

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

July 7, 2015

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

Members G. Thomas Curtis and Richard M. Riebeling were unable to attend.

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 June 2, 2015. With no corrections, nothing further was noted and Doug Clariday moved for approval. Todd Henry 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.

Board Chair Edna Jones thanked Dr. Susan Warner for her service to the Benefit Board.

Dr. Susan Warner reported to the Board that she recommends approval of the recommendations on the disability pension new requests, items 1 through 6, with the exception of item 3, for the length of time as recommended. Christine Bradley moved for approval of the recommendations on the disability pension new requests, items 1 through 6, with the exception of item 3, for the length of time as recommended. Stephanie Bailey seconded and the Board approved without objection.

The individual was present on item 3 and addressed the Board regarding the request for in line of duty.

Dr. Susan Warner stated that on item 3 she recommends a medical disability pension. She stated there were two separate injuries and the physician has indicated that there is progression of an underlying condition that is the result of the original injury on duty. She also noted that he has been released to full duty by the treating physician for those injuries and is receiving current treatment for the underlying condition, which supports a medical disability pension.

Stephanie Bailey moved for approval of the recommendation to approve item 3 as a medical disability pension for the length of time as recommended. Edna Jones seconded.

After some discussion of the medical information showing the underlying condition was present prior to the injury, a vote was taken on the motion to approve item 3 as a medical disability pension for the length of time as recommended and the Board approved with Doug Clariday and B.R. Hall opposing.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 7 through 14, (with the exception of item 9), for the length of time as recommended, with case management services/independent medical evaluations where noted.

After some discussion of the budget allocation for independent medical evaluations and the basis for the evaluation on item 10, B.R. Hall moved for approval of the recommendation to continue the disability pension

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

reexamination, item 10 for the length of time as recommended, with an independent medical evaluation. Jerry Hall seconded and the Board approved without objection.

Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 7 through 14, (with the exception of items 9 and 10), for the length of time as recommended, with case management services/independent medical evaluations where noted. Stephanie Bailey seconded and the Board approved without objection.

Edna Jones stated that on item 9, the individual is present with their attorney and has requested a deferral for two months. Christine Bradley moved for approval of deferring item 9 for two months. Todd Henry seconded and the Board approved with Stephanie Bailey opposing.

Dr. Susan Warner reported to the Board that on item 15 she requests a deferral for one month. Jerry Hall moved for approval of the request to defer item 15 for one month. B.R. Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 16 she recommends the individual be returned to work.

Harold Finch, Metropolitan Nashville Public Schools, MNPS, was present and stated they are prepared to return the individual to work once the individual passes the required training.

Jerry Hall moved for approval of the recommendation of return to work on item 16. Christine Bradley seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 17 she recommends the individual be returned to work with restrictions.

Evin Bayliss, Sheriff's Office, stated that they have concerns with the way the restrictions are written.

There was discussion regarding whether or not the individual has reached maximum medical improvement and Dr. Susan Warner reviewed the physician's statement in which the physician states they are able to return to work.

After some discussion of the physician's statement citing anticipated continued improvement, Veronica Frazier moved to defer item 17 for one month. Edna Jones seconded.

After some discussion of assigning vocational case management and the individual's ability to return to work with the condition being under control, Veronica Frazier amended the motion to include assigning case management. A vote was taken on the motion to defer item 17 with case management and the Board approved B.R. Hall opposing.

On item 18, Jamie Summers, Fire Department, was present and expressed concerns with returning the individual to work based on the comments from someone other than the treating physician. She also requested that the individual be seen by the treating physician for a release.

Doug Clariday moved to defer item 18. Jerry Hall seconded.

Dr. Susan Warner reviewed the guidelines that she uses, the individual's medical conditions and medications, and the individual's course of treatment.

After some discussion of what the return to work policy states regarding returning a disability pensioner to work, a vote was taken on the motion to defer item 18, with medical information/a release from the treating physician and the Board approved without objection.

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

On item 19, Dr. Susan Warner stated that she is seeking guidance on the appropriate action for this individual. She stated that the individual requested to see a different specialist, however, she refuses to complete testing requested by the specialist and he has now refused to see her.

Tracy Patterson, Alternative Service Concepts, (ASC), was also present.

The individual and her attorney, Jack Byrd, were present and addressed the Board regarding the testing and indicated that the individual is requesting another type of testing be done or be allowed to return to the previous treating physician.

There was some discussion regarding the individual's medications, adverse reactions to the requested testing and no documentation of those reactions in the medical record, whether or not the pension should still be considered in line of duty and deferring this item pending review of medical documentation related to adverse reactions by the current physician.

