson | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (November 2014), with re-exam at that time. |

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

**REEXAMINATIONS: (continued)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 17. | Thomas R. Jones, Jr. | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (November 2014), with re-exam at that time. |
| 18. | Patrice A. Rogers | Bordeaux | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (May 2014), with re-exam at that time. |
| 19. | Paris M. Spraggins | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for three months, (February 2014), with re-exam at that time. |
| 20. | David Vanderpool | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam. |
| 21. | Teresa R. Kemper | Juvenile Court | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month. |
| 22. | Jerry D. Lee, Jr. | Fire | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month. |
| 23. | Tiwana G. Lumpkin | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month. |
| 24. | Mary E. Phillips | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month. |
| 25. | Allan M. Welch | Fire | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month. |
| 26. | Ricky G. Weatherly | Public Works | In Line of Duty | As moved, seconded and approved, this disability pension was terminated. |

**RETURN TO WORK:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 27. | Michael W. Baltz | Fire | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list for a non-sworn position. |
| 28. | Rickie W. Corman | Police | In Line of Duty | As moved, seconded and approved, this this individual was placed on the return to work list. |

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

**RETURN TO WORK: (continued)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 29. | Roy J. Dunaway | Police | Medical | As moved, seconded and approved, this this individual was placed on the return to work list. |

**OTHER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 30. | ShaRhonda D. Cartwright | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this individual was removed from the return to work list and scheduled for re-exam, (March 2014). |

**SOCIAL SECURITY REFERRALS:**

Dr. Celia Goodson reported to the Board that she concurs with the case management recommendations on the Social Security referrals. Todd Henry moved for approval of the referrals. Charles Clariday seconded and the Board approved without objection.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Recommendation for Referral** | **Comments** |
| 1 | Foxx, Pamela | MNPS | Pension Approval | Yes | Yes | Cl meets SSDI guidelines |
| 2 | Moore, Roger | Water | Pension Approval | Yes | Yes | Cl meets SSDI guidelines |
| 3 | Parker, Christopher | Sheriff | Pension Approval | No | No | Younger Worker |
| 4 | Pigg-Taylor, Rebecca | Fire | Pension Approval | No | No | Younger Worker |
| 5 | Ragland, Steven | Public Works | Pension Approval | No | No | Younger Worker |
| 6 | Steele, Kevin | Police | Pension Approval | No | No | Younger Worker |

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

Veronica Frazier 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 |
| Douglas Summers | Water | Treat Plant Operator | B | 09/25/2013 | 11/30/2013 |
| Virginia McKee | Circuit Court | Deputy Clerk | B | 09/25/2013 | 12/02/2013 |
| Timothy Mclaughlin | MNPS | Supervisor Main & Ops | B | 09/25/2013 | 11/21/2013 |
| Harold Haney | MNPD | Police Officer 2 | B | 09/25/2013 | 10/14/2013 |
| Michael Wilz | Library | Circulation Clerk | B | 10/01/2013 | 11/01/2014 |

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

###### Service (continued)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Nancy Anderson | General Hospital | Buyer | B | 10/01/2013 | 05/01/2012 |
| \*Deborah Phillip Mix | Circuit Court | Court Clerk | B | 10/02/2013 | 11/01/2013 |
| Bennett Dicke | MNPD | Captain | B | 10/09/2013 | 01/02/2013 |
| Howard Wilson | Water | Customer Service | B | 10/09/2013 | 12/03/2013 |
| Terry Warren | Bordeaux | Environmental Svc Tech | B | 10/09/2013 | 12/01/2013 |
| Rosa Rodgers | MNPS | Bus Monitor | B | 10/09/2013 | 11/01/2013 |
| Annie Johnson | MNPS | Educational Assistant | B` | 10/09/2013 | 12/21/2013 |
| \*Hilda Morrow | MNPS | Custodian | B | 10/09/2013 | 12/01/2013 |
| \*Jacqueline Todd | Library | Circulation Assistant 2 | B | 10/09/2013 | 11/01/2013 |
| \*Ethel D Magness-Lewis | District Attorney | Legal Secretary 1 | B | 10/16/2013 | 12/01/2013 |
| Joe M Draper | Tax Assessors | Administrative Svc Mgr | B | 10/16/2013 | 11/29/2013 |
| \*Paul D Emery | Library | Property Guard 2 | B | 10/22/2013 | 11/01/2013 |
| \*Diane Sharp | General Hospital | Director of Case/Dis Mgt | B | 10/22/2013 | 01/01/2014 |
| William N Jordan | GCS Traffic School | Office Support Spec ! | B | 10/23/2013 | 01/01/2014 |
| Mary L Patton | MNPS | Cashier Food Svc | B | 10/23/2013 | 11/30/2013 |
| \*Henry Hamer | MNPS | Maintenance Engineer | B | 10/23/2013 | 01/01/2014 |
| \*Tavel W Collier Jr | General Services | Equip & Supply Rm Clk 2 | A | 10/23/2013 | 12/01/2013 |
| Jerry Smith | Fire | Fire Assistant Chief | B | 10/23/2013 | 11/01/2013 |
| \*Steven W Hewitt | Police | Lieutenant | B | 10/25 | 11/01/2013 |

