

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**March 7, 2017**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, March 7, 2017 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, John P. Kennedy and Talia Lomax-O'dneal.

Members G. Thomas Curtis and W. Todd Henry 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, (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 February 7, 2017. With two corrections, nothing further was noted and Jerry Hall moved for approval. Doug Clariday seconded and the Board approved without objection.

\*Denotes the arrival of Stephanie Bailey.

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

Dr. Matthew Hines noted some corrections to some of the recommended re-exam dates.

Dr. Matthew Hine reported to the Board that he recommends approval of the disability pension new requests, items 1 through 6, for the length of time as recommended.

Stephanie Bailey requested that item 2 be discussed separately.

Jerry Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 6, (with the exception of item 2) for the length of time as recommended. Christine Bradley seconded and the Board approved without objection.

On item 2, there was some discussion regarding the injury on duty, course of treatment and clarification on when application was made for a disability pension.

Stephanie Bailey moved for approval of the recommendation to approve the disability pension new requests, item 2 for the length of time as recommended. Talia Lomax-O'dneal seconded and the Board approved without objection.

Dr. Matthew Hine reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 7 through 23 for the length of time as recommended and evaluations where noted.

Stephanie Bailey requested that item 8 be discussed separately.

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

Jerry Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 7 through 23, (with the exception of item 8), for the length of time as recommended. Talia Lomax-O'dneal seconded and the Board approved with B.R. Hall and Doug Clariday opposing.

On item 8 there was some discussion regarding the recommendation and recommended that case management be assigned to assist with the individual's treatment plan.

Stephanie Bailey moved for approval of the recommendation to continue the disability pension reexamination, item 8 with case management for six months.

Dr. Matthew Hine reported to the Board that on items 24 and 25, he requests a deferral for one month. Doug Clariday moved for approval of the request to defer items 24 and 25 for one month. Christine Bradley seconded and the Board approved without objection.

On item 26, Dr. Matthew Hine reported to the Board that he recommends approval of return to work.

Byron Grizzle, Sheriff's Office, was present and stated that they are able to return the individual to work.

Doug Clariday moved for approval of the recommendation of return to work on item 26. Jerry Hall seconded and the Board approved without objection.

On item 27, Dr. Matthew Hine reported to the Board that he recommends approval of return to work.

Don Parham, Metro Action Commission, (MAC), was present and stated that they are able to return the individual to work.

Christine Bradley moved for approval of the recommendation of return to work on item 27. Jerry Hall seconded and the Board approved without objection.

Jamie Summers, Fire Department, was present for item 28.

The disability pensioner was also present.

Dr. Matthew Hine reported to the Board that he recommends approval of return to work in a non sworn position.

Jamie Summers stated that the department does not have a non-sworn position available, however, if one does become available he would be considered for the position.

The disability pensioner addressed the Board regarding returning to work.

Dr. Matthew Hine also recommended that vocational case management be re-assigned.

Jerry Hall moved for approval of the recommendation of return to work on item 28 with vocational case management. John Kennedy seconded and the Board approved with B.R. Hall opposed.

There was clarification that there would not be a re-exam date on item 28.

On the late item, Dr. Matthew Hine reported to the Board that he is requesting an independent psychological evaluation.

Byron Grizzle, Sheriff's Office, was present.

There was discussion regarding the individual's condition and that this evaluation may help assist with social security.

Christine Bradley moved for approval of the recommendation to have an independent psychological evaluation on the late item. Stephanie Bailey seconded and the Board approved without objection.

