

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

August 4, 2015

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, August 4, 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, Nicki Eke, Attorney, Metro Legal Department and Dr. Deidra Parrish, Interim Civil Service Medical Examiner, (CSME).

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 July 7, 2015 and the July 21, 2015 Special Called meeting. 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, reconsiderations/appeals 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. Deidra Parrish, Interim Civil Service Medical Examiner, and Claire Cobb, CSME Assistant, reviewed the disability pensions with the Board.

Clair Cobb reported to the Board that approval is recommended for the disability pension new requests, items 1 through 4, (with the exclusion of item 3) for the length of time as recommended and a return to work and case management on item 4. Jerry Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 4, (with the exception of item 3), for the length of time as recommended and a return to work and case management on item 4. Stephanie Bailey seconded and the Board approved without objection.

On item 3, the individual was present.

Clair Cobb reported to the Board that denial is recommended on the disability pension new request, item 3, for in line of duty and medical. She stated that the medical information does not support a disability pension and the previous injury on duty is a maximum medical improvement (MMI) and she has been released to full duty.

The individual addressed the Board regarding her request for a disability pension.

*Denotes the arrival of G. Thomas Curtis.

Dr. Deidra Parrish stated that in reviewing the medical record it did not reflect a condition that would prevent the individual from being able to work. She stated that she spoke with the individual's treating physician to get a better understanding of her limitations and reviewed the record from her last visit. She also stated that is the basis for the recommendation to deny.

The individual also passed out some additional information.

After review of the information, Jerry Hall moved for approval of the recommendation to deny the disability pension new request, item 3. Stephanie Bailey seconded and the Board approved without objection.

C. DISABILITY PENSIONS: (new requests, reexaminations, return to work, reconsiderations/appeals and social security referrals)

Claire Cobb reported to the Board that approval is recommended for continuing the disability pension reexaminations, items 5 through 12, (with the exclusion of item 10), for the length of time as recommended and case management services/evaluations where noted. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 12, (with the exclusion of item 10), for the length of time as recommended and case management services/evaluations where noted. Jerry Hall seconded and the Board approved without objection.

On item 10, Claire Cobb reported to the Board that approval is recommended for continuing the disability pension re-exam for the length of time as recommended. Stephanie Bailey moved for approval of the recommendation to continue the disability pension re-exam, item 10, for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

Claire Cobb reported to the Board that a deferral is recommended on items 13 through 17 for the length of time as recommended. Tom Curtis moved for approval of the request to defer items 13 through 17 for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

Claire Cobb reported to the Board that approval of return to work is recommended on item 18.

It was noted that the individual for item 18 was present, but did not want to address the Board.

Leslie Robeson, Health Department, was also present.

Jerry Hall moved for approval of the recommendation on item 18 to return the individual to work. Christine Bradley seconded and the Board approved without objection.

Christina Hickey reported to the Board that there are two items under reconsiderations that correspond with items 1 and 2 under Benefit Board items. She stated that there has been a request by the interim CSME to defer item 1.

Doug Clariday moved to defer item 1 under reconsiderations. Todd Henry seconded and the Board approved without objection.

Christina Hickey gave some history on item 2 under reconsiderations, appeal of pension termination. She stated that the Board returned the individual to work from an in line of duty disability pension. She stated the individual declined the three written job offers that were within his restrictions and therefore the disability pension was terminated.

James Daniel, for Andy Allman, (attorney for the individual), was present and addressed the Board on behalf of the individual. Mr. Daniel reviewed medical information/statements from the treating physician regarding the individual's condition, diagnosis, recommended course of treatment and not returning to work with Metro.

There was some discussion of the previous information that was submitted to the CSME's Office and a more recent physician's visit.

Nicki Eke, Legal Department, stated that the Board has two options after review of all the information provided; 1) reaffirm its prior decision to return the individual to work and affirm the termination of the pension or 2) reverse the prior decision to return the individual to work and put them back on a disability pension.

After clarification of the date of the most recent physician's visit/evaluation and that the CSME's office has not received any recent medical information, Todd Henry moved to defer this item as to allow the CSME time to review the most current information. B.R. Hall seconded.

There was some discussion of the additional information, contradicting information from the treating physician and what it states regarding returning the individual to work.

Byron Grizzle, Sheriff's Office, was present and discussed the job offers.

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

A vote was taken on the motion to defer item 2 under reconsiderations, Appeal of pension termination and was approved with Todd Henry, B.R. Hall, Doug Clariday, and Edna Jones in favor and Christine Bradley, Stephanie Bailey and Veronica Frazier opposing and Jerry Hall, Tom Curtis and Richard Riebeling abstaining.

