

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

April 4, 2017

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, April 4, 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: Charles D. Clariday, Sr., G. Thomas Curtis, B.R. Hall, Sr., Jerry Hall, W. Todd Henry, *John P. Kennedy and Talia Lomax-O'dneal.

Member Stephanie Bailey was unable to be present.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Susan Warner, 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 March 7, 2017. With no corrections, nothing further was noted and B.R. Hall moved for approval. Doug Clariday seconded and the Board approved without objection.

B. APPEAL ANNOUNCEMENT:

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

C. DISABILITY PENSIONS: (new requests, reexaminations, return to work 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. Susan Warner, Interim Civil Service Medical Examiner, (CSME) and Claire Cobb, CSME Assistant, reviewed the disability pensions with the Board.

Dr. Susan Warner reported to the Board that she recommends approval of the disability pension new requests, items 1 through 8, (with the exception of items 6 and 7) for the length of time as recommended. Jerry Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 8, (with the exception of items 6 and 7), for the length of time as recommended. Christine Bradley seconded and the Board approved with B.R. Hall and Doug Clariday opposing.

On the disability pension new request, item 6, Jamie Summers, Fire Department, requested a deferral pending clarification and additional medical information related to the in line of duty injury.

B.R. Hall moved for approval of the request to defer the disability pension new request, item 6. Doug Clariday seconded and the Board approved without objection.

On the disability pension new request, item 7 there was discussion regarding the re-exam time.

After some discussion regarding the re-exam time and medical condition, Doug Clariday moved for approval of the disability pension new request, item 7, for the length of time as recommended. Talia Lomax-O'dneal seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 9 through 18 for the length of time as recommended and evaluations where noted.

*Denotes the arrival of John P. Kennedy.

Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 9 through 18 for the length of time as recommended and evaluations where noted. Talia Lomax-O'dneal seconded and the Board approved with John Kennedy abstaining.

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

Dr. Susan Warner reported to the Board that on item 19 she recommends approval of a return to work with restrictions.

Leslie Robeson, Health Department, was present. Ms. Robeson stated they are able to accommodate the restrictions however, there is currently not a position available but the department will start looking for something the individual can return to.

Jerry Hall moved for approval of the recommendation on item 19 of return to work. Talia Lomax-O'dneal seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 20 there are no signs that the current medical condition is related to the original injury on duty and recommends approval of a return to work with restrictions.

Phillip Jones, Public Works, stated that they are not able to accommodate the restrictions.

Dr. Susan Warner stated that she would recommend changing the disability pension to a medical disability based on the injury on duty being resolved and the current medical condition.

It was noted that the individual was not notified of the recommendation to change the pension type and deferring this item was suggested.

Jerry Hall moved to defer item 20 for one month. Tom Curtis seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that item 21 is a return to work request and that she recommends approval of return to work.

Erin Hampton, Convention Center, and Kim McDoniel, Finance, were present. Erin Hampton stated that they are able to return the individual to work.

Jerry Hall moved for approval of the recommendation/request of return to work. Todd Henry seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Helen L. Adams	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.
2.	Donna J. Allen-Scruggs	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved as a medical disability pension and the individual was returned to work.
3.	Thomas L. Boner	Parks	In Line of Duty	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
4.	Henry V. Dobbs	Public Works	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.

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

NEW REQUESTS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
5.	Shelia R. Drake	Metropolitan Nashville Public Works	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
6.	Charles F. Holland	Fire	In Line of Duty/ Medical	As moved, seconded and approved, this disability pension request was deferred.
7.	David R. Seay	Fire	Medical	As moved, seconded and approved, this disability pension request was approved for three years, (April 2020), with re-exam at that time.
8.	R. Michelle Miles	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was denied.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
9.	Ralph J. Celentano, Jr.	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one month, (May 2017), with re-exam at that time.
10.	Linda M. Cook	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for four months, (August 2017), with re-exam at that time.
11.	Vivian C. Dean	Health	Medical	As moved, seconded and approved, this disability pension was continued for two months, (June 2017), with re-exam at that time.
12.	Janelle G. Driver	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
13.	Maco A. Hall-Haynes	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (April 2018), with re-exam at that time.
14.	John M. Harrell	Police	Medical	As moved, seconded and approved, this disability pension was continued for six months, (October 2017), with re-exam at that time.

