

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

November 3, 2020

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, November 3, 2020 via teleconference and was broadcast through the Metro Nashville Network, (MNN), on Nashville's Comcast Channel 3, AT&T UVerse Channel 99, and on the MNN Live Stream at approximately 9:34 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Kevin Crumbo, G. Thomas Curtis, *Harold W. Finch, II, B.R. Hall, Sr., Shannon B. Hall, and Stacey Rucker.

Member W. Todd Henry was unable to be present.

Others present: Justin Stack, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Gill Wright, Civil Service Medical Examiner.

Chair Edna Jones called the meeting to order and stated that the first order of business will be a motion to determine under the Governor's Executive Order #16 that the meeting agenda constitutes essential business of this Board and meeting electronically is necessary to protect the health, safety and welfare of Tennesseans in light of the COVID-19 outbreak. This Executive Order has been extended several times first expiring June 30. The Governor extended that Order until August 29 and was renewed through September 30th and then through October 28th and now through December 28th. B.R. Hall moved for approval. Stacey Rucker seconded and the Board approved without objection.

Edna Jones stated each time a Board member, staff or other participant who is using audio only participation wishes to speak he or she shall identify themselves in a manner reasonably calculated to permit the public to ascertain the identity of the person speaking.

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 October 6, 2020. With no corrections, nothing further was noted and Stacey Rucker moved for approval. B.R. Hall seconded and the Board approved without objection.

B. APPEAL ANNOUNCEMENT:

Justin Stack 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.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new requests, items 1 through 4, for the length of time as recommended. Stacey Rucker moved for approval of the recommendation to approve the disability pension new requests, items 1 through 4 for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 5 through 8 for the length of time as recommended.

On item 8, it was suggested to change the re-exam date to one year.

Dr. Gill Wright stated that would be up to the Board to determine, however, his recommendation is based on a reasonable time frame after his review of the medical record.

It was requested that item 8 be discussed separately.

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

Stacey Rucker moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 7 for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

*Denotes Harold Finch joining the call.

Dr. Gill Wright stated that his recommendation on item 8 for six months is based on the mental health providers statement where it indicates they did not know when his estimated return to work would be and his guarded prognosis to returning to full duty but fair to return to any occupation. He stated that based on that he thought it was reasonable to bring it back.

Stacey Rucker moved to continue the disability pension re-exam, item 8 until October 2021 (eleven months). B.R. Hall seconded.

There was some discussion as to the basis for moving the re-exam date so far out versus the recommended six months, a Board member knowing someone's personal business and wanting the Board to extend the time, and getting additional medical information regarding his prognosis.

Justin Stack clarified that a one year re-exam would be November and not October.

A vote was taken on the motion and failed with Stacey Rucker and B.R. Hall in favor and Edna Jones, Christine Bradley, Shannon Hall, Harold Finch Tom Curtis and Kevin Crumbo opposed.

Shannon Hall moved for approval of the original recommended re-exam date on item 8 for six months, (May 2021). Harold Finch seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on items 9 through 11, he requests a deferral for two months. Stacey Rucker moved for approval of the request to defer items 9 through 11 for two months. B.R. Hall seconded and the Board approved without objection.

The individual for item 12 was not present at the MNPS Board Room nor on the call.

Jamie Summers, Fire Department, was present. She stated that she has not heard from the individual.

Dr. Gill Wright stated that he received information from Disability Compliance which indicated that he planned to attend.

Dr. Gill Wright reported to the Board that on item 12 he recommends approval of return to work. He stated this is based on his treating physicians recommendation that he can be returned to full duty. He also noted that the individual has been working in another county but is not sure in what capacity.

Jamie Summers stated they can return him to work, however, he would have to go through refresher classes.

Stacey Rucker suggested deferring this item for one month as to allow for time to contact the individual.

Dr. Gill Wright stated that is up to the Board, however, he was notified by staff and he planned on attending.

Stacey Rucker moved to defer item 12 for one month. B.R. Hall seconded.

There was some discussion regarding why the individual did not attend, returning the individual to work, starting the 60 days in the return to work process and the next refresher class and possibly getting him on the call.

