MINUTES

**METROPOLITAN EMPLOYEE BENEFIT BOARD**

**PENSION COMMITTEE**

**October 27, 2014**

The Metropolitan Employee Benefit Board’s Pension Committee met on Monday,October 27, 2014 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:30 a.m.

Committee Members present: Chair: W. Todd Henry; Vice-Chair: Stephanie Bailey; Members: B. R. Hall, Sr., and Richard Riebeling. Alternate member(s): Edna J. Jones.

Benefit Board Member(s) Jerry Hall was present.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Susan L. Warner, Civil Service Medical Examiner.

# **BENEFIT BOARD ITEMS**

The Human Resources staff submitted the following for the Committee’s consideration and appropriate action:

1. Review of independent medical evaluation process.

Todd Henry informed the Committee that this Committee meeting was convened to discuss the independent medical evaluation process.

Edna Jones made note of a correction to the policy.

The Committee discussed the policy and concerns with who chooses the physicians and when to obtain an independent medical evaluation.

Tonya Cain, Eckman/Freeman, reviewed the process for choosing a physician. She stated that in the past there have only been a few of these types of evaluations. She stated that in the workers comp arena, they are handled by the adjustors, but with Metro, if it is an employee, ASC would choose, but with the CSME, they would choose the physician.

There was discussion of what the policy states regarding choosing a physician and having a panel of physicians to choose from.

The Committee discussed having the case manager and ASC work together to present a panel of physicians to the CSME to choose from or having ASC and the case manager pick the physician.

There was discussion of the CSME not being involved in choosing a physician for independent medical evaluations, especially when there is a conflict and having ASC or Eckman Freeman make the decision.

There was discussion of having very detailed instructions on what the Board is looking for or how to approach the evaluation.

There was more discussion of having ASC and Eckman/Freeman select a panel of physicians, (three from each specialty) to choose from and making sure those physicians understand the commitment, if they are chosen.

After discussion of forming a panel or physicians, the Committee was in agreement that ASC and Eckman/Freeman should look at all available resources and choose the best independent physician available in that particular specialty.

Nicki Eke, Legal Department, requested clarification on the correction to item 4 in the policy.

Edna Jones stated that the statement she is referring to is obsolete.

Nicki Eke questioned the intent and if someone else other than the Board orders IME’s in situations where there may be a delay.

The Committee was in agreement that the statement should be revised to reflect that the Director of HR (or designee) has the authority to request an IME.

It was noted that the departments can still request IME’s for employee’s and they also pay for those evaluations.

Todd Henry reviewed the changes to the policy in items 2 and 4.

Nicki Eke stated that the Board can either delegate to the IOD administrator or the case manager the authority to choose the examiner for the specialty or have the IOD administrator or case manager recommend physicians, which would require coming back to the Board.

The Committee discussed where the payments for IME’s are budgeted/allocated and reviewed the costs to date.

There was also discussion as to whether or not this task is going to be an additional cost or is included in the current allocation.

Tonya Cain stated that would be included in services.

B.R. Hall moved to accept the recommended changes to the policy as discussed. Stephanie Bailey seconded and the Committee approved without objection.

With nothing further presented, the meeting adjourned at approximately 10:08 a.m.

ATTEST: APPROVED:

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***Ms. Veronica T. Frazier, Director Mr. W. Todd Henry, Chair***

***Human Resources Pension Committee***