

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

May 7, 2019

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, May 7, 2019 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, G. Thomas Curtis, B.R. Hall, Sr., Jerry Hall, Shannon B. Hall, W. Todd Henry, Talia Lomax-O'dneal and Stacey Rucker.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Gill Wright, 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 April 2, 2019. With no corrections, nothing further was noted, and Jerry Hall 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. Gill Wright, Civil Service Medical Examiner, (CSME), and Claire Cobb, CSME Assistant, reviewed the disability pensions with the Board.

Edna Jones noted that items 3 and 5 will be discussed separately.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new requests, items 1, 2 and 4, for the length of time as recommended. Talia Lomax-O'dneal moved for approval of the recommendation to approve the disability pension new requests, items 1, 2 and 4, for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

On item 3, the employee and his attorney, Dewey Branstetter were present.

Christina Hickey noted that additional medical information has been provided.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, item 3 as a medical disability pension.

Dewey Branstetter addressed the Board regarding the heart lung presumption. He stated that due to the hazardous nature of the work that firefighters and policeman do it creates a presumption that any heart related condition is in the course and scope of the employment unless there is competent medical evidence to the contrary. He stated that the individual had an incident (seizure) that later resulted in him having to have a pace maker installed. He stated that the individual has had a history of seizures, however, he has been seizure free for over 21 years. He stated that the additional medical information indicates that the current condition (syncope) is the result of a cardiovascular problem.

The employee addressed the Board regarding his condition and what happened during and after the initial incident.

Dewey Branstetter stated that his position is that there is not competent medical evidence to the contrary and that yes there is some question of whether this could have been a generalized seizure for a person with a history of epilepsy.

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

Dr. Gill Wright stated that from the medical record it was clearly a seizure followed by a series of other events. He also reviewed the timeline of events from the medical record with the Board.

There was further discussion regarding the medical record and notations from the neurologist and cardiologist who treated him at the hospital that stated this was a series of events that led to the cardiac event and it was not primarily cardiac in nature.

There was some discussion regarding what decision needs to be made regarding applying the presumption, 1) does it meet level of presumption; and 2) if it has been rebutted.

Nicki Eke, Legal Department, stated that if this condition is determined to be an injury on duty then the employee will be entitled to medical treatment paid by Metro for the injury on duty condition. She stated that the presumption states that the impairment has to be caused by heart disease. She stated if you determine that the presumption applies then the presumption can be rebutted by competent medical evidence that demonstrates that the condition is not work related. She stated that the presumption law applies to an impairment of health that is caused by heart disease.

There was further discussion regarding the condition and symptoms, the option of the pace maker, and that this is not a cardiac issue but rather a treatment option not directly related to cardiac disease.

Stephanie Bailey moved for approval of the recommendation on the disability pension new request, item 3, to approve as a medical disability pension. Talia Lomax-O'dneal seconded and the Board approved with Jerry Hall and B.R. Hall opposed and Todd Henry abstaining.

For the record, B.R. Hall changed his vote to the affirmative on item 3.

The individual was not present for item 5.

Todd Henry moved for approval of the recommendation to deny the disability pension new request, item 5. Stephanie Bailey seconded.

Dr. Gill Wright reported to the Board that he recommends denial of the disability pension new request, item 5.

A vote was taken on the motion to deny on item 5 and the Board approved without objection.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 6 through 13 for the length of time as recommended with case management services where noted. Tom Curtis moved for approval of the recommendation to continue the disability pension reexaminations, items 6 through 13 for the length of time as recommended with case management services where noted. Christine Bradley seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 14 he requests a deferral for one month. Todd Henry moved for approval of the request to defer item 14 for one month. Jerry Hall seconded and the Board approved without objection.

The individual's husband, Floyd Garmon, was present for item 15.

Shelia Anderson, Metropolitan Nashville Public Schools, was present for item 15.

Dr. Gill Wright reported to the Board that on item 15 he recommends approval of return to work. He stated that the additional medical information does not change his recommendation.

The individual's husband addressed the Board regarding her current medical condition, treatment and medications. He also requested that her disability pension be continued based on her current condition.

Shelia Anderson stated that they are prepared to return the individual to work.

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

The Board discussed returning the individual to work, the department having 60 days to place the individual and the medications.

Jerry Hall moved to continue the disability pension for three months. Todd Henry seconded.

