MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***March 3, 2015***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, March 3, 2015 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: Stephanie Bailey, Charles D. Clariday, Sr., \*G. Thomas Curtis, Veronica T. Frazier, B.R. Hall, Sr., Jerry Hall, W. Todd Henry, and \*\*Richard M. Riebeling.

Vice Chair Christine Bradley was unable to be present.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Susan L. Warner, 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 February 3, 2015**.** With no corrections, nothing further was noted and Stephanie Bailey moved for approval. Jerry Hall seconded and the Board approved without objection.

\*Denotes the arrival of G. Thomas Curtis.

### B. APPEAL ANNOUNCEMENT:

Christina Hickey 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. Susan Warner reported to the Board that she recommends approval of the disability pension new requests, items 1 through 5, for the length of time as recommended.

\*\*Denotes the arrival of Richard Riebeling.

Tom Curtis moved for approval of the recommendation to approve the disability pension new requests, items 1 through 5 for the length of time as recommended. Doug Clariday seconded and the Board approved with Richard Riebeling abstaining.

It was noted that items 11, 14 and 15 with be discussed separately.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 6 through 15, (with the exclusion of items 11, 14 and 15), for the length of time as recommended, with case management services/evaluations and change in pension type where noted.

It was also noted that item 12 should be discussed separately.

Richard Riebeling moved for approval of the recommendation to continue the disability pension reexaminations, items 6 through 10 and 13 for the length of time as recommended, with case management services/evaluations and change in pension type where noted. Tom Curtis seconded and the Board approved without objection.

On item 11, Dr. Susan Warner reviewed her recommendation and rationale for changing the disability pension from in line of duty to medical. She stated that the change in pension type is based on the psychologist statement that the individual does not meet the stress claim criteria.

After some discussion of the medical information that shows a previous diagnosis to warrant meeting the criteria for stress claims, Todd Henry moved to continue the disability pension re-exam, item 11, as in line of duty for the length of time as recommended (six months). B.R. Hall seconded.

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

After some discussion of the criteria and definitions Metro uses for stress claims, what is considered traumatic, and individual effects, a vote was taken on the motion to continue the disability pension re-exam, item 11, as in line of duty for the length of time as recommended (six months) and the Board approved with Todd Henry, B.R. Hall, Edna Jones, Tom Curtis and Doug Clariday in favor and Veronica Frazier, Stephanie Bailey and Richard Riebeling opposing and Jerry Hall abstaining.

Dr. Susan Warner reported to the Board that on item 12, the individual’s pension was suspended for non-compliance, however, she is requesting that the pension be reinstated as the individual has become compliant and that the pension be continued for the length of time as recommended. Todd Henry moved for approval of continuing the disability pension re-exam, item 12, for the length of time as recommended. B.R. Hall seconded and the Board approved with B.R. Hall, Doug Clariday, Edna Jones, Todd Henry, and Edna Jones in favor and Veronica Frazier and Stephanie Bailey opposing and Richard Riebeling and Jerry Hall abstaining.

Dr. Susan Warner reported to the Board that on item 14, she recommends that the disability pension be continued for one month as a medical disability pension based on the peer review of the medical record that indicates the injury on duty has resolved. She also stated that review in one month would also allow for a review of return to work.

Mark Young, union representative, was present and addressed the Board on behalf of the disability pensioner.

Jerry Hall moved for approval of the recommendation on item 14 to continue the disability pension for one month as a medical disability pension. Richard Riebeling seconded.

There was discussion of the recommendation on item 14 and review of a return to work.

Jamie Summers, Fire Department, questioned the proper procedure regarding this item.

After discussion of the injury on duty being resolved and any other medical conditions, a vote was taken on the motion on item 14, to continue the disability pension for one month as a medical disability pension and the Board approved with Veronica Frazier, B.R. Hall and Doug Clariday opposing.

