MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***April 7, 2015***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, April 7, 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; Vice Chair: Christine Bradley; 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.

Others present: Christina Hickey, Metro Human Resources, Mike Safley, 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 March 3, 2015**.** With no corrections, nothing further was noted and Doug Clariday moved for approval. Christine Bradley seconded and the Board approved without objection.

### 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 request, item 1 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to approve the disability pension new request, item 1 for the length of time as recommended. Todd Henry seconded and the Board approved without objection.

On item 2, Dr. Susan Warner reported to the Board that she recommends denial of the disability pension new request as the individual has returned to work. Richard Riebeling moved for approval of the recommendation to deny the disability pension new request, item 2. Tom Curtis seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 1 through 15, (with the exclusion items 10 and 14), for the length of time as recommended. Dr. Warner also noted that she is requesting an independent medical evaluation (IME) on item 7. Todd Henry moved for approval of the recommendation to continue the disability pension reexaminations, items 1 through 15, (with the exclusion items 10 and 14 and an IME on item 7), for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

On item 10, Dr. Susan Warner reported to the Board that she recommends continuing the disability pension reexamination for the length of time as recommended and is also requesting a functional capacity evaluation, (FCE), for a return to work. Todd Henry moved for approval of the recommendation on item 10 to continue the disability pension reexamination, item 10, for the length of time as recommended and is also requesting a FCE for a return to work. Christine Bradley seconded and the Board approved without objection.

On item 14, the individual and her attorney, Worrick Robinson, were present.

Worrick Robinson addressed the Board regarding the recommendation for the individual.

Dr. Susan Warner reported to the Board that she recommends continuing the disability pension reexamination for the length of time as recommended and requested a peer review of the record to clarify the conflicting opinions related to causation.

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

Worrick Robinson stated that there are no conflicting opinions other than the opinion of the Civil Service Medical Examiner, (CSME). He stated that the treating physician has stated that the condition is work related and has deemed it unsafe for the individual to return to work. He further stated that the results of the IME requested by the CSME indicated that it is the same problem since the injury. He stated that the only conflicting opinion is between Dr. Susan Warner and the treating and IME physicians. He also stated that it seems like the CSME is doctor shopping to find someone who will disagree with the treating and IME physicians and agree with her. Mr. Robinson requested that the disability pension continue for the appropriate length of time.

Dr. Susan Warner reviewed the medical record citing where the individual was at maximum medical improvement, (MMI), after the injury, returned to full duty and there being no pain, symptoms or treatment for the condition related to the injury for at least three years.

Edna Jones noted that the Board did approve this IME and it was presented to the Board.

B.R. Hall moved to continue the disability pension re-exam, item 14, for six months, with no peer review and re-exam at that time. Doug Clariday seconded.

There was some discussion of the course of treatment and if the condition is a part of the injury on duty, normal wear and tear, or a re-injury.

The individual addressed the Board regarding her course of treatment, how the IME was conducted, having chronic pain and her job duties as a police officer.

There was also some discussion regarding when the individual returned to work.

The individual stated that there were no restrictions when she returned to work as she was placed in a slightly different position where she was not on the street at all times. She also indicated that she didn’t want to deal with the paperwork to continue treatment and there was no re-injury.

There was discussion of Metro’s standpoint/guidelines regarding a possible reoccurrence once someone has been released to full duty.

Metro’s Mike Safley, Legal Department stated that the injury on duty days is a different standard than the Board’s guidelines for a disability pension. He stated that you can’t equate a re-occurrence of a previous injury to the injury on duty days.

A vote was taken on the motion to continue the disability pension re-exam, (item 14), for six months, with re-exam at that time and was approved with Jerry Hall, Tom Curtis, Todd Henry, B.R. Hall and Doug Clariday in favor and Christine Bradley, Veronica Frazier, Stephanie Bailey, and Richard Riebeling opposing and Edna Jones abstaining.

Dr. Susan Warner reported to the Board that on items 16 and 17, she requests a deferral for the length of time as recommended. Jerry Hall moved for approval of the request to defer items 16 and 17 for the length of time as recommended. Todd Henry 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.

Lisa Fulton, Emergency Communications Center, (ECC), was present and stated they are prepared to place the individual after the appropriate training.

