

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

December 1, 2015

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, December 1, 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, and W. Todd Henry.

Vice Chair Christine Bradley and Members G. Thomas Curtis and Talia Lomax-O'dneal were unable to be present.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Deidra Parrish, Interim 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 November 3, 2015. With no corrections, nothing further was noted and Doug Clariday moved for approval. Jerry Hall 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. Deidra Parrish, Civil Service Medical Examiner, (CSME), and Claire Cobb, CSME Assistant, reviewed the disability pensions with the Board.

Claire Cobb reported to the Board that the CSME recommends approval of the disability pension new requests, items 1 through 3, for the length of time as recommended with an independent psychological evaluation on item 1. Jerry Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 3 for the length of time as recommended with an independent psychological evaluation on item 1. Veronica Frazier seconded.

After some discussion regarding the medical record and obtaining the medical records that are relevant to the current condition(s) a vote was taken on the motion to approve the recommendation on items 1 through 3 for the length of time as recommended with an independent psychological evaluation on item 1 and the Board approved with B.R. Hall opposing.

Claire Cobb reported to the Board that the CSME recommends approval for continuing the disability pension reexaminations, items 4 through 18, (with the exclusion of item 6) for the length of time as recommended, with an independent psychological evaluation on item 18. Todd Henry moved for approval of the recommendation to continue the disability pension reexaminations, items 4 through 18, (with the exclusion of item 6) for the length of time as recommended with an independent psychological evaluation on item 18. Doug Clariday seconded.

There was some discussion of the lack of medical information to support the diagnosis, the progress with the HiSET classes, the results of a previous functional capacity evaluation and a failed drug screen on item 5.

After some discussion of the length of the condition, prognosis and the ability to return to work on item 9, a vote was taken on the motion to approve the recommendation on items 4 through 18, (with the exclusion of item 6) for the length of time as recommended, with an independent psychological evaluation on item 18 and the Board approved with B.R. Hall opposing.

On item 6, the pensioner's spouse, Pam Crenshaw, was present.

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

Claire Cobb reported to the Board that the CSME recommends approval for continuing the disability pension with an independent psychological evaluation.

The pensioner's spouse requested this be deferred as to allow time to meet with the CSME regarding the recommendation.

Doug Clariday moved to defer item 6 for one month. Jerry Hall seconded and the Board approved with Stephanie Bailey opposing.

Claire Cobb reported to the Board that the CSME recommends a deferral on item 19 for one month. B.R. Hall moved for approval of the request to defer item 19 for one month. Doug Clariday seconded and the Board approved without objection.

On item 20, the disability pensioner is currently in a suspended state for non-compliance. The Board discussed the information from the annual questionnaire that indicates that the individual is employed and the ability to terminate the disability pension.

Nicki Eke, Legal Department stated that under the Code the Board may terminate the disability pension of a member who refuses to participate in a rehabilitation program. She stated that if the Board determines that this individual has failed to or refuses to participate in a prescribed program to rehabilitate the pensioner then that is an option.

After some discussion regarding whether or not the individual has submitted any medical information and Dr. Parrish indicating that the individual has not submitted any medical information, Jerry Hall moved to terminate the disability pension on item 20. Stephanie Bailey seconded and the Board approved without objection.

Claire Cobb reported to the Board that the CSME recommends approval of item 1 under late items for the length of time as recommended. Jerry Hall moved for approval of item 1 under late items. Veronica Frazier seconded and the Board approved with Stephanie Bailey abstaining.

Claire Cobb reported to the Board that the employee has requested that the CSME recommend to rescind the recent approval of the disability pension and approve a return to work. Ms. Cobb noted that the individual has been released by the treating injury on duty provider. Jerry Hall moved to rescind the recent approval of the disability pension and approve a return to work. Doug Clariday seconded and the Board approved without objection.

Christina Hickey reviewed item 1 under reconsiderations with the Board. She reported to the Board that the disability pensioner was returned to work and the individual has requested this decision be reconsidered. She stated that the individual supplied new medical information to the CSME and the CSME has not changed the previous recommendation.

Joe Gillispie, attorney was present for the individual.

After clarification on who can make a motion for reconsideration, Todd Henry moved to reconsider item 1 under reconsiderations. Doug Clariday seconded and the motion failed with Todd Henry, Doug Clariday and B.R. Hall in favor and Edna Jones, Veronica Frazier, Jerry Hall and Stephanie Bailey opposing.