Jerry Hall moved to defer item 19 for two months pending review of additional medical information from the treating physician. Christine Bradley seconded and the Board approved with B.R. Hall and Doug Clariday opposing.

It was noted that Tracy Patterson, ASC, will work with her to obtain the necessary information.

Christina Hickey reported to the Board that item 20 is a reconsideration. She stated that the individual is requesting a reconsideration on having to continue with HiSET (GED) classes.

The individual was present.

B.R. Hall moved to reconsider item 20. Doug Clariday seconded and the motion for reconsideration failed with B.R. Hall, Doug Clariday and Todd Henry in favor and Christine Bradley, Veronica Frazier, Stephanie Bailey Jerry Hall and Edna Jones opposing.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Christopher D. Allgood	Sheriff	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (July 2016), with re-exam at that time.
2.	Walter D. Cranford	Police	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
3.	Roger D. Green	Metropolitan Nashville Public Schools	In Line of Duty/ Medical	As moved, seconded and approved, this disability pension request was approved as a medical disability pension for one year, (July 2016), with re-exam at that time.
4.	Deborah D. Martin	Metropolitan Nashville Public Schools	In Line of Duty/ Medical	As moved, seconded and approved, this disability pension request was approved as a medical disability pension for five months, (December 2015), with re-exam at that time.

**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
5.	Priscilla A. Nevarez	Metro Action Commission	In Line of Duty	As moved, seconded and approved, this disability pension request was denied.
6.	Paul B. Sparkman	Public Works	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for seven months, (February 2016), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
7.	William E. Dotson	General Services	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (October 2015), with re-exam at that time.
8.	Richard T. Foley, III	Police	Medical	As moved, seconded and approved, this disability pension was continued for two months, (September 2015), with re-exam at that time.
9.	William B. Hitchcox	Police	In Line of Duty/ Medical	As moved, seconded and approved, this disability pension re-exam was deferred for two months, (September 2015), with re-exam at that time.
10.	Jennifer L. Kee	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for two months, (September 2015), with re-exam at that time.
11.	Samuel H. McCrary, III	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for two months, (September 2015), with re-exam at that time.
12.	Scott C. Sessions	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
13.	William K. Stone	Police	Medical	As moved, seconded and approved, this disability pension was continued for two years, (July 2017), with re-exam at that time.
14.	Jomyra E. Weaver	General Hospital	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled 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
15.	Robert L. Chitwood	Police	Medical	As moved, seconded and approved, this disability pension was continued/deferred for one month, (August 2015), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
16.	Margaret E. Butler	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this individual was placed on the return to work list.
17.	Syretha D. Sessions	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued/deferred, with case management services, for one month, (August 2015), with review at that time.
18.	Stief A. Fuller	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued/deferred for one month, (August 2015), with review at that time.

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/deferred for two months, (September 2015), with review at that time.

RECONSIDERATION(S):

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
20.	Sylvia D. Cobbins	Metropolitan Nashville Public Schools	Medical	There was no motion to reconsider this item.

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. Stephanie Bailey seconded and the Board approved without objection.

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

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Crews, Eleanor	Library	Pension Approval	No	No	CI does not meet SSDI guidelines
2	Gray, Aaron	Info Systems Tech	Pension Approval	Yes	Yes	CI meets SSDI disability guidelines
3	Hasty, Mark	Fire	Pension Approval	Yes	Yes	CI meets SSDI disability guidelines
4	Ragland, Steve	Public Works	Pension Approval	No	No	Younger Worker