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

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	David A. Anderson	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
2.	Cynthia D. Clopton	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for five months, (August 2017), with re-exam at that time.
3.	Sandra A. Custode	Codes	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
4.	James T. Dean, Jr.	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for six months, (September 2017), with re-exam at that time.
5.	Titus E. Moore	Public Works	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for three months, (June 2017), with re-exam at that time.
6.	Erroll A. Rucker	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
7.	Christopher D. Allgood	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for six months, (September 2017), with re-exam at that time.
8.	Thomas E. Brown, II	Emergency Communications Center	Medical	As moved, seconded and approved, this disability pension was continued for one year, (March 2018), with re-exam at that time.
9.	Christopher L. Clark	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued with an independent medical and psychological evaluation for six months, (September 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>
10.	Alonzo N. Giles	Juvenile Court	Medical	As moved, seconded and approved, this disability pension was continued with an independent psychological evaluation for three months, (June 2017), with re-exam at that time.
11.	Aaron E. Gray	Justice Integration Services	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
12.	Donald W. Halen, Jr.	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
13.	Gidget S. Hamilton	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (March 2018), with re-exam at that time.
14.	Jeffrey S. Lewis	Parks	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
15.	Lullette R. Magalei	Health	Medical	As moved, seconded and approved, this disability pension was continued for one month, (April 2017), with re-exam at that time.
16.	David W. McNeil, Jr.	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for six months, (September 2017), with re-exam at that time.
17.	Mark Melman	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for five months, (August 2017), with re-exam at that time.
18.	Melissa N. Pinkelton	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
19.	Reginald D. Reed	Fire	In Line of Duty	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)**

**REEXAMINATIONS: (continued)**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
20.	John W. Shelton, II	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for one year, (March 2018), with re-exam at that time.
21.	Randy L. Smith	Library	Medical	As moved, seconded and approved, this disability pension was continued for five months, (August 2017), with re-exam at that time.
22.	Andrea N. Swisher	Police	Medical	As moved, seconded and approved, this disability pension was continued for one year, (March 2018), with re-exam at that time.
23.	Mary E. Thomas	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued with vocational case management for two months, (May 2017), with re-exam at that time.
24.	Ralph J. Celentano, Jr.	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month.
25.	Paul B. Sparkman	Public Works	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month.

**RETURN TO WORK:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
26.	Christine J. Zetelski	Sheriff	In Line of Duty	As moved, seconded and approved, this individual was returned to work.
27.	Tammy L. Clay	Metro Action Commission	Medical	As moved, seconded and approved, this individual was returned to work.

**OTHER:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
28.	Richard L. Honeycutt	Fire	Medical	As moved, seconded and approved, this individual was returned to work in a non-sworn position and assigned vocational case management.

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

**LATE ITEM:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
29.	Napoleon A. Howell, Jr.	Sheriff	Medical	As moved, seconded and approved, an independent psychological evaluation was approved.

**SOCIAL SECURITY REFERRALS:**

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

Jerry Hall moved for approval of the 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	Adams-Bowles, Sue A.	Human Resources	Pension Approval	Yes	Yes	Evaluation
2	Greene, Ricky	MNPS	Pension Approval	Yes	Yes	Evaluation
3	Hobson, Thomas	MNPS	Pension Approval	Yes	Yes	CI meets SSDI Listings
4	Howell, Napoleon	Sheriff	Pension Approval	Yes	Yes	Evaluation
5	Isom, Robert	Water	Pension Approval	Yes	Yes	Evaluation
6	Potts, Clifford	Water	Pension Approval	Yes	Yes	Evaluation
7	Singh, Colleen	MNPS	Pension Approval	Yes	Yes	CI meets SSDI Listings
8	Steele, Kevin	MNPD	Pension Approval	Yes	Yes	CI meets SSDI Listings

**D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders (QDRO's) and survivor)**

Christine Bradley moved for approval of the pensions. John Kennedy seconded and the Board approved without objection.

