MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***December 3, 2013***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, December 3, 2013 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:37 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Stephanie Bailey, Charles D. Clariday, Sr., G. Thomas Curtis, Veronica Frazier, B.R. Hall, Sr., Jerry Hall, W. Todd Henry, and Richard M. Riebeling.

Others present: Shannon B. Hall and Justin Stack, 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 November 5, 2013**.** With no corrections, nothing further was noted and Todd Henry moved for approval. Stephanie Bailey seconded and the Board approved without objection.

### B. APPEAL ANNOUNCEMENT:

Justin Stack 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) (continued)

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 4, for the length of time as recommended. Veronica Frazier moved for approval of the recommendation to approve the disability pension new requests, items 1 through 4 for the length of time as recommended. Doug Clariday seconded and the Board approved without objection.

It was requested that item 1 be acted upon separately. That was agreeable with the maker of the motion.

A vote was taken on the recommendation to approve items 2 through 4, for the length of time as recommended and was approved without objection.

On item 1, there was discussion of any prior illnesses and work experience and Dr. Celia Goodson stated that the record reflects a prior back injury in their previous line of work. There was also some discussion of the condition being related to an injury on duty, their length of time employed, and the condition being degenerative and not related to injury on duty. Jerry Hall moved to deny the disability pension new request, item 1. Stephanie Bailey seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on item 5, she recommends deferral. B.R. Hall moved for approval of deferring item 5. Douglas 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 6 through 19 for the length of time as recommended.

Items 7, 11, 17 and 19 were discussed separately.

Doug Clariday moved for approval of the recommendation to continue the disability pension reexaminations, with the exclusion of items 7, 11, 17, and 19. Thomas Curtis seconded.

After some discussion of the progress made on item 15, a vote was taken on the motion to continue the disability pension reexaminations, with the exclusion of items 7, 11, 17 and 19 and the Board approved without objection.

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

There was discussion of acting on items 7, 11, 17 and 19 as a whole and Stephanie Bailey made a motion not to continue those items.

Shannon Hall stated that may not be the most appropriate motion/action for someone already on a disability pension. She explained that not approving them, if the motion does not pass for them to continue could result in them either being placed on the return to work list or the pension being terminated and if the motion passes, the pension will continue.

After clarification on what is to be accomplished on those items, Stephanie Bailey withdrew her motion.

On item 7, Todd Henry moved for approval of the recommendation to continue the disability pension for the length of time as recommended. Doug Clariday seconded.

There was discussion of the condition, injury and re-exam date. There was discussion of the condition not prohibiting the individual from doing some type of work and why the are-exam date is a year out.

Dr. Celia Goodson explained that the individual has reached maximum medical improvement on the condition and there are other factors that have to be considered such as the department, accommodations, restrictions, difficulty with placement, case management, limitations of the system and working within certain constraints.

There was some discussion of the system and the disability process, utilizing case management services, and recommendations from the CSME on changes to the system.

Dr. Celia Goodson stated that in many cases she would recommend determining the specific restrictions, focusing on an individual’s skill set and placement within other departments. She also stated that making recommendations to approve or deny is not the most appropriate thing to do versus giving her medical perspective.

There was discussion of changing the re-exam date and providing case management services on item 7.

Dr. Celia Goodson stated that the individual has already had a case management assessment and indicated that information can be added to the current spreadsheet.

After discussion of the disabling condition, maximum medical improvement and continuing it as in line of duty a vote was taken on the motion on item 7 for approval of the recommendation to continue the disability pension for the length of time as recommended and was approved with Stephanie Bailey opposed and Richard Riebeling abstaining.

On item 11, there was discussion of case management assistance and Dr. Celia Goodson stated that the individual has indicated interest in a return to work, however, based on a recent assessment they could not be placed in their previous position.

Shannon Hall stated that there are differences in the disability standards of general government employees and police and fire.