It was also noted that the pension will remain terminated.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Quenna Eddy	Juvenile Court	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
2.	Linda K. Hurt	General Hospital	Medical	As moved, seconded and approved, this disability pension request was approved for two months, with re-exam at that time.
3.	Iris D. Lewis	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension request was denied.
4.	Edward M. Westerman	Police	Sergeant	As moved, seconded and approved, this disability pension request was approved with the individual returned to work in a non-sworn position, case management services and review in two years, (March 2017).

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
5.	Tammy L. Binkley	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (August 2016), with re-exam at that time.
6.	Dorothy E. Cox	General Hospital	Medical	As moved, seconded and approved, this disability pension was continued for three months, (November 2015), with re-exam at that time.
7.	Timothy L. Crenshaw	Water	Medical	As moved, seconded and approved, this disability pension was continued for two months, (October 2015), with re-exam at that time.
8.	Lori L. McAlister	Fire	Medical	As moved, seconded and approved, this disability pension was continued for one year, (August 2016), with re-exam at that time.

C. DISABILITY PENSIONS: (new requests, reexaminations, return to work, reconsiderations/appeals and social security referrals)

REEXAMINATIONS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Matthew A. Nixon	Police	Medical	As moved, seconded and approved, this disability pension was continued for one year, (August 2016), with re-exam at that time.
10.	James K. Rice	Knowles	Medical	As moved, seconded and approved, this disability pension was continued for one year, (August 2016), with re-exam at that time.
11.	Patrice A. Rogers	Bordeaux	Medical	As moved, seconded and approved, this disability pension was continued for two years, (August 2017), with re-exam at that time.
12.	Dennis R. Shepherd	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (November 2015), with re-exam at that time.
13.	Robert L. Chitwood	Police	Medical	As moved seconded and approved, this disability pension re-exam was deferred for two months, (October 2015), with re-exam at that time.
14.	Bryan A. Doersam	Police	In Line of Duty	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2015), with re-exam at that time.
15.	Stief A. Fuller	Fire	In Line of Duty	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2015), with re-exam at that time.
16.	Syretha D. Sessions	Sheriff	Medical	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2015), with re-exam at that time.
17.	James R. Shumate	Metropolitan Nashville Public Schools	In Line of Duty	As moved seconded and approved, this disability pension re-exam was deferred for one month, (September 2015), with re-exam at that time.

C. DISABILITY PENSIONS: (new requests, reexaminations, return to work, reconsiderations/appeals and social security referrals)

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
18.	Phyllis M. Raines	Health	Medical	As moved, seconded and approved, this individual was returned to work.

RECONSIDERATION(S):

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
19.	Michele N. Gibson	Sheriff	Medical	As moved, seconded and approved, this item was deferred.
20.	Chris D. Parker	Sheriff	In Line of Duty	As moved, seconded and approved, this item was deferred.

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.

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Allgood, Christopher D.	Sheriff	Pension Approval	No	No	Represented by non-attorney
2	Cranford, Walter D.	Police	Pension Approval	Yes	Yes	Evaluation
3	Green, Roger D.	MNPS	Pension Approval	Yes	Yes	Evaluation
4	Stone, William K.	Police	Pension Approval	Yes	Yes	Evaluation

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Jerry F. Moseley	General Services	Master Tech	B	07/01/2015	06/27/2015
Martin G Szeigis	Mayor's Office	Special Projects Mgr	B	07/02/2015	09/05/2015
Richard Parks	Fire	Fire Fighter 2	B	07/02/2015	08/01/2015
Charles Shannon Sr	Fire	Fire Commander	B	07/02/2015	06/27/2015
Pamela McEwen	Social Services	Finance Manager	B	07/02/2015	07/16/2015
Paulette Dickerson	MNPS	Secretary/Bookkeeper	B	07/02/2015	07/01/2015
Marilyn Boyd	MAC	Teacher Assistant	B	07/02/2015	07/25/2015
Karen Grimm	Health	Research Analyst 2	B	07/02/2015	08/01/2015
Timothy Sloan *	Police	Police Officer 2	B	06/22/2015	05/01/2015
William Roseberry	Sheriff's Office	Correctional Officer 2	B	06/29/2015	07/14/2015
Edward Hill *	Planning	Housing Inspector III	A	07/01/2015	02/01/2002
Deborah S. Thomas	Finance	Application Tech	B	07/09/2015	08/01/2015