Jamie Summers, Fire Department, stated that in the past, once an individual’s injury on duty is resolved the individual is placed on the return to work list, in which case if they are police and fire they must be returned to work in the previous job. She stated that if they are deemed medically unfit in that time there is a different process to be placed on a medical disability pension.

Nicki Eke, Legal Department, stated that if the Board determines that the injury on duty has resolved, and the individual still has medical conditions that prevent them from performing the duties of a firefighter/paramedic, they will remain on a pension. She stated they are returned to work when the Board determines that they are able to perform the duties of a firefighter/paramedic.

On item 15, Dr. Susan Warner reported to the Board that this individual has several medical conditions, however, the results of the independent medical evaluation determined a condition that does not normally prevent an individual from working. She stated that the individual’s treating physician has given restrictions which are not consistent with the condition. She stated that she is recommending a functional capacity evaluation.

There was some discussion of the individual’s medical conditions, other factors and the need for conducting another type of evaluation, and the individual’s condition not being a debilitating condition that would prohibit the individual from doing the job.

Connie Caudle, Nashville Career Advancement Center, was present and described the individual’s job duties and returning the individual to work.

Jerry Hall moved to place the individual on the return to work list. Stephanie Bailey seconded.

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

Nicki Eke, Legal Department, stated that the Board is not bound by the Civil Service Medical Examiner’s (CSME) recommendations. She stated that individual’s are always free to come to the meeting because there is no guarantee that the Board will adopt the recommendation by the CSME.

After some discussion of the individual’s restrictions, a vote was taken on the motion on item 15, to place the individual on the return to work list and was approved without objection.

Dr. Susan Warner reported to the Board that on items 16 and 17, she requests a deferral for one month. Richard Riebeling moved for approval of the request to defer items 16 and 17 for one month. Jerry Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 18 she recommends approval of return to work. Stephanie Bailey moved for approval of the recommendation of return to work. Jerry Hall seconded and the Board approved without objection.

Jennifer Wade, General Hospital, was present.

A vote was taken on the motion on item 18 to place the individual on the return to work list and was approved with B.R. Hall opposing.

On item 19, Dr. Susan Warner reported to the Board that she recommends to continue the disability pension for the length of time as recommended with a peer review. Stephanie Bailey moved for approval of the recommendation on item 19 to continue the disability pension for the length of time as recommended with a peer review. Jerry hall seconded and the Board approved with B.R. Hall and Doug Clariday opposing.

Dr. Susan Warner reported to the Board that on item 20 she recommends that the individual be removed from the return to work list.

Jamie Summers, Fire Department, stated that the department has been working with case management and HR on job placement and has not been able to place the individual based on the restrictions.

Dr. Susan Warner discussed changing the disability pension to a medical disability pension based on the individual’s conditions. She stated that the current restrictions are for a condition other than the injury on duty, which has resolved.

Jerry Hall moved for approval of the recommendation on item 20 to remove the individual from the return to work list and continue the disability pension for the length of time as recommended as a medical disability pension. Veronica Frazier seconded.

There was some discussion of the restrictions and if any of those restrictions were related to the injury on duty, (which has resolved).

A vote was taken on the motion on item 20 to remove the individual from the return to work list and continue the disability pension for the length of time as recommended as a medical disability pension and the Board approved without objection.

Christina Hickey stated that the next three items are reconsiderations and coincide with items 1 through 3 under Benefit Board items.

Christina Hickey reported to the Board that item 1, under Benefit Board items, is a disability pension denial request for reconsideration – Applicant from Metro Action Commission.

There was no motion for reconsideration on item 1, under Benefit Board items.

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

Christina Hickey reported to the Board that item 2, under Benefit Board items, is a return to work request for reconsideration – applicant from Sheriff Office.

A Sheriff’s Office representative was present.

Nicki Eke, Legal Department, reviewed who can make a motion for reconsideration.