After discussion of having case management work with the individual in returning to work in other positions, Doug Clariday moved for approval of the recommendation to continue the disability pension for the length of time as recommended and was approved with Stephanie Bailey opposed.

On item 17, Todd Henry moved for approval of the recommendation to continue the disability pension for the length of time as recommended. Jerry Hall seconded.

There was discussion of the original injury on duty, which occurred 7 years ago, and the basis for granting the in line of duty.

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

Nicki Eke, Legal Department, stated that with regards to in line of duty, there is a specific legal standard that governs the condition. She stated that more information may be needed to determine exactly what the facts

were in 2006 that enabled the Board to approve this request. She reviewed the criteria in the legal standard and the definition of disability for firefighters.

There was discussion of whether or not the legal standard has changed since 2006 and the individual’s job duties.

The Board discussed the options related to reviewing this disability pension. There was discussion of reviewing the information that qualified the person initially, requesting an independent psychiatric evaluation and their current course of treatment.

Dr. Celia Goodson stated that the physician’s statements report that the condition is unchanged and they may never return to work in their previous capacity, but may in another capacity. Dr. Goodson also stated that it raises the question of at what point do you stop the re-exam every year and make it no re-exam. She reviewed some of the factors (age and medical condition) considered for a no re-exam. Dr. Goodson also stated that in some of the cases it is difficult to assess the prognosis and when to request a re-exam and will use guess work by recommending one year.

A vote was taken on the motion for item 17, to approve the recommendation to continue the disability pension for the length of time as recommended and was approved with Stephanie Bailey opposed and Richard Riebeling abstaining.

On item 19, Todd Henry moved for approval of the recommendation to continue the disability pension re-exam for the length of time as recommended. Mr. Henry also requested that the original documentation that granted the pension be supplied in these types of cases. Jerry Hall seconded.

It was noted that the makeup of the Board was different at the time some of these pensions were granted.

There was discussion of the criteria that Dr. Celia Goodson uses for one year re-exams versus less than one year. Dr. Goodson stated that most recommendations are based on physician’s notes. She stated that selecting a time beyond 12 months seems excessive. She also stated that for less than one year, if there is a pattern that shows no improvement, bringing the case up more often will not change the likelihood of them returning to work during that timeframe. She also stated that there is a burden placed on the pensioner in getting the medical information for review.

After discussion of a pattern with re-exam dates and suggestions for re-exam dates, a vote was taken on the motion for approval of the recommendation on item 19 to continue the disability pension re-exam for the length of time as recommended and was approved with Stephanie Bailey opposed and Richard Riebeling abstaining.

Dr. Celia Goodson reported to the Board that on item 20, she requests a deferral for one month. Doug Clariday moved for approval of the request to defer item 20 for one month. Todd Henry seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on item 21, she recommends approval of return to work. Todd Henry moved for approval of return to work. Stephanie Bailey seconded and the Board approved without objection.

On item 22, Shannon Hall reported to the Board that this disability pension was presented and approved at the last Board meeting. She stated that the individual was accommodated within the department and no longer wants the disability pension and is asking that the Board rescind the previous action approving the disability pension. Jerry Hall moved to rescind the Board’s previous action on item 22. Stephanie Bailey seconded and the Board approved without objection.

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

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 1. | William J. Gironda | Police | In Line of Duty | As moved, seconded and approved, this disability pension request was denied. |
| 2. | Michael A. Kyle | Codes | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (December 2014), with re-exam at that time. |
| 3. | Brenda Mayberry | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (April 2014), with re-exam at that time. |
| 4. | Gaylon F. Richardson | Sheriff | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (December 2014), with re-exam at that time. |
| 5. | Cheryl Tisdale | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension request was deferred. |

**REEXAMINATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 6. | Yolanda Alfaro | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for one year, (December 2014), with re-exam at that time. |
| 7. | John H. Brown | Water | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (December 2014), with re-exam at that time. |
| 8. | Connie S. Galbreath | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was approved for six months, (June 2014), with re-exam at that time. |
| 9. | Wade T. Hales | Sheriff | Medical | As moved, seconded and approved, this disability pension was approved for six months, (June 2014), with re-exam at that time. |
| 10. | Teresa R. Kemper | Juvenile Court | Medical | As moved, seconded and approved, this disability pension was approved for four months, (April 2014), with re-exam at that time. |