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

REEXAMINATIONS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
15.	Youza R. Khalaf	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued with a functional capacity evaluation for three months, (July 2017), with re-exam at that time.
16.	Billy J. Marlowe, Jr.	Police	Medical	As moved, seconded and approved, this disability pension was continued for two years, (April 2019), with re-exam at that time.
17.	Sean M. Souza	Water	Medical	As moved, seconded and approved, this disability pension was continued with a functional capacity evaluation for three months, (July 2017), with re-exam at that time.
18.	William D. Whitley	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
19.	Lullette R. Magalei	Health	Medical	As moved, seconded and approved, this individual was returned to work.
20.	Paul B. Sparkman	Public Works	In Line of Duty	As moved, seconded and approved, this item was deferred for one month.
21.	Richard D. Rowe	Convention Center	Medical	As moved, seconded and approved, this individual was returned to work.

SOCIAL SECURITY REFERRALS:

Dr. Susan Warner reported to the Board that the CSME concurs with the case management recommendations on the Social Security referrals. Christine Bradley moved for approval of the referrals. John Kenendy seconded and the Board approved without objection.

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Brown, Thomas	ECC	Pension Approval	Yes	Yes	Evaluation
2	Custode, Sandra	Codes	Pension Approval	Yes	Yes	CI meets/equals SSDI Guidelines
3	Dean, James	Fire	Pension Approval	Yes	Yes	CI meets/equals SSDI Guidelines
4	Gray, Aaron	Info Systems	Pension Approval	Yes	Yes	Evaluation
5	Halen, Donald	Sheriff	Pension Approval	Yes	Yes	Evaluation
6	Reed, Reginald	Fire	Pension Approval	Yes	Yes	Evaluation

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

B.R. Hall moved for approval of the pensions. Tom Curtis seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Ron Riddle *	Police	Police Officer 2	B	02/27/2017	05/01/2017
Virginia Killingsworth	MNPS	MGR - FOOD SERVICE III	B	03/22/2017	05/26/2017
Mary Mcknight	MNPS	DRIVER - BUS	B	03/22/2017	05/26/2017
Dixie Duke	MNPS	MGR - FOOD SERVICE IV	B	03/22/2017	05/26/2017
Shirley Hobson	MNPS	ED ASST - PRE-K	B	03/08/2017	05/20/2017
Brenda Hatcher	MNPS	SECRETARY/BOOKKEEPER	B	03/22/2017	05/12/2017
Danny Johnson	Police	Police Officer 2	B	03/15/2017	06/01/2017
Sharon Rucker	MNPS	ASST - FOOD SVC	B	03/01/2017	03/03/2017
Patsy Brake	MNPS	CASHIER - FOOD SVC	B	03/22/2017	05/26/2017
Pamela Adams	MNPS	MGR - FOOD SERVICE IV	B	03/15/2017	05/27/2017
Michael Baker	Police	Police Officer 2	B	03/07/2017	03/23/2017
Ronald Wilson	MNPS	MECHANIC - AUTOMOTIVE TRANS	B	03/22/2017	04/07/2017
Pamela Shane	MNPS	MGR - FOOD SERVICE IV	B	03/15/2017	05/27/2017
Larry Neville	General Services	Automotive Svc Writer	B	03/08/2017	04/08/2017
Jacquelyn Walker	MNPS	SECRETARY-CLERK	B	03/23/2017	04/22/2017
Linda Bass	MNPS	ED ASST - PRE-K	B	03/22/2017	05/26/2017
Clayton Zeller	Police	Technical Specialist 2	B	03/15/2017	04/01/2017
Lewis Walsler	Sheriff	Correctional Officer 2	B	03/23/2017	03/23/2017
Eula Daniels	Police	Police Operations Coord 2	B	03/08/2017	03/28/2017
Steven Holt	Fire	Fire Services Deputy Director	B	03/15/2017	04/15/2017
Luther Luton Iii	Water Services	Treatment Plant Mgr	B	03/08/2017	04/15/2017
Bonita Cornwell	Water Services	Office Support Spec 2	B	03/08/2017	03/25/2017
Allen Corlew	Parks	Engineer Technician Senior	B	03/01/2017	04/01/2017
Paul Uselton	Fire	Fire Engineer	B	03/01/2017	03/18/2017
Lloyd Sharp Jr	Police	Police Officer 2	B	03/01/2017	04/01/2017
Phyllis Perry	Emergency Communication Center	Emer Telecommunications Off 4	B	03/15/2017	04/01/2017
Lori Gross	Police	Police Officer 2	B	03/08/2017	04/01/2017
Laura Dykes	Public Defender	Assistant Public Defender 4	B	03/15/2017	05/01/2017
Keneth Langley	Parks	Special Programs Coord	B	03/08/2017	03/19/2017
Cheryl Kinnard *	General Hospital	Registered Nurse	B	03/04/2017	04/01/2016
Lannie Nichols *	Sheriff	Sheriff Prisoner Processor 1	B	03/10/2017	10/01/2013
William Christmon *	Parks	Custodian	A	02/16/2017	03/01/2017

