

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

November 2, 2021

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, November 2, 2021 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:31 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Stephanie Bailey, G. Thomas Curtis, Harold W. Finch, II, Kelly Flannery, B.R. Hall, Sr., Shannon B. Hall, Jeremy Moseley, and Jonathan Puckett.

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 October 5, 2021. With no corrections, nothing further was noted and Jonathan Puckett 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.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, item 1 for the length of time as recommended. Jeremy Moseley moved for approval of the recommendation to approve the disability pension new request, item 1 for the length of time as recommended. Harold Finch 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 2 through 8 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to continue the disability pension reexaminations, items 2 through 8 for the length of time as recommended. Harold Finch seconded. After some discussion of the restrictions improving to where the person can return to work on item 2 and the re-exam date on item 8 a vote was taken on the motion for approval of continuing the disability pension reexaminations, items 2 through 8 for the length of time as recommended and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 9, he requests a deferral for the length of time as recommended. Tom Curtis moved for approval of the request to defer item 9 for the length of time as recommended. Jeremy Moseley seconded, and the Board approved without objection.

The employee was present for item 10.

Dr. Gill Wright reported to the Board that on item 10 he recommends denial of the request to return to work in a sworn position.

The employee addressed the Board regarding his request to return to a sworn position and his condition.

William Watkins, Police Department, was also present and stated they are prepared to return him to work in a sworn position.

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

After some discussion regarding data/studies, no further testing that can be done for his condition, risks and training scenarios, Harold Finch moved for approval of the recommendation to deny the request to return to work in a sworn position. Shannon Hall seconded, and the Board approved with Stephanie Bailey, Tom Curtis, Kelly Flannery, Harold Finch, Shannon Hall and Christine Bradley in favor and Edna Jones, Jeremy Moseley, Jonathan Puckett, and B.R. Hall opposed.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Tina I. Durham	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for nine months, (August 2022), with re-exam at that time

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
2.	Elizabeth M. Berry-Loucks	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (November 2023), with re-exam at that time.
3.	Michelle N. Harris	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (November 2022), with re-exam at that time.
4.	Ruth A. Harris	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for six months, (May 2022), with re-exam at that time.
5.	Erid N. Harrison	Police	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
6.	Veronique J. Johnson	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (November 2022), with re-exam at that time.
7.	Joseph H. Leurs	Police	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
8.	Robert J. Smith	Metro Action Commission	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (November 2023), with re-exam at that time.

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

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Jerry L. Jamison	Water	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for three months, (February 2022), with re-exam at that time.

REQUEST - RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Angelo Iezzi, Jr.	Police	Medical	As moved, seconded, and approved, this request to return to work in a sworn position was denied.

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. Christine Bradley moved for approval of the referrals. Jonathan Puckett seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral Recommendation	CSME	Comments
1	Doolittle, Jason K.	NDOT	Pension Approval	No	No	Younger Worker, Does Not Meet SSA Durational Requirements
2	Hartigan, Thomas F.	Water	Pension Approval	Yes	Yes	Likely Meets SSA Medical-Vocational Guidelines
3	Hilliard, Joanne R.	Health	Pension Approval	Yes	Yes	Evaluation, May Meet SSA Medical-Vocational Guidelines
4	Madden, William R., Jr.	NDOT	Pension Approval	Yes	Yes	May Meet SSA Guidelines

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

Jeremy Moseley moved for approval of the pensions. Jonathan Puckett seconded, and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Carolyn Kizer *	MNPS	Charter - Support	B	09/22/2021	08/01/2020
Amelia Butterworth	MNPS	Para-Pro - Ex Ed	B	10/15/2021	10/15/2021
Lori Hale	MNPS	Driver - Bus	B	09/30/2021	10/08/2021