# \* Deferred Benefit

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Diane Nesbitt | ECC 911 | B | 09/24/2013 |
| Charles M Dorris | Health | A | 11/01/2013 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Davis, Jacky R | Sheriff | P&F Service | B | 9/21/2013 | Option F |  |
| Gardner, Barbara A | MNPS | Service | B | 10/5/2013 | Normal | 1 |
| Hollis, Alton Delmore | Sheriff | Service | B | 10/1/2013 | Option D |  |
| Lynch, John W. | Fire | P&F Service | B | 9/7/2013 | Option A | 3 |
| Massey, Dianne | Public Works | Service | B | 11/1/2011 | Option D |  |
| Mcckinzie, Miriam | General Hospital | Service | B | 7/1/2013 | Normal |  |
| Miles, Peggy A | MNPS | Service | B | 9/7/2013 | Option F |  |
| Norman Jr, Jack | State Trial Courts | Service | B | 9/17/2013 | Option A |  |
| Perry, Janice Carol | MNPS | Service | B | 9/14/2013 | Option E |  |
| Taylor, Sherrie G | MNPS | Early Service | B | 8/31/2013 | Option F |  |
| Williams, Clara J | MNPS | Service | B | 8/31/2013 | Normal | 1 |
| **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 | |  |

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

###### Survivor

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee Name** | **Department** | **Survivor Name** | **Plan Membership** | Effective Date |
| Doris Gray | BOE | Helen Gray | A | 09/15/2013 |
| Suleiman Yahya | BOE | Gule Y. Abdullah | B | 08/04/2013 |
| Earnest Hickerson | General Sessions | Ann Hickerson | B | 09/19/2013 |
| Randall Young | Fire | Juanita Young | Closed | 09/29/2013 |
| Ronald Moore | Water | Geneva Moore | B | 10/10/2013 |
| Joe Hurt | General Sessions | Dorothy Hurt | A | 10/06/2013 |
| John Boniol | Water | Reba Boniol | A | 10/15/2013 |
| James Seay | Fire | Janet Seay | B | 10/02/2013 |

## BENEFIT BOARD ITEMS

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

1. Presentation of resolution.

Shannon Hall reported to the Board that this item will need to be deferred to the next meeting.

Richard Riebeling moved to defer. Stephanie Bailey seconded and the Board approved without objection.

1. Benefit consultant request for proposal (RFP) update.

Shannon Hall reported to the Board that the Purchasing Division has completed the procurement process for the benefit consultant RFP and will be updating the Board on the intent to award for the services.

Jeff Gossage, Purchasing Department, reported to the Board that five firms submitted proposals and after discussions with the two short listed proposals the evaluation team selected Deloitte as the recipient of that award. He also stated they are currently in contract negotiations.

Shannon Hall thanked Christine Bradley for serving as Board representative on this RFP. She also stated that Buck Consultants will continue through the end of the year.

Christine Bradley moved for approval of the contract award. Stephanie Bailey seconded and the Board approved without objection.

1. In Line of Duty Committee report: (Chair: Christine Bradley; Vice-Chair: W. Todd Henry; Members Charles D. Clariday and Richard Riebeling. Alternate members: Jerry Hall)

Shannon Hall reported to the Board that the In Line of Duty Committee (IOD) met on Tuesday, October 1, 2013 to deliberate on 7 IOD medical care requests. She stated that the minutes from that meeting are attached for approval.