There was some clarification on the disabling condition, which is resolved, and that there is no information related to her current medical condition.

It was noted that you can not continue the pension for something that is not the disabling condition.

Jerry Hall withdrew his motion. Todd Henry withdrew his second.

There was some discussion of deferring item 15 for one month to allow for additional medical on her current condition and if not then she be returned to work.

Jerry Hall moved to defer item 15 for one month. Christine Bradley seconded.

There was some discussion regarding returning her to work and that she would still receive a pension until she is returned to work.

Nicki Eke, Legal Department, stated that the decision for the Board is whether the individual is able to resume work whatever the medical condition may be. She stated that you look at the entire medical condition of the individual regardless of why they went out on a pension to being with.

Dr. Gill Wright stated that is his opinion that she is able to return to work.

A vote was taken on the motion to defer item 15 for one month and was approved with Stephanie Bailey and Edna Jones opposed and Talia Lomax-O'dneal abstaining.

The individual was not present for item 16.

Dr. Gill Wright reported to the Board that the individual for item 16 has not been compliant with case management as recommended.

Nicki Eke, Legal Department, stated that the Board needs to give the individual directives that he needs to become compliant with treatment.

There was some discussion regarding corresponding with the individual on multiple occasions regarding becoming compliant.

It was also noted that suspending his check is not a motivator to become compliant as he is over on his outside allowable earnings.

There was also some discussion regarding the individual receiving Metro's benefits by direct paying his insurance premiums.

Kathy Sinback, Juvenile Court, was present. She stated that he has not expressed any interest in returning to Juvenile Court.

There was some discussion regarding the Board's options.

Nicki Eke, Legal Department, stated that the Board needs to provide directives to this employee regarding actions that need to be taken and that they need to comply with the treatment plan within so many days to become compliant. She stated that if they then fail after you have given them the additional opportunity, the Board can then determine whether to terminate the pension. She stated that the Board has not specifically addressed the compliance issues and recommends that the Board take action.

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

Tom Curtis moved on item 16 to give the individual 30 days to become compliant. Christine Bradley seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Carlos C. Angulo, Jr.	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for seven months, (December 2019), with re-exam at that time.
2.	Deanna D. Braden	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for three months, (August 2019), with re-exam at that time.
3.	Harold D. Funderburke	Fire	In Line of Duty/ Medical	As moved, seconded and approved, this disability pension request was approved as medical without stipulation of scheduled re-exam at that time.
4.	Melvin D. Terry	Municipal Auditorium	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for three months, (August 2019), with re-exam at that time.
5.	Harold A. Wells	Police	Medical	As moved seconded and approved, this disability pension request was denied

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	Elizabeth M. Berry-Loucks	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (May 2020), with re-exam at that time.
7.	Randall W. Combs	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
8.	Mark E. Harris	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
9.	Katherine D. Ladd	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued with case management for one year, (May 2020), with re-exam at that time.
10.	Oscar Markham	Library	Medical	As moved, seconded and approved, this disability pension was continued for three months, (August 2019), 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	Board Action Taken
11.	Eric C. Morgan	Public Works	Medical	As moved, seconded and approved, this disability pension was continued with vocational case management for five months, (October 2019), with re-exam at that time.
12.	Delores A. Rainey	Metro Action Commission	Medical	As moved, seconded and approved, this disability pension was continued for two years, (May 2021), with re-exam at that time.
13.	Paris M. Spraggins	Police	In line of Duty	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	Board Action Taken
14.	Sherrie R. Davids	State Trial Courts	Medical	As moved, seconded and approved, this item was deferred for one month.
15.	Janet R. Garmon	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this item was deferred for one month.

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
16.	Alonzo N. Giles	Juvenile Court	Medical	As moved, seconded and approved, this individual was given 30 days to become compliant.

RECONSIDERATION – NEW REQUEST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Alana F. Hamilton	Metropolitan Nashville Public Schools	Medical	No motion for reconsideration.

RECONSIDERATION – RETURN TO WORK

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
2.	Quinta D. Sanders	Metro Action Commission	Medical	As moved, seconded and approved, this individual was removed from the return to work list and the disability pension was continued for three months, (August 2019), with re-exam

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

SOCIAL SECURITY REFERRALS:

Dr. Gill Wright reported to the Board that CSME's office concurs with the case management recommendations on the Social Security referrals.