Dontraí Buchanan, ITS, stated that if someone could give him the number he would try to get him on the call.

There was some discussion of clearing him for a return to work, possible other medical issues and getting him in the January class.

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

Stacey Rucker had the individual on the phone and he indicated that he just had neck surgery and that should be in the medical record.

Dr. Gill Wright stated they are aware of that and he has been returned to full duty by the physician that did his surgeries.

Stacey Rucker stated that he has indicated that he is going to provide additional medical information and his motion still stands.

Justin Stack restated the motion on item 12 to defer for 30 days or until the next Board meeting.

There was some discussion regarding the individual having technical difficulty getting on the call, the fact that a Board member was able to contact him and speak with him and there is someone willing to get him on the call.

It was suggested to move item 12 to the end of the agenda as to allow ITS to get him on the call.

Dontraí Buchanan, ITS, stated that he did receive the number and has called him twice to get him on the call but there is no answer.

The motion to defer item 12 was withdrawn as to allow for time to get the disability pensioner on the call and it was suggested that Stacey Rucker let him know to answer the phone.

Dr. Gill Wright reported to the Board that on item 13 he recommends approval of return to work with a salary supplement.

Byron Grizzle, Sheriff's Office, was on the call and stated they can return him to work.

Christine Bradley moved for approval of the recommendation of return to work. Harold Finch seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Angela B. Cruz	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for five months, (April 2021), with re-exam at that time.
2.	Raeffel A. Grant, Sr.	Water	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (May 2021), with re-exam at that time.
3.	Tabitha K. Peach	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for two months, (January 2021), with re-exam at that time.
4.	Sandra L. Schultz	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for two months, (January 2021), with re-exam at that time.

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

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
5.	Tammy L. Binkley-Vanatta	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for two months, (January 2021), with re-exam at that time.
6.	Aaron R. Hunt	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (May 2021), with re-exam at that time.
7.	Jeanette Leavell	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for six months, (May 2021), with re-exam at that time.
8.	Steven A. McClure	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (May 2021), with re-exam at that time.

REEXAMINATIONS - DEFER:

9.	Michelle N. Harris	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was deferred for two months, (January 2021), with re-exam at that time.
10.	Jerry L. Jamison	Water	Medical	As moved, seconded and approved, this disability pension was deferred for two months, (January 2021), with re-exam at that time.
11.	Stephen C. Johnson	Fire	Medical	As moved, seconded and approved, this disability pension was deferred for two months, (January 2021), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Brian S. McAfee	Fire	Medical	As moved, seconded and approved, this individual was returned to work.
14.	Antoine D. Smith	Sheriff	In Line of Duty	As moved, seconded and approved, this individual was returned to work.

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.

Stacey Rucker moved for approval of the referrals. Tom Curtis seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	Referral Recommendation		Comments
1	Brackman, Minda B.	General Hospital	Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 11.04B
2	Terry, Melvin D.	Municipal Auditorium	Pension Approval	No	No	Does Not Meet SSA Guidelines