Committee Chair Christine Bradley asked if there any amendments, corrections or questions of the minutes from the In Line of Duty Committee meeting held on October 1, 2013**.** With no corrections, nothing further was noted and Veronica Frazier moved for approval. B.R. Hall seconded and the Board approved without objection.

Shannon Hall stated that the individual on item 2 and representatives on item 6 are present and would like to address the Board.

3. In Line of Duty Committee report: (Chair: Christine Bradley; Vice-Chair: W. Todd Henry; Members Charles D. Clariday and Richard Riebeling. Alternate members: Jerry Hall) (continued)

At the discretion of the Board, the Committee recommendations on items 1, 3, 4, 5 and 7 were acted upon as a whole. Richard Riebeling moved to uphold the Committee recommendations. Jerry Hall seconded and the Board approved with Charles Clariday and B.R. Hall abstaining.

Shannon Hall stated that the motion and second is to uphold the Committee recommendations as follows: on item 1: the IOD medical care request for the former employee from the Police Department, the Committee recommends that the Board deny this IOD medical care claim; item 3: the IOD medical care request for the employee from the Health Department, the Committee recommends that the Board deny this IOD medical care claim; item 4: the IOD medical care request for the service pensioner formerly employed at the Fire Department, the Committee recommends that the Board deny this IOD medical care claim; item 5: the IOD medical care request for the employee from the Fire Department, the Committee recommends that the Board deny this IOD medical care claim; item 7: the IOD medical care request for the disability pensioner formerly employed at the Police Department, the Committee recommends that the Board deny a portion of the IOD medical care claim not related to the initial injury claim dated 8/2/2011.

Shannon Hall reported to the Board that on item 2: the IOD medical care request for the employee from the Health Department, the Committee recommends that the Board deny this IOD medical care claim.

Robyn Lewis was present and addressed the Board regarding the claim. She discussed the ergonomics of the work area and a compensable claim that was filed by another employee while they worked in the same area.

There was discussion of the physician’s statements and the new standard regarding these types of claims and was clarified as not applicable to this case.

Tracy Petty and Vickie Hampton, Alternative Service Concepts, (ASC), addressed the claim. Vickie Hampton stated that the denial was based on the treating physician’s opinion stating they could not determine whether the diagnosis or symptoms were related to the job.

Richard Riebeling moved to uphold the Committee recommendation to deny the claim. Veronica Frazier seconded and the Board approved with Stephanie Bailey abstaining.

Shannon Hall reported to the Board that on item 6: the IOD medical care request for the employee from the Police Department, the Committee recommends that the Board deny this IOD medical care claim. Ms. Hall also stated that someone is here to address this claim.

Lisa Naylor, attorney, was present and addressed the Board regarding the claim. She stated that there is additional information to be presented and requested a deferral.

After some discussion of how much additional time, B.R. Hall moved to defer the Committee’s recommendation. Todd Henry seconded.

After some discussion of the impact, if any, this information may have on the Committee’s recommendation to warrant deferring this item, a vote was taken on the motion to defer the Committee recommendation on the IOD medical care request for the employee from the Police Department and was approved without objection.

After some discussion that since there is new information to be presented this item should be sent back to the In Line of Duty Committee for review, Todd Henry moved to rescind the previous action and moved to refer this item back to the In Line of Duty Committee. Christine Bradley seconded and the Board approved without objection.

1. Correspondence:
2. Utilization report from Blue Cross Blue Shield.
3. Utilization report from CIGNA.
4. Utilization report from Alternative Service Concepts. (reported quarterly)

Items 4.-a. through 4.-c. were for information only and no action was required.

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. (reported quarterly)
7. Non-compliant disability pensioners.
8. Pending litigations. (reported quarterly)
9. Denial log from Alternative Service Concepts.

Items 5.-a. through 5.-h. were for information only and no action was required.

Shannon Hall also made note it item 5.-f. citing that there are no non-compliant disability pensioners with regards to annual questionnaires and commended the disability management unit in their efforts.

It was noted that the additional meetings scheduled for discussion of the health plans are still tentatively scheduled and will take place once the consultants are in place.

1. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:26 a.m.

ATTEST: APPROVED:

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Ms. Veronica T. Frazier, Interim Director Ms. Edna J. Jones, Chair

#### Human Resources Employee Benefit Board