Jerry Hall moved for approval of the recommendation of return to work. Christine Bradley seconded and the Board approved without objection.

On item 19, the individual was present and requested a deferral to allow time for her attorney to be present. She also stated that she had requested that Dr. Warner change her physician/specialist based on a conflict of interest and does not understand why she is on the agenda because she is not up for re-exam until November.

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

B.R. Hall moved to defer item 19 for one month. Doug Clariday seconded.

After some discussion of finding another physician/specialist, with the help of case management, it was recommended to defer item 19 for two months. A vote was taken on the motion to defer item 19 for two months and was approved without objection.

Byron Grizzle, Sheriff’s Office, requested a 30 day extension on returning the individual to work. He explained that they are having some difficulty with the restrictions.

Edna Jones stated that after conferring with the Legal Department, it is appropriate to ask for 30 days.

B.R. Hall moved for approval of a 30 day extension on the return to work process on item 20. Jerry Hall seconded and the Board approved without objection.

On item 21, the individual was present and addressed the Board regarding having a diploma and returning to work.

Paula Krebs, Eckman/Freeman, reviewed the individual’s progress with the general education diploma, (GED), program and noted that he is completely compliant with the instructions from the Board.

It was noted that he states that he has a diploma from his country and Harold Finch, MNPS, stated that he would have to check with Human Resources at MNPS to see if that diploma would be equivalent to MNPS requirements.

There was some discussion of the results of his prior and last FCE and documentation from other countries regarding education.

Maria, interpreter, stated that she has been in contact with the appropriate individuals regarding obtaining a copy of his diploma, however, it may take some time to obtain it.

Christine Bradley moved to defer item 21 for two months and to continue working toward his GED. B.R. Hall seconded.

Dr. Susan Warner discussed the results of the last FCE, (which were invalid), and how to proceed.

After some discussion of the education requirements at the time he was employed, his position being eliminated and the current requirements for employment, B.R. Hall called for the question.

A vote was taken on the motion on item 21 to defer for two months with continuance of GED classes and the Board approved without objection.

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 1. | Bobby L. Cason | Public Works | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (October 2015), with are-exam at that time. |
| 2. | Ana O. Chipatecua | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension request was denied. |

### 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** |
| 3. | Margaret E. Butler | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for one month, (May 2015), with re-exam at that time. |
| 4. | Eleanor F. Crews | Library | Medical | As moved, seconded and approved, this disability pension was continued for two months, (June 2015), with re-exam at that time. |
| 5. | Julie H. Fortenberry | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for five months, (September 2015), with re-exam at that time. |
| 6. | Aaron E. Gray | Justice Information Services | Medical | As moved, seconded and approved, this disability pension was continued for two months, (June 2015), with re-exam at that time. |
| 7. | William B. Hitchcox | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two months, (June 2015), with re-exam at that time. |
| 8. | Robert W. Malley | Fire | Medical | As moved, seconded and approved, this disability pension was continued for one year, (April 2016), with re-exam at that time. |
| 9. | William A. McNeill, Jr. | Assessor of Property | Medical | As moved, seconded and approved, this disability pension was continued for six months, (October 2015), with are-exam at that time. |
| 10. | Rhonda R. Sims | Knowles | Medical | As moved, seconded and approved, this disability pension was continued for two months, (June 2015), with re-exam at that time. |
| 11. | Carol L. Smith | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for six months, (October 2015), with are-exam at that time. |
| 12. | Sheila M. Tidwell | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for one year, (April 2016), 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** |
| 13. | Cheryl L. Tisdale | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for two years, (April 2017), with re-exam at that time. |
| 14. | Kimberly A. Towers | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (October 2015), with are-exam at that time. |
| 15. | Vera J. Williams | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam. |
| 16. | Piroz E. Omer | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (May 2015), with re-exam at that time. |
| 17. | Steven D. Ragland | Public Works | Medical | As moved seconded and approved, this disability pension was continued for two months, (June 2015), with re-exam at that time. |

**RETURN TO WORK:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 18. | Joe T. Mullican | Emergency Communications Center | 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. | Deborah A. Berryhill | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two months, (June 2015), with re-exam at that time. |
| 20. | Chris D. Parker | Sheriff | In Line of Duty | As moved, seconded and approved, a 30 day extension was granted on the return to work process. |
| 21. | Jamal H. Sharif | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two months, (June 2015), with re-exam at that time. |