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

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Pamela Burford *	Police	Police Officer 2	A	10/20/2020	05/01/2019
Johnny Davis	General Hospital	Metro Hospital Auth Employee	B	08/25/2020	10/10/2020
Stephanie Morris	MNPS	DRIVER - BUS	B	10/07/2020	10/15/2020
Howard Brake	MNPS	MONITOR - SCHOOL BUS	B	10/02/2020	12/06/2020
Annette Luckey	MNPS	SPEC - TRUANCY	B	10/15/2020	10/03/2020
Johnnie Parson	MNPS	ASST - SCHOOL GENERAL	B	09/09/2020	08/28/2020
Kevin Mulvey	MNPS	SKILL LABORER - PAINTING SR	B	10/21/2020	11/10/2020
Lisa Brooks	MNPS	ASST - GRANT MGMT	B	10/16/2020	11/06/2020
Gloria Martin	MNPS	MGR - DATA QUALITY & INTEGRITY	B	10/09/2020	10/09/2020
Suzanne Curtis	MNPS	SPEC - DATA QUALITY	B	10/19/2020	10/10/2020
David Dunn	Water Services	Utility Maintenance Spec 3	B	10/03/2020	01/01/2021
Brenda Scott	Juvenile Court	Probation Officer 2	B	10/23/2020	12/18/2020
Terry Blackwell	MNPS	SPEC - DATA QUALITY	B	10/12/2020	11/20/2020
Mary Wright	MNPS	MONITOR - SCHOOL BUS	B	10/16/2020	12/18/2020
Ferlinda Pruitt	MNPS	MGR - FOOD SERVICE II	B	09/10/2020	10/31/2020
David Simmons	Public Works	Equipment Operator Senior	B	10/15/2020	11/07/2020
Ali Afis	Public Works	Engineer 3	B	09/30/2020	10/17/2020
Charles Pruitt	Parks	Recreation Leader	B	09/24/2020	11/21/2020
Martha Snow	Health	Public Hlth Nurse Practitioner	B	10/08/2020	10/16/2020
Elizabeth Harden	Health	Finance Mgr	B	09/23/2020	10/31/2020
Richard Lineweaver	Water Services	Water Maintenance Tech Senior	B	09/23/2020	10/31/2020
Thomas Zirker	Parks	Maintenance & Repair Worker Se	A	09/29/2020	10/03/2020
Sheila Delk	County Clerk	Admin Svcs Officer 2	B	10/06/2020	12/01/2020
Pamela E Hale	Sheriff	Facility Admin-DCSO	B	09/28/2020	10/01/2020
Elyse Adler	Public Library	Library Svcs Asst Dir	B	10/05/2020	12/05/2020
Dhana Jones	Police	Police Captain	B	09/28/2020	11/01/2020
Janet Mckinley James *	Social Services	Group Care Worker	B	09/25/2020	05/01/2018
James King *	Public Works	Sanitation Worker	A	10/01/2020	10/01/2020
Rosemary Janofsky *	General Hospital	Midwife-CNM	B	09/23/2020	01/01/2018
Howard Satterfield *	Water Services	Engineering Tech 2	B	10/15/2020	10/01/2020
Darryl Johnson *	Bordeaux Long Term Care	Envir Svcs Tech	B	10/14/2020	07/01/2020

**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
Marcia McCormick *	Parks	Account Clerk 1	A	07/13/2020	09/01/2020
James Green *	Airport Authority	Contract Admin	B	09/22/2020	09/01/2020
Darris Harold *	MNPS	SKILL LABORER - CARPENTRY	B	07/14/2020	09/01/2020
Scott Hendricks Jr *	MNPS	CUSTODIAN - LD	B	09/27/2020	10/01/2020
Dorrice Farmer *	MNPS	CASHIER - FOOD SVC ROV	B	09/02/2020	09/15/2015