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Paul Vandermeer *	Juvenile Court	Warrant Officer 1	B	02/01/2017	03/01/2017
David Kimery	Parks	Automotive Mechanic	B	02/01/2017	04/01/2017
Anita McMahon	MNPS	ASST - ADMIN	B	02/01/2017	02/01/2017
Paul Hiltz	Public Works	Finance Mgr	B	02/22/2017	04/01/2017
Jerrilyn Manning	Public Defender	Deputy Public Defender	B	02/14/2017	05/06/2017
Lawrence Lacy Iii	Police	Police Officer 2	B	02/22/2017	02/22/2017
Klemm Hahn	General Services	Automotive Svc Writer	B	02/01/2017	02/11/2017
Rosario Lucio	MNPS	DRIVER - BUS	B	02/01/2017	03/01/2017
Insa Kelly	MNPS	ED ASST - EX ED ONE TO ONE	B	02/22/2017	02/25/2017
Bobby Crook	State Trial Courts	Program Spec 2	B	02/15/2017	03/01/2017
Betty Barnard	MNPS	DRIVER - BUS	B	02/08/2017	02/18/2017
Robert Bradshaw Jr	Circuit Court Satellite	Deputy Clerk Class 1	B	02/06/2017	03/01/2017
Wesley Goad	MNPS	SECRETARY/CLERK	A	02/15/2017	03/08/2017
Michael White	Water Services	Treatment Plant Shift Operator	B	02/08/2017	02/22/2017
Kelly Murphy	Water Services	Treatment Plant Tech 3	B	02/15/2017	03/01/2017
James Trollinger	Fire	Fire Captain	B	02/22/2017	03/16/2017

**D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders (QDRO's) and survivor)**

**Service (continued)**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Thomas Hale	Water Services	Indust Mechanic 2	B	02/15/2017	03/01/2017
James Combs	Sheriff	Corrections Spec 2	B	02/08/2017	02/16/2017
Steve Turner	Police	Police Officer 2	B	02/22/2017	03/01/2017
Gaynell Bowman	General Hospital	Metro Hospital Auth Employee	B	02/08/2017	03/01/2017
Walter Jumper Jr	Water Services	Equip Operator 3	B	02/22/2017	03/04/2017
Gary Moore	Water Services	Info Systems Mgr	B	02/22/2017	03/01/2017
Bruce Smith	Information Technology Service	Information Systems Advisor 2	B	02/22/2017	04/01/2017
Perry Eddlemon	General Services	Mail Clerk Carrier	B	02/15/2017	03/09/2016
James Wilson	General Hospital	Registered Nurse-CC	B	02/22/2017	03/01/2017
Thomas Shadwick	Fire	Paramedic 2	B	02/01/2017	02/01/2017
Katherine Harper	Police	Police Youth Counselor 2	B	02/01/2017	04/01/2017
Lawrence Hansen	Police	Police Sergeant	B	02/22/2017	03/08/2017
Wanda Tackett *	MNPS	MONITOR - SCHOOL BUS	B	02/06/2017	02/01/2017
Freddie Freeman *	MNPS	WORKER - CUSTODIAL	B	02/16/2017	04/01/2017
Tennie Childress *	MNPS	PROGRAMMER - IT ANALYST	B	02/14/2017	01/01/2016
Michael Hornsby *	Bordeaux Long Term Care	Building Operations Mechanic	B	02/24/2017	02/01/2017

\*deferred benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
James Napier	Police	A	02/01/2017
David Ewin	Water Services	B	02/01/2017
Danny Harris	Information Technology Service	B	02/01/2017
William Hall	Public Works	A	02/01/2017
Janet Presley	Water Services	B	01/01/2017
Jackie Vaughn	MNPS	B	02/01/2017