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
Calvin Thompson	MNPS	Supv - Campus	B	08/12/2021	09/01/2021
Mark Bates	MNPS	Tech - Mail Ctr	B	10/02/2021	11/27/2021
Margaret Martin	Fire	Information Systems Advisor 3	B	10/14/2021	12/01/2021
Melissa Woods	MNPS	Admin - Records Sch Fin Pay I	B	09/22/2021	11/16/2021
Rickey Stewart	General Hospital	Mri Tech	B	10/15/2021	11/20/2021
Raymond Patton	Sheriff	Security Officer 2	A	09/30/2021	10/30/2021
Karen Osborn	Water Services	Admin Asst	B	09/22/2021	12/01/2021
Michael Demonbreun	Fire	Fire Fighter 2	B	10/18/2021	11/18/2021
Clyde Jackson	Fire	Fire Captain	B	10/05/2021	01/01/2022
Buist Hardison	Social Services	Program Spec 2	B	08/04/2021	11/02/2021
D Murrell	Police	Police Officer 2	B	09/29/2021	11/09/2021
Charles Potter	Police	Police Officer 2	B	10/12/2021	10/05/2021
Stephen Coleman	Police	Police Officer 2	B	09/27/2021	11/02/2021
Brian Ewing	Police	Police Officer 2-Fld Trng Ofcr	B	09/25/2021	10/02/2021
Kenneth Jones *	Police	Police Officer 2	B	10/04/2021	10/01/2021
Eugene Crawford *	MNPS	Worker - Custodial	B	08/31/2021	06/01/2021
Roy Wimpy *	Police	Police Officer 2	B	09/24/2021	07/01/2021
James Fullen *	General Hospital	Mgr, Facilities Mgt & Env Svs	B	08/31/2021	10/01/2021
Billy Bell *	MNPS	Custodian - Sr	B	10/21/2021	01/01/2022
David Huffines *	Fire	Paramedic 2	B	09/15/2021	10/01/2021
Mark Wright *	Bordeaux Long Term Care	Licensed Practical Nurse	B	09/28/2021	09/01/2021
James Williams Jr *	MNPS	Tech - Hvac Ld	B	10/15/2021	03/01/2020
Renee Alexander *	MNPS	Charter - Support	B	09/01/2021	08/01/2021

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Eric Meihls	Police	B	10/01/2021
William McKinley III	Fire	A	10/01/2021
William Whitley	Police	B	10/01/2021

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Johnnie Dodd li	Police	Service With Option	B	10/01/2021	Option D	
Leland Broyles	MNPS	Service With Option	B	08/05/2021	Option A	
Beulah Boatman	Fire	Early Service With Option	B	09/01/2021	Option F	
Deana Marcha	MNPS	Early Service With Option	B	08/13/2021	Option A	
Brenda Mason	MNPS	Early Service With Option	B	08/12/2021	Option D	
Christi Mclaughlin	MNPS	Service With Option	B	08/20/2021	Option B	
Cynthia Chatham	MNPS	Service With Option	B	08/11/2021	Option E	
Jesse Washington	MNPS	Service With Option	B	03/19/2021	Option A	
Robert Gilmer	Sheriff	P&F Service Pen Without Option	B	09/08/2021	Normal	
Patti Pardue	MNPS	Service Without Option	B	09/01/2021	Normal	
Eric Karnes	Parks	Service With Option	B	09/09/2021	Option E	
William Fox	Police	Early Service With Option	B	09/01/2021	Option A	
Charles Grantham	Parks	Service With Option	B	07/21/2021	Option A	
Rita Donaldson	Public Library	Service With Option	B	09/01/2021	Option E	
Robert Kerner	Fire	P&F Service Pen Without Option	B	09/14/2021	Normal	
Richard Felts	Fire	P&F Service Pen With Option	B	08/14/2021	Option F	
William Gise	Sheriff	Early Service With Option	B	08/28/2021	Option A	
Robert Martin	Water Services	Service Without Option	B	09/16/2021	Normal	
Daryl Hawkins	General Services	Service With Option	B	09/04/2021	Option E	2
Barry Devault	Parks	Early Service Without Option	B	08/28/2021	Normal	
Rita Coleman	Criminal Court Clerk	Service Without Option	B	08/21/2021	Normal	
Doris Hicks	District Attorney	Service Without Option	B	09/11/2021	Normal	
William Hailey Jr	Fire	P&F Service Pen Without Option	B	09/18/2021	Normal	

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

Options Elected (continued)