B.R. Hall moved to reconsider Benefit Board item 2, return to work request for reconsideration – applicant from Sheriff’s Office. Doug Clariday seconded and the motion for reconsideration failed with B.R. Hall and Doug Clariday in favor and Veronica Frazier, Jerry Hall, Todd Henry, Tom Curtis, Stephanie Bailey, and Richard Riebeling opposing.

Christina Hickey reported to the Board that item 3, under Benefit Board items, is a return to work request for reconsideration – applicant from Metropolitan Nashville Public Schools (MNPS).

The individual’s mother was present.

Nicki Eke, Legal Department, reviewed who can make a motion for reconsideration.

There was no motion for reconsideration on item 3, under Benefit Board items.

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 1. | Randy E. Breedlove | Water | Medical | As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam. |
| 2. | Margaret E. Butler | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for one month, (April 2015), with re-exam at that time. |
| 3. | Sheba M. Cantrell | Police | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (March 2016), with re-exam at that time. |
| 4. | Gidget S. Hamilton | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (September 2015), with re-exam at that time. |
| 5. | Connie L. Whitley | Police | Medical | As moved, seconded and approved, this disability pension request was approved for two years, (March 2017), 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** |
| 6. | Carolyn R. Beaird | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for two months, (March 2015), with re-exam at that time. |
| 7. | Sylvia D. Cobbins | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for four months, (July 2015), with re-exam at that time. |
| 8. | Claudia Crockett | Metropolitan Nashville Public Schools  | Medical | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time. |
| 9. | Gary E. Daniel | Library | In Line of Duty/**Medical** | As moved, seconded and approved, this disability pension was continued as a **medical** disability pension for one year, (March 2016), with re-exam at that time. |
| 10. | Camella J. Gammons | General Hospital | Medical | As moved, seconded and approved, this disability pension was continued for One year, (March 2016), with re-exam at that time. |
| 11. | Joseph O. Haywood | Police | In Line of Duty/**Medical** | As moved, seconded and approved, this disability pension was continued as an **in line of duty** disability pension for six months, (September 2015), with re-exam at that time. |
| 12. | Ronald S. Kenney | Fire | In Line of Duty  | As moved, seconded and approved, this disability pension was continued for six months, (September 2015), with re-exam at that time. |
| 13. | Mary D. Krantz | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for one year, (March 2016), with re-exam, at that time. |
| 14. | Robert W. Malley | Fire | In Line of Duty/**Medical** | As moved, seconded and approved, this disability pension was continued as a **medical** disability pension for one month, (April 2015), with re-exam at that time. |
| 15. | Diantha S. McLeod | Nashville Career Advancement Center | Medical | As moved, seconded and approved, this individual was placed on the return to work list. |

### 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** |
| 16. | Eleanor F. Crews | Library | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month (April 2015), with re-exam at that time. |
| 17. | Carol L. Smith | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month (April 2015), with re-exam at that time. |

**RETURN TO WORK:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 18. | Dorothy E. Cox | General Hospital | Medical | As moved, seconded and approved, this individual was placed on the return to work list. |

**OTHER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 19. | William E. Dotson | General Services | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two months, (May 2015), with re-exam at that time. |
| 20. | L.V. Jackson | Fire | In Line of Duty/**Medical** | As moved, seconded and approved, this individual was removed from the return to work list and the disability pension was continued as a **medical** disability pension for one year, (March 2016), with re-exam at that time. |

**RECONSIDERATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 1. | Cathy T. Johnson | Metro Action Commission | Medical | There was no motion for reconsideration on this item. |
| 2. | Jack E. Copeland, Jr. | Sheriff | Medical | The motion for reconsideration on this item failed.  |
| 3. | Shauna L. Lane | Metropolitan Nashville Public Schools | Medical | There was no motion for reconsideration on this item. |

