

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

July 5, 2016

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, July 5, 2016 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, Jerry Hall, and W. Todd Henry.

Members B.R. Hall, Sr. 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. Matthew Hine, 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 7, 2016. With no corrections, nothing further was noted and Doug Clariday moved for approval. Christine Bradley seconded and the Board approved without objection.

B. APPEAL ANNOUNCEMENT:

Christina Hickey announced the process and timeframe for appealing a decision made by this Board.

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

The terms of the approval or extension of the items listed in the motions are specifically stated in these minutes.

Dr. Matthew Hine, Civil Service Medical Examiner, (CSME) and Claire Cobb, CSME Assistant, reviewed the disability pensions with the Board.

Dr. Matthew Hine reported to the Board that he recommends approval of the disability pension new requests, items 1 through 3, for the length of time as recommended. Doug Clariday moved for approval of the recommendation to approve the disability pension new requests, items 1 through 3 for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

On item 4, Dr. Matthew Hine reported to the Board that he recommends denial of the disability pension new request. Stephanie Bailey moved for approval of the recommendation to deny the disability pension new request, item 4. Tom Curtis seconded and the Board approved with Doug Clariday opposing.

Dr. Matthew Hine reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 5 through 12 for the length of time as recommended with evaluations/case management where noted. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 12 for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

Dr. Matthew Hine reported to the Board that on item 13, he recommends return to work with restrictions. Stephanie Bailey moved for approval of the recommendation of return to work. Tom Curtis seconded.

Harold Finch, Metropolitan Nashville Public Schools, (MNPS), was present and stated that they are able to accommodate the individual.

A vote was taken on the motion of return to work on item 13 and the Board approved without objection.

The disability pensioner was present.

Sue Bibb, Police Department, was also present.

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

Dr. Matthew Hine reported to the Board that on item 14, he recommends return to work with no restrictions. Tom Curtis moved for approval of the recommendation of return to work. Stephanie Bailey seconded.

The disability pensioner stated that her attorney was unable to be present and she is requesting a deferral.

The motion to approve the recommendation of return to work was withdrawn.

After some discussion of an upcoming doctor's appointment, Todd Henry moved to defer item 14. Doug Clariday seconded.

There was some discussion regarding the length of time and the Board was in agreement to defer this item for three months.

A vote was taken on the motion to defer item 14 for three months and was approved with Stephanie Bailey opposing.

Michelle Smith, Fire Department, was present for item 15.

Dr. Matthew Hine reported to the Board that on item 15 he recommends approval of return to work. Todd Henry moved for approval of the recommendation of return to work. Jerry Hall seconded and the Board approved without objection.

Michelle Smith stated that upon successful completion of training and review of vacancies he will be able to return to work.

A vote was taken on the motion on item 15 of return to work and was approved without objection.

Dr. Matthew Hine reported to the Board that on item 16, the disability pensioner has requested to return to work, however, he recommends denial of the return to work and assign vocational case management. Jerry Hall moved for approval of the recommendation to deny the return to work and assign vocational case management. Todd Henry seconded.

Velvet Hunter, General Services, was present.

There was some discussion regarding the individual's receipt of social security, which means they no longer have to be re-examined and why vocational case management is being requested.

After clarification that the individual is requesting to return to work, a vote was taken on the motion on item 16 to deny the return to work and assign vocational case management and the Board approved without objection.

On item 17, it was recommended that the Board rescind the approval of a disability pension for the individual.

Michelle Smith, Fire Department, informed the Board that the individual has applied for an early service pension.

Nicki Eke, Legal Department, stated that the individual has applied for and was granted a disability pension. She stated that instead they have chosen to apply for a service pension and therefore the Board needs to rescind the approval of the disability pension.

Tom Curtis moved to rescind approval of the disability pension on item 17. Doug Clariday seconded and the Board approved without objection.

Harold Finch, Metropolitan Nashville Public Schools, was present for item 18.

Dr. Matthew Hine reported to the Board that on item 18, he recommends the individual be removed from the return to work list and continue the disability pension for the length of time as recommended. Doug Clariday moved for approval of the recommendation on item 18 to remove the individual from the return to work list and

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

continue the disability pension for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

Christina Hickey reported to the Board that at the May 2016 Board, the Board denied this disability applicant an in line of duty disability pension and has requested the Board to reconsider their May 2016 decision.