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

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Theresa M. Brown	ECC	Emer. Telecomm. Supv.	B	07/09/2015	11/01/2015
Tommy Arendall	St. Fairgrounds	Maint & Repair Worker 2	B	07/09/2015	06/20/2015
Dianna Mullins *	Gen Hospital	Med Lab Tech	B	07/09/2015	09/01/2015
Lloyd Cole	MNPS	Bus Driver	B	07/09/2015	08/05/2015
Janice Casey	MNPS	Education Asst	B	07/09/2015	08/05/2015
Willie L Gable	General Services	Master Tech	B	07/07/2015	06/27/2015
Duane Phillips	ECC	Emer Comm Director`	B	07/14/2015	09/15/2015
Sharon L Hernandez	Police-cv	P.O.C. 1	B	07/15/2015	07/23/2015
Edward Owens*	Planning	Plan Division Manager	B	07/16/2015	08/01/2013
Jana Buse	Sheriff's Office	Correctional Officer 1	B	07/16/2015	09/01/2015
Bliss Woodall	MNPS	Campus Supervisor	B	07/16/2015	08/05/2015
Mary Pratt*	MNPS	Worker-Custodial	B	07/16/2015	08/01/2015
Frada Komisar	MNPS	Educational Asst	B	07/16/2015	08/06/2015
Clevelt Rhodes Sr	Fire	Firefighter 2 EMT	B	07/16/2015	07/14/2015
Joyce L Frierson	MAC	Teachers Assistant	B	07/16/2015	08/22/2015
Floella Duncan	Social Services	Social Worker 2	B	07/17/2015	08/22/2015
Donna Jo Ford	MNPS	Clerk-Library	B	07/17/2015	10/24/2015
Lloyd Barnett	Library	Circulation Asst 2	B	07/15/2015	07/21/2015
Buddy K. Tidwell *	Police	Sergeant	B	07/16/2015	11/01/2014
David J. Chaney	Water	Customer Service Rep 3	B	07/23/2015	08/01/2015
Terry Hirsch	ITS	Info Sys Media Tech 1	B	07/22/2015	07/08/2015
Alan Shonting	Sheriff's Office	Sheriff Warrant Officer 1	B	07/23/2015	08/01/2015
Barbara Dyson	MAC	Center Manager 1	B	07/23/2015	07/10/2015
Phyllis Brown	MNPS	Bus Driver	B	07/23/2015	08/05/2015
Ann Daye	MNPS	Clerk-Library	B	07/23/2015	08/05/2015
Tammy Cole	MNPS	Bus Driver	B	07/23/2015	08/07/2015
Margaret Kepley	Health	Dental Hygienist 1	B	07/23/2015	07/18/2015
Barry Vance	Fire	Fire Engineer	B	07/28/2015	07/31/2015
Daniel Postiglione	Police	Detective Sergeant	B	07/28/2015	08/04/2015

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Lawrence Lee	Parks	B	06/01/2015
Loretta Wilson	General Hospital	B	07/01/2015
David P Crumpler	MNPS	B	07/01/2015
Don B Goodwin	Police	A	08/01/2015
Howard Lee Carter	MNPS	B	08/01/2015
Rodger K Grammer	MNPS	B	08/01/2015
Sharon Murphy	Bordeaux	A	08/01/2015
Ronnie Weatherford	MNPS	B	08/01/2015
Patricia C Hampton	Police	A	08/01/2015
Kerry R Bissinger	Police	A	08/01/2015