### 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.

Jerry Hall moved for approval of the referrals. Todd Henry seconded and the Board approved without objection.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Recommendation for Referral** | **Comments** |
| 1 | Cantrell, Sheba M. | Police | Pension approval | No | No | Cl can perform other work activity |
| 2 | Daniel, Gary E. | Library | Pension approval | No | Yes | Evaluation |
| 3 | Hamilton, Gidget S. | MNPS | Pension approval | Yes | Yes | Evaluation |
| 4 | Whitley, Connie L. | Police | Pension approval | Yes | Yes | Cl Meets SSDI listings |

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

Doug Clariday 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 |
| James A. Faust | Fire | Fire Engineer | B | 02/25/2015 | 02/27/2015 |
| Abdul K. Hasannejad | Water | Indust Master Tech | B | 02/25/2015 | 02/28/2015 |
| Tommy G. Anderson | Sheriff | Correctional Officer Sergeant | B | 02/25/2015 | 02/21/2015 |
| David L Russell | MNPS | Senior Mason | B | 02/26/2015 | 03/28/2015 |
| Rebecca Woodard | St. Trial Ct | Admin Svcs Officer 2 | B | 02/26/2015 | 04/01/2015 |
| David E Vaughn | Fire | Firefighter 3 | B | 02/26/2015 | 04/11/2015 |
| Wesley Childress | Parks | Maint & Repair Worker 3 | B | 02/26/2015 | 04/03/2015 |
| Gordon Gross | Health | Office Support Rep 3 | B | 02/26/2015 | 05/22/2015 |
| Emily P. Anderson | Parks | Golf Course Asst Mgr | B | 03/12/2015 | 04/02/2015 |
| Connie Tripp | Police | Police Sergeant | B | 03/12/2015 | 04/16/2015 |
| Martha R. Justice | Water | Admin Svcs Officer 4 | B | 03/12/2015 | 03/14/2015 |
| Patricia Kersey | Health | Public Health Nurse 1 | B | 03/12/2015 | 05/02/2015 |
| Ronald West | Gen Hospital | Director of Pharmacy | B | 03/12/2015 | 05/19/2015 |
| Billy M. Grissom | MNPS | Spec-Support Tech Dp | B | 03/12/2015 | 07/31/2015 |
| Wilma Dillon | MNPS | Asst-Food Svc | B | 03/12/2015 | 05/29/2015 |
| James Hammond \* | Water | Spec Asst to Director | A | 03/12/2015 | 10/01/2014 |
| Vicki Castro | MNPS | Senior Secretary | B | 03/14/2015 | 07/01/2015 |
| John C. Taylor | Health | Bureau Director | B | 03/18/2015 | 05/16/2015 |
| Evelyn Crouch | MNPS | Library Clerk | B | 03/19/2015 | 03/16/2015 |
| William Breen | Criminal Ct. Clerk | Deputy Crim Ct Clrk 4 | B | 03/19/2015 | 04/03/2015 |

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

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Phyllis Delay | MNPS | Education Asst | B | 03/19/2015 | 05/28/2015 |
| Donna Allen | MNPS | Mgr- Food Service III | B | 03/19/2015 | 05/29/2015 |
| H. Hugh Waddell | MNPS | Supv-Driver | B | 03/19/2015 | 03/27/2015 |
| Joe D. Batey | Police | Police Officer 2 | B | 03/19/2015 | 05/01/2015 |
| James F. Whatley | Library | Equipment Operator 1 | B | 03/26/2015 | 05/01/2015 |
| Joseph E. Marks | Sheriff’s Office | Correctional Officer 2 | B | 03/26/2015 | 05/08/2015 |
| Martha Lampley | General Hospital | Chief Revenue Cycle Officer | B | 03/26/2015 | 04/04/2015 |
| Catherine Goodloe \* | MNPS | Cashier-Food Svc | B | 03/26/2015 | 06/01/2015 |
| Rick Bernhardt | Planning Commission | Executive Director | B | 03/31/2015 | 10/13/2015 |

