MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***June 2, 2015***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, June 2, 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., Veronica T. Frazier, B.R. Hall, Sr., Jerry Hall, W. Todd Henry, and Richard M. Riebeling.

Vice Chair Christine Bradley and Member G. Thomas Curtis were 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 May 5, 2015**.** With no corrections, nothing further was noted and Jerry Hall moved for approval. Doug Clariday 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 denial of the disability pension new request, item 1, based on the individual still working and the department being able to accommodate the individual, if necessary.

The individual was present and addressed the Board regarding the request. She stated that she is unable to work due to her constant pain and medications that inhibit her ability to do her job.

Evin Bayliss, Sheriffs Office, was present and stated that they are willing to accommodate the individual based on Dr. Warner’s recommendation.

Richard Riebeling moved for approval of the recommendation to deny the disability pension new request, item 1. Stephanie Bailey seconded.

There was some discussion of the individual’s course of treatment and current medications.

There was also some discussion of the individual’s restrictions, which are out of date. Dr. Susan Warner noted that her sedentary position would not be out of the range of the scope of her work.

A vote was taken on the motion to deny the disability pension new request, item 1, and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends approval of the disability pension new request, items 2, for the length of time as recommended. Jerry Hall moved for approval of the recommendation to approve the disability pension new request, item 2, for the length of time as recommended. Doug Clariday 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 3 through 20 for the length of time as recommended, with the exception of items 5 and 20. Dr. Warner also noted that she requests vocational case management for item 5 and an independent medical evaluation on item 8. Jerry Hall moved for approval of the recommendation to continue the disability

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

pension reexaminations, items 3 through 20 for the length of time as recommended, with the exception of items 5 and 20, and case management services/evaluations where noted. Stephanie Bailey seconded.

There was some discussion for the basis of the independent medical evaluation for item 8, which would be to determine if the injury on duty is the cause of the current problems, to assess and diagnose what the conditions are and any other objective findings that would find the individual not fit for duty.

A vote was taken on the motion to continue the disability pension reexaminations, items 3 through 20 for the length of time as recommended, with the exception of items 5 and 20, and case management services/evaluations where noted and the Board approved without objection.

Edna Jones noted that there is additional information related to item 15. She stated that the individual was able to provide documentation/proof of high school equivalency, however, Metropolitan Nashville Public Schools, (MNPS), would not accept the document.

Dr. Susan Warner stated that in speaking with the individual’s translator, this document was prepared in leiu of the original documentation, which was not available. She also stated that based upon MNPS determination not to accept the document as proof of education that the disability pension and vocational case management be continued.

Veronica Frazier stated that from a Human Resources, (HR), standpoint, if this certified documentation was presented to HR it would be accepted as proof of a high school diploma and does not understand why MNPS would not.

A translator was present for item 15 and discussed the difficulties with obtaining and finally getting proof of the individual’s high school equivalency.

After some discussion of being able to even obtain this documentation, Edna Jones asked if there is a motion to return the individual to work.

Jerry Hall moved to place the individual on item 15 on the return to work list. Todd Henry seconded.

After some discussion of the basis that MNPS used not to accept the certified document as proof of the individual’s high school equivalency, a vote was taken on the motion to place the individual on item 15 on the return to work list and was approved without objection.

The individual on item 20 was present.

On item 20, Dr. Susan Warner reported to the Board that the individual requested to come before the Board a month early. She stated that she has no restrictions related to being able to attend general education diploma (GED/HiSET), classes and recommends that she continue with the classes.

Paula Krebs, Eckman/Freeman, reviewed her progress with the GED/HiSET classes. She stated that she is attending classes, however, she is demonstrating some difficulty with concentration due to her pain level.

There was mention of a positive screen and if that is a compliance issue, and what the disability compliance agreement states.

Dr. Susan Warner stated that the context for the testing was related to a request for pain medication/pain management and the results would help to determine the need for further treatment with controlled substances. She also noted that there is no current continuing treatment with narcotics.

The individual was present and addressed the Board regarding her pain and being in a pain clinic. She also discussed a recent visit to her rheumatologist and statements made by Dr. Warner related to her positive screen and she reviewed her various medical conditions. Her aunt Cynthia Williams also spoke on her behalf regarding her conditions.