*deferred benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Cherie' Gilley	Police	A	03/01/2017
Cliffton Cayce	Police	A	03/01/2017
Claude Byrum	Police	A	03/01/2017
Raymond Dyer Sr	Parks	B	03/01/2017
Cheryl Nunley	Water Services	B	03/01/2017
Janet Roberts	MNPS	B	03/01/2017
Monty Mendenhall	Police	A	03/01/2017

Qualified Domestic Relations Orders (QDRO) – None to report

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Paul Vandermeer	Juvenile Court	Service Without Option	B	02/01/2017	Normal	
Randy Kroll	Police	P&F Service Pen With Option	B	02/16/2017	Option E	3
Jerry Spence	Finance	Early Service With Option	B	01/28/2017	Option B	
Anita McMahan	MNPS	Service With Option	B	02/01/2017	Option E	
Rita Ryman	Trustee	Early Service Without Option	B	02/02/2017	Normal	
Klemm Hahn	General Services	Service Without Option	B	02/11/2017	Normal	
Lisa Mcvey	General Hospital	Early Service With Option	B	02/01/2017	Option E	

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

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
David Rachel	MNPS	Service With Option	B	02/17/2017	Option E	
Robyn King	MNPS	Early Service Without Option	B	01/20/2017	Normal	
Michael White	Water Services	Service Without Option	B	02/25/2017	Normal	3
Kelly Murphy	Water Services	Early Service With Option	B			
William Gramse	Fire	P&F Service Pen With Option	B	02/01/2017	Option A	3
James Combs	Sheriff	Service With Option	B	02/16/2017	Option E	
Jimmy Bush	General Hospital	Early Service Without Option	B	01/28/2017	Option D	
James Mcgee	Public Library	Service Without Option	B	01/01/2017	Option D	
Thomas Shadwick	Fire	P&F Service Pen Without Option	B	02/01/2017	Normal	
Kevin Caperton	Police	Early Service With Option	B	02/01/2017	Option E	
John Campbell	Police	P&F Service Pen With Option	B	02/17/2017	Option F	1
Thomas Medlin	Trustee	Service With Option	B	02/18/2017	Option A	
Porter Stadaker	Sheriff	P&F Service Pen With Option	B	02/20/2017	Option E	3
David Kimery	Parks	Early Service With Option	B	02/11/2017	Option B	
Maluisa Lumakin	General Hospital	Service Without Option	B	03/01/2017	Normal	
James Perry	Caring for Children	Service With Option	B	03/01/2017	Option A	
Glenda Borders	Bordeaux Long Term Care	Service With Option	B	01/01/2017	Option A	
Larry Morris	Sheriff	Service Without Option	B	03/01/2017	Normal	

Key Codes

Options	Drop Elections
Normal Form - life annuity, no payments guaranteed	1 - 1 year drop
Option A - Joint and 100% to Survivor	2 - 2 year drop
Option B - Joint and 50% to Survivor	3 - 3 year drop
Option C - Level Social Security option	
Option D - Life Income, 120 payments guaranteed	
Option E - Joint and 100% to Survivor with popup	
Option F - Joint and 50% to Survivor with popup	

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Michael Gilbert	Sheriff	Gloria Gilbert	B	03/20/2017
George Ford	Parks	Wanda Ford	B	02/22/2017
Carolyn Mauldin	MNPS	Donald Mauldin	B	02/25/2017
Stella Cook	MNPS	Marion Cook	B	03/20/2017
Roy Lamb	Sheriff	Janet Lamb	B	03/05/2017
William Taylor	Sheriff	Shirley Taylor	A	03/23/2017
Duncan Evans Iii	Fire	Tammy Evans	B	03/08/2017
Rosie Briscoe	Water Services	Robert Briscoe Jr.	B	03/23/2017