###### \*deferred benefit

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Lester C Hermann | General Services | B | 03/01/2015 |
| Gerald Napier | ITS | B | 03/01/2015 |
| Odie Jackson | Sheriff | B | 04/01/2015 |
| Craig Cashion | MNPS | B | 04/01/2015 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Anderson, Ronald F. | Police | Early Service | B | 2/14/2015 | Option E |  |
| Anderson, Tommy G | Sheriff | P&F Service | B | 2/21/2015 | Option D |  |
| Bennett, Michael B. | Police | P&F Service | B | 2/16/2015 | Option A | 3 |
| Biggs, Faye E | MNPS | Service | B | 2/21/2015 | Option A | 1 |
| Cater, Willis T | Parks | Service | B | 3/1/2015 | Option A |  |
| Cedeno Diaz, Felix E | Health | Early Service | B | 2/14/2015 | Normal |  |
| Cosby, Ocie B. | General Hospital | Service | B | 2/28/2015 | Option D |  |
| Davis, Carolyn E. | Circuit Court Clerk | Service | B | 3/1/2015 | Normal |  |
| Faust, James A | Fire | P&F Service | B | 2/27/2015 | Option A | 3 |
| Gafford, James A. | Police | P&F Service | B | 1/1/2015 | Option A | 3 |
| Gatwood, Tracy S | Police | P&F Service | A | 1/16/2015 | Option E | 3 |
| Grimes, Patricia | Social Services | Service | A | 2/1/2015 | Normal |  |
| Hadley, Hilda M. | Health | Service | B | 2/28/2015 | Option D |  |
| Hager, G Brent | Health | Service | B | 2/21/2015 | Option A |  |
| Hasannejad, Abdul K | Water Services | Service | B | 2/28/2015 | Option E |  |
| Howse, Deborah J | MNPS | Service | B | 1/1/2015 | Option D |  |
| Hulan, Carole B | MNPS | Service | B | 5/31/2014 | Normal |  |
| Joshlin, Emily Marabl | MNPS | Service | B | 2/21/2015 | Normal |  |
| Maynard, Kenneth E. | Finance | Service | B | 2/28/2015 | Option B |  |
| McClain, James D | Fire | P&F Service | B | 2/11/2015 | Normal | 3 |
| McCoy, Diana S. | Police | Early Service | B | 2/21/2015 | Option D |  |
| McMahon, Timothy A | MNPS | Service | B | 3/1/2015 | Option A |  |
| Middleton, Willie J. | Police | P&F Service | B | 2/3/2015 | Option F | 1 |
| Miller, Julie K | MNPS | Early Service | A | 1/27/2015 | Normal |  |
| Moore, Randall A. | Police | Early Service | B | 2/23/2015 | Option C |  |
| Morris, Mark D | Fire | P&F Service | B | 2/10/2015 | Option E |  |
| Perry, Susan A | Public Library | Early Service | B | 2/1/2015 | Option A |  |
| Pratt, Dorothy S | MNPS | Service | B | 1/31/2015 | Normal |  |

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

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Ragan, Elaine S | Criminal Court Clerk | Service | B | 2/14/2015 | Normal | 3 |
| Ross, Tony R | Sheriff | Early Service | B | 1/17/2015 | Option D |  |
| Schutt, Darryl W | Water Services | Service | B | 2/6/2015 | Option A |  |
| Stockdale, Mark E. | Police | P&F Service | B | 2/5/2015 | Normal | 3 |
| Stone, John R | Police | P&F Service | B | 2/7/2015 | Option E |  |
| Toombs, Randy B | MNPS | Early Service | B | 2/14/2015 | Option A |  |
| Utley, Christopher | State Trial Courts | Early Service | B | 2/14/2015 | Option A |  |
| Washburn, Louis T | General Sessions Court | Service | B | 2/28/2015 | Normal |  |
| Wyatt, Joseph D | Social Services | Service | B | 5/1/2013 | Option A |  |
| **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 |
| Ronnie Hoffman | Police | Linda Hoffman | B | 03/02/2015 |
| Christopher Utley | State Trial Court | Terrie Utley | B | 03/12/2015 |
| Brenda McClanahan | BOE | Jerry McClanahan | B | 02/21/2015 |
| Bessie Smith | Property Assessor | Thomas Smith Jr. | A | 03/01/2015 |
| Cecil Chance | Library | Margaret Chance | A | 02/15/2015 |
| Allie Norman Jr. | BOE | Mary Chance | B | 03/12/2015 |
| Sandra D. Foster | BOE | Devin Foster | B | 03/20/2015 |

## BENEFIT BOARD ITEMS

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

1. Medical and Life Committee report.

Committee Chair Jerry Hall reported to the Board that the Medical and Life Committee met on Thursday, March 26, 2015 to deliberate on three self-insured Choice Fund plan appeals. He asked if there were any amendments, corrections or questions of the minutes from the Medical and Life Committee meeting**.** With no corrections, nothing further was noted and Stephanie Bailey moved for approval. Tom Curtis seconded and the Board approved without objection.