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

Options Elected

LISTING OF Service PENSIONS WITH OPTIONS						
June-15						
Alpha Name	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
ALLEN, DONNA LYNN	MNPS	Early Service	B	5/29/2015	Option B	
ARREDONDO, ELENA T	General Hospital	Early Service	B	5/1/2015	Normal	
BAYS, MICHAEL L	Parks	Early Service	B	5/30/2015	Option E	
BECK, DONALD A	MNPS	Service	B	5/29/2015	Normal	
BENNETT, PATRICIA G	Metro Action Commission	Service	B	5/30/2015	Option B	1
BETTIKOFER, BARBARA A	MNPS	Early Service	B	5/29/2015	Normal	
BOYD JR, JAMES O	Water Services	Service	B	5/23/2015	Option E	3
BROWN, LINDA A.	General Hospital	Service	B	6/1/2015	Option D	
BROWN, MARSHA M.	Police	P & F Service	B	6/1/2015	Normal	3
CARVER, CAROL A	MNPS	Early Service	B	5/29/2015	Option E	
DELAY, PHYLLIS ANN	MNPS	Service	B	5/29/2015	Option D	3
DILLON, WILMA	MNPS	Service	B	5/29/2015	Option F	
DYE, DORRIS A.	Fire	P & F Service	B	6/1/2015	Option E	
FOSTER, LINDA L	MNPS	Early Service	B	5/28/2015	Option D	
GRANT, HARRY E	MNPS	Service	B	5/29/2015	Option D	
GROSS, GORDON E.	Health	Service	B	5/23/2015	Normal	
GRYLL, LEE N.	Water Services	Early Service	B	5/30/2015	Option A	
HATCHETT, CYNTHIA H	MNPS	Service	B	5/29/2015	Normal	
HILL, CARL M	Water Services	Service	B	5/30/2015	Option A	1
HOWSE, LAVONDA D	MNPS	Service	B	5/29/2015	Normal	
HUNT, MERIDY B	MNPS	Service	B	5/29/2015	Normal	
ISBELL, ELVA MARIE	MNPS	Service	B	5/29/2015	Option A	3
MALONE, CAROLYN	MNPS	Early Service	B	5/29/2015	Option A	
MURRAY, CHRISTINE W	Criminal Court Clerk	Service	B	5/30/2015	Option E	
POTEET, LARRY D	Water Services	Early Service	B	5/30/2015	Option D	
PRESSON, NANCY L	MNPS	Service	B	5/29/2015	Option A	
ROCHE, JOYCE ANITA	MNPS	Early Service	B	5/29/2015	Normal	
SOUTHALL, JOE T	MNPS	Early Service	B	5/30/2015	Normal	
STEELE, JEWEL	MNPS	Early Service	B	5/29/2015	Option B	
SZOSTECKI, DEBRA	Sheriff	Early Service	B	6/1/2015	Normal	
TAYLOR, JOHN C	Health	Service	B	6/6/2015	Option B	
THOMAS, ALLISON K	Fire	P & F Service	B	5/30/2015	Option A	3
WEST, RONALD E	General Hospital	Service	B	5/19/2015	Option A	
WILKERSON, ROBERT L.	Public Works	Service	B	5/30/2015	Normal	
July-15						
Alpha Name	Department	Pension Type	Plan A/B	Effective Date	Option	Drop
Arendall Sr, Tommy	62	Service	B	6/20/2015	Option A	
Atkins, Bruce D	67	Service	B	7/1/2015	Option E	
BIGGS, REBECCA LYNN	80	Service	B	6/4/2015	Option A	

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

Options Elected (continued)

Alpha Name	Department	Pension Type	Plan A/B	Effective Date	Option	Drop
BRADEN, CONSTANCE	80	Service	B	5/29/2015	Option E	1
BRIDGES, GLORIA D	80	Early Service	B	5/29/2015	Normal	
Bridges, John a	4	Service	B	7/1/2015	Normal	
CANTRELL, CYNTHIA R	80	Early Service	B	5/29/2015	Normal	
Chatman, Patricia H	46	Service	B	7/1/2015	Normal	
Chick, Twana D	31	Early Service	B	7/1/2015	Option C	
CRADDOCK, JOYCE L	80	Early Service	B	5/29/2015	Option D	
Fletcher Jr, Reuben	30	P & F Service	B	6/27/2015	Option F	
FUQUA JR, JAMES O	31	P & F Service	B	6/12/2015	Normal	
Hall, James K	30	Service	B	6/9/2015	Option E	1
Harris, Paula C	38	Early Service	B	7/2/2015	Normal	
Kinzer, James	80	Service	B	6/20/2015	Normal	
MADDEN, JAMES R	65	Early Service	B	6/11/2015	Option E	
Martin, Thomas C	24	Service	B	7/1/2015	Option E	
MOREHEAD, JUDY M	80	Service	B	5/29/2015	Option F	2
Patterson, Mark S	10	Early Service	B	6/13/2015	Normal	
PEEVEY, PATRICIA A	38	Service	B	5/30/2015	Normal	1
Simerly, Jerry L	40	Service	B	9/1/2011	Normal	
SMITH, EVELYN C.	39	Service	B	5/30/2015	Normal	3
Stephens, Dianna	10	Early Service	B	6/17/2015	Option D	
Thomas Sr, Aaron	31	P & F Service	B	7/1/2015	Option B	3
Thompson, Ida J	67	Service	B	7/1/2015	Normal	
WEATHERLY, LINDA J	80	Early Service	B	5/29/2015	Option D	
WILSON, ALESIA D	38	Service	B	6/6/2015	Normal	2

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
James M. Burns	BOE	Marsha Burns	B	06/30/2015
Burl H. Patton	Water	Peggy Patton	B	07/04/2015
Elmer E. Vanatta	Public Works	Edith D. Patton	B	06/27/2015
Andrew J. Batey Jr.	Parks	Elexzine Batey	B	07/02/2015
Douglas C. Herd Sr.	Fire	Mary S. Herd	Closed	07/05/2015
Robert McCormick	Music City Center	Helen McCormick	B	07/26/2015

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 Sheriff's Office.

