

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**December 7, 2021**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, December 7, 2021 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:33 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 November 2, 2021. With one correction, nothing further was noted and Jeremy Moseley moved for approval. Tom Curtis 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.

The employee was present for item 2 and was discussed separately.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new requests, items 1, 3, 4, 5 and 6, for the length of time as recommended. Stephanie Bailey moved for approval of the recommendation to approve the disability pension new requests, items 1, 3, 4, 5, and 6 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 of the disability pension new request, item 2 for the length of time as recommended. He also stated that the department has not been able to accommodate his restrictions.

On item 2 there was some discussion regarding an injury that predates this injury and whether or not it is job related, the disability standard, being accommodated and other available positions.

It was noted that a representative from Metropolitan Nashville Public Schools, (MNPS), was not present.

Harold Finch stated that MNPS has a lot of specialty areas and the maintenance department attempted to find another position. He also stated that he will recuse himself from this vote.

There was some discussion of vocational rehab.

Nicki Eke, Legal Department stated that it would be best that someone from MNPS address the Board regarding this matter since Harold Finch is a Board member and those are different roles.

It was also noted that email notices are sent out specifically detailing what departments need to have a representative present at these meetings.

There was some discussion regarding working in a light duty capacity.

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

The employee addressed the Board regarding his injury and the request for the disability pension.

It was noted that any other issues the employee may have that are not related to this request would need to be addressed with MNPS Human Resources.

After some discussion of approving the disability pension, returning the individual to work, and having a representative from MNPS present, Shannon Hall moved to approve the disability pension new request item 2 for one month with vocational rehab and that a representative from MNPS be present at the next meeting. Jeremy Moseley seconded, and the Board approved with Harold Finch not voting.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 7 through 12 for the length of time as recommended and case management services where noted. Tom Curtis moved for approval of the recommendation to continue the disability pension reexaminations, items 7, 8, 9, 10, and 12 for the length of time as recommended and case management services where noted. Harold Finch seconded, and the Board approved with B.R. Hall abstaining.

It was suggested that item 11 be discussed separately.

On item 11 Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexamination for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexamination item 11 for the length of time as recommended. Jonathan Puckett seconded, and the Board approved with Stephanie Bailey opposed.

Dr. Gill Wright reported to the Board that on items 13 through 17, he requests a deferral for the length of time as recommended.

On item 14 there was some discussion regarding the status of how work conditioning effects the disability pension.

It was suggested that items 13, 14 and 17 be discussed separately.

Christine Bradley moved for approval of the request to defer items 15 and 16 for the length of time as recommended. Jeremy Moseley seconded, and the Board approved without objection.

After noting the number of deferrals on items 13 and 17, Shannon Hall moved for approval of the request to defer items 13 and 17 for the length of time as recommended. Jeremy Moseley seconded, and the Board approved with Stephanie Bailey opposed.

It was also noted that if the CSME's Office feels the disability pensioner is causing the delay that is contributing to the deferral they need to let Disability Compliance staff know.

\*Denotes B.R. Hall leaving the meeting.

There was some discussion on item 14 where it is noted in the medical record that they could return to work back in September and that they are currently in work conditioning.

Harold Finch moved for approval of the recommendation to defer item 14 for the length of time as recommended. Tom Curtis seconded, and the Board approved with Stephanie Bailey opposed.

Dr. Gill Wright reported to the Board that on item 18 he recommends approval of return to work.

Jamie Summers