Shannon Hall moved for approval of the referrals. Stephanie Bailey seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	Referral Recommendation		Comments
				Case Management	CSME	
1	Battle, Janice D.	MNPS	Pension Approval	Yes	Yes	Meets SSA Listing 6.03
2	Fisher, Tracey Y.	MNPS	Pension Approval	Yes	Yes	Likely Meets Medical-Vocational Guidelines
3	Gudan, Sharon L.	Water	Pension Approval	Yes	Yes	Likely Meets SSA Guidelines
4	Lowe, Jonathan S.	MNPS	Pension Approval	No	No	Younger Worker, Does Not Meet SSA Guidelines
5	Wright, Howard W., Jr.	Parks	Pension Approval	Yes	Yes	Meets Medical-Vocational Guidelines

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

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Belinda Murray *	Water Services	Cust Svc Rep 3	B	04/03/2019	09/01/2018
J Mcdaniel	MNPS	SPEC - SUPPORT TECH DP	B	04/24/2019	05/16/2019
Susan Carlton	MNPS	ED ASST - PRE-K	B	03/27/2019	05/24/2019
Mark Swann	Internal Audit	Metropolitan Auditor	B	04/10/2019	05/01/2019
James Jordan	MNPS	DRIVER - BUS	B	04/02/2019	03/29/2019
Sanja Dalley	MNPS	ASST - SCHOOL GENERAL	B	04/24/2019	05/24/2019
Sandra Boyd	MNPS	MONITOR - SCHOOL BUS	B	04/10/2019	05/23/2019
Alice Elliott	MNPS	ASST - FOOD SVC	B	04/24/2019	05/23/2019
Vivian Helms	MNPS	DRIVER - BUS	B	04/24/2019	05/24/2019
Ronald Baker	MNPS	DRIVER - BUS	B	04/17/2019	05/23/2019
Jacquelin Oldham	MNPS	DRIVER - BUS	B	03/27/2019	05/23/2019
Calvin Campbell	MNPS	SKILL LABORER - HVAC II	B	04/10/2019	07/12/2019
Linda Messemer	MNPS	ASST - SCHOOL GENERAL	B	04/17/2019	05/24/2019
Jeanette Barton	MNPS	ED ASST - PRE-K	B	04/10/2019	05/23/2019
Joelle Rathsam	MNPS	INTERPRETER - SIGN LANGUAGE	B	04/24/2019	05/24/2019
Anita Fullerton	MNPS	ASST - SCHOOL GENERAL	B	04/17/2019	05/24/2019
Victor Hoggett	MNPS	ADMIN - RECORDS SCH FIN PAY I	B	04/17/2019	05/24/2019
Gayla Reynolds	MNPS	SECRETARY-CLERK	B	04/17/2019	05/24/2019
Larry Bryant	MNPS	MONITOR - SCHOOL BUS	B	04/17/2019	03/18/2019
Robert Lovell	Election Commission	Machine Tech	B	04/09/2019	05/03/2019
Amal Rasheed	Metro Action Commission	PF& Comm Engagement Adv II-MAC	B	04/24/2019	05/31/2019
Merlin Guschke	Codes Administration	Combination Codes Inspector	B	04/03/2019	05/01/2019
Jacquelyn Akbari	NCAC	Govt Rel: Econ Director-NCAC	B	04/09/2019	04/30/2019
Thomas Mullins	Water Services	Indust Maint Supv 2	B	04/03/2019	05/10/2019
Cheryl Campbell	MNPS	PARA-PRO - EX ED	B	04/10/2019	05/23/2019
Kenneth Young	Water Services	Treatment Plant Shift Operator	B	03/27/2019	04/12/2019