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

Dr. Susan Warner reiterated there is no reason medically or any drugs being taken that would impair her performance in classes.

Christina Hickey reviewed the process when there is a non-compliance issue, (Eckman Freeman, CSME, HR), and stated that in this case staff has not been notified of any compliance issues for a positive drug screen.

Jerry Hall moved to continue the disability pension, item 20. B.R. Hall seconded.

It was noted that the Board takes issue with the positive drug screen and that the individual is expected to do the right thing.

There was further discussion of the individual not being in pain management due to the positive screen and he individual further addressed being in pain management and indicated that she signed herself out of it.

A vote was taken on the motion on item 20 to continue the disability pension for the length of time as recommended and was approved with Edna Jones abstaining.

Dr. Susan Warner reported to the Board that on item 21, she requests a deferral for one month to determine an exact diagnosis. Jerry Hall moved for approval of the request to defer item 21 for one month. Stephanie Bailey seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on items 22 and 23, she requests a deferral for one month. Jerry Hall moved for approval of the request to defer items 22 and 23 for one month. Doug Clariday seconded and the Board approved without objection.

On item 24, Dr. Susan Warner reported to the Board that the individual has requested to return to work in a non-sworn position. Dr. Warner stated that she recommends vocational case management with the recommended re-exam/review date. Todd Henry moved for approval of the return to work in a non-sworn position with vocational case management and the recommended re-exam/review date. Jerry Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 25 she recommends that the individual be removed from the return to work list due to being approved for Social Security. B.R. Hall moved for approval of the recommendation to remove the individual from the return to work list. Doug Clariday seconded and the Board approved without objection.

On the reconsideration, item 26, the individual and her translator, Ashley Roberts, were present. Ms. Roberts reviewed her job classifications, the injury on duty, and distributed some additional information.

B.R. Hall moved to reconsider item 26. Doug Clariday seconded and the motion failed with B.R. Hall, Doug Clariday and Todd Henry in favor of the motion and Edna Jones, Veronica Frazier, Jerry Hall and Stephanie Bailey opposing and Richard Riebeling abstaining.

Dr. Susan Warner reported to the Board that on the late item, she recommends approval of the disability pension new request for the length of time as recommended. Todd Henry moved for approval of the late item disability pension new request for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 1. | Michelle N. Gibson | Sheriff | Medical | 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)

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 2. | Mark E. Hasty | Fire | Medical | As moved, seconded and approved, this disability pension request was approved for two months, (August 2015), with re-exam at that time. |

**REEXAMINATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 3. | Patrick Armstrong | Fire | Medical | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam. |
| 4. | Deborah A. Berryhill | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one month, (July 2015), with re-exam at that time. |
| 5. | Donald G. Borgeson, Jr. | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two years, (June 2017), with re-exam at that time. |
| 6. | Dorothy E. Cox | General Hospital | Medical | As moved, seconded and approved, this disability pension was continued for two months, (August 2015), with re-exam at that time. |
| 7. | Eleanor F. Crews | Library | Medical | As moved, seconded and approved, this disability pension was continued for three months, (September 2015), with re-exam at that time. |
| 8. | Bryan A. Doersam | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two months, (August 2015), with re-exam at that time. |
| 9. | Connie S. Galbreath | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for two year, (June 2017), with re-exam at that time. |
| 10. | Aaron E. Gray | Justice Integration Services | Medical | As moved, seconded and approved, this disability pension was continued for six months, (December 2015), 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** | **Board Action Taken** |
| 11. | John M. Harrell | Police | Medical | As moved, seconded and approved, this disability pension was continued for four months, (October 2015), with re-exam at that time. |
| 12. | Vickie A. Neltner | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam. |
| 13. | Steven D. Ragland | Public Works | Medical | As moved, seconded and approved, this disability pension was continued for one year, (June 2016), with re-exam at that time. |
| 14. | Syretha D. Sessions | Sheriff | Medical | As moved, seconded and approved, this disability pension was continued for one month, (July 2015), with re-exam at that time. |
| 15. | Jamal H. Sharif | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list. |
| 16. | James R. Shumate | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two months, (August 2015), with re-exam at that time. |
| 17. | Rhonda R. Sims | Knowles | Medical | As moved, seconded and approved, this disability pension was continued for nine months, (March 2016), with re-exam at that time. |
| 18. | Gerald L. Smock | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (December 2015), with re-exam at that time. |
| 19. | Lawrence Taylor, Jr. | Police | Medical | As moved, seconded and approved, this disability pension was continued for two years, (June 2017), with re-exam at that time. |
| 20. | Sylvia D. Cobbins | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for six months, (December 2015), with re-exam at that time. |