Christina Hickey reviewed item 2 under reconsiderations. She stated that the individual was returned to work and given three job offers. She stated that the employee appealed the decision to return to work, (which the Board upheld), and then applied for a medical disability pension, which was denied. She stated that after the individual turned down the three written job offers, the disability pension was terminated. Ms. Hickey stated that the individual appealed that decision in Chancery Court and the Benefit Board's decision was upheld. She stated that the individual is now seeking resumption of the terminated disability pension benefit. She stated that the employee has to establish by a preponderance of the evidence that he was still disabled as a result of the injury on duty injury at the time the pension was terminated. Ms. Hickey stated that the Board will need to review

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

the evidence concerning the employees medical condition at the time the pension was terminated to determine whether or not a resumption of the injury on duty disability pension is warranted.

Dr. Deidra Parrish, Interim CSME, stated that there is no new medical information and they are in agreement with the recommendation previously made by the Board.

There was some discussion of the job offers made to the individual.

Evin Bayliss, Sheriff's Office, was present and stated that the job offers were consistent with the recommendation of return to work with restrictions.

Jerry Hall moved to reaffirm the Board's prior decision on item 2 under reconsiderations to terminate the disability pension. Stephanie Bailey seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Thomas E. Brown, II	Emergency Communications Center	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (April 2016), with re-exam at that time.
2.	Vincent E. Feggins	Sheriff	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (June 2016), with re-exam at that time.
3.	Scott R. McMurtry	District Attorney's Office	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
4.	Patrick A. Clark	Parks	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (June 2016), with re-exam at that time.
5.	Sylvia D. Cobbins	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for six months, (June 2016), with re-exam at that time.
6.	Timothy L. Crenshaw	Water	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 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
7.	Michael E. Donaldson	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (December 2016), with re-exam at that time.
8.	Stief A. Fuller	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (June 2016), with re-exam at that time.
9.	Aaron E. Gray	Justice Integration Services	Medical	As moved, seconded and approved, this disability pension was continued for one year, (December 2016), with re-exam at that time.
10.	Mary D. Gregory	State Fairgrounds	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
11.	Lesia D. Hale	Finance	Medical	As moved, seconded and approved, this disability pension was continued for two months, (February 2016), with re-exam at that time.
12.	Vernon Longmire	General Services	Medical	As moved, seconded and approved, this disability pension was continued for one year, (December 2016), with re-exam at that time.
13.	Deborah D. Martin	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for three months, (March 2016), with re-exam at that time.
14.	Ned L. Poarch, Jr.	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
15.	Dennis R. Shepherd	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (June 2016), with re-exam at that time.
16.	Gerald L. Smock	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (December 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
17.	Vernon D. Thomas, Jr.	Public works	Medical	As moved, seconded and approved, this disability pension was continued for three months, (March 2016), with re-exam at that time.
18.	William D. Whitley	Police	Medical	As moved, seconded and approved, this disability pension was continued for four months, (April 2016), with re-exam at that time.
19.	Deborah A. Berryhill	Police	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2016), with re-exam at that time.

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
20.	Ronald S. Kenney	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was terminated.

LATE ITEMS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
1.	Lisa Addleman	Police	Medical	As moved, seconded and approved, this disability pension was approved for four months, (April 2016), with re-exam at that time.
2.	Viva L. Farlow	Public Works	In Line of Duty	As moved, seconded and approved, the previous action to approve the disability pension was rescinded and a return to work was approved.

RECONSIDERATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
1.	Jennifer L. Kee	Metropolitan Nashville Public Schools	In Line of Duty	No action was taken on this item.
2.	Randy T. Porter	Sheriff	In Line of Duty	No action was taken on this item.

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

SOCIAL SECURITY REFERRALS:

Claire Cobb reported to the Board that the CSME concurs with the case management recommendations on the Social Security referrals.

Doug Clariday moved for approval of the referrals. Veronica Frazier seconded and the Board approved without objection.

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Abernathy, Sherry D.	MNPS	Pension Approval	Yes	Yes	Evaluation
2	Bright, Rhonda F.	Circuit Court Clerk	Pension Approval	Yes	Yes	Evaluation
3	Ellison, Gloria D.	Health	Pension Approval	Yes	Yes	Evaluation
4	Tuders, Debra K.	MNPS	Pension Approval	Yes	Yes	CI meets SSDI listings

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

Todd Henry moved for approval of the pensions. Doug Clariday seconded and the Board approved without objection.

