

## MINUTES

### METROPOLITAN EMPLOYEE BENEFIT BOARD

December 6, 2016

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, December 6, 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., B.R. Hall, Sr., Jerry Hall, W. Todd Henry, John P. Kennedy and Talia Lomax-O'dneal.

Member G. Thomas Curtis was 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 November 1, 2016. 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.

The Pensions section was taken out of order pending the arrival of Dr. Matthew Hine, Civil Service Medical Examiner, (CSME).

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

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

#### Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Sharon Bush *	General Hospital	Registered Nurse-CC	B	10/27/2016	12/01/2016
Jerry Spence	Finance	Admin Svcs Officer 4	B	11/16/2016	02/04/2017
Floyd Hyde	Police	Police Lieutenant	B	11/16/2016	12/01/2016
Robyn Norman	County Clerk	Deputy Clerk 6	B	11/02/2016	01/17/2017
William Black	Sheriff	Sheriff Warrant Officer 3	B	10/26/2016	12/17/2016
Barry Bowman	Public Works	Equip Operator 3	B	11/16/2016	12/09/2016
David Brasel	County Clerk	Deputy Clerk 1	B	10/26/2016	12/17/2016
Richard Hessey	Fire	Fire Fighter 2	B	10/26/2016	11/01/2016
Patricia Herren	Health	Public Health Nurse 2	B	11/09/2016	01/18/2017
Freddie King Jr	Sheriff	Sheriff Prisoner Processor 1	B	11/09/2016	12/16/2016
Billy Grissom	MNPS	SPEC - SUPPORT TECH DP	B	11/16/2016	11/15/2016
Stephen Bell	Human Resources	Admin Svcs Officer 3	B	10/26/2016	01/01/2017
Richard Tucker Jr	MNPS	SKILL LABORER - PAINTING	B	11/09/2016	12/09/2016
Roland Corlew	Sheriff	Security Officer 1	B	11/02/2016	01/01/2017
Suzan Flagg	MNPS	THERAPIST - OCCUPATIONAL	B	11/16/2016	01/19/2017
Mary Garland	MNPS	ED ASST - PRE-K	B	11/09/2016	01/06/2017
Kathleen Burke	MNPS	SECRETARY/BOOKKEEPER	B	11/09/2016	01/06/2017
Cheryl Leffew	MNPS	ASST - HR INFORMATION	B	11/02/2016	11/03/2016
Patricia Pawlak	Public Library	Librarian 2	B	11/02/2016	12/17/2016
Beverly Bunch *	MNPS	DRIVER - BUS	B	09/28/2016	10/01/2016
Judy Griffith *	MNPS	Food Services Manager	B	10/31/2016	12/01/2016
Wendell Turner	Water	Engineering Tech 2	B	11/29/2016	10/15/2016

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

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Larry Nelson	Water Services	B	11/01/2016
Danny Mcneil	Public Works	B	11/01/2016
Robert O'dell	Police	A	11/01/2016
Jearline Robertson	MNPS	B	11/01/2016

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Jeffrey Goforth	Police	Service With Option	B	11/01/2016	Option A	
Paul Haynes	NCAC	Early Service With Option	B	10/27/2016	Option A	
Yvonne Christopher	Health	Service Without Option	B	10/04/2016	Normal	1
Michael Cousin	NCAC	Service With Option	B	10/05/2016	Option A	
Tanuverne Ligon	State Trial Courts	Service With Option	B	10/01/2016	Option F	3
Danny Hale	Police	P&F Service Pen Without Option	B	09/21/2016	Normal	3
Daniel Layne	Police	P&F Service Pen With Option	B	10/02/2016	Option A	
Linda Belle	Health	Service Without Option	B	10/08/2016	Normal	1
Rita Cunningham	Sheriff	Early Service With Option	B	10/08/2016	Option A	
Alvin Humphrey	Water Services	Service With Option	B	10/08/2016	Option A	2
Stanley Romine	Finance	Service With Option	B	11/05/2016	Option A	
Cheryl Edwards	Health	Service With Option	B	10/01/2016	Option B	
Gerald Grigsby	Trustee	Early Service With Option	B	10/01/2016	Option A	
Richard Hessey	Fire	P&F Service Pen With Option	B	11/01/2016	Option A	
Jacqueline Claywell	General Services	Early Service Without Option	B	10/29/2016	Normal	
Sharon Taylor	MNPS	Early Service Without Option	B	08/06/2016	Normal	
Henry Shelton Jr	Sheriff	P&F Service Pen With Option	B	10/01/2016	Option A	
Thomas Bowden	Police	Early Service With Option	B	10/08/2016	Option E	
Joyce Jones	County Clerk	Service Without Option	B	09/21/2016	Normal	
Raven Chadwell	Sheriff	P&F Service Pen Without Option	B	10/08/2016	Normal	
Mary Thomas	MNPS	Early Service With Option	B	10/01/2016	Option F	
Joseph Padula	State Trial Courts	Service With Option	B	10/01/2016	Option F	
Gwendolyn Merrimon	Bordeaux Long Term Care	Service Without Option	B	10/01/2016	Normal	
Caroline Thomas	Assessor of Property	Service Without Option	B	10/01/2016	Normal	
William Lovell Jr	Codes Administration	Service With Option	B	11/01/2016	Option F	
Dora Baird	General Hospital	Service With Option	B	11/01/2016	Option F	
Robert Pickard	Sheriff	Service With Option	B	10/01/2016	Option A	