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Joshua Bone	Sheriff	Correctional Officer Lieut	B	03/27/2019	05/01/2019
Thomas Johnson	County Clerk	Admin Svcs Officer 2	B	03/27/2019	04/05/2019
Stephen Regen	Codes Administration	Property Stand Insp 2	B	04/05/2019	04/06/2019
James Robnett	Criminal Court Clerk	Deputy Criminal Ct Clerk 5	B	04/03/2019	04/30/2019
Chase Evans	Fire	Fire Engineer	B	04/24/2019	05/01/2019
Charles Jordan	Fire	Fire Captain	B	04/10/2019	05/03/2019
Charles Hardtke	Fire	Fire Engineer	B	04/04/2019	04/23/2019
Robert Lee	Fire	Fire Captain	B	04/09/2019	04/23/2019
Edward Greer	Fire	Fire Captain	B	03/27/2019	04/05/2019
Janice Miller	General Services	Application Tech 3	B	04/10/2019	05/03/2019
Michael Blackburn	Police	Police Sergeant	B	04/03/2019	05/24/2019
Steven Linn	Police	Police Sergeant	B	04/03/2019	04/19/2019
Janet Pardue	Police	Police Commander	B	04/02/2019	05/17/2019
James Johnson	Sheriff	Admin Svcs Mgr	B	04/10/2019	05/01/2019
Paula Appleby	Health	Public Health Nurse 1	B	04/10/2019	05/24/2019
Terry Moses *	Social Services	Custodian 1	B	12/21/2019	01/01/2019
Shelley Gazaway *	MNPS	Unknown	B	03/27/2019	05/01/2019
Larry Harper *	MNPS	CUSTODIAN - SR	B	03/03/2019	04/01/2019
Deborah Milford *	MNPS	SUBSTITUTE - ED ASST	B	04/24/2019	06/01/2019
Linda Yahn *	NCAC	Career Coach-NCAC	B	04/03/2019	04/01/2019
Jack Tucker *	Public Works	Waste Mgmt Supt	B	03/13/2019	04/01/2019

*deferred benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Andrea Whitelow	MNPS	B	04/01/2019
Andrew Bell	General Services	B	04/01/2019

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Jack Tucker	Public Works	Service With Option	B	04/01/2019	Option A	
Janet Goss	Parks	Service Without Option	B	04/03/2019	Normal	3
Loretta Luckado	General Services	Early Service Without Option	B	03/16/2019	Normal	
Merrie Clark	MNPS	Service With Option	B	03/15/2019	Option F	
Michael White	MNPS	Service Without Option	B	03/23/2019	Normal	
Debbie Williamson	MNPS	Service With Option	B	03/22/2019	Option F	
Willie Huff	MNPS	Service Without Option	B	03/09/2019	Normal	3
Sharon Mckinley	MNPS	Early Service Without Option	B	03/09/2019	Normal	
Leanne Garland	Public Library	Early Service Without Option	B	03/23/2019	Normal	
Charles Fortner	Codes Administration	Service With Option	B	03/14/2019	Option A	
Pamela Sylakowski	Health	Early Service With Option	B	03/13/2019	Option E	
Michael Fontaine	Water Services	Service With Option	B	03/23/2019	Option E	
Mary Hutchison	MNPS	Service Without Option	B	02/16/2019	Normal	
Marlene Fuller	Metropolitan Clerk	Service With Option	B	04/20/2019	Option A	
Marty Williams	Water Services	Early Service With Option	B	02/19/2019	Option D	
John Schutt	Water Services	Early Service With Option	B	03/09/2019	Option A	
Sharon Newsom	Metro Action Commission	Early Service With Option	B	03/08/2019	Option E	
Gary Cole	Water Services	Service With Option	B	03/30/2019	Option F	2
Richard Vaughn	Police	P&F Service Pen With Option	B	03/23/2019	Option E	
John Neely Sr	Police	P&F Service Pen With Option	B	03/02/2019	Option E	
Stephen Regen	Codes Administration	Service With Option	B	04/05/2019	Option A	
Darryl Stevens	Fire	P&F Service Pen With Option	B	03/13/2019	Option A	
Terry Crocker	Fire	P&F Service Pen With Option	B	03/19/2019	Option F	
Michael Erdelyan	Fire	P&F Service Pen With Option	B	04/12/2019	Option E	3
Robert Akin	Public Works	Service With Option	B	04/02/2019	Option A	
Steven Mcpeak	Information Technology Service	Service With Option	B	03/23/2019	Option A	

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
Joseph Helmintoller	Police	Early Service With Option	B	03/01/2019	Option E	
Gayle Wooten	General Hospital	Service Without Option	B	01/01/2019	Normal	
Loretta Cheairs	Sheriff	Service Without Option	B	01/01/2019	Normal	
Herman Page	Circuit Court Clerk	Service Without Option	B	01/01/2019	Normal	
Brenda Irwin	Health	Service Without Option	B	01/01/2019	Normal	
David Rowe	Public Works	Service Without Option	B	04/01/2019	Normal	
Terry Moses	Social Services	Service Without Option	B	01/01/2019	Normal	
Kathy Liner	MNPS	Service Without Option	B	01/01/2019	Normal	
Linda Yahn	NCAC	Service Without Option	B	04/01/2019	Normal	
Belinda Murray	Water Services	Service With Option	B	01/01/2019	Option E	