Employee	Department	Service			
		Classification	Plan A/B	Application Date	Estimated Effective Date
Michael Dunlap	Police	Police Security Guard 1	B	10/29/2015	12/15/2015
Deborah K. Lawrence	Gen Hospital	Patient Services Rep	B	10/29/2015	12/16/2015
Anna B. Wakefield	Gen Hospital	Registered Nurse	B	10/29/2015	12/18/2015
Claudia Bonnyman *	Chancery Court	Clerk & Master	B	10/29/2015	12/01/2015
Lou E Sorrow	Human Resources	Administrative Specialist	B	11/02/2015	12/19/2015
Ricky Tackett	Police	Police Officer 2	B	10/28/2015	11/15/2015
Emily Jiran *	Health	Public Health Nurse 2	B	10/28/2015	12/01/2015
Gary Hooker *	Gen Hospital	Central Services Tech 1	B	11/04/2015	03/01/2014
Harold Bryant	Water	Engineering Tech 3	B	11/05/2015	12/28/2015
Roger A. Davis	Water	Indust Tech Master	B	11/05/2015	12/05/2015
Deborah Edgen	Fire	Office Support Spec 1	B	11/05/2015	11/16/2015
Nora Martin	MNPS	Asst-Food Svc	B	11/05/2015	10/30/2015
Patricia Burks	MNPS	Monitor-School Bus	B	11/05/2015	11/06/2015
Brenda Hundley	MNPS	Ed Asst	B	11/05/2015	11/03/2015
Carmen Flemings *	Gen Hospital	Patient Services Rep	B	11/09/2015	12/01/2015
Brent Ostermiller	MNPS	Mgr-Project Construct Sr	B	11/12/2015	02/26/2016
Patti Huddelston	MNPS	Ed Asst- Pre K	B	11/12/2015	12/19/2015
Barbara Frazier	ECC	Emer Telecomm Supv	B	11/12/2015	01/01/2016
Charles Madden Jr.	Fire	Fire Captain	B	11/12/2015	12/01/2015
Herman Manners	State Trial Ct	Judicial Asst 1	B	11/12/2015	01/01/2016
Phyllis Raines	Health	Office Support Spec 1	B	11/19/2015	12/15/2015
Linda Anderson	Health	Office Support Rep 3	B	11/19/2015	12/11/2015
Carl Baldwin	Parks	Maint & Repair Worker 2	B	11/19/2015	01/14/2016
Cesar Castillo	Police	Police Officer 2	B	11/19/2015	02/01/2016
Genetta Cohen-Butler	MNPS	Supv-Campus	B	11/19/2015	06/01/2016
Rosetta Bradford	Health	Nutritionist 1	B	11/19/2015	12/31/2015

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Fredie Hudgins Jr. *	Police	Info Sys App Tech 1	B	11/19/2015	01/01/2016
Melinda Mofield	Mayor's Staff	Scheduler	B	11/20/2015	12/01/2015
James O. Miller	Sheriff's Office	Correctional Officer 1	B	11/20/2015	12/30/2015
Marita Granberry	Police	Sergeant	B	11/19/2015	12/07/2015

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Debra Minchey	MNPS	B	11/01/2015
Connie Whitley	MNPD	B	11/01/2015
Phylliss Bell	Bordeaux	B	11/01/2015
Steven Sacchinelli	Police	A	12/01/2015
Carl stocks	Police	B	12/01/2015