**Key Codes**

**Options**

Normal	Life Annuity	No Option Elected
Option A	Joint & Survivor	100% to Surviving Beneficiary
Option B	Joint & Survivor	50% to Surviving Beneficiary
Option C	Social Security	
Option D	120 Payments	Certain and Life
Option E	Joint & Survivor	100% to Surviving Beneficiary with Pop-Up Feature
Option E	Joint & Survivor	50% to Surviving Beneficiary with Pop-Up Feature

**Drop Elections**

1	1 Year Drop
2	2 Year Drop
3	3 Year Drop

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Paul Taylor	Emergency Communication Center	Evelyn Taylor	B	10/27/2016
Ronald Hickman	Parks	Jackie Hickman	B	11/09/2016
Houston Jackson	Public Library	Josephine Jackson	B	10/12/2016
Henry Murphy	Health	Mary Murphy	B	10/22/2016
Ernest McClain	Codes Administration	Marcella McClain	B	10/23/2016
John Jones	Public Works	Thantrail Jones	B	10/27/2016
Ira Hodges Jr	Parks	Phyllis Hodges	B	11/05/2016
James Green	Police	Rosalyn Green	B	10/30/2016
James Williamson Iii	Police	Veronica Williamson	B	10/31/2016
James Mueller	Metro Action Commission	Shirley Mueller	B	10/05/2016

**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, CSME, and Claire Cobb, CSME Assistant, reviewed the disability pensions with the Board.

Dr. Matthew Hine reported to the Board that he has modified his original recommendation on item 1. He stated that the individual has requested salary supplementation for a non-sworn position. He also noted that he would recommend a review in two years.

Sue Bibb, Police Department, was present. She stated there is a non-sworn position available for the individual where his restrictions can be accommodated.

There was clarification as to whether or not there would be a need to review this case in one or two years.

Dr. Matthew Hine explained that the restriction may not be a permanent restriction and the individual may be able to return to a sworn position.

Todd Henry moved for approval of the request for salary supplementation on item 1 with review of the restrictions in one year. Jerry Hall seconded and the Board approved without objection.

Dr. Matthew Hine reported to the Board that he recommends approval of the disability pension new requests, items 2 through 6, for the length of time as recommended with a change in the review date on item 2. Todd Henry moved for approval of the recommendation to approve the disability pension new requests, items 2 through 6 for the length of time as recommended. Jerry Hall seconded.

Dr. Matthew Hine also noted that item 6 may be able to return to work if the department can accommodate the restrictions.

A vote was taken on the motion for approval of the disability pension new requests, items 2 through 6, for the length of time as recommended and the Board approved without objection.

Dr. Matthew Hine reported to the Board that he recommends denial of the disability pension new request item 7.

Additional medical information was passed out on item 7.

The employee was present.

The employee addressed the Board regarding his medical information, his condition and medications.

Byron Grizzle, Sheriff's Office, was present and addressed the Board regarding the individual's job duties and returning the individual to work.

Dr. Matthew Hine reviewed the medical record. He stated that he can perform his job duties and no side effects are documented in the record.

There was some discussion regarding what the medical record says regarding his blood pressures, the individual's condition being uncontrolled and the notation in the medical record stating that the individual is not taking his medication.

After further discussion regarding the medical record and his condition, John Kennedy moved for approval of the recommendation to deny the disability pension new request, item 7. Talia Lomax-O'dneal seconded and the motion failed with John Kennedy, Christine Bradley, Edna Jones and Talia Lomax-O'dneal in favor and Stephanie Bailey, Todd Henry, Doug Clariday and B.R. Hall opposing and Jerry Hall abstaining.