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

**SOCIAL SECURITY REFERRALS:**

Dr. Susan Warner reported to the Board that she concurs with the case management recommendations on the Social Security referrals. Stephanie Bailey moved for approval of the referrals. Veronica Frazier seconded and the Board approved without objection.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Recommendation for Referral** | **Comments** |
| 1 | Brown, Jenny | Health | Pension Approval | Yes | Yes | Cl meets SSDI Listings |
| 2 | Crenshaw, Timothy | Water | Pension Approval | Yes | Yes | Evaluation |
| 3 | Galbreath, Connie | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 4 | McAlister, Lori | Fire | Pension Approval | No | No | Younger Worker |

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

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Stanley Romine | Health | Bureau Director | B | 01/28/2015 | 04/01/2015 |
| Rochelle Cox | Sheriff’s Office | Prisoner Processor 1 | B | 01/28/2015 | 12/27/2014 |
| Darryl Schutt | Water | Treatment Plant Mgr | B | 01/29/2015 | 02/06/2015 |
| Charles W. Bissell | ITS | Info Sys Manager | B | 01/29/2015 | 03/06/2015 |
| Jerry Perigo | Water | Indus Tech Master | B | 01/29/2015 | 01/21/2015 |
| Mark E. Stockdale | Police | Police Officer 2 | B | 01/29/2015 | 02/05/2015 |
| Ronald F. Anderson | Police | Police Security Guard 1 | B | 01/29/2015 | 02/12/2015 |
| Glen A. Hicks | Police | Police Officer 2 | B | 01/29/2015 | 01/31/2015 |
| Patricia Inman \* | MNPS | Custodian Helper | B | 01/29/2015 | 04/01/2015 |
| Hilda Hadley | MNPS | Office Support Rep 3 | B | 01/27/2015 | 02/28/2015 |
| Kenneth W. Wilkinson | Fire | Captain | B | 01/30/2015 | 01/25/2015 |
| Carole Hulan | MNPS | Clerk-Library | B | 01/30/2015 | 05/31/2014 |
| Mark D. Morris | Fire | Captain | B | 02/05/2015 | 02/10/2015 |
| James M. Finch \* | Public Works | Maint & Repair Worker 2 | B | 02/05/2015 | 04/01/2015 |
| Michael B. Bennett | Police | Police Officer 2 | B | 02/05/2015 | 02/16/2015 |
| Robert L. Charlton Jr. | Water | Cust Svc Field Rep 3 | B | 02/05/2015 | 04/08/2015 |
| Robert E. Allen Jr. | Police | Sergeant | B | 02/05/2015 | 03/01/2015 |
| Timothy McMahon \* | MNPS | Senior Custodian | B | 02/05/2015 | 03/01/2015 |
| G. Brent Hager | Health | Bureau Director | B | 02/05/2015 | 02/21/2015 |
| Dorothy Pratt | MNPS | Bus Driver | B | 02/12/2015 | 01/15/2015 |
| Diana McCoy | Police | Police Officer 2 | B | 02/12/2015 | 02/21/2015 |
| James Kenner | Water | Treatment Plant Mgr | B | 02/12/2015 | 03/03/2015 |
| Pamela D. Thompson | Police | Info Systems App Tech 2 | B | 02/12/2015 | 03/22/2015 |
| William Breakfield | Water | Engineer 2 | B | 02/12/2015 | 03/14/2015 |
| Louis T. Washburn | Gen Sessions Ct | Probation Officer 3 | B | 02/12/2015 | 02/28/2015 |
| James D. McClain | Fire | Fire Engineer | B | 02/13/2015 | 02/13/2015 |
| Brenda Craighead \* | MNPS | Cashier-Food Svc | B | 02/11/2015 | 08/01/2014 |
| Linda Huey | Codes | Admin Service Officer 2 | B | 02/19/2015 | 04/01/2015 |