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

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Debra Szostecki	Sheriff	Prisoner Processor 1	B	05/28/2015	05/31/2015
Brenda McSurley	Parks	Supervisor-Special Skills	B	05/28/2015	07/03/2015
Weldon Benthall	St. Trial Ct	Program Manager 2	B	05/28/2015	07/01/2015
Clara Broome	MAC	Center Manager 2	B	05/28/2015	07/01/2015
Ingrid Fidler	MNPS	Secretary/Bookkeeper	B	05/28/2015	09/08/2015
Deborah McClintoch	MNPS	Spec-Support Apps	B	05/28/2015	07/10/2015
Curt Parkerson *	MAC	Bus Driver	B	05/19/2015	08/01/2015
Jeffrey B. Nidiffer	Police	Police Officer 2-FTO	B	06/04/2015	07/09/2015
Thomas C. Martin	Criminal Ct. Clerk	Dep Criminal Ct Clerk 2	B	06/04/2015	07/01/2015
Rebecca Biggs	MNPS	Secretary/Clerk	B	06/04/2015	06/03/2015
Linda L. Foster	MNPS	Clerk-Library	B	06/04/2015	05/28/2015
Marie W. Wright	MNPS	Secretary/Bookkeeper	B	06/04/2015	07/01/2015
Patricia H. Chatman *	Caring for Children	Program Manager 2	B	06/04/2015	07/01/2015
Ida J Thompson *	General Hospital	Unit-Secretary	B	06/04/2015	07/01/2015
Roni Lang	General Hospital	LPN	B	06/04/2015	06/15/2015
Wander Hayes	MNPS	Education Asst	B	06/05/2015	05/28/2015
Aaron Thomas Sr.	Police	Police Officer 2	B	06/08/2015	07/01/2015
Jerry Simerly*	Parks	M&R Leader 1	B	06/08/2015	09/01/2011
Mark S. Patterson	General Services	Info System Advisor 1	B	06/08/2015	06/13/2015
Dianna Stephens	General Services	Assistant Director	B	06/09/2015	06/17/2015
Sarah Rucker	Police	Police Operations Asst 3	B	06/11/2015	09/01/2015
Reuben Fletcher	Sheriff's Office	Correctional Officer 2	B	06/11/2015	06/26/2015
Linda Weatherly	MNPS	Clerk-Library	B	06/11/2015	05/28/2015
Lynne C. Harrell	MNPS	Spec-Tech Maint Facility	B	06/11/2015	07/01/2015
James Kinzer	MNPS	Asst-Data	B	06/11/2015	06/19/2015
Judy Morehead	MNPS	Education Asst	B	06/16/2015	05/28/2015
Linda L. Jackson	Juvenile Ct Clerk	Admin Asst	B	06/18/2015	07/01/2015
Bruce Atkins *	Gen Hospital	Plant Ops Tech	B	06/18/2015	07/01/2015
Vicki Long	Metro Clerk	Admin Svcs Officer 3	B	06/18/2015	07/17/2015
Colleen Grissom	MNPS	Mgr-Tech Teacher Resource	B	06/18/2015	07/01/2015
Cynthia Cantrell	MNPS	Education Asst	B	06/18/2015	05/28/2015
Constance Braden	MNPS	Asst-School General	B	06/18/2015	05/29/2015
Dennis Lawson	Human Resources	Human Resources Analyst 3	B	06/22/2015	07/16/2015

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Gloria Bridges	MNPS	Monitor-In School Suspension	B	06/25/2015	05/29/2015
Jacqueline Steele	MNPS	Asst-Food Service	B	06/25/2015	05/29/2015
Twana Chick	Police	Sergeant	B	06/25/2015	07/01/2015
Janice K. Miller	Trustee's Office	Deputy Trustee	B	06/25/2015	08/10/2015
Charles H. Watson Jr.	General Session Ct	Judicial Asst 2	A	06/25/2015	08/08/2015
Clara Arteaga	MAC	Family Dev Specialist 2	B	06/25/2015	07/11/2015
Joyce Craddock	MNPS	Library-Clerk	B	06/29/2015	05/29/2015
Deboray Wilkison *	Caring for Children	Program Manager 1	B	06/16/2015	08/01/2015

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Arthur Knight	Bordeaux	B	06/01/2015
Roger Daniels	Water	B	06/01/2015
Johnnie M Biddix	BLTC	B	06/01/2015
Daniel Whitehurst	Police	B	06/01/2015

Options Elected – Not available

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
Isaac Baarda	Water	Billye Baarda	B	05/21/2015
Stephen W. Curley	BOE	Teddie Spooner	B	05/26/2015
John W. Shepherd	BOE	Carolyn Shepherd	B	05/27/2015
Thomas A. Bolden	BOE	Maggie Bolden	B	05/22/2015
Lee Talley Jr.	Water	Peggy Hall	B	05/31/2015
Joyce Fulton	BOE	Boyd Fulton	A	05/14/2015
Linda S. Willeby	BOE	Billy Willeby	B	06/02/2015
Dennis Morgan	Fire	Karen Morgan	B	05/16/2015
Leon W. Shannon	MNPS	Frances Shannon	B	05/28/2015
Thomas K. Worrall	Fire	Samantha Worrall	A	05/20/2015
Michael W. Fulton	General Sessions	Phyllis Fulton	A	06/15/2015
Clifford C. Biggs	BOE	Linda Biggs	B	06/13/2015
Herman E. Ray	Water	Sigma Ray	A	06/04/2015
Hazel E. Woods	BOE	James Woods	B	06/16/2015
James W. Cunningham	Public Works	Judy Cunningham	B	06/17/2015
Barbara A. Parker	BOE	Charles Parker	B	06/24/2015
Craig Cashion	BOE	Christina Crisp	B	06/18/2015

BENEFIT BOARD ITEMS

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

1. Disability pensioner's continuation of HiSET classes request for reconsideration – Pensioner from Metro Nashville Public Schools (MNPS).