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

2. Appeal of pension termination.

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

3. In Line of Duty Committee.

Christina Hickey reported to the Board that at the July 7, 2015 Board meeting, the Board reviewed and voted on in line of duty medical care requests from the In Line of Duty Committee meeting held on June 15, 2015. She stated two of these in line of duty medical care requests were deferred until the August 4, 2015 Board meeting and are being presented again today.

The two deferrals are as follows:

She stated that on item 3, the in line of duty medical care request for the employee from Metro Nashville Public Schools, the Committee recommended that the Board uphold ASC's determination to deny this in line of duty medical care claim. She stated that at the July Board meeting, the Board deferred this in line of duty request pending further medical documentation from the employee's treating orthopedic physician, which is included in the medical packet.

Vickie Hampton, ASC, was present.

The employee was also present.

Vickie Hampton stated that the additional medical information further supports the decision to deny the in line of duty medical care claim.

Richard Riebeling moved to uphold the denial of item 3, the in line of duty medical care request for the employee from Metro Nashville Public Schools. Jerry Hall seconded and the Board approved with B.R. Hall and Doug Clariday opposing.

Christina Hickey reported to the Board that on item 11, the in line of duty medical care request for the employee from the Fire Department, the Committee recommended and the Board voted to defer this item for 30 days pending further discussion with the Legal Department and Human Resources regarding the release of information that the employee needs to sign.

Steve Cain, Human Resources, was present.

The employee and his attorney, Dewey Branstetter, were present.

Mark Young, union representative, was present.

Steve Cain passed out a revised draft of the release form and reviewed the recommended changes with the Board. He stated that the changes restrict the information so that it is related to the illness that they are claiming.

Dewey Branstetter stated that he still has concerns regarding the confidentiality of the records and how they are maintained, the employee not knowing what information is received from the physician, conflicting statements with the HIPAA release and federal regulations that allows a benefit system like Metro to get records directly from the physician without an authorization form.

3. In Line of Duty Committee. (continued)

Steve Cain stated that the medical records are not maintained by Metro, they are maintained by the same company that maintains all of the records for injury on duty. He also stated that further discussion of the federal regulations and the statements may be warranted.

Nicki Eke, Legal Department, stated that they have worked in good faith to address the specific issues that have been raised. She stated that even though there is a HIPAA provision that talks about a covered entity being able to disclose information to the extent necessary to comply with laws relating to workers compensation or other benefit programs established by law, under the Code, Metro relies on authorizations in order to obtain medical records. The provisions of workers comp that address situations where records can be obtained without authorization do not apply to Metro because Metro is not a workers compensation program. She stated that for the benefit programs Metro relies on authorizations from the employee. Ms. Eke also stated that she does not think there are inconsistent statements on the form.

Veronica Frazier moved to defer this item pending further review. Tom Curtis seconded.

After some discussion of the ability to be able to ask for medical information it was also noted that the medical information from all parties involved needs to be provided in order to make a decision.

A vote was taken on the motion to defer this item, (item 11, the in line of duty medical care request for the employee from the Fire Department) and the Board approved without objection.

4. Study and Formulating Committee final report.

Michael Shmerling and Lucia Folk, Chair and Vice-Chair of the Study and Formulating Committee, were present and reviewed the final report and recommendations with the Board.

Edna Jones noted that this report will be sent to a Study Session for discussion.

There were some comments made regarding funding the plans and who makes the decisions regarding funding and changing the benefits.

5. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Alternative Service Concepts.
- d. Correspondence regarding pension benefits.
- e. Correspondence regarding qualified domestic relations orders (QDRO's).
- f. Cigna correspondence regarding upcoming formulary changes.

Christina Hickey made note of items 5.-d., 5.-e. and 5.-f. She stated that the consultants will be bringing more information on item 5.-e. and how it will impact Metro.

6. Reports for your information:

- a. Return to work.
- 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.

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

Christina Hickey also noted that Christine Bradley has been appointed for another three years.

There was one question regarding item 5.-c. the utilization report from Alternative Service Concepts.

7. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:41 a.m.

ATTEST:

APPROVED:

Veronica T. Frazier, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board