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

**REEXAMINATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 11. | Ronald S. Kenney | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (December 2014), with re-exam at that time. |
| 12. | Jerry D. Lee, Jr. | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (December 2014), with re-exam at that time. |
| 13. | Vernon Longmire | General Services | Medical | As moved, seconded and approved, this disability pension was continued for one year, (December 2014), with re-exam at that time. |
| 14. | Tiwana G. Lumpkin | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was approved for three months, (March 2014), with re-exam at that time. |
| 15. | Mary E. Phillips | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for one year, (December 2014), with re-exam at that time. |
| 16. | Robert B. Richards | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (December 2014), with re-exam at that time. |
| 17. | Julie A. Sloan | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (December 2014), with re-exam at that time. |
| 18. | Allan M. Welch | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time. |
| 19. | William D. Whitley | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (December 2014), with re-exam at that time. |
| 20. | Deborah Bruton-Reed | Metro Action Commission | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2014), with re-exam at that time. |

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

**RETURN TO WORK:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 21. | James A. Petre | Police | In Line of Duty | As moved, seconded and approved, this return to work request was approved. |

**OTHER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 22. | Robert Group | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, the prior action on this item was rescinded. |

**SOCIAL SECURITY REFERRALS:**

Dr. Celia Goodson reported to the Board that she concurs with the case management recommendations on the Social Security referrals. Richard Riebeling moved for approval. 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 | Berryhill, Deborah | Police | Pension Approval | No | No | Cl capable of other work per SSDI guidelines |
| 2 | Blanton, Kevin | Public Works | Pension Approval | No | No | Younger Worker |
| 3 | Boyd, Phyllis | Sheriff | Pension Approval | No | No | Cl does not meet SSDI duration guidelines |
| 4 | Chitwood, Robert | Police | Pension Approval | No | No | Cl capable of other work per SSDI guidelines |
| 5 | Cook, Joseph | MNPS | Pension Approval | Yes | Yes | Cl is eligible for SSA RIB benefit |
| 6 | Corder, Leon | MNPS | Pension Approval | No | No | Younger Worker |
| 7 | Group, Robert | MNPS | Pension Approval | No | No | Younger Worker |
| 8 | Haywood, Joseph | Police | Pension Approval | No | No | Cl capable of other work per SSDI guidelines |
| 9 | Hudson, Marcella | Fire | Pension Approval | No | No | Cl capable of other work per SSDI guidelines |
| 10 | Jackson, L V | Fire | Pension Approval | No | No | Cl capable of other work per SSDI guidelines |
| 11 | Jones, Thomas | Police | Pension Approval | No | No | Cl capable of other work per SSDI guidelines |

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Rec for Referral** | **CSME Rec for Referral** | **Comments** |
| 12 | Lauderdale, Dorothy | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 13 | Rogers, Patrice | Bordeaux | Pension Approval | No | No | Younger Worker |
| 14 | Spraggins, Paris | Police | Pension Approval | Yes | Yes | Evaluation |
| 15 | Turner, Troy | Fleet Mgt | Pension Approval | No | No | Younger Worker |
| 16 | Vanderpool, David | Fire | Pension Approval | No | No | Cl filed for SSDI and has an attorney. |
| 17 | Wilson, Ronald | MNPS | Pension Approval | Yes | Yes | Evaluation |

There was some discussion of the Police and Fire Departments making sure that employees are getting the proper treatment when diagnosed with a stress related condition.

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

Jerry Hal moved for approval of the pensions. Stephanie Bailey seconded and the Board approved without objection.