Dr. Matthew Hine also noted that the individual does have other medical conditions and medications which may result in some side effects.

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

Additional medical information was passed out for item 8.

Dr. Matthew Hine stated that at the last meeting, the Board requested that he individual obtain a functional capacity and an independent medical evaluation. He reviewed the results of the independent medical and functional capacity evaluations with the Board. He stated that he is seeking guidance on a recommendation based on these results and reviewed his options regarding a recommendation; 1) denial, 2) return to work with accommodations; and 3) vocational assessment with review in four months.

The employee was present and addressed the Board regarding the request for a disability pension and the functional capacity evaluations.

Harold Finch, Metropolitan Nashville Public Schools, was also present. He stated they would not be able to accommodate her in her current position.

The employee discussed the medications she takes and the side effects.

There was some discussion regarding placing the individual in another position and some of the challenges with that, as each school does its own hiring.

There was some discussion regarding her medications, the actual diagnosis and course of treatment.

Dr. Matthew Hine stated that the actual diagnosis does include the chief complaint of chronic pain and stated that any surgery/treatment to relieve chronic pain would be considered experimental.

There was some discussion regarding any previous or current physical therapy.

The Board discussed options regarding this case.

Nicki Eke, Legal Department stated that the Board can approve rehabilitation for someone that is disabled.

After further discussion of the functional capacity evaluation results and having physical therapy, Todd Henry moved for approval of the disability pension new request, item 8, with case management to facilitate rehabilitation, for six months. Doug Clariday seconded and the Board approved with Stephanie Bailey and Talia Lomax-O'dneal opposing.

On item 7, there was clarification who seconded the motion and on the vote. Nicki Eke stated that the motion that was made was not adopted as it resulted in a tie vote. She stated that if there are no other motions, this item will go to the appropriate Committee (Pension).

Dr. Matthew Hine reported to the Board that he recommends approval for continuing the disability pension reexamination, item 9, for the length of time as recommended and changing it to a medical disability pension.

The disability pensioner and James Smallwood, Fraternal Order of Police, (FOP), were present.

James Smallwood stated that the pensioner has an attorney, however, they were unable to attend due to an emergency and is requesting a deferral.

There was some discussion regarding deferring this item again as it has been deferred several times previously.

Nicki Eke, Legal Department, stated that it is at the discretion of the Board whether or not to defer this item again, however, a medical emergency would be considered a valid basis for a deferral.

B.R. Hall moved to defer item 9 for one month. Todd Henry seconded and the Board approved with Christine Bradley, Stephanie Bailey and Talia Lomax-O'dneal opposing.

It was also reiterated to the pensioner that she and her legal counsel need to be present at the next meeting.

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

Dr. Matthew Hine reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 10 through 20 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 10 through 20 for the length of time as recommended. Doug Clariday seconded.

Stephanie Bailey requested that items 14 and 16 be discussed separately.

Dr. Matthew Hine noted that he is also requesting a FCE on item 19.

A vote was taken on the motion to continue the disability pension reexaminations items 10 through 20, with the exception of items 14 and 16, for the length of time as recommended and the Board approved without objection.

Dr. Matthew Hine reported to the Board that he recommends approval for continuing the disability pension reexamination, item 14, for the length of time as recommended. He also reviewed the results from a prior FCE, the restrictions and the department not being able to accommodate those restrictions at that time.

There was some discussion regarding the previous recommendation of return to work and whether or not the department is still not able to place the individual.

Harold Finch, MNPS, stated that they are not able to accommodate the individual based on the restrictions and job duties.

Doug Clariday moved to continue the disability pension reexamination, item 14, for the length of time as recommended. B.R. Hall seconded and the Board approved with Stephanie Bailey opposing.

Dr. Matthew Hine reported to the Board that he recommends approval for continuing the disability pension reexamination, item 16 for the length of time as recommended. He also reviewed the results of the vocational rehab report and stated that the individual is at maximum medical improvement.

B.R. Hall moved to continue the disability pension reexamination, item 16, for the length of time as recommended. Doug Clariday seconded and the Board approved without objection.

Dr. Matthew Hine reported to the Board that on items 21 through 24, he requests a deferral for one month. B.R. Hall moved for approval of the request to defer items 21 through 24 for one month. Christine Bradley seconded and the Board approved with Stephanie Bailey and Talia Lomax-O'dneal abstaining.

There was some discussion regarding notations in the medical record on additional medical information on items 22 and 23 and if that information had been received.

There was also mention of deferring items from month to month while waiting on additional medical information when it may not change the recommendation and moving these items along in a timely manner.