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Cartmell Jr, Thomas A	MAC	Service	B	11/1/2015	E	
Castleberry, Jeffrey C	Codes	Service	B	10/10/2015	E	
Greenwood, Marianne	Health	Service	B	11/1/2015	Normal	
Cloyd, Linda C	MNPS	Early Service	B	10/6/2015	D	
Fishburn, Mark	General Session Judge	Service	B	8/1/2015	Normal	
Jones, Carolyn	MNPS	Service	B	10/6/2015	D	3 Yr
Mullins, Dianna	General Hospital	Service	B	9/1/2015	F	
Poole, Diane	ITS	Service	B	10/10/2015	E	3 Yr
Smith, Katherine	Sheriff's Office	Early Service	B	10/3/2015	D	
Elliott, James	Water	Service	B	10/13/2015	A	3 Yr
Stewart, Ricky	MNPD	Service	B	10/5/2015	Normal	1 yr
Hassler, Janice	Assessor of Property	Service	B	11/1/2015	Normal	
Kirkland, Donna R	Health	Early Service	B	9/29/2015	Normal	
Sanders, Rosalind	Library	Service	B	10/3/2015	Normal	
Faircloth, Donna S	Fire	Service	B	10/5/2015	Normal	3 yr
McLaughlin, Frank	Gen Hospital	Service	A	9/1/2015	Normal	
Slaven, Larry E	MNPS	Early Service	B	10/10/2015	F	
Knight, John R	Fire	Service	B	10/4/2015	Normal	3 yr
Phillips, Annie M	MNPS	Early Service	B	10/31/2015	Normal	
Brown, Theresa	ECC	Early Service	B	10/24/2015	Normal	
Dickens, Thomas	MNPS	Early Service	B	10/9/2015	Normal	
Santana, Florentino	MNPD	Early Service	B	10/1/2015	F	
Prater, Larry	Fire	Service	B	9/20/2005	E	
Dye, Michael	MNPD	Service	B	11/1/2015	Normal	1 YR
Melson, Bret	Fire	Service	B	10/14/2015	E	1 YR
Edwards, Marilyn	Public Works	Service	B	10/27/2015	F	
Howington, James T	MNPS	Early Service	B	10/24/2015	F	
Abbott, Margaret J	Trustee	Service	B	11/1/2015	F	

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

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
Mary L. Carter	MNPS	Fred Carter	B	10/28/2015
Sarah E. Garrison	Police	William Garrison	B	10/28/2015
Clifton E. Duncan Jr.	Sheriff	Joyce Duncan	A	10/13/2015
Larry D. Hunt	Police	Betty J. Hunt	A	11/05/2015
Raymond Giles	BOE	Gertrude Giles	B	11/09/2015
Charles Copeland	Police	Patricia Copeland	B	11/14/2015
William Harper Jr.	General Services	Wanda Harper	B	11/18/2015
Phillip George	Parks	Mary Susan George	B	11/22/2015
Gary Frierson	Bordeaux	Lisa Frierson		
Veronica Porter	MNPS	William T Porter	B	11/14/2015

BENEFIT BOARD ITEMS

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

1. Disability pension return to work request for reconsideration – Applicant from Metropolitan Nashville Public Schools.

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

2. Request for resumption of terminated in line of duty disability pension.

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

3. Election of Metropolitan Employee Benefit Board Chair and Vice-Chair for 2016.

Christina Hickey reviewed the procedures as outlined in the by-laws under Section 1 to conduct the election of Chair and Vice-Chair for 2016 and opened the floor to nominations.

Jerry Hall nominated Edna Jones for Metropolitan Employee Benefit Board Chair and Christine Bradley for Vice-Chair for 2016. Doug Clariday seconded.

A vote was taken on the nominations of Edna Jones for Chair and Christine Bradley for Vice-Chair and were approved without objection.

4. Cost of living adjustments for Division A and B pension plans.

Christina Hickey reported to the Board that cost of living adjustments for Division A and B pension plans are offered in accordance with Metro Code Sections 3.08.170 and 3.08.171. She stated that as a result of the .036% decrease in the Consumer Price Index, no increase in the original base benefit shall be granted to all retirees eligible to receive a cost of living increase for Divisions A and B beginning January 1, 2016.

Kevin Sullivan was present to address any questions.

5. In Line of Duty Committee report.

Christina Hickey reported to the Board that the In Line of Duty Committee met on November 17, 2015 to deliberate on 9 in line of duty medical care appeals.

Christina Hickey noted that there is some additional information related to item 1, the in line of duty medical care request for the employee from the Police Department.

5. In Line of Duty Committee report. (continued)

Committee Chair Jerry Hall asked if there were any amendments, corrections or questions of the minutes from the November 17, 2015 In Line of Duty Committee meeting. With no corrections, nothing further was noted and Doug Clariday moved for approval of the minutes. Stephanie Bailey seconded and the Board approved without objection.

Committee Chair Jerry Hall reviewed the recommendations with the Board.

On item 1, the IOD medical care request for the employee from the Fire Department, the Committee recommends that the Board uphold ASC's determination to *deny* this IOD medical care claim. Edna Jones moved to uphold 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 2, the IOD medical care request for the employee from the Parks Department, the Committee recommends that the Board *overturn* ASC's determination to deny this IOD medical care claim.

The employee was present for item 2.

Vickie Hampton, ASC, was also present.

The employee reviewed her job duties with the Board.