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Ronald Talley	Fire	P&F Service Pen With Option	B	09/01/2021	Option A	
Terry Clouse	Water Services	Early Service With Option	B	08/26/2021	Option E	
Eula Taylor	Water Services	Service With Option	B	09/23/2021	Option F	3
Carlton Lewis	Juvenile Court	Service With Option	B	08/28/2021	Option B	1
Charles Coe li	Police	P&F Service Pen With Option	B	09/02/2021	Option A	3
Terri Lawrence	Emergency Communication Center	Service Without Option	B	08/21/2021	Normal	3
Philip Carr	Finance	Service Without Option	B	08/28/2021	Normal	2
Alberta Mcclellan	County Clerk	Service Without Option	B	01/23/2021	Normal	
Michael Rainey	MNPS	Service With Option	B	06/01/2021	Option D	
Anthony Greer	MNPS	Service Without Option	B	10/01/2021	Normal	
James Fullen	General Hospital	Service With Option	B	10/01/2021	Option A	
Roxanne Campbell	General Hospital	Service Without Option	B	01/01/2021	Normal	
Garrie White	MNPS	Service Without Option	B	09/01/2021	Normal	
Sheena Hatchett	Bordeaux Long Term Care	Service Without Option	B	08/01/2021	Normal	
Sherry Vasey	General Hospital	Service With Option	B	08/01/2021	Option F	

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 – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Mercedes Cowley	MNPS	Orrin Cowley	B	09/24/2021
Dwight Ford	MNPS	Cherica Ford	B	10/08/2021
Vera Williams	MNPS	Barry Williams	B	09/26/2021
Charles Young	Unknown	Alice Young	B	10/08/2021
Walter Campbell Jr	Fire	Rebecca Campbell	A	10/02/2021
Danny Berry	Fire	Deborah Berry	B	09/30/2021
Barbara Simpson	Health	Jerome Simpson	B	09/17/2021
Gary Demonbreun	Sheriff	Tammy Demonbreun	B	10/08/2021
Jerry Waller	Water Services	Karla Waller	B	09/19/2021
Henry Jones	Water Services	Joann Jones	B	10/13/2021
Newsom Alexander Jr	General Services	Kimberly Alexander	B	10/08/2021
William Campbell	Water Services	Brenda Campbell	B	10/09/2021
Margaret Nichols	General Hospital	Larry Nichols	B	09/16/2021
Harold Taylor	General Hospital	Denise Bowers	B	10/10/2021
Bennie McClendon	Unknown	Mary McClendon	A	09/30/2021
Stephen Phillips	Unknown	Elizabeth Phillips	B	09/25/2021
Randall Hall	Unknown	Doris Hall	C	10/04/2021
William MckInley Iii	Fire	Sharon McKinley	A	10/08/2021
Terry Lewis	Sheriff	Connie Lewis	B	09/28/2021

BENEFIT BOARD ITEMS

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

1. In Line of Duty Committee report.

Christina Hickey reported to the Board that the In Line of Duty Committee met on October 21, 2021 to deliberate on 5 IOD medical care requests. She stated that item #4 was deferred until the next IOD Committee and item #6 was an update of an approval from Davies and no action was needed. Ms. Hickey stated the Committee's actions are being presented for the Board's action along with the minutes for approval by the Committee members.

Committee Chair Harold Finch asked if there were any amendments, corrections, or questions of the minutes from the October 21, 2021 In Line of Duty Committee meeting. With one correction, Jeremy Moseley moved for approval of the In Line of Duty Committee minutes. Christine Bradley seconded, and the Committee minutes were approved without objection.

Committee Chair Harold Finch asked of the Legal Department if the items can be taken together and Nicki Eke, Legal Department recommended that they be taken individually in case someone is present and wants to address the Board.

Christina Hickey noted that staff has not been contacted by any of the individuals that they would be present.

Tracy Harvey, Davies, was present for any questions regarding the claims.

On Committee item 1, the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim.

Christine Bradley moved for approval of the recommendation to uphold the denial of the claim. Shannon Hall seconded, and the Board approved without objection.

On Committee item 2, the IOD medical care request for the pensioner from the Fire Department, the Committee recommended to uphold the denial of this claim.