Dr. Matthew Hine reported to the Board that on item 25 he recommends approval of return to work with restrictions. He stated that if the restrictions can not be accommodated, he recommends continuing the disability pension for six months.

Byron Grizzle, Sheriff's Office, stated that they are unable to accommodate the restrictions for the current position. He also stated that they have looked at other positions, but the restrictions could not be accommodated in those.

Doug Clariday moved for approval of the recommendation to continue the disability pension item 25 for the length of time as recommended.

There was some discussion regarding vocational case management and review in three months instead of six.

Jerry Hall seconded the motion.

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

A vote was taken on the motion on item 25 to continue the disability pension for three months and assign vocational case management and the Board approved with Christine Bradley and Stephanie Bailey opposing.

There was some discussion of what the process is in helping with returning disability pensioners to work when the department can not accommodate the individual.

There was some discussion regarding the difficulties with placement and John Kennedy stated that HR staff is willing to help with looking at other opportunities.

Dr. Matthew Hine reported to the Board that on item 26 he recommends approval of return to work with a restriction of no driving a commercial vehicle.

The individual was present and addressed the Board regarding his condition and the restriction of no driving.

Susan Drye, Library, was present. She stated that in his position he would be required to drive a Metro vehicle at any time.

Dr. Matthew Hine reviewed the medical record and a notation regarding being cleared to drive just not a commercial vehicle.

The individual further described his condition and not driving.

The individual's spouse was present and addressed the Board regarding her husband's vision and other medical conditions.

Todd Henry moved to continue the disability pension, item 26, for three months. Stephanie Bailey seconded and the Board approved without objection.

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	Craig A. Christie	Police	Medical	As moved, seconded and approved, this disability pension request was rescinded.
2.	Christopher L. Clark	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for one month, (January 2017), with re-exam at that time.
3.	Vivian C. Dean	Health	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (April 2017), with re-exam at that time.
4.	Deborah L. Dornan	State Fairgrounds	Medical	As moved, seconded and approved, this disability pension request was approved for seven months, (July 2017), with re-exam at that time.
5.	Michael T. Hunter	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for six months, (June 2017), with re-exam at that time.

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

6.	Sean M. Souza	Water	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (April 2017), with re-exam at that time.
7.	Napoleon A. Howell, Jr.	Sheriff	Medical	This disability pension request will go before the Pension Committee.
8.	Tiffany S. Moore	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved with case management services for six months, (June 2017), with re-exam at that time.

**REEXAMINATIONS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
9.	Deborah A. Berryhill	Police	In Line of Duty/Medical	As moved, seconded and approved, this disability pension was continued/deferred for one month, (January 2017), with re-exam at that time.
10.	Patrick A. Clark	Parks	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (June 2017), with re-exam at that time.
11.	Michael E. Donaldson	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
12.	Stief A. Fuller	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (December 2017), with re-exam at that time.
13.	Marjan M. Gharacholou	Health	Medical	As moved, seconded and approved, this disability pension was continued for one year, (December 2017), with re-exam at that time.
14.	Maco A. Hall-Haynes	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for four months, (April 2017), with re-exam at that time.
15.	Jerry L. Jamison	Water	Medical	As moved, seconded and approved, this disability pension was continued for five months, (May 2017), with re-exam at that time.

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

**REEXAMINATIONS: (continued)**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
16.	Marion S. Reynolds	Metro Action Commission	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (June 2017), with re-exam at that time.
17.	Gerald L. Smock	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
18.	Rinona L. Taylor	Health	Medical	As moved, seconded and approved, this disability pension was continued for three months, (March 2017), with re-exam at that time.
19.	Mary E. Thomas	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for three months, (March 2017), with re-exam at that time.
20.	Cynthia L. Wood	Planning	Medical	As moved, seconded and approved, this disability pension was continued for one year, (December 2017), with re-exam at that time.
21.	Sylvia D. Cobbins	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued/deferred for one month, (January 2017), with re-exam at that time.
22.	Alonzo N. Giles	Juvenile Court	Medical	As moved, seconded and approved, this disability pension was continued/deferred for one month, (January 2017), with re-exam at that time.
23.	Aaron E. Gray	Justice Integration Services	Medical	As moved, seconded and approved, this disability pension was continued/deferred for one month, (January 2017), with re-exam at that time.
24.	William A. McNeil, Jr.	Assessor of Property	Medical	As moved, seconded and approved, this disability pension was continued/deferred for one month, (January 2017), with re-exam at that time.