Nicki Eke, Legal Department, reviewed who can make a motion for reconsideration and noted that there is a different recommendation than when this previously came before the Board based on additional medical information.

Dr. Matthew Hine reported to the Board that on the reconsideration, he recommends continued denial of the in line of duty request, however, he recommends approval of a medical disability pension for the length of time as recommended.

After clarification that this is to reconsider the decision to determine whether or not to grant a medical disability pension and there is new information, Veronica Frazier moved for reconsideration. Christine Bradley seconded and the Board approved the request for reconsideration with Stephanie Bailey opposing.

Dr. Matthew Hine reported to the Board that based on the new medical information indicating the individual is not currently fit for duty based on psychological and physiological symptoms, not attributed to employment.

Doug Clariday moved for approval of the recommendation to approve a medical disability pension for the length of time as recommended. Edna Jones seconded.

The individual and Daphne Davis, attorney, were present. Ms. Davis addressed the Board regarding the request for the in line of duty disability pension, a previous injury on duty for hypertension and other medical condition(s).

There was some discussion regarding the medical record and the psychological issues.

The Board discussed/clarified whether or not this needs to be treated as two separate cases and what should be done procedurally.

Nicki Eke, Legal Department, stated that when you reconsider a decision the Board can reaffirm the prior decision on the matter or make a different decision based on facts revealed during the reconsideration process. She stated that the Board previously denied an application for an in line of duty disability pension and the Board can either proceed and reaffirm that decision or reverse it.

The individual addressed the Board regarding his current medications and side effects.

Todd Henry stated that based on the fact that he had a previous injury on duty for hypertension, he moved to approve the request for the in line of duty disability pension. Doug Clariday seconded.

Dr. Matthew Hine reported to the Board that the medical record does not reflect adverse medication side effects or significant hypertension at this time. He also reviewed the medical record with the Board specifically noting his blood pressures.

There was further discussion of the medial record, what is considered to be high or elevated blood pressure and the physician's statement regarding a medical disability.

A vote was taken on the motion to approve the request for the in line of duty disability pension and failed with Doug Clariday, Todd Henry and Edna Jones in favor and Christine Bradley, Veronica Frazier, Jerry Hall, Tom Curtis, and Stephanie Bailey opposing.

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

Jerry Hall moved for approval of a medical disability pension for the length of time as recommended. Christine Bradley seconded and the Board approved with Stephanie Bailey abstaining.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Rosie A. Briscoe	Water	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
2.	Ralph J. Celentano , Jr.	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (November 2016), with re-exam at that time.
3.	Anthony A. Oliver	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
4.	Michael D. Duncan	Juvenile Court	Medical	As moved, seconded and approved, this disability pension request was denied.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
5.	Christopher D. Allgood	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued with an independent psychological evaluation for three months, (October 2016), with re-exam at that time.
6.	Timothy L. Crenshaw	Water	Medical	As moved, seconded and approved, this disability pension was continued for one year, (July 2017), with re-exam at that time.
7.	Henrietta Garrett	Metro Action Commission	In Line of Duty	As moved, seconded and approved, this disability pension was continued for four months, (November 2016), with re-exam at that time.
8.	Jerry R. Hudgens	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued with a functional capacity evaluation for three months, (October 2016), with re-exam at that time.
9.	Robert W. Malley	Fire	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	Recommendation
10.	James K. Pearce	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for two years, (July 2018), with re-exam at that time.
11.	Sharon L. Robinson	Human Resources	Medical	As moved, seconded and approved, this disability pension was continued for seven months, (February 2017), with re-exam at that time.
12.	Carol L. Smith	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for seven months, (February 2017), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
13.	James R. Shumate	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this individual was placed on the return to work list.
14.	Deborah A. Berryhill	Police	In Line of Duty	As moved, seconded and approved, this disability pension was deferred/continued for three months, (October 2016), with review at that time.
15.	James C. Medley	Fire	Medical	As moved, seconded and approved, this individual was placed on the return to work list.