*deferred benefit

Disability to service – none to report

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Jean Henry	Health	Service With Option	B	09/01/2020	Option E	
Cindy Robbins	General Hospital	Early Service Without Option	B	08/23/2020	Normal	
David Farmer	Water Services	Service With Option	B	09/02/2020	Option F	
Michele Calvin	MNPS	Early Service Without Option	B	08/05/2020	Normal	
Calvin Scruggs	MNPS	Early Service Without Option	B	08/28/2020	Normal	
Shannon Draper	MNPS	Early Service With Option	B	08/02/2020	Option A	
Beth Shearron	MNPS	Early Service With Option	B	08/29/2020	Option A	
Evelyn Simmons	MNPS	Service Without Option	B	08/05/2020	Normal	
John Kennedy	Parks	Service With Option	B	09/04/2020	Option A	
Roxanne Green	MNPS	Service With Option	B	05/22/2020	Option F	1
Harley Toler	Trustee	Service With Option	B	09/01/2020	Option F	
Beverly Blair	General Hospital	Early Service With Option	B	08/22/2020	Option D	
Julius Witherspoon	Social Services	Early Service Without Option	B	09/01/2020	Normal	
Beverly Ammarell	Public Works	Service Without Option	B	08/27/2020	Normal	
Frederick Zahn	Historical Commission	Early Service Without Option	B	08/22/2020	Normal	
Fred Adom	Finance	Service With Option	B	09/19/2020	Option B	
Richard Holland	Water Services	Service With Option	B	09/19/2020	Option A	3
William Chamberlain	Public Library	Service Without Option	B	09/01/2020	Normal	
Jimmy Howell Jr	Water Services	Early Service With Option	B	08/29/2020	Option A	
John Wells Iv	Parks	P&F Service Pen With Option	B	09/05/2020	Option D	
Steve Rottero	Water Services	Service With Option	B	09/05/2020	Option F	2
Garry Mcreynolds	Police	Service Without Option	B	07/16/2020	Normal	1
Tracy Copley	Sheriff	Service Without Option	B	08/29/2020	Normal	
Richard Hoffman Jr	Fire	P&F Service Pen Without Option	B	07/17/2020	Normal	3
Ronald Phipps	Fire	P&F Service Pen With Option	B	09/26/2020	Option E	
Murray Frizzell	Fire	P&F Service Pen With Option	B	09/05/2020	Option A	
Norman James	Fire	P&F Service Pen With Option	B	09/02/2020	Option A	3
Joyce St Charles	Police	Service With Option	B	08/15/2020	Option D	
Mark Anderson	Police	P&F Service Pen Without Option	B	08/05/2020	Normal	3
Robert Shelton Jr	Police	P&F Service Pen With Option	B	09/11/2020	Option B	2
Steven Jolley	Police	P&F Service Pen With Option	B	08/29/2020	Option E	
Curt Sadler	Water Services	Service With Option	B	09/02/2020	Option B	
Warner Hassell	General Sessions Court	Service With Option	B	09/19/2020	Option A	
Tamara Lowin	General Sessions Court	Service Without Option	B	08/14/2020	Normal	
Vincent Laury	Sheriff	P&F Service Pen Without Option	B	01/01/2020	Normal	
Steven Antle	Police	Service Without Option	B	10/01/2020	Normal	
Kendall Jaeger	Police	P&F Service Pen With Option	B	10/01/2020	Option A	
Melanie Brooks	Metro Action Commission	Service Without Option	B	09/01/2020	Normal	
Paula McClellan	Bordeaux Long Term Care	Service With Option	B	01/01/2020	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 F	Joint & Survivor	50% to Surviving Beneficiary with Pop-Up Feature

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

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

QDRO – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Russell Day	Sheriff's Office	Betty Day	A	10/16/2020
Maurice Fentress	MNPS	Ellen Fentress	B	10/05/2020
Ruben Najarro	Fire	Alecia Najarro	B	09/27/2020
John Clark	General Services	Connie Clark	B	09/27/2020
Milagros Pickard	Sheriff	Robert Pickard	B	10/09/2020
Joyce Bailey	County Clerk	Cherie Bailey	B	09/23/2020
Samuel Sexton	Parks	Shirley Sexton	B	09/22/2020
Judith McDaniel	Police	William McDaniel III	B	10/16/2020
Virnie Sanders	General Services	Joyce Sanders	B	10/20/2020

BENEFIT BOARD ITEMS

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

1. Cigna and BlueCross BlueShield (BCBS) COVID-19 coverage.

Justin Stack reported that the Board voted at the August 4, 2020 Board meeting for BlueCross BlueShield (BCBS) and Cigna to continue waiving the customer cost share (co-pays, deductibles, coinsurance) through October 31, 2020 for the Metro plan where the plan pays 100% coverage for COVID-19 related treatment. He stated that representatives from BCBS and Cigna will present an update on the continuation of the customer cost share for COVID-19 and the Board will need to decide if they would like to extend the waiving of the customer cost share based on this information.

Russell Henderson, BCBS, stated that they are proposing 100% coverage, which results in no member cost share for both testing and treatment and would be continued through at least January 22, 2021. He stated that for testing it will extend through the end of the public emergency.

Paul Huffman, Cigna, stated that they are extending the cost share waiver for testing and treatment. He stated the testing will be extended through January 31, 2022 with 100% treatment extended through December 31, 2020. He stated that in talking with staff it was suggested that it may be easier to extend both testing and treatment dates through December 31, 2020.

After some discussion of keeping the dates consistent with both the plans, Shannon Hall moved for approval of the extension of the 100% testing and treatment dates for both BCBS and Cigna through December 31, 2020. Stacey Rucker seconded.