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| \*Robert J Haynes | MNPS | Sr Custodian | B | 10/30/2013 | 01/01/2014 |
| Burt H Patton | Water | Treatment Plant Tech 2 | B | 10/30/2013 | 01/01/2014 |
| \*Brenda J Goodman | Water | Office Support Spec 2 | B | 10/30/2013 | 02/01/2014 |
| Judy Walden | MNPs | Secretary/Bookkeeper | B | 11/07/2013 | 01/01/2014 |
| Kenneth Batey | MNPS | Fleet Manager | B | 11/07/2013 | 01/03/2014 |
| Mary Fowler | Health | Public Health Nurse 4 | B | 11/07/2013 | 12/14/2013 |
| Willie B. Sydnor | Sheriff | Booking Processor | B | 11/07/2013 | 01/15/2014 |
| Robert Dunlap \* | Bordeaux | Nursing Assist- Certified 2 | B | 10/27/2013 | 01/01/2014 |
| Sushil K. Nayyar | Library | Circulation Asst 2 | B | 11/14/2013 | 01/01/2014 |
| Mark S. Webb | Police | Police Officer 2 | B | 11/14/2013 | 01/01/2014 |
| Neil T. Venable | Criminal Court | Deputy Crim. Ct. Clerk 2 | B | 11/14/2013 | 01/01/2014 |
| Laura Mitthivong | MNPS | Bus Monitor | B | 11/14/2013 | 02/01/2014 |
| William D. Stewart | Police | Detective | B | 11/21/2013 | 12/03/2013 |
| James R. Armstrong | Fire | Fire Captain | B | 11/21/2013 | 12/13/2013 |
| Ella C. Lawrence | Knowles | Administrator | B | 11/21/2013 | 01/05/2014 |

###### \* Deferred Benefit

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| David Myatt | Water | B | 12/01/2013 |
| Paul E Porter Sr | OFM | B | 12/01/2013 |
| Andrew L Cavender | MNPS | B | 12/01/2013 |
| Allen L Graham | MNPS | B | 12/01/2013 |

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

###### Disability to service (continued)

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| William R Scott Jr | Public Works | B | 12/01/2013 |
| James Shelby | Public Works | A | 12/01/2013 |

###### Survivor

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Employee Name** | **Department** | | **Survivor Name** | | **Plan Membership** | Effective Date |
| Earl Woolwine | Parks | | Ann Woolwine | | B | 10/27/2013 |
| Michael Turner | Fire | | Bobbie Turner | | B | 11/16/2013 |
| George Owen Sr. | Fire | | Shirley Owen | | Closed | 10/30/2013 |
| Ruthe Creighton | Health (vested) | | Gary Scruggs | | B | 09/28/2013 |
| Thomas J. Crockett | Water | | Sara Crockett | | B | 11/06/2013 |
| Joyce Heinrich | Circuit Court | | Heidi Heinrich | | B | 11/12/2013 |
| Sherry Jones | General Hospitals | | Marcus Jones | | B | 11/14/2013 |
| James Hayes | Police | | Patricia Hayes | | A | 11/14/2013 |
| Shirley L. Smith | Police | | Donald Smith Sr. | | B | 11/18/2013 |
| Bobby Yant | Water | | Myrtle Yant | | B | 11/20/2013 |
| **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 | |  | |

Options elected (continued)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Anderson, Nancy E. | General Hospital | Service | B | 5/1/2012 | Option A |  |
| Barrera, Judy B | Police | P&F Service | B | 11/1/2013 | Option E |  |
| Curtis, Jeffery K | Fire | P&F Service | B | 11/1/2013 | Option A |  |
| Faulcon, Gary M | Police | P&F Service | B | 10/26/2013 | Option E | 3 |
| Haney, Harold D | Police | P&F Service | B | 10/16/2013 | Normal |  |
| Hayes, Evangelie | Social Services | Service | A | 11/1/2013 | Option E |  |
| Hinshaw, Donna Ferrell | MNPS | Service | B | 10/31/2013 | Option B |  |
| Mix, Deborah C | Circuit Court Clerk | Service | B | 11/1/2013 | Normal |  |
| Peek, Turley J | MNPS | Service | B | 10/16/2013 | Option D | 3 |
| Readus, Flavel | MNPS | Service | B | 11/1/2013 | Option D | 3 |
| Rodgers, Rosa M | MNPS | Service | B | 11/1/2013 | Normal |  |
| Smith, Jerry C | Fire | P&F Service | B | 11/1/2013 | Option F | 2 |
| Wain, Teresa M | MNPS | Early Service | B | 9/4/2013 | Normal |  |