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
16.	Jerry W. Jackson	General Services	Medical	As moved, seconded and approved, this return to work request was denied and the disability pension continued for three months, (October 2016), with re-exam at that time.
17.	Kristian B. Murphy	Fire	Medical	As moved, seconded and approved, the previous action approving a disability pension was rescinded.
18.	Lokman M. Rashid	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 disability pension continued for two months, (September 2016), with re-exam at that time.

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

RECONSIDERATION:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
1.	Kevin D. Steele	Police	Medical	As moved, seconded and approved, this individual was granted a medical disability pension with re-exam in seven months, (February 2017).

SOCIAL SECURITY REFERRALS:

Dr. Matthew Hine reported to the Board that he concurs with the case management recommendations on the Social Security referrals.

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

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Clark, Patrick A.	Parks	Pension Approval	No	No	Younger Worker
2	Cobbins, Sylvia D.	MNPS	Pension Approval	No	No	Younger Worker
3	Freeman, Vicki L.	Parks	Pension Approval	Yes	Yes	Evaluation
4	Ragland, Steven D.	Public Works	Pension Approval	No	No	Younger Worker
5	Smith, Barbara J.	Health	Pension Approval	Yes	Yes	CI meets SSDI guidelines

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.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
James Couch	MNPS	Supv-Campus	B	06/02/2016	05/26/2016
Harold Caldwell	MNPS	Supv-Campus	B	06/02/2016	07/01/2016
Patricia Crosslin	MNPS	Secretary	B	06/02/2016	07/01/2016
Deborah Walker	MNPS	Coord-Food Svc Nutrition Ed	B	06/02/2016	07/20/2016
Janet Dotson	Parks	Office Support Spec 2	B	06/02/2016	07/07/2016
William Friauf	Gen Hospital	Registered Nurse- CC	B	06/03/2016	04/25/2016
Vivian Jernigan	Police	Police Operations Asst 3	B	06/03/2016	05/17/2016
John Catignani *	Assessor's Office	Appraiser Analyst III	B	06/01/2016	04/01/2016
David Byrne *	State Trial Ct	Admin Svcs Mgr	A	06/05/2016	08/01/2016
Mary Kelley	MNPS	Secretary-Bookkeeper	B	06/09/2016	07/01/2016
Portia McMahan	Water	Finance Officer 3	B	06/09/2016	06/17/2016
Jeanette Reams	Parks	Custodial Svcs Supv	B	06/09/2016	07/14/2016
Daniel Crockett	Police	Police Officer 2-Fld Trng	B	06/09/2016	06/23/2016
Nena Clark	Health	Dental Assistant 1	B	06/09/2016	07/01/2016

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Don R. Pass	Sheriff's Office	Correctional Officer 2	B	06/09/2016	06/17/2016
Cassandra Hasan *	Gen Hospital	Registered Nurse	B	06/08/2016	07/01/2016
Kathleen Welch	MNPS	Secretary-Bookkeeper	B	06/16/2016	07/07/2016
Kathy B. Nicholson	MNPS	MGR-ITS SMS Product	A	06/16/2016	07/01/2016
Lynn Ratliff	Police	Info Sys App Analyst 3	B	06/16/2016	07/15/2016
Alta Brown *	Gen Hospital	Coord, Utilization Mgt	B	06/16/2016	07/01/2016
Theresa Palmer	STC	Admin Svcs Officer 4	B	06/16/2016	06/16/2016
Lynn Harbison	Health	Public Health Nurse 3	B	06/16/2016	07/16/2016
Ala'n B. Jordan	Police	Police Officer 2	B	06/20/2016	07/01/2016
Denise Howard	MNPS	Library Clerk	B	06/17/2016	05/26/2016
Kristian Murphy	Fire	Fire Fighter 3	B	06/23/2016	06/30/2016
Aliceteen Greer	MNPS	Asst-Food Svc	B	06/23/2016	08/04/2016
Lonnie Dawkins	MNPS	Ed Asst	B	06/23/2016	08/04/2016
Paul Matsen	MNPS	Bus Driver	B	06/23/2016	08/04/2016
James Mitchell	MNPS	Skilled Laborer-Plumbing Sr	B	06/23/2016	08/22/2016
Rhonda Burnette	Water	Cust Svc Asst Mgr	B	06/23/2016	07/15/2016