**Qualified Domestic Relations Orders (QDRO) – None to report**

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Danny Baxter	Police	P&F Service Pen With Option	B	02/01/2017	Option E	
Floyd Hyde	Police	P&F Service Pen With Option	B	01/01/2017	Option A	2
Robyn Norman	County Clerk	Service Without Option	B	01/14/2017	Normal	
Roland Corlew	Sheriff	Service Without Option	B	01/01/2017	Normal	
Suzan Flagg	MNPS	Early Service Without Option	B	01/20/2017	Normal	
Teresa Barnes	MNPS	P&F Service Pen With Option	B	01/01/2017	Option A	
Clayton Hyden	Election Commission	Early Service With Option	B	01/14/2017	Option F	
John Humes Jr	Police	P&F Service Pen With Option	A	01/16/2017		2
Linda Winters	Sheriff	Service With Option	B	01/07/2017	Option F	1
William Traughber Jr	Police	P&F Service Pen With Option	B	01/18/2017	Option E	
Angela McGhee	Metro Action Commission	Early Service With Option	B	01/04/2017	Option D	
Patricia Herren	Health	Service Without Option	B	01/19/2017	Normal	1
Joan Welton	Police	Early Service With Option	B	01/01/2017	Option A	
Steven Scott	Fire	P&F Service Pen With Option	B	02/01/2017	Option F	2
Randall Papadinec	Police	P&F Service Pen With Option	B	02/01/2017	Option A	
David Brasel	County Clerk	Service Without Option	B	01/28/2017	Normal	1
Daniel Wagonfield	Fire	P&F Service Pen With Option	B	01/11/2017	Option A	3
Jeannine Hale	Police	P&F Service Pen Without Option	B	01/24/2017	Normal	3
Steven McClain	Water Services	Early Service With Option	B	01/01/2017	Option D	
Ruth Judson	Public Library	Service With Option	B	01/13/2017	Option D	
Charles Hockett Jr	Water Services	Service With Option	B	01/14/2017	Option F	2
David Walker Jr	Fire	P&F Service Pen With Option	B	01/18/2017	Option E	3
Marty Crowder	Police	Early Service Without Option	B	01/16/2017	Normal	
James Ballentine	Water Services	Service Without Option	B	02/01/2017	Normal	

**D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders (QDRO's) and survivor)**

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Marcia Hendon	Bordeaux Long Term Care	Service Without Option	B	01/01/2017	Normal	
Jeffrey Lawrence	Planning Commission	Service Without Option	B	02/01/2017	Normal	
William Mentzer	Health	Service Without Option	B	02/01/2017	Normal	
Connie Jones	Bordeaux Long Term Care	Service Without Option	B	02/01/2017	Normal	
Robert Corvin	General Hospital	Service With Option	B	01/01/2017	Option A	
Cynthia Lyons	Police	Service Without Option	B	01/01/2017	Normal	

<u>Key Codes</u>	
<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	Department	Survivor Name	Plan A/B	Effective Date
Betty Morgan	General Hospital	Dallas Morgan	B	02/01/2017
Thomas Taylor	MNPS	Florene Taylor	A	01/26/2017
Kerry Bissinger	Police	Christina Hale	A	01/21/2017
Opal Jackson	General Hospital	Ricky Jackson	B	02/18/2017
John Newman	Sheriff	Shirley Newman	B	02/16/2017
Walter Shearon	MNPS	Sydney Shearon	A	01/24/2017
Michael Spray	Sheriff	Anna Spray	B	01/22/2017
William Cummings	Fire	Stacy Cummings	B	02/16/2017
Julia Tucker	Juvenile Court	David Tucker	B	02/07/2017
Dennis Mccrary	Water Services	Shirley Mccrary	B	01/31/2017
Margarita Licon	General Hospital	Manuel Licon	B	01/06/2017

**BENEFIT BOARD ITEMS**

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

1. Medical and Life Committee report: (Chair: Jerry Hall; Vice-Chair: Christine Bradley; Members: Stephanie Bailey, Charles D. Clariday, B.R. Hall, Sr. and John P. Kennedy. Alternates: Edna J. Jones and Talia Lomax-O'dneal).

Christina Hickey reported to the Board that the Medical and Life Committee met on February 23, 2017 to deliberate on three medical care appeals from the self- insured Cigna Choice fund plan and the minutes from that Committee meeting are being presented for approval.

Committee Chair Jerry Hall asked if there were any other amendments, corrections or questions of the minutes from the Medical and Life Committee meeting. There being none, Stephanie Bailey moved for approval of the Medical and Life Committee minutes. John Kennedy seconded and the Committee minutes were approved without objection.