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

**REEXAMINATIONS - DEFER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 21. | William E. Dotson | General Services | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month. |
| 22. | Richard T. Foley, III | Police | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month. |
| 23. | William B. Hitchcox | Police | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month. |

**OTHER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 24. | Barry L. Burk | Police | Medical | As moved, seconded and approved, this individual was placed on the return to work list, in a non-sworn position, with review in one year, (June 2016). |
| 25. | Noor S. Noor | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this individual was removed from the return to work list and the pension continued without stipulation of scheduled re-exam. |

**RECONSIDERATION:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 26. | Ana O. Chipatecau | Metropolitan Nashville Public Schools | Injury on Duty | There was no action taken on this item. |

**LATE ITEM**

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 27. | Lullette R. Magalei | Health | Medical | As moved, seconded and approved, this disability pension was approved for five months, (November 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. Doug Clariday moved for approval of the referrals. Jerry Hall 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, David | Water | Pension Approval | Yes | Yes | CI meets SSDI vocational guidelines |
| 2 | Trotter, James | Parks | Pension Approval | Yes | Yes | CI meets SSDI vocational guidelines |
| 3 | Young, Marguerite | MNPS | Pension Approval | Yes | Yes | CI meets SSDI listing 13.14 A |

**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 |
| Joyce Roche | MNPS | Education Asst | B | 04/30/2015 | 05/29/2015 |
| Donna Davis | MNPS | Secretary/Bookkeeper | B | 04/30/2015 | 07/01/2015 |
| Patricia G. Bennett | MAC | Bus Driver | B | 04/30/2015 | 05/30/2015 |
| Debra S. Holton | Sheriff’s Office | Admin Svcs Officer 2 | B | 04/30/2015 | 06/10/2015 |
| Michael Bays | Parks | Asst Director | B | 04/30/2015 | 05/30/2015 |
| Evelyn Smith | Library | Office Support Rep 3 | B | 04/30/2015 | 05/30/2015 |
| Karen Davidson | Gen Hospital | Secretary-Medical | B | 04/30/2015 | 05/01/2015 |
| Diane Dyce | ITS | Info Sys Oper Analyst 2 | B | 05/04/2015 | 05/02/2015 |
| Rebecca Armstrong | MNPS | Mgr-Support & App Trg | B | 05/07/2015 | 07/07/2015 |
| Jewel Steele | MNPS | Education Asst | B | 05/07/2015 | 05/31/2015 |
| Joe T. Southall | MNPS | Bus Driver | B | 05/07/2015 | 05/29/2015 |
| Alesia Wilson | Health | Outreach Worker | B | 05/07/2015 | 06/06/2015 |
| James O. Boyd | Water | Indus Maint Supv 2 | B | 05/07/2015 | 05/30/2015 |
| Paula C Harris | Health | Public Health Nurse | B | 05/07/2015 | 06/19/2015 |
| Cynthia Hatchett | MNPS | Asst-School General | B | 05/07/2015 | 05/30/2015 |
| Walter J. Overton \* | Sports Authority | Executive Director | B | 05/07/2015 | 02/01/2012 |
| Ella M. Milstein \* | Social Services | Customer Service Supv | B | 05/07/2015 | 06/01/2015 |
| Daryl Bridges | MNPS | Bus Driver | B | 05/08/2015 | 04/15/2015 |
| Allison K. Thomas | Fire | Deputy Director | B | 05/14/2015 | 05/30/2015 |
| Harry Grant | MNPS | Supv-Campus | B | 05/14/2015 | 05/28/2015 |
| Rebecca Wade | MNPS | Education Asst | B | 05/14/2015 | 05/29/2015 |
| Meridy Hunt | MNPS | Secretary/Clerk | B | 05/14/2015 | 05/28/2015 |
| LaVonda Howse | MNPS | Asst-School General | B | 05/14/2015 | 05/28/2015 |
| Nancy Presson | MNPS | Secretary/Clerk | B | 05/14/2015 | 05/29/2015 |
| Christine Murray | Criminal Ct Clerk | Deputy Crim Ct Clerk 1 | B | 05/14/2015 | 07/01/2015 |
| James K. Hall | Sheriff’s Office | Compliance Officer | B | 05/14/2015 | 06/09/2015 |
| Carolyn Malone | MNPS | Secretary | B | 05/14/2015 | 05/29/2015 |
| Robert Wilkerson | Public Works | Signal Tech 3 | B | 05/18/2015 | 05/30/2015 |