Disability to Service

Employee	Department	Plan A/B	Effective Date of Conversion
Patti Davidson	Police	B	05/01/2016
Sonia K Higgs	Fire	B	05/01/2016
Barry Burk	Police	B	05/01/2016
Richard Turner	Water	B	06/01/2016
Reedy Sullivan	Fire	A	11/01/2015
Gary Felts	Water	B	06/01/2016
Doris Fojtik	Police	A	06/01/2016
Walter Cranford	Police	B	06/01/2016

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Keeter, William	MNPD	Service	B	5/3/2016	E	
Shearon, Kevin L	MNPD	Service	B	5/3/2016	F	3YR
Wallace, Tim	Fire	Service	B	5/1/2016	Normal	
Davis, Pamela Jo	ECC	Early Service	B	4/28/2016	B	
Howell, Leslie	Fire	Service	B	4/23/2016	D	3YR
Swisher, Robert	MNPD	Service	B	5/7/2016	Normal	2YR
Abdulijabar, Mohammad	MNPS	Service	B	2/1/2016	Normal	
Cleveland, Anthony	Library	Service	B	5/7/2016	Normal	
Jones, Randal	Water	Service	B	6/1/2016	D	
Lingley, John	Water	Service	B	5/7/2016	A	
Williams, Cassandra F	MNPS	Service	B	5/27/2016	Normal	3YR
Holmes, Carolyn A	MNPS	Early Service	B	5/27/2016	F	
Fonseca Manuel A	Fire	Service	B	6/1/2016	E	1YR
Randolph, Donna	MNPS	Service	B	5/27/2016	Normal	
Rucker, Milton B	Parks	Service	B	6/1/2016	D	
Burnette, Jeffrey	MNPD	Service	B	6/1/2016	F	
Helms, Joyce	MNPS	Service	B	5/26/2016	E	3YR
Noble, Wanda L	MNPS	Service	B	5/27/2016	E	
Shreeve, Michael T	MNPD	Service	B	5/16/2016	F	

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

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
West, Teresa G	MNPS	Service	B	5/26/2016	Normal	3YR
Carper, David C	Public Works	Service	B	1/1/2014	E	
Tucker, Wilma	MNPS	Service	B	5/26/2016	D	
Tecoma, Rita J	MNPS	Service	B	6/1/2016	Normal	
Wilkerson, Michael D	Fire	Service	B	5/28/2016	A	3YR
Mathers, Patricia	MNPS	Service	B	5/27/2016	Normal	
Freeman Sr, Donald T	Fire	Service	B	5/30/2016	B	2YR
Crowder, Mary	MNPS	Service	B	5/27/2016	A	
Rozell, Sandra E	MNPS	Service	B	5/27/2016	F	
McDonald, Beverly	DCSO	Service	A	2/1/2016	Normal	
Richardson, Mary	MNPS	Service	B	5/27/2016	Normal	
Friauf, William R	Gen Hospital	Service	B	4/25/2016	F	
England, Mary	MNPS	Service	B	5/27/2016	F	
Birdwell, Cynthia	MNPS	Service	B	5/27/2016	A	
Graves, Gene	Water	Service	B	6/4/2016	B	
Sawyer, Robin M	Circuit Court	Early Service	B	6/1/2016	B	
Catignani Jr, John O	Assessors	Service	A	4/1/2016	E	
Vision, Kenneth P	Assessors	Service	B	5/14/2016	A	
Vinsion, Karen	Library	Service	B	5/14/2016	Normal	
Reasonover, David H	Police	Service	B	5/27/2016	A	
Ihrie, Susan T	MNPS	Service	A	5/27/2016	F	
Shelton, Lamont	MNPS	Early Service	B	5/18/2016	F	
Mullins, Alma	MNPS	Early Service	B	5/27/2016	F	
Cardwell Jr, Harold D	MNPS	Early Service	B	5/26/2016	Normal	
McCullough, Helen A	MNPS	Service	B	5/27/2016	E	
Gooch, Dorothy B	MNPS	Service	B	5/27/2016	Normal	
Mangrum, Dixie	MNPS	Service	B	5/27/2016	Normal	
Roberts, Sally M	MNPS	Service	B	5/27/2016	B	1YR
Tankersley, John S	Police	Service	B	6/1/2016	A	
Cook, Kathy	MNPS	Early Service	B	5/26/2006	Normal	
Roncskevitz, Kirk	MNPD	Service	B	5/27/2016	F	
Richardson, Joyce	MNPS	Service	B	5/28/2016	Normal	