BENEFIT BOARD ITEMS

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

1. In line of duty death benefit for Eric Mumaw.

Christina Hickey reported to the Board that Eric Mumaw was an active employee classified as a Police Officer 2 with the Metropolitan Police Department. He died on February 2, 2017 of drowning according to the death certificate. She stated that under the benefit system, Mr. Mumaw's beneficiaries are entitled to the basic term life insurance benefit which has been processed. Metro Code Section 3.20.040 (A) gives the Board the authority to provide an additional \$100,000 in-line-of-duty death benefit to Mr. Mumaw's estate. She stated that this request is now being made on behalf of his mother, Esther Connell and in accordance with the March 2014 Benefit Board approved IOD Death Benefit policy, attached is a copy of the death certificate, all 101 forms on file for the deceased and a copy of the Board approved IOD Death Benefit Policy.

1. In line of duty death benefit for Eric Mumaw. (continued)

Ms. Hickey stated that the Board will need to determine whether this case qualifies for the benefit afforded under Metro Code Section 3.20.040.

Todd Henry moved for approval of the in line of duty death benefit for Eric Mumaw. Jerry Hall seconded and the Board approved without objection.

2. 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. She stated that two of the appeals were voted on at the March Board meeting and Committee item 1, the medical care appeal – pensioner from the Police Department was deferred at the request of the pensioner pending additional information.

Committee Chair Jerry Hall stated that the Committee had a tie vote and therefore there is no recommendation to the Board on item 1, the medical care appeal - pensioner from the Police Department.

The pensioner was present.

James Smallwood, Fraternal Order of Police, (FOP), was also present.

There was some discussion that the item was deferred pending new medical information, however, the information that was submitted was the same as previously submitted by the pensioner and there was nothing new.

There was some discussion regarding the initial recommendation to pay for the standard procedure, the cost of that procedure, being advised by the Legal Department that can not be done and whether or not some type of partial payment has been done in the past.

Nicki Eke, Legal Department, clarified that the way the plan is written either something is covered or it's excluded. She stated that the physicians are paid for services they actually provide as opposed to some other service that they do not provide.

Edna Jones moved to deny the medical care appeal - pensioner from the Police Department based on the plan. Christine Bradley seconded and the Board approved with Todd Henry, B.R. Hall and Doug Clariday opposed.

3. In Line of Duty Committee report. (Chair: Jerry Hall; Vice-Chair: To be elected; Members: Christine Bradley Charles D. Clariday and John P. Kennedy. Alternates: Talia Lomax-O'dneal and Edna J. Jones).

Christina Hickey reported to the Board that some additional information was sent to the Board regarding one of the items. She stated that the In Line of Duty Committee met on March 22, 2017 to deliberate on 6 in line of duty medical care requests. She stated that three items were deferred and the Committee has three recommendations.

Committee Chair Jerry Hall asked if there were any other amendments, corrections or questions of the minutes from the In Line of Duty Committee meeting. There being none, Doug Clariday moved for approval of the In Line of Duty Committee minutes. B.R. Hall seconded and the Committee minutes were approved without objection.

Committee Chair Jerry Hall reviewed the recommendations with the Board.

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

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

The employee was not present for item 4.

On item 4, the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial by ASC. Talia Lomax-O'dneal moved to uphold the denial by ASC on item 4, the IOD medical care request for the employee from the Police Department. Christine Bradley seconded and the Board approved with B.R. Hall and Doug Clariday opposing.

On item 5, the IOD medical care request for the employee from the Police Department, the Committee did not have a recommendation due to a lack of a motion.

The employee and his attorney were present for item 5.

Vickie Hampton gave a summary of the claim to the Board. She stated that the employee filed a psychological/stress claim in October of 2016 for an incident that occurred in 2014. She stated that the individual does have a diagnosis of post-traumatic stress disorder (PTSD) however, after review of the claim, all relevant information from the Police Department and his medical records, it does not meet Metro's criteria for psychological stress and therefore the claim was denied.