Jeremy Moseley moved for approval of the recommendation to uphold the denial of the claim. Stephanie Bailey seconded, and the Board approved without objection.

On Committee item 3, the IOD medical care request for the pensioner from the Fire Department, the Committee recommended to uphold the denial of this claim.

Jeremy Moseley moved for approval of the recommendation to uphold the denial of the claim. Christine Bradley seconded, and the Board approved without objection.

On Committee item 5, the IOD medical care request for the former employee from the Police Department, the Committee recommended to uphold the denial of this claim.

Jonathan Puckett moved for approval of the recommendation to uphold the denial of the claim. Tom Curtis seconded, and the Board approved without objection.

2. In line of duty death benefit for Malcolm Arrington.

Christina Hickey reported to the Board that Malcolm Arrington was an active employee classified as a Fire Engineer with the Fire Department and died on September 1, 2021 of pneumonia and COVID-19 according to the death certificate. She stated that under the benefit system, Mr. Arrington's beneficiaries are entitled to the basic term life insurance benefit which has been processed and 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. Arrington's estate. She stated this request is now being made on behalf of his wife, Connie Arrington and in accordance with the March 2014 Benefit Board approved IOD Death Benefit policy, attached is a copy of the death certificate, the 101 form on file for the deceased and a copy of the Board approved IOD Death Benefit Policy.

2. In line of duty death benefit for Malcolm Arrington.

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

Stephanie Bailey moved for approval of the in line of duty death benefit for Malcolm Arrington. Tom Curtis seconded.

There was some discussion regarding how to handle these cases going forward as it relates to non-sworn employees.

Nicki Eke, Legal Department, stated that for every case you have to use the standard that applies with regards to whether or not the injury arose out of or in the course of employment. She stated that for occupational illness you look at whether it can be traced to the employment as the proximate cause.

There was also some discussion regarding the new State presumption for COVID-19 and if this classification falls under that presumption.

A vote was taken on the motion to approve the in line of duty death benefit and the Board approved without objection.

3. Surviving spouses with ineligible dependents.

Christina Hickey reported to the Board that at the October 19, 2021 Study Session, Deloitte presented information regarding surviving spouses of Metro employees who are covering dependents that are not eligible for Metro insurance coverage. She stated that Metro's plan document language states that "The Beneficiary must be a Dependent, as defined by this Plan, of the deceased Employee."

Ms. Hickey stated that identified as ineligible are 28 adults and between 4 and 10 children and Metro HR will need to confirm if they are the child of a deceased Metro employee by requesting documentation consistent with the dependent eligibility audit (DEV) process. She stated that Metro Human Resources is requesting the Board's approval to remove any ineligible dependents from Metro's insurance plans effective December 31, 2021.

Jeremy Moseley moved for approval of removing any ineligible dependents from the plans effective December 31, 2021. Stephanie Bailey seconded.

After some discussion regarding the ability to appeal and there being no appeal rights if the dependent is ineligible and thorough notification, a vote was taken on the motion to remove any ineligible dependents from the plans effective December 31, 2021 and the Board approved without objection.

4. Appeal of dependent's insurance coverage.

Christina Hickey reported to the Board that Metro Pensioner Robert Jones, Jr. retired effective 7/17/2021 from the Fire Department and at the time of retirement, Mr. Jones returned his signed election form to participate in the medical plan, listed his spouse as his dependent and did not list any other dependents. She stated that it is not uncommon for pensioners to remove a dependent at the time of pension and the insurance elections were processed as they were elected by Mr. Jones. Ms. Hickey stated that on 10/7/2021, Mr. Jones contacted our office stating his dependent child did not have insurance coverage. and was advised he did not elect coverage for this dependent and he would not be able to add this dependent to his Metro insurance outside of the 60-day window of an eligible change in status. She stated that Mr. Jones asked that this matter be appealed to allow the pensioner to add his dependent child outside of the 60-day window for an eligible change in status event.