## BENEFIT BOARD ITEMS

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

1. Presentation of resolution.

The Board presented Ann V. Butterworth with a resolution acknowledging her service to the Employee Benefit Board.

1. Election of Metropolitan Employee Benefit Board Chair & Vice Chair for 2014.

Justin Stack reviewed the procedures, as outlined in the by-laws under section 1, to conduct the election of Chair and Vice-Chair for 2014 and opened the floor to nominations.

B.R. Hall nominated Edna Jones for Metropolitan Employee Benefit Board Chair for 2014. Veronica Frazier seconded.

Richard Riebeling moved that nominations cease. Stephanie Bailey seconded and a vote was taken on the nomination of Edna Jones for Chair and was approved without objection.

Edna Jones nominated Christine Bradley for Metropolitan Employee Benefit Board Vice-Chair for 2014. Stephanie Bailey seconded. A vote was taken on the nomination of Christine Bradley for Vice-Chair and was approved without objection.

1. Cost of living adjustments for Division A and B pension plans.

Justin Stack reported to the Board that cost of living adjustments for Division A and B pension plans are offered in accordance with Metro Code Sections 3.08.170 and 3.08.171. He stated that as a result of the 1.185% increase in the Consumer Price Index, an increase of 1.00% under Division A should be granted to all retirees eligible to receive a cost of living increase beginning January 1, 2014. He stated that there is no cost of living increase for Division B.

Richard Riebeling moved for approval of an increase of 1.00% under Division A and none for Division B beginning January 1, 2014. Stephanie Bailey seconded and the Board approved without objection.

1. Vocational rehabilitation Board policy update.

Justin Stack reported to the Board that during a recent review, it was brought to the staff’s attention that the current Board policy on vocational rehabilitation training for disability pensioners needed review. He stated that the attached Vocational Retraining policy states that the Board reserves the right to impose sanctions in the event a pensioner does not successfully complete or comply with training, but does not expressly outline the suspension of pension payments as an initial step when pensioners fail to comply with these retraining efforts as has been the Board’s practice. He stated that attached is the Board’s policy with the associated revision in tracked changes at the end of the document for the Board’s review and approval.

Stephanie Bailey moved for approval of the revision to the policy. Richard Riebeling seconded.

There were comments made regarding placing the Board’s responsibility on the staff.

There was discussion of the Board policy that gives staff the authority, in certain circumstances, to suspend pension payments and how that policy works. There was discussion of the staff involvement in the process and reporting this information to the Board.

Paula Krebs, Eckman/Freeman, addressed the Board regarding the procedure.

After discussion of reporting those that are non-compliant to the Board and that the ultimate decision to terminate a pension with the Board, a vote was taken on the motion to approve the revision to the vocational rehabilitation policy and was approved with Charles Clariday and B.R. Hall opposed.

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 5.-a. through 5.-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. (none to report)
8. Pending litigations. (reported quarterly)
9. Denial log from Alternative Service Concepts.
10. Annual report to Council.

Items 6.-a. through 6.-i. were for information only and no action was required.

Justin Stack made note of item 6.-i.

Veronica Frazier informed the Board that staff has started a pay plan study and that December 16th will be the first meeting of the recently appointed Study and Formulating Committee to discuss benefits for domestic/same sex partners. Ms. Frazier also stated that Shannon Hall will be leaving Human Resources and congratulated her on her new endeavor.

1. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:47 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board