Jerry Hall reported that the Committee discussed three items and has two recommendations. He also stated that on item 1, the medical care appeal- pensioner from the Police Department, the pensioner is requesting to defer pending additional information from the physician.



1. Medical and Life Committee report: (continued)

Doug Clariday moved to defer item 1, the medical care appeal- pensioner from the Police Department for one month. Edna Jones seconded and the Board approved with John Kennedy, Stephanie Bailey and Talia Lomax-O'dneal opposing.

Jerry Hall reported to the Board that on item 2, the medical care appeal - employee from General Services, the Committee recommends to approve ABA (Applied Behavior Analysis) therapy, up to 10 hours per week, until the end of the calendar year 2017 for this particular member based on the specific facts in this case. Mr. Hall also noted that the committee recommended referring the issue of ABA therapy to the Medical and Life Committee for further discussion, however, it would be more appropriate at a Study Session.

The employee was present.

Stephanie Bailey moved for approval of the recommendation on item 2, the medical care appeal - employee from General Services, to approve ABA (Applied Behavior Analysis) therapy, up to 10 hours per week, until the end of the calendar year 2017 for this particular member based on the specific facts in this case. Doug Clariday seconded and the Board approved without objection.

B.R. Hall moved to reject the Committee's recommendation to refer the issue of ABA therapy to the Medical and Life Committee for further discussion. Edna Jones seconded and the Board approved without objection.

Jerry Hall informed the Board that the Legal Department will be speaking on item 3, the medical care appeal - daughter of former employee from Traffic & Parking.

Nicki Eke, Legal Department, stated that the plan does not cover long term care or custodial care. She stated that it does cover hospice care. She stated that pre-approval was obtained for hospice care (which was paid for by Medicare), however, the Metro plan was billed for custodial care, which is not covered under the plan. She stated that the member's recourse is not with Metro, as Metro has not done anything wrong in this case. She stated that any recourse the member may have is with the provider and the Board does not have the authority to pay for long term care because that is excluded and not a covered benefit.

Edna Jones moved to deny item 3, the medical care appeal - daughter of former employee from Traffic & Parking.

There was some discussion regarding the status on Cigna working with the provider regarding the claim.

There was some clarification/discussion regarding the recommendation from the Committee and parliamentary procedure regarding a motion already being on the floor.

Edna Jones withdrew her motion.

Nicki Eke, Legal Department, informed the Board that there is not a motion on the floor, as the Board is only hearing the report and a motion has to be made either to accept or reject the recommendation.

Jerry Hall reviewed the Committee recommendation on item 3, the medical care appeal - daughter of former employee from Traffic & Parking to cover the hospice care for the 90 days previously approved by Cigna for this particular member based on the specific facts in this case.

John Kennedy moved to overturn the Committee's recommendation to cover the hospice care for the 90 days previously approved by Cigna for this particular member based on the specific facts in this case. Edna Jones seconded and the Board approved with Doug Clariday and B.R. Hall opposing.

Nicki Eke, Legal Department, stated that since the recommendation on this item was overturned, the Board can make another motion regarding any action it would like to take.

Jerry Hall moved to allow Cigna to continue working with the provider to have a refund issued. Edna Jones seconded and the Board approved without objection.

2. Blue Cross Blue Shield plan document change consideration.

Christina Hickey reported to the Board that at the February Study Session, information was presented on a possible BCBS PPO plan document change for 2017, which would align the PPO plan with the Cigna Choice fund plan. She stated that the Board would need to decide on removing radial keratotomy as a covered benefit in the PPO plan.

Edna Jones moved to remove radial keratotomy as a covered benefit in the PPO plan. John Kennedy seconded and the Board approved with B.R. Hall opposed.

3. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.

Items 3.-a. through 3.-b. were for information only and no action was required.

4. Reports for your information:

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

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

5. 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 10:02 a.m.

ATTEST:

APPROVED:

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

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