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

2. Dependent life insurance for Metro spouses.

Christina Hickey reported to the Board that at the June 2015 Study Session, Deloitte presented information on increasing the amount of dependent life insurance employees could purchase on their spouses. She stated the cost of this benefit is paid 100% by the employee and has no impact on Metro's Medical Fund budget. Ms. Hickey stated that the proposed recommendation would be to increase the amount of spouse dependent life insurance employees may elect from the current \$10,000 maximum up to a \$50,000 maximum.

Todd Henry moved for approval of the recommendation to increase the amount of spouse dependent life insurance employees may elect from the current \$10,000 maximum up to a \$50,000 maximum. Christine Bradley seconded.

After some discussion of the rates, increasing the benefit for dependent children and having discussions before this goes out for bid again regarding what Metro would like to have included, a vote was taken on the motion to increase the amount of spouse dependent life insurance employees may elect from the current \$10,000 maximum up to a \$50,000 maximum and the Board approved without objection.

3. Medical & Life Committee.

Edna Jones stated that it has been requested that the recommendations from the Medical & Life Committee will be referred to the Special Called Meeting on July 21, 2015. Jerry Hall moved to refer this item to the Special Called meeting. Veronica Frazier seconded and the Board approved without objection.

Committee Chair Jerry Hall asked if there were any amendments, corrections or questions of the minutes from the Medical and Life Committee meeting held on June 16, 2015. With one correction, nothing further was noted and Doug Clariday moved for approval. Stephanie Bailey seconded and the Board approved without objection.

4. In Line of Duty Committee.

Christina Hickey reported to the Board that the In Line of Duty Committee met on June 15, 2015 to deliberate on 13 IOD medical care requests. She stated the minutes are being presented for approval and the Committee deferred item 13 at the request of the appellant's attorney and has the following recommendations for the Board.

Committee Chair Jerry Hall asked if there were any amendments, corrections or questions of the minutes from the In Line of Duty Committee meeting held on June 15, 2015. With one correction, nothing further was noted and Christine Bradley moved for approval. Todd Henry seconded and the Board approved without objection.

On item 1, the IOD medical care request for the pensioner from the Police Department, the Committee recommends that the Board overturn ASC's determination to deny this IOD medical care claim. Todd Henry moved for approval of the Committee's recommendation to overturn ASC's determination to deny this IOD medical care claim. B.R. Hall seconded and the Board approved with Stephanie Bailey and Christine Bradley opposing.

On item 2, the IOD medical care request for the employee from the Sheriff's Office, the Committee recommends that the Board uphold ASC's determination to deny this IOD medical care claim. Stephanie Bailey moved for approval of the Committee's recommendation to uphold ASC's determination to deny this IOD medical care claim. Veronica Frazier seconded and the Board approved with B.R. Hall and Doug Clariday opposing.

On item 3, the IOD medical care request for the employee from Metro Nashville Public Schools, the Committee recommends that the Board uphold ASC's determination to deny this IOD medical care claim.

4. In Line of Duty Committee (continued)

Stephanie Bailey moved for approval of the Committee's recommendation to uphold ASC's determination to deny this IOD medical care claim. Veronica Frazier seconded.

The employee was present and addressed the Board regarding her treating physician's diagnosis and the diagnosis from the IOD clinic.

Vickie Hampton, ASC, stated that the physician at the IOD clinic reviewed the treating physician's records and indicated that the condition/diagnosis was not work related.

A vote was taken on the motion to approve the Committee's recommendation to uphold ASC's determination to deny this IOD medical care claim and failed with Veronica Frazier, Stephanie Bailey and Christine Bradley in favor and Todd Henry, Edna Jones, Jerry Hall B.R. Hall and Doug Clariday opposing.

After some discussion of there being two different diagnoses and having an independent medical evaluation, B.R. Hall moved to send the individual for an independent medical evaluation. Doug Clariday seconded.

Dr. Susan Warner stated that the information from the treating physician has not been received.

The individual stated that additional medical information has been sent to ASC from her treating physician after her surgery on June 30th.

B.R. Hall amended his motion to include approving the IOD medical care claim.

Christine Bradley suggested deferring this item until receipt of the additional medical information.

After further discussion of there being a misdiagnosis, B.R. Hall withdrew his original/amended motion and moved to defer this item until receipt of all the relevant medical information. Doug Clariday seconded and the Board approved without objection.