Key Codes

<u>Options</u>	<u>Drop Elections</u>
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
Henry L. Marr	BOE	Genevieve Marr	B	06/02/2016
Ola Hayden	Bordeaux Hospital	William Hayden	B	06/07/2016
Uldean R. White	BOE	Robert White	A	06/01/2016
Kenneth E. Merrill	Fire	Donna Merrill	B	06/14/2016
Gigger L. Nipper	Police	Beverly Manning	B	06/14/2016

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

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
Kevin P. Chapman	Police	Elizabeth Chapman	B	06/14/2016
Phillip R. Shuler	Police	Linda Shuler	B	06/19/2016
Rhea Curtis	Public Works	Emma Curtis	A	06/17/2016
John S. Balma	Public Works	Lynette Smith	A	06/28/2016

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 Police Department.

This item was acted upon accordingly with the Disability Pensions.

2. In Line of Duty Committee.

Christina Hickey reported to the Board that the In Line of Duty Committee met on May 26, 2016 to deliberate on 10 in line of duty medical care requests. She stated that at the June 2016 Board, items 7 & 8 were deferred until the July 2016 Board for a vote on the recommendation.

Jerry Hall reviewed the Committee's recommendations.

Vickie Hampton, Alternative Service Concepts, (ASC), was present.

On item 7, the in line of duty medical care request for the former employee from Metropolitan Nashville Public Schools, the Committee recommended that the Board **uphold** ASC's determination to deny this in line of duty medical care claim. Stephanie Bailey moved for approval of the recommendation that the Board **uphold** ASC's determination to deny this in line of duty medical care claim. Christine Bradley seconded and the Board approved with Doug Clariday opposing.

On item 8, the in line of duty medical care request for the pensioner from the Sheriff's Office, the Committee recommended that the Board **uphold** ASC's determination to deny this in line of duty medical care claim.

The employee and Daphne Davis, attorney, were present. Daphne Davis reviewed the physician's notes regarding the injury.

Vickie Hampton, ASC, stated that the physician's report indicates that the injury is not work related.

After some discussion regarding the injury, a diagnosis of arthritis, the physician's report and reporting the injury, Doug Clariday moved to overturn ASC's recommendation and grant the injury on duty.

The motion failed due to lack of a second.

Christine Bradley moved for approval of the recommendation that the Board uphold ASC's determination to deny this in line of duty medical care claim. Stephanie Bailey seconded and the Board approved with Doug Clariday opposing and Edna Jones abstaining.

3. Qualified Domestic Relations Order (QDRO).

Christina Hickey reported to the Board that at the June study session, information was presented by Bryan, Pendleton, Swats and McAllister, (BPSM), regarding the new information that requires Metro's pension plan to honor QDRO's.

Kevin Sullivan, BPSM, gave an overview of the modification to the state law.

3. Qualified Domestic Relations Order (QDRO). (continued)

Jerry Hall moved for approval of the modification and updated policy. Veronica Frazier seconded and the Board approved with Edna Jones and Stephanie Bailey abstaining.

4. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Licensure of physicians – Injury on duty presumption matters.
- d. Blue Cross Blue Shield identity protection.
- e. Cigna Choice Fund three tier structure.

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

Christina Hickey made note of items 4.-c. licensure of physicians – injury on duty presumption matters, 4.-d. Blue Cross Blue Shield identity protection and 4.-e. Cigna Choice Fund three tier structure.

5. Reports for your information:

- a. Return to work. (none to report)
- b. Social Security approvals.
- c. Refund of pension contributions.
- d. Repayment of pension contributions.
- e. Denial log from Alternative Service Concepts.
- f. Benefit Board budget reports.

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

6. Late item(s):

There were no late items reported at the meeting.

Christina Hickey noted that Jerry Hall was re-elected.

With nothing further presented, the meeting adjourned at 10:24 a.m.

ATTEST:

APPROVED:

Veronica T. Frazier, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board