Nicki Eke, Legal Department, stated that this criteria is set forth in case law from the TN Supreme Court regarding when a psychological injury is considered to arise out of or in the course of employment. She reviewed the criteria: 1) the mental injury must be caused by a identifiable stress or work related event producing a sudden mental stimulus such as fright, shock or excessive unexpected anxiety; 2) the stress produced may not be usual stress, but must be extraordinary and unusual in comparison to the stress ordinarily experienced by an employee in the same type of position; and 3) it may not be gradual employment building up over a period of time.

Edna Jones moved to uphold the denial by ASC on item 5, the IOD medical care request for the employee from the Police Department, based on the fact that this does not meet the criteria.

There was some discussion regarding the criteria, the information in the record not meeting that criteria, the diagnosis of PTSD and the physician stating the condition is work related.

Talia Lomax-O'dneal seconded.

Jack Byrd, attorney, addressed the Board regarding the claim. He reviewed the treating physician's statements, his condition, the criteria and how everyone responds differently to that type of stress.

Sergeant Jim Hickman, Police Department, addressed the Board regarding the training for police officers.

Lieutenant William Watkins, Police Department was also present.

Lieutenant Patrick Taylor and Sergeant Charles Rutzky, Police Department, reviewed the particular event in question with the Board.

Edna Jones called for the question closing off any further debate.

Christina Hickey clarified on advice from Legal that since the request for an in line of duty disability pension was referred to the IOD Committee the motion will apply to the IOD medical care appeal and the request for the disability pension.

Christina Hickey restated the motion.

A vote was taken on the motion to uphold the denial by ASC on item 5, the IOD medical care request and to deny the in line of duty disability pension request for the employee from the Police Department and was approved with Edna Jones, Christine Bradley, Jerry Hall, Talia Lomax-O'dneal, and Tom Curtis in favor and Todd Henry, Doug Clariday, B.R. Hall opposing and John Kennedy abstaining.

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

The employee was not present for item 6.

On item 6, the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial by ASC. Edna Jones moved to uphold the denial by ASC on item 6, the IOD medical care request for the employee from the Police Department. John Kennedy seconded and the Board approved without objection.

4. Case management authorization request.

Christina Hickey reported to the Board that the Human Resources Director is requesting authorization to refer members for case management when there are rare and unusual circumstances and due to timing of Board meetings, could result in a delay of vital services to members.

John Kennedy stated that after the last In Line of Duty Committee meeting there was some discussion that it may be beneficial to offer case management services to officers who may never be able to return to the job. He stated that the request is for a limited authority to provide services until a decision has been made on a case.

Edna Jones moved to approve the request. Jerry Hall seconded.

After some discussion regarding how this request will be funded and the dynamics of the request, Edna Jones withdrew her motion. Jerry Hall withdrew his second.

The Board discussed the proper venue to discuss this request and was in agreement to send this item to a Study Session for discussion.

Edna Jones moved to refer this item to the Study Session. Jerry Hall seconded and the Board approved without objection.

5. Hospital Authority and Metropolitan Nashville Public Schools clinic incentive program review.

Christina Hickey reported to the Board that at the March Study Session, the Board considered the annual reviews of the Hospital Authority and MNPS clinic incentive programs. She stated these programs are reviewed annually by the Board to ensure there is no adverse impact to the plans as a result of these incentive programs and the Board will need to determine whether they would like to continue these programs for the 2018 plan year.

Talia Lomax-O'dneal moved to continue the Hospital Authority clinics. Jerry Hall seconded and the Board approved without objection.

There was some discussion regarding the participation at the MNPS clinics and the effect it has on the plan.

B.R. Hall moved to continue the MNPS clinics. Jerry Hall seconded.

It was also noted that costs be reviewed when negotiations begin for another provider.

A vote was taken on the motion to continue the MNPS clinics and the Board approved with Christine Bradley abstaining.

6. Health care flexible spending account.

Christina Hickey reported to the Board that at the March 2017 Study Session, Deloitte presented an opportunity to increase the maximum amount employees can contribute to the Health Care Flexible Spending Account (FSA) from the current limit of \$2,500 to \$2,600 effective January 1, 2018. She stated that the Board would need to decide if whether or not to amend its Cafeteria Plan for 2018 to increase the maximum contribution.

John Kennedy moved to amend the plan to go to the new limit. B.R. Hall seconded and the Board approved without objection.