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

**RETURN TO WORK:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
25.	Christine J. Zetelski	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension was continued with vocational case management for three months, (March 2017), with re-exam at that time.
26.	Randy L. Smith	Library	Medical	As moved, seconded and approved, this disability pension was continued for three months, (March 2017), with re-exam at that time.

**SOCIAL SECURITY REFERRALS:**

Dr. Matthew Hine 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. Christine Bradley seconded and the Board approved without objection.

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Garrett, Henriatta	MAC	Pension Approval	Yes	Yes	Evaluation
2	Wright, Gerald	Public Works	Pension Approval	Yes	Yes	Evaluation

**BENEFIT BOARD ITEMS**

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

1. Election of Metropolitan Employee Benefit Board Chair and Vice-Chair for 2017.

Christina Hickey reviewed the procedures as outlined in the by-laws under Section 1 to conduct the election of Chair and Vice-Chair for 2017 and opened the floor to nominations.

Jerry Hall nominated Edna Jones for Metropolitan Employee Benefit Board Chair and Christine Bradley for Vice-Chair for 2017. 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.

- 
2. Case Management request for proposal update.

Christina Hickey reported to the Board that Jeff Gossage from Procurement is here to update the Board on the selection of a vendor from the Case Management RFP.

Jeff Gossage reported to the Board that the evaluation committee selected Assential Care Partners for case management services. He also stated that upon making the notification regarding the award, a protest was filed by the incumbent, Eckman/Freeman. He also stated that they are trying to resolve the protest timely.

3. 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 1.464% increase in the Consumer Price Index, an increase of 1.50% under Division A (the percentage rounded to the nearest one-half percent) should be granted to all retirees eligible to receive a cost of living increase beginning January 1, 2017. She also stated that eighty percent of the excess of 1.464% over 1.00% is 0.371%, so eligible retirees under Division B should receive a 0.50% cost of living increase in January 2017.

Talia Lomax-O'dneal moved for approval of the cost of living adjustments for Division A of 1.50% and .50% for Division B beginning January 2017. Doug Clariday seconded and the motion was approved without objection.

Kevin Sullivan was present to address any questions.

4. Medical and Life Committee report.

Christina Hickey reported to the Board that at the November 15, 2016 Medical and Life Committee meeting, a Pensioner from the Police Department appealed the denial for Laser Astigmatism Correction with the Intralase femtosecond laser (Code 66999) and also Toric Lens Implant (Code V2787). Cigna has denied the Intralase laser (66999) and Toric lens (V2787) as they are specifically excluded under the Cigna plan. She stated that the Committee recommended covering the denied eye laser surgery procedure as well as the requested lens. She also stated that there is some additional information regarding what Medicare/Medicad covers regarding this procedure.

Committee Chair Jerry Hall reviewed the recommendation with the Board and possibly having these types of procedures reviewed.

Committee Chair Jerry Hall asked if there were any amendments, corrections or questions of the minutes from the Medical and Life Committee meeting. With no corrections, nothing further was noted and B.R. Hall moved for approval. Doug Clariday seconded and the Board approved without objection.

Todd Henry moved for approval of the recommendation from the Committee to cover the surgery and the implant. B.R. Hall seconded.

John Kennedy stated that the plan needs to be reviewed so that anyone in a similar situation will be treated fairly and consistently with what the plan states.

A vote was taken on the motion and failed with Doug Clariday, B.R. Hall, Jerry Hall, Todd Henry, and in favor and John Kennedy, Christine Bradley, Stephanie Bailey and Talia Lomax-O'dneal opposing and Edna Jones abstaining.

Nicki Eke, Legal Department, stated that the Board will have to take an affirmative vote to send this back to the Committee, if not, there will need to be another motion.

B.R. Hall moved to send this item back to the Medical and Life Committee. Doug Clariday seconded and the Board approved with John Kennedy, Christine Bradley and Talia Lomax O'dneal opposing.

There was some discussion regarding coverages that need to be addressed with the plans.

Edna Jones moved to have the issue of lasik surgery discussed by the Medical and Life Committee. John Kennedy seconded and the Board approved without objection.

There was a request for information regarding if and what others cover regarding this type of procedure.

5. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Blue Cross Blue Shield 2017 changes to pharmacy formulary.

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

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. Denial log from Alternative Service Concepts.
- f. Benefit Board budget reports.
- g. Litigation report.
- h. Annual report to Council.

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

7. Late item(s):

There were no items to be listed under this section.

With nothing further presented, the meeting adjourned at 11:02 a.m.

ATTEST:

APPROVED:

---

**John P. Kennedy, Interim Director**  
**Human Resources**

---

**Edna J. Jones, Chair**  
**Employee Benefit Board**