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

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

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| William E Moore | Police | A | 02/01/2015 |
| Hossein Hossein | MNPS | B | 02/01/2015 |
| Jerry W Owen | Library | B | 02/01/2015 |
| Malcolm Crawford | Codes | A | 03/01/2015 |
| Henry A Stevens | Police | A | 03/01/2015 |
| Rose Floyd | MNPS | B | 03/01/2015 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Allen Jr, Larry | MNPS | Service | B | 02/01/15 | Option D |  |
| Allison, Judy Kay | MNPS | Service | B | 01/16/15 | Option B |  |
| Avery, Mickey R | Fire | P&F Service | B | 10/01/14 | Option D |  |
| Benton, Frances E | MNPS | Service | B | 01/23/15 | Option A |  |
| Bryant, Donald Bernard | MNPS | Service | B | 02/01/15 | Option A |  |
| Carr Jr, Majel L | General Services | Early Service | B | 01/15/15 | Normal |  |
| Claybrooks, Keith H. | Police | P&F Service | B | 02/01/15 | Normal | 3 |
| Cox, Rochelle R | Sheriff | Early Service | B | 12/27/14 | Option D |  |
| Ericson, Eric W | State Trial Courts | Service | B | 01/01/15 | Option F |  |
| Farmer, Andrea S | MNPS | Service | B | 01/22/15 | Normal |  |
| Felts, Charles E | Fire | P&F Service | B | 01/06/15 | Normal | 3 |
| Frensley, Thomas E | Fire | P&F Service | B | 01/09/15 | Option E |  |
| Hicks, Glen A. | Police | Early Service | B | 01/31/15 | Normal |  |
| Hord, Julie A. | Trustee | Service | B | 01/03/15 | Normal |  |
| Jackson, Lawrence | Public Works | Service | B | 01/10/15 | Normal |  |
| Jackson, Mary C | Police | Service | B | 08/01/12 | Normal |  |
| Johnson, Melissa A. | Police | P&F Service | B | 01/06/15 | Normal | 3 |
| King, Timothy S | Parks | Service | A | 02/01/15 | Normal |  |
| Landrigan, Robert | Social Services | Service | A | 02/01/15 | Normal |  |
| Lanham Jr, Marvin H | Fire | P&F Service | B | 01/30/15 | Option A |  |
| Latter-Beaudoin, Jane | General Hospital | Service | B | 02/01/15 | Normal |  |
| Linehan, Terence S | Sheriff | Early Service | B | 02/01/15 | Option E |  |
| Manning, David L. | Finance | Service | B | 02/01/15 | Option A |  |
| Mcdowell Iii, James J. | Sheriff | Service | B | 01/31/15 | Option B | 3 |
| Mcdowell, Katherine E | MNPS | Service | B | 01/07/15 | Normal |  |
| Perigo, Jerry R | Water Services | Early Service | B | 01/17/15 | Option E |  |
| Puryear, Vickie L. | General Hospital | Service | B | 01/09/15 | Normal |  |
| Ross Jr, Howard R | Juvenile Court | Early Service | B | 01/31/15 | Option A |  |
| Spears, Joel L | Fire | P&F Service | B | 01/09/15 | Option E | 3 |
| Tyler, Marian D. | Social Services | Early Service | B | 10/24/14 | Option D |  |
| Wilkinson, Kenneth W | Fire | P&F Service | B | 01/24/15 | Option D | 3 |

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

###### Survivor

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee Name** | **Department** | **Survivor Name** | **Plan Membership** | Effective Date |
| Joseph D. Wyatt | Social Services | Dianne Gardner-Wyatt | A(vested) | 02/06/2015 |
| Patricia McMurtry | BOE | Roger McMurtry | B | 02/08/2015 |
| Junior McClard | Police | Ethel McClard | A | 02/10/2015 |
| Barney Reynolds | BOE | Paula Reynolds | B(vested) | 01/30/2015 |
| Marilyn Busch | BOE | Ronald Busch  | A | 01/28/2015 |
| George E. Bess | Fire | Dorothy Bess | Closed | 01/26/2015 |
| Bobbie G. Manor | Police | Ruby Manor | A | 02/19/2015 |
| Delia Whitley | Fire | Gary Whitley | B | 02/15/2015 |
| Donald Cleveland | Library | Lizzie Cleveland | B | 02/18/2015 |
| Bobby Green | Fire | Jewel Green | Closed | 02/15/2015 |

## BENEFIT BOARD ITEMS

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

1. Disability pension denial request for reconsideration – Applicant from Metro Action Commission.

 This item was acted upon accordingly with Section C of the agenda.