After some discussion of any COVID-19 expenditures, subsidies or reimbursements from the Federal Government to these plans and that no funds are being received, a vote was taken on the motion and the Board approved without objection.

2. Blue Cross Blue Shield (BCBS) 2021 standard benefit enhancement.

Justin Stack reported to the Board that at the October 2020 Study Session, BCBS and Deloitte discussed the Blue Distinction Centers for Transplants (BDCT) and as of January 1, 2021, kidney transplants will be included in the BDCT program. He stated this enhancement would provide more coverage for kidney transplants at a higher level and also align with similar coverage in the Cigna plan. He stated that the Board will need to decide if they would like to offer this enhanced benefit beginning 1/1/2021.

Russell Henderson, BCBS, gave an overview of the enhancement.

2. Blue Cross Blue Shield (BCBS) 2021 standard benefit enhancement. (continued)

B.R. Hall moved for approval of the benefit enhancement. Stacey Rucker seconded and the Board approved without objection.

3. Extension of medical contracts.

Justin Stack reported to the Board that the medical contracts with BlueCross BlueShield, Cigna and Humana are set to expire December 31, 2021. He stated the Human Resources Department is requesting an additional one year extension allowing time for the Study and Formulating Committee to complete their study and make any necessary recommendations as well as allowing the Board time to consider any additional plan options. He stated that by approving this request, it would extend the current medical contracts for 12 months concluding 12/31/2022.

B.R. Hall moved for approval of extending the medical contracts. Shannon Hall seconded and the Board approved without objection.

4. In line of duty death benefit for Corey Sanderson.

Justin Stack reported to the Board that Corey Sanderson was an active employee classified as a Police Sergeant with the Metropolitan Police Department. He died on October 4, 2019 of cardiovascular disease according to the death certificate. He stated that under the benefit system, Mr. Sanderson'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. Sanderson's estate. He stated this request is now being made on behalf of his wife, Carey Sanderson. He stated that 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. Mr. Stack stated the Board will need to determine whether this case qualifies for the benefit afforded under Metro Code Section 3.20.040. Mr. Stack also read a statement from his widow to the Board.

Stacey Rucker moved for approval of the in line of duty death benefit. B.R. Hall seconded and the Board approved without objection.

5. Non-compliant disability pensioners.

Justin Stack reported to the Board that as of October 15, 2020, there are zero disability pensioners in a non-compliant status due to not returning the 2020 annual disability questionnaire.

The Board discussed correspondence that Board members have been receiving from an individual questioning how pensions are calculated. It was also noted that this individual does not work for Human Resources and has not worked for Metro for over 20 years. It was further noted that if any individual thinks there is an issue with their pension, they should contact our office to address their concerns.

There was discussion that pensions are calculated in accordance with the Metro Code and the Board approved policies and procedures and the audit process when pensions are calculated.

Mark Young, Fire Union, stated that the union groups are also being contacted and there is a Facebook page that discusses this as well.

6. Reports for your information:

- a. Repayment of pension contributions.

Item 6.-a. was for information only.

At this time the Board went back to Section C, item 12, under the Disability Pensions section.

Justin Stack stated that ITS has been trying to contact him to get him on the call.

Dontrai Buchanan stated that he did speak with the individual and he stated that he is having a hard time with a connection.

Stacey Rucker moved to defer item 12 to the December meeting. B.R. Hall seconded.

After some discussion as to whether or not he is currently working another job as a dispatcher, having additional medical information and making himself available to attend a meeting, a vote was taken on the motion to defer item 12 for one month and ended in a tie vote with B.R. Hall, Stacey Rucker, Shannon Hall and Harold Finch in favor and Christine Bradley, Tom Curtis, Kevin Crumbo and Edna Jones opposed.

Nicki Eke, Legal Department, stated that when a vote ends in a tie it usually would go to Committee but that is not applicable here because the issue is whether or not to defer a matter. She stated that another motion can be made.

Edna Jones moved for approval of the original recommendation on item 12 of return to work and for him to present any additional medical information. Tom Curtis seconded and the Board approved with B.R. Hall opposed.

7. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 11:00 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board