Ms. Hickey stated that both of Metro's self-insured medical plan documents are very specific as to when a pensioner is allowed to add a dependent and under what circumstances and the pensioner's dependent does not meet any of the criteria to be added at this time. Human Resources also believes the insurance election form is very clear as it instructs the pensioner to "initial your elections and list dependents you want covered". Mr. Jones did initial where appropriate and he also handwrote his spouse's name, gender, date of birth and marked what coverage he wanted for her. Mr. Jones was also provided with a copy of HR's Retirement Guide

4. Appeal of dependent's insurance coverage. (continued)

during his retirement process which states he is able to enroll in coverage and add eligible dependents at retirement and details the process to add an eligible dependent within 60 days of an eligible change in status.

Ms. Hickey also stated that in addition to the medical plan document, the eligible change in status matrix procedures, approved by the Board, clearly define when a member is allowed to make changes to their coverage, under what circumstances and what documentation is required. She stated that this particular issue predated the modification of the "Pensioner's Election to Participate" form that was discussed at the September 2021 Benefit Board meeting and Human Resources has modified this form as the Board requested to make even clearer the addition of dependents.

The pensioner was present.

Dylan Lynch, Human Resources staff, was also present.

The pensioner addressed the Board regarding his request to add his dependents, help with filling out the forms and assuming that all the dependents would carry over.

Dylan Lynch, Human Resources, stated that with this case there would be a change in the premiums that would need to be repaid by the pensioner and also Metro.

There was some discussion regarding notice that the dependents were removed, assistance from Human Resources with the paperwork and what the cafeteria plan states.

Nicki Eke, Legal Department, stated that in the Cafeteria Plan context for active employees if someone alleges an error was made filling out the benefit election form the Internal Revenue Service has taken the informal position that the error can be corrected if the error is established by clear and convincing evidence. She stated that clear and convincing evidence means that there is no serious or substantial doubt of the correctness of the conclusion drawn from the evidence. She stated that if the Board determines that this was just an error in filling out the forms and it's not a situation where someone is just trying to add their dependents an option available is to apply the same standard as in Cafeteria Plan cases.

There was some discussion of when the pensioner would be able to add the dependents back and the updated forms.

Jonathan Puckett moved to approve this pensioner's request to add his dependents to his insurance coverage based on a clerical error in this particular case under these particular circumstances and that any arrears due be paid as a result of the error. B.R. Hall seconded and the Board approved with Shannon Hall and Edna Jones opposed.

5. Non-compliant disability pensioners.

Christina Hickey reported to the Board that as of September 20, 2021, we have **zero** disability pensioners in a non-compliant status due to them not returning their completed 2021 Annual Disability Pension Questionnaire. She stated that for informational purposes, **337** questionnaires were sent out on July 1, 2021 and specified that the information was to be completed and returned back to our office by August 31, 2021. She stated that on September 1, 2021, additional questionnaires were sent out to all disability pensioners who had failed to complete & return their original questionnaire, giving the pensioner an additional 2 ½ weeks to complete and return the questionnaire by September 17, 2021. Ms. Hickey stated that beginning September 7, 2021, phone calls were made to those who were to be placed in a non-compliant status to encourage them to comply prior to payroll cut-off or their pension would have to be suspended. She stated that Disability Compliance staff continued to make phone calls, leave messages, send emails, call relatives & designated contact persons, and request contact assistance wherever possible through September 20, 2021. She also stated that in the midst of sending out letters and making phone calls, any incomplete/unsigned questionnaires that were received were either sent back with a letter to the disability pensioner to complete, or they were contacted and provided the missing information over the phone. Due to the ongoing COVID-19 pandemic this year, we were unable to meet in person to assist disability pensioners with completing the necessary portions of the form and as of September 20, 2021, all pensioners had completed their 2021 questionnaires, with **zero** in a non-compliant status.

6. Correspondence:

- a. Blue Cross Blue Shield COVID-19 cost share waiver.
- b. Cigna COVID-19 cost share waiver.

Items 6.-a. and 6.-b. were for information only.

7. Reports for your information:

- a. Repayment of pension contributions.
- b. Denial log from Davies.
- c. Benefit Board budget reports.

Items 7.-a. through 7.-c. were for information only.

8. Late item(s):

There were no late items 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