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

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Dorris A Dye | Fire | Fire Engineer | B | 05/18/2015 | 06/01/2015 |
| John A. Bridges \* | Mayor’s Office | Special Asst | B | 05/21/2015 | 07/01/2015 |
| James Fuqua Jr. | Police | Police Officer 2 | B | 05/21/2015 | 06/12/2015 |
| Joe K. Daniel | Police | Armorer | B | 05/21/2015 | 08/15/2015 |
| Donald Beck | MNPS | Education Asst | B | 05/21/2015 | 05/28/2015 |
| Elva M. Isbell | MNPS | Mgr-Food Service | B | 05/21/2015 | 05/28/2015 |

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Donald P Sorey | Police | A | 05/01/2015 |
| Judy A Reasoner | MNPS | B | 05/01/2015 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Batey, Joe D. | Police | P & F Service | B | 5/1/2015 | Option A |  |
| Breakfield, William D | Water Services | Service | B |  |  |  |
| Bridges, Daryl S | MNPS | Early Service | B | 4/18/2015 | Option D |  |
| Charlton Jr, Robert L | Water Services | Service | B | 4/8/2015 | Normal | 3 |
| Childress, Wesley W | Parks | Service | B | 4/3/2015 | Option E |  |
| Cunningham, Robert E | Fire | P & F Service | B | 4/19/2015 | Option E | 3 |
| Dawson, Sandra E | Metro Action Commission | Early Service | B | 3/6/2015 | Normal |  |
| Desoto, Pamela M | Parks | P & F Service | B | 4/17/2015 | Normal |  |
| Huey, Linda F | Codes Administration | Service | B | 4/25/2015 | Normal |  |
| Lampley, Martha S. | General Hospital | Early Service | B | 4/4/2015 | Option E |  |
| Mcmillan, Byron E. | Public Works | Service | B | 4/11/2015 | Normal | 1 |
| Miller, Reginald D. | Police | P & F Service | B | 4/15/2015 | Option A | 3 |
| Romine, Stanley E | Health | Service | B | 4/1/2015 | Option A | 2 |
| Stromatt, Mark E. | Fire | P & F Service | B | 4/15/2015 | Option A | 3 |
| Swanson, Rebecca Ann | MNPS | Service | B | 4/21/2015 | Normal |  |
| Tripp, Connie M. | Police | P & F Service | B | 5/1/2015 | Normal |  |
| Vaughn, David E | Fire | P & F Service | B | 4/11/2015 | Normal | 3 |
| Weaver, Matthew P | Police | P & F Service | B | 10/1/2014 | Option A |  |
| White, David R | Fire | P & F Service | B | 5/1/2015 | Option A |  |
| Allen Jr, Robert E. | Police | P & F Service | B | 5/1/2015 | Option F | 3 |
| **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) (continued)**

###### Survivor

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee Name** | **Department** | **Survivor Name** | **Plan Membership** | Effective Date |
| Ronald Thornton | Fire | Ronda Thornton | B | 4/23/2015 |
| Dayton Cook | Fire | Brigitte Cook | Closed | 04/30/2015 |
| Linda S Simpkins | MNPS | Roger Simpkins | A | 05/03/2015 |
| Danny Bridges | Social Services | Algerine Bridges | B | 05/12/2015 |
| Bennie L. Allen | BOE | Mary F. Allen | A | 05/01/2015 |
| Dennis E. Morgan | Fire | Karen Morgan | B | 05/16/2015 |
| Larry L. Reilly | Police | Darleen Reilly | Closed | 05/20/2015 |

## 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 Nashville Public Schools (MNPS).

This item was acted upon accordingly with the disability pension section.