7. Medical plan rates and other considerations.

Christina Hickey reported to the Board that at the March study session, Bryan, Pendleton, Swats & McAllister, (BPSM) presented information on the medical plan rates for 2018. She stated that the Board would need to decide if they would like to approve the 2018 rate increases recommended by BPSM (PPO 6.1% and Cigna 7.2%) with or without using any of the reserve fund (14.7 million) and with or without making any plan changes. She also noted other considerations for the Board are Cigna pharmacy opportunities, Applied Behavior Analysis (ABA) therapy, and Lasik coverage.

Joe Meyers and Lauren Chrisman, BPSM, were present. Joe Meyers gave an overview of the plans, claims and the plan rate history. Mr. Meyers also reviewed the Lasik coverage and cost (34 million) for year one which would increase the rates by 13.6%.

Lauren Chrisman reviewed the preliminary rate increases with the Board (6.1% for Blue Cross Blue Shield and 7.2% for Cigna; which uses none of the fund balance) and the premium structure.

Joe Meyers reviewed rate increase scenarios to reduce the increases in the plans by using the excess funds in the reserves.

There was some discussion regarding the rate increase scenarios and using the reserves to buy down the rate increases by using \$2.6 for a 5-6% increase or \$4.8 million 4-5% increase scenario to buy down the rates, the premium structure and concerns with utilizing all of the funds at one time.

Joe Meyers reviewed two plan change options available for both plans that would affect the deductibles, out of pockets and co-pays for a savings of 2-4%. He also reviewed plan change options with the Cigna pharmacy program (new Cigna retail 90 network) which would save the plan approximately \$900,000 and limiting specialty drugs to a 30 day supply for a savings of approximately \$125,000.

There was some discussion on how the major plan changes would affect Metro's grandfathered status.

Joe Meyers reviewed adding the ABA therapy to the plans.

Kelley Lewis, Deloitte, discussed the requirements/guidelines for ABA therapy, which vary broadly by state.

It was noted that if the Board wants to add this as a covered benefit there would be no limits for Cigna, (as it is already in the plan) however, there would be limits, such as age cap, number of visits per week and annual dollar amount for Blue Cross.

Edna Jones stated that the recommended plan changes would be voted upon individually.

John Kennedy moved not to offer Lasik coverage. Tom Curtis seconded and the Board approved without objection.

Jerry Hall moved to offer ABA therapy in the Cigna Choice Fund only with review in one year. Tom Curtis seconded and the Board approved without objection.

Todd Henry moved for approval of implementing the new Cigna retail 90 network. Jerry Hall seconded and the Board approved with Edna Jones abstaining.

Tom Curtis moved for approval of limiting the days supply of specialty drugs in the Cigna plan so that the quantity limit coincides with the BCBS plan. Jerry Hall seconded and the Board approved without objection.

Christina Hickey stated that regarding the rates there are two options: 1) to approve the rate increases as is without using any reserve fund or plan changes or 2) to use some of the reserve to buy down the rates and make plan changes.

Todd Henry moved to approve a 4% increase for Blue Cross and a 5% increase for Cigna with no plan changes using \$4.8 million from the reserves to buy down the rates. B.R. Hall seconded.

7. Medical plan rates and other considerations.

Christina Hickey restated the motion to increase the BCBS rate by 4% and Cigna by 5% by using \$4.8 million to buy down the rate increases with no plan changes.

After some discussion regarding the savings from the changes that were approved, a vote was taken on the motion to buy down the rates for a four percent rate increase for BCBS and a five percent rate increase for Cigna by using \$4.8 million from the medical fund reserves with no plan changes and the Board approved with John Kennedy abstaining.

8. Metropolitan Employee Benefit Board budget.

Christina Hickey reported to the Board that as discussed at the March Study Session the proposed Benefit Board budget for fiscal year 2018 is being presented for review and approval.

Jerry Hall moved for approval of the budget. John Kennedy seconded and the Board approved with Talia Lomax-O'dneal abstaining.

9. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Cigna formulary changes.
- d. Cigna telehealth connection.

Items 9.-a. through 9.-d. were for information only and no action was required.

Christina Hickey made note of items 9.-c. and 9.-d.

10. Reports for your information:

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

Items 10.-a. through 10.-e. were for information only and no action was required.

Edna Jones stated that an offer has been made for the Civil Service Medical Examiner position and Dr. Susan Warner will be filling in possibly through June.

11. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 11:06 a.m.

ATTEST:

APPROVED:

John P. Kennedy, Interim Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board