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	

QDRO

Employee	Alternate Payee	Plan A/B	Effective Date
William Garrett	Julie Garrett	B	04/01/2019

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Steven Brown	MNPS	Cherlyle Brown	B	03/28/2019
Terry Selby	Codes Administration	Debby Selby	B	03/01/2017
James Cantrell	Codes Administration	Kathy Cantrell	B	04/09/2019
Xuan Nguyen	General Hospital	Ruoc Nguyen	B	03/08/2019
Sheila Smith	Codes Administration	Diane Neel	B	04/17/2019
William Arnold	MNPS	Barbara Arnold	B	04/15/2019
William Wilee	Water Services	Elaine Wilee	B	03/04/2019
Leslie Taylor	Water Services	Sylvia Taylor	B	04/05/2019
Jack Sawyer	Public Works	Helen Sawyer	B	04/05/2019
Charles Bibee	Public Works	Doris Bibee	B	03/31/2019
Paul Downey	Fire	Esmat Downey	B	04/04/2019
William Perry	Fire	Dorothy Perry	B	04/02/2019
Larry Scott	MNPS	Brenda Scott	B	04/17/2019
Michael Erdelyan	Fire	Belinda Erdelyan	B	04/12/2019
Esley Byrd Jr	Police	Billie Byrd	B	04/12/2019
William Holland	Police	Judith Holland	A	03/19/2019

BENEFIT BOARD ITEMS

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

1. Medical disability pension denial request for reconsideration - Employee from Metropolitan Nashville Public Schools (MNPS).

Christina Hickey reported to the Board that at the April 2019 Board, the Board denied this disability applicant a medical disability pension. She stated this employee has requested for the Board to reconsider their April 2019 decision.

1. Medical disability pension denial request for reconsideration - Employee from Metropolitan Nashville Public Schools (MNPS). (continued)

The employee was present.

Todd Henry moved to reconsider this item. B.R. Hall seconded and the motion failed with Todd Henry, B.R. Hall and Jerry Hall in favor and Stephanie Bailey, Christine Bradley, Talia Lomax-O'dneal and Edna Jones opposed and Shannon Hall, Stacey Rucker and Tom Curtis abstaining.

There was clarification that in order to ask for a reconsideration new medical information has to be presented and whether or not additional medical information was received.

Dr. Gill Wright stated that additional medical information was received.

2. Return to work request for reconsideration – Employee from Metro Action Commission (MAC)

Christina Hickey reported to the Board that at the March 2019 Board, the Board returned this medical pensioner to work with no restrictions. She stated this employee has requested for the Board to reconsider their March 2019 decision.

B.R. Hall moved to reconsider this item. Todd Henry seconded and the Board approved with Stephanie Bailey and Edna Jones opposed and Tom Curtis abstaining.

The employee was not present.

Sherry Watson, Metro Action Commission, was present.

Dr. Gill Wright reported to the Board that a letter has been supplied by PASS. He stated that it differs from the previous information.

There was some discussion of the medical record and her treating physician statement that she can not return to work at this time, which was dated after the March meeting.

Dr. Gill Wright recommended getting additional medical information and reviewing this in three months.

There was discussion regarding removing her from the return to work list.

Todd Henry moved to remove the individual from the return to work list with review in three months. B.R. Hall seconded and the Board approved with Stephanie Bailey opposed.

It was noted that any Metro employee can go to Police Advocacy Support Services, (PASS), without a referral.

3. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Cigna's retail pharmacy network listing.

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

4. Reports for your information:

- a. Return to work.
- 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.
- f. Benefit Board budget reports.

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

Shannon Hall informed the Board that staff will be working with Deloitte to do a brief workforce insight assessment to gauge how employees feel about their benefit offerings.

There was some discussion of possibly sending the assessment to retirees and how the assessment is being funded.

5. Late item(s):

Items to be listed under this section will be reported at the meeting.

With nothing further presented, the meeting adjourned at 10:47 a.m.

ATTEST:

APPROVED:



Shannon B. Hall, Director
Human Resources



Edna J. Jones, Chair
Employee Benefit Board