1. Pension Committee report.

Christina Hickey reported to the Board that the Pension Committee met on Tuesday, May 19, 2015 to discuss the Independent Medical Evaluations (IME) process. She stated the minutes from this meeting are attached for approval.

Committee Chair, Todd Henry asked if there were any amendments, corrections or questions of the Pension Committee minutes.With no corrections, nothing further was noted and Richard Riebeling moved for approval. Doug Clariday seconded and the Board approved the Pension Committee minutes without objection.

Todd Henry reviewed the recommendations with the Board. He stated that the Committee recommends receiving a monthly report detailing what exams were conducted (IME, IPE, FCE, Peer Review), cost of the examinations, and provider utilized in the monthly Board packet. The Committee recommends receiving a cumulative report of the above items from the previous 2 years. The Committee also recommends that they receive a Benefit Board budget in their monthly Board packets.

It was also noted that it is in the Charter that the budget be provided to the Board on a monthly basis.

Jerry Hall moved for approval of the recommendations to receive a monthly report detailing what exams were conducted, along with cost and provider utilized, in addition to a cumulative report from the previous 2 years, with the budget reported to the Board monthly. Doug Clariday seconded and the Board approved without objection.

1. Pension funding policies.

Christina Hickey reported to the Board that at the May Study Session, the Metro Treasurer presented the new Funding Policies for the open and closed pension plans which are in accordance with new State laws concerning funding on pension plans. These policies are for the Board’s review and approval.

Tom Eddlemon, Treasurers Office, was present.

Richard Riebeling moved for approval of the policies and recommend that the Metro Council adopt the policies. Stephanie Bailey seconded and the Board approved without objection.

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

Christina Hickey reported to the Board that at the March, April and May Study Sessions the Board considered the annual reviews of the General Hospital and MNPS clinic incentive programs. She stated that these programs are reviewed annually by the Board to ensure there is no adverse impact to the plans as a result of these incentive programs. She also stated that the Board will need to determine whether they would like to continue these programs for the 2016 plan year.

B.R. Hall moved to continue the MNPS clinic incentive program. Doug Clariday seconded.

There was some discussion of the costs of the clinics increasing, the program actually costing Cigna members more money and there being an adverse effect on the plan.

There was also some discussion of the recommendation that the program be discontinued and why the Board would want to approve/continue something that will cost the plan more money.

There was also some discussion of what certain providers (Vanderbilt) charge at the clinics, members still being able to go to the clinics without the incentives, usage, and the change in vendors.

A vote was taken on the motion to continue the clinics and was approved with Todd Henry, Doug Clariday, B.R. Hall and Edna Jones in favor and Veronica Frazier, Stephanie Bailey and Richard Riebeling opposing and Jerry Hall abstaining.

Richard Riebeling moved to continue the General Hospital incentive program. B.R. Hall seconded and the Board approved without objection.

1. Medical plan options.

Christina Hickey reported to the Board that at the May Study Session Deloitte presented medical plan design options for the Board’s review.

Nicki Eke, Legal Department, stated that further legal review is needed regarding one of the recommendations to determine any effect on the plans grandfathered status.

The Board discussed sending this item to the Medical and Life Committee for further discussion on all of the recommendations. B.R. Hall moved to refer this item to Committee. Doug Clariday seconded.

After some discussion of the timeframe for getting approval of the recommendations in order to set rates, a vote was taken on the motion to refer this item 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)
5. Cigna pharmacy management clinical update – Self Funded clients.

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

Christina Hickey made note of item 6.-d.

1. Reports for your information:
2. Return to work.
3. Social Security approvals. (none to report)
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)

7. Reports for your information: (continued)

1. 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):

Late items were reported at the meeting and have been incorporated into these minutes.

Christina Hickey reported to the Board that Doug Clariday was re-elected for another 3 years.

With nothing further presented, the meeting adjourned at 10:40 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board