On item 4, the IOD medical care request for the employee from Metro Action Commission, the Committee recommends that the Board uphold ASC's determination to deny this IOD medical care claim.

The employee was present and addressed the Board regarding the injury and being misdiagnosed.

There was some discussion regarding the use of the term misdiagnose and the opinions of the physicians contracted at the IOD clinic and the physician hired by Metro to work at the clinic.

Vickie Hampton, ASC, stated that the medical opinion gave by the treating physician (indicating that it was work related) was reviewed by the physician at the IOD clinic, who says it was not. She stated that ASC would then side with the treating physician.

There was some discussion of the medical information presented after the IOD Committee meeting and a possible procedural problem with the information not being provided.

Christina Hickey stated that the additional information for this item and another item were included in the medical packet presented today.

Edna Jones moved to approve item 4, the IOD medical care request for the employee from Metro Action Commission. Doug Clariday seconded and the Board approved without objection.

On item 5, 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.

4. In Line of Duty Committee (continued)

The employee and Sue Bibb were present. The individual requested that this item be referred back to the Committee as she was unable to attend the meeting.

Doug Clariday moved to defer item 5, the IOD medical care request for the employee from the Police Department back to the Committee. Stephanie Bailey seconded and the Board approved without objection.

On item 6, the IOD medical care request for the employee from Metro Nashville Public Schools, the Committee recommends that the Board uphold ASC's determination to deny this IOD medical care claim. Stephanie Bailey moved for approval of the Committee's recommendation to uphold ASC's determination to deny this IOD medical care claim. Christine Bradley seconded and the Board approved with Doug Clariday opposing and B.R. Hall abstaining.

On item 7, the IOD medical care request for the employee from Metro Nashville Public Schools, the Committee recommends that the Board overturn ASC's determination to deny this IOD medical care claim. Stephanie Bailey moved for approval of the Committee's recommendation to overturn ASC's determination to deny this IOD medical care claim. Edna Jones seconded and the Board approved without objection.

On item 8, the IOD medical care request for the employee from Metro Nashville Public Schools, the Committee recommends that the Board uphold ASC's determination to deny this IOD medical care claim.

The employee was present and addressed the Board.

Edna Jones moved for approval of the Committee's recommendation to uphold ASC's determination to deny item 8, the IOD medical care request for the employee from Metro Nashville Public Schools. Stephanie Bailey seconded and the Board approved with B.R. Hall and Doug Clariday opposing.

On item 9, the IOD medical care request for the employee from the Sheriff's Office, the Committee recommends that the Board uphold ASC's determination to deny this IOD medical care claim. Christine Bradley moved for approval of the Committee's recommendation to uphold ASC's determination to deny this IOD medical care claim. Stephanie Bailey seconded and the Board approved without objection.

On item 10, the IOD medical care request for the employee from the Water Department, the Committee recommends that the Board overturn ASC's determination to deny this IOD medical care claim.

The individual was present for item 10.

Doug Clariday moved for approval of the Committee's recommendation on item 10, the IOD medical care request for the employee from the Water Department, to overturn ASC's determination to deny this IOD medical care claim. B.R. Hall seconded and the Board approved with Stephanie Bailey opposing.

On item 11, the IOD medical care request for the employee from the Fire Department, the Committee deferred this item for 30 days pending discussion with Legal and Human Resources. Edna Jones moved for approval of the Committee's recommendation to defer item 11. Christine Bradley seconded and the Board approved without objection.

On item 12, the IOD medical care request for the employee from the Fire Department, the Committee recommends that the Board overturn ASC's determination to deny this IOD medical care claim. Edna Jones moved for approval of the Committee's recommendation to overturn ASC's determination to deny this IOD medical care claim. Doug Clariday seconded and the Board approved with Stephanie Bailey opposing.

Dr. Susan Warner stated that there was additional information for the Board to review on item 12.

5. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Alternative Service Concepts. (reported quarterly)
- d. Cigna correspondence – Network change.

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

6. Reports for your information:

- a. Return to work. (none to report)
- b. Social Security approvals.
- c. Refund of pension contributions. (none to report)
- d. Repayment of pension contributions.
- e. Non-compliant disability pensioners. (none to report)
- f. Pending litigations. (reported quarterly)
- g. Denial log from Alternative Service Concepts.
- h. Benefit Board budget.
- i. Independent medical evaluation history.

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

Christina Hickey informed the Board that B.R. Hall will serve another three year term.

7. Late item(s):

Items to be listed under this section will be reported at the meeting.

With nothing further presented, the meeting adjourned at 11:07 a.m.

ATTEST:

APPROVED:

Veronica T. Frazier, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board