After some discussion of the claim and job duties, 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 with B.R. Hall opposing.

Committee Chair Jerry Hall reported to the Board that on item 3, the IOD medical care request for the pensioner from the Fire Department, the Committee had a tie vote, therefore has *no recommendation* to the Board.

Vickie Hampton, ASC, reviewed the claim regarding modifications to the individual's home to allow better access of his power chair with the Board.

After some discussion of American with Disabilities (ADA) requirements, the modifications that have been done, and the individual admitting not having used his power chair in over a year, Stephanie Bailey moved to uphold ASC's recommendation to deny item 3, the IOD medical care request for the pensioner from the Fire Department. Veronica Frazier seconded and the Board approved with Doug Clariday opposing and Jerry Hall and Todd Henry abstaining.

On item 4, the IOD medical care request for the pensioner from the Police Department, the Committee recommends that the Board *defer this request to the next IOD Committee* per the pensioner's request. Todd Henry moved to defer this item to the next IOD Committee. Doug Clariday seconded and the Board approved without objection.

Committee Chair Jerry Hall reported to the Board that on item 5, the IOD medical care request for the employee from the Fire Department, the Committee had a tie vote, therefore has *no recommendation* to the Board. He also stated that the Committee recommends deferring the Benefit Board vote until the January Board at the request of the Fire Union.

Mark Young, Union representative, requested that this item be sent back to ASC for review based on the errors in the medical record.

Vickie Hampton, ASC, stated that the medical record contained typo's.

After some discussion regarding the errors/typo's in the medical record, B.R. Hall moved to have the correct information/medical record sent back to ASC for review. Doug Clariday seconded and the Board approved without objection.

5. In Line of Duty Committee report. (continued)

On item 6, the IOD medical care request for the employee from the Police Department, the Committee recommends that the Board *defer this request to the next IOD Committee* and request that additional medical records are sent to ASC. Todd Henry moved to defer item 6, the IOD medical care request for the employee from the Police Department. Doug Clariday seconded and the Board approved without objection.

Christina Hickey stated that on item 7, the IOD medical care request for the employee from the Fire Department, additional information was provided at the Committee and the Committee deferred this item pending review of that information.

The employee was present for item 7.

Vickie Hampton, ASC, reviewed the claim and stated that they recommended denial of the claim.

On item 7, the IOD medical care request for the employee from the Fire Department, the Committee recommends that the Board *defer this request to the next IOD Committee*. B.R. Hall moved to defer this item to the next IOD Committee meeting. Doug Clariday seconded and the Board approved without objection.

On item 8, the IOD medical care request for the employee from Metropolitan Nashville Public Schools, the Committee recommends that the Board uphold ASC's determination to *deny* this IOD medical care claim. Edna Jones moved to uphold ASC's recommendation to deny item 8, the IOD medical care request for the employee from the Fire Department. Stephanie Bailey seconded and the Board approved with B.R. Hall opposing.

The employee was present on item 9, the IOD medical care request for the employee from Metro Action Commission.

Vickie Hampton, ASC, reviewed the claim with the Board.

The employee discussed her work environment.

There was some discussion of the criteria for stress claims, incidents within the workplace, and this not being the right forum for this case.

Committee Chair Jerry Hall reviewed the recommendation on item 9, the IOD medical care request for the employee from Metro Action Commission, that the Committee recommends that the Board uphold ASC's determination to *deny* this IOD medical care claim. Edna Jones moved to uphold ASC's recommendation to deny item 9, the IOD medical care request for the employee from Metro Action Commission. Stephanie Bailey seconded and the Board approved with B.R. Hall and Doug Clariday opposing.

The employee also brought up some other issues related to another injury that are not a part of this claim and she was instructed on filing an appeal/claim for that injury.

6. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Alternative Service Concepts. (reported quarterly)

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

7. Reports for your information:

- a. Return to work. (none to report)
- b. Social Security approvals.

7. Reports for your information: (continued)

- c. Refund of pension contributions. (none to report)
- d. Repayment of pension contributions.
- e. Non-compliant disability pensioners.
- f. Denial log from Alternative Service Concepts.
- g. Benefit Board budget.
- h. Benefit Board recommendations – Qualified Domestic Relations Order (QDRO's).
- i. Annual report to Council.

Christina Hickey made note of items 7.-h. and 7.-i.

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

8. Late item(s):

Items listed under this section were reported at the meeting and have been incorporated into these minutes.

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