

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

STUDY & FORMULATING COMMITTEE

October 15, 2020

The Study & Formulating Committee met on Thursday, October 15, 2020 at approximately 9:01 a.m. This meeting took place via teleconference.

Committee Members present: Chair: Trish Holliday; Vice-Chair: Cleophis D. Rucker; Committee Members: Nick Brassell, Richard Chapman and Kim Stagg.

Benefit Board Members present: Shannon B. Hall

Other(s) present: Christina Hickey, Metro Human Resources, and Nicki Eke, Metro Legal Department.

Christina Hickey called the meeting to order and stated that the first order of business will be to agree that under the Governor's Executive Order #16 extended by Executive Orders #34, #51 and #60 that the meeting agenda constitutes essential business of this Committee and meeting electronically is necessary to protect the health, safety and welfare of Tennesseans in light of the COVID-19 outbreak. She also stated that Executive Order #60 which extends electronic meetings through October 28th requires all persons using audio-only participation who wish to speak to identify themselves in a manner reasonably calculated to permit the public to ascertain the identity of the person speaking.

The Committee members were in agreement to have the meeting electronically.

1. In line of duty program overview.

Steve Cain, Human Resources, gave an overview of the in line of duty, (IOD), program. He stated that the program is fully self-insured and is not a part of Tennessee's workers compensation program. He reviewed the definition of injury on duty, IOD leave, the police and fire presumption and the Benefit Board's role with regards to IOD claims. He reviewed Alternative Service Concepts, (ASC), role as third party administrator and the services provided for IOD claims and Concentra Health Services, Inc. role as a dedicated IOD clinic. He also reviewed cost savings associated with the program.

The Committee discussed challenges with the program, where the injuries are most likely occurring, Metro's safety program, rates negotiated by ASC for services, studies by previous Committee's and recommendations for the program.

Shannon Hall spoke on the history of the IOD program and the Committee requested that staff submit recommendations for consideration to enhance the program.

The Committee discussed the fee structure for ASC and the IOD clinic, how departments handle return to work, IOD leave pay, fitness for duty programs and clinic usage.

2. Union comments.

Mark Young, Fire Union, addressed the Committee regarding the injury on duty program, the reports from prior Committee's and fitness programs. He stated that he would like for the Committee to look at the review process for presumptive cases as the reviewers are not local and costs associated with those cases and post-traumatic stress disorder, (PTSD), claims.

James Smallwood, Fraternal Order of Police, addressed the Committee in regards to returning police officers to work and extending IOD pay. He also stated that he would like to be able to present some information at the next meeting.

2. Union comments: (continued)

Scotty Davison, Service Employees International Union, (SEIU), had no recommendations at this time.

Clarification was requested regarding the issue of IOD pay as it is not a part of the system of employee benefits and the Committee's role on making recommendations regarding IOD pay.

Nicki Eke, Legal Department, stated that IOD leave and IOD pay is under the jurisdiction of the Civil Service Commission. She stated that IOD pension and IOD medical care are under the jurisdiction of the benefit system. She also stated that this Committee can make a notation that the Civil Service Commission review IOD leave and IOD pay.

There was some discussion regarding the return to work process from a disability pension, the standards for police and fire versus general government and salary supplements.

Christina Hickey informed the Committee that the next meeting is scheduled for October 30th at 10:30 a.m. and will be held at the Metropolitan Nashville Public Schools Board Room if the Governor's Executive Order is not extended.

Committee Chair Trish Holliday outlined the recommendations for the next meeting.

Christina Hickey asked for approval of the minutes from the September 25, 2020 Study and Formulating Committee meeting. Richard Chapman moved for approval of the minutes. Nick Brassell seconded and the minutes were approved without objection.

With nothing further presented, the meeting adjourned at 10:43 a.m.

ATTEST:

APPROVED:

**Ms. Shannon B. Hall, Director
Human Resources**

**Trish Holliday, Chair
Study & Formulating Committee**