Jerry Hall reported to the Board that the Committee has the following recommendations at this time.

On item 1, the Self-insured Choice Fund plan appeal the Committee recommends that the Board approve coverage for home birth with the requested certified midwife as in-network for this particular member only based on the specific facts in this case.

1. Medical and Life Committee report: (continued)

The employee was present to address any questions the Board may have.

Richard Riebeling moved for approval of the recommendation on item 1, the Self-insured Choice Fund plan appeal to approve coverage for a home birth with the requested certified midwife as in-network for this particular member only based on the specific facts in this case. Stephanie Bailey seconded and the Board approved without objection.

On item 2, the Self-insured Choice Fund plan appeal the Committee recommends that the Board approve coverage for these procedures for this particular member only based on the specific facts in this case.

The employee was present to address any questions the Board may have.

Richard Riebeling moved for approval of the recommendation on item 2, the Self-insured Choice Fund plan appeal to approve coverage for these procedures for this particular member only based on the specific facts in this case. Doug Clariday seconded and the Board approved without objection.

The employee was not present for item 3.

On item 3, the Self-insured Choice Fund plan appeal the Committee recommends that the Board deny coverage for this medication for this particular member based on the specific facts of this case.

After some discussion of the basis for the denial by Cigna that it was not medically necessary and there being no discussion of the basis for denial by the Committee, Richard Riebeling moved to uphold the recommendation of the Committee to deny coverage for this medication for this particular member based on the specific facts of this case. Veronica Frazier seconded and the Board approved with Doug Clariday and B.R. Hall opposing.

1. Benefit Board budget.

Christina Hickey stated that as discussed at the March Study Session, the proposed Benefit Board budget for fiscal year 2016 is being presented for review and approval.

Tom Eddlemon, Treasury, and Ginger Hall Human Resources, (HR), were present to address the Board’s questions regarding the budget.

Richard Riebeling moved for approval of the budget for the 2016 fiscal year. Christine Bradley seconded.

After some clarification of the unbudgeted item for administrative services being a transfer of monies to cover certain expenses and the medical vendors paying implementation costs, if needed, instead of the consultant, a vote was taken on the motion to approve the budget and was approved without objection.

1. Group Medical plan RFP vendor awards.

Christina Hickey reported to the Board that the Purchasing Division has completed the procurement process for the group medical plan request for proposals (RFPs) and has an update for the Board on the status of the RFP and award.

Jeff Gossage, Purchasing, Greg Drennan, Deloitte, and Ginger Hall, HR, were present to review the procurement. Jeff Gossage stated that Cigna and Blue Cross Blue Shield (BCBS) will be awarded the group medical plans contracts. He stated that the award for the Medicare Advantage contract will go to Humana.

Greg Drennan discussed the procurement and reviewed the reduction of administrative service fees for Cigna and BCBS, and the reduction in premiums for Humana.

Ginger Hall reviewed the contributing factors for the change to Humana.

1. Group Medical plan RFP vendor awards. (continued)

B.R. Hall recused himself from the vote.

Richard Riebeling moved for approval of the group medical plan awards to Cigna, BCBS, and Humana. Tom Curtis seconded and the Board approved with B.R. Hall not voting.

1. Correspondence:
2. Utilization report from Blue Cross Blue Shield.
3. Utilization report from CIGNA.
4. Utilization report from Alternative Service Concepts. (reported quarterly)
5. Blue Cross Blue Shield correspondence – West TN Healthcare providers.
6. Cigna Choice Fund correspondence – Network change - Advanced Diagnostic Imaging TN.

Items 4.-a. through 4.-e. 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 5.-a. through 5.-g. were for information only and no action was required.

1. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:44 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board