1. Return to work request for reconsideration – Applicant from Sheriff Office.

 This item was acted upon accordingly with Section C of the agenda.

1. Return to work request for reconsideration – Applicant from Metropolitan Nashville Public Schools.

 This item was acted upon accordingly with Section C of the agenda.

1. Language revision of carrier plan documents for coordination of benefits.

Christina Hickey reported to the Board that as previously noted at the October Study Session, Deloitte recently completed the claims transaction and operational review of the Blue Cross Blue Shield (BCBS) PPO and Cigna Choice Fund account-based plan (ABP). She stated that this review identified that the current plan documents for both the PPO and ABP are ambiguous on the coordination of benefits provision (COB), however, both Blue Cross and Cigna are administering the COB provision based on the Board’s intent. Ms. Hickey stated Deloitte recommends the Board approve the revised language, provided by BCBS Legal, in the plan documents in order to clarify the COB provision and the Board’s intent. She also stated that the language has been reviewed by Metro Legal.

Veronica Frazier moved for approval of the coordination of benefits language revision in the carrier plan documents. Stephanie Bailey seconded and the Board approved with Doug Clariday and B.R. Hall opposing.

1. In Line of Duty Committee report: (Committee members: Chair: Jerry Hall; Vice-Chair: Veronica Frazier; Members: Charles D. Clariday and Richard Riebeling. Alternates: Christine Bradley and Edna J. Jones)

Christina Hickey reported to the Board that the In Line of Duty Committee met on Friday, January 23, 2015 to deliberate on 7 IOD medical care requests. Two of these items were deferred to the March Board meeting at the request of the individuals pending their representation. She also noted that the medical information for these two items is provided in the medical packet.

 Committee Chair Jerry Hall reviewed the recommendations with the Board:

1. In Line of Duty Committee report: (Committee members: Chair: Jerry Hall; Vice-Chair: Veronica Frazier; Members: Charles D. Clariday and Richard Riebeling. Alternates: Christine Bradley and Edna J. Jones)

On item 2, the in line of duty (IOD) medical care request for the pensioner from the Fire Department, the Committee recommends that the Board uphold Alternative Service Concepts, (ASC), determination to deny this IOD medical care claim.

Mark Young, union representative, stated that the individual no longer wishes to appeal the decision.

Nicki Eke, Legal Department, stated that the Board needs to vote as to whether or not it is going to uphold the Committee’s recommendation or take some other action with regards to this request.

As moved, seconded and approved, the Board voted to uphold ASC’s determination on item 2, the IOD medical care request for the pensioner from the Fire Department, to deny this IOD medical care claim.

On item 3, the IOD medical care request for the employee from the Police Department, the Committee recommends that the Board uphold ASC’s determination to deny this IOD medical care claim.

The employee and Worrick Robinson, attorney were present. Worrick Robinson stated that he would like to withdraw the request.

As moved, seconded and approved, the Board voted to uphold ASC’s determination on item 3, the IOD medical care request for the employee from the Police Department, the Committee recommends that the Board uphold ASC’s determination to deny this IOD medical care claim.

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 6.-a. through 6.-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. Non-compliant disability pensioners. (none to report)
7. Pending litigations. (reported quarterly)
8. Denial log from Alternative Service Concepts.

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

1. Late item(s):

There were no late items reported at the meeting.

Christina Hickey informed the Board that if anyone would like to be an advisor for the vision request for proposal please let her know.

 With nothing further presented, the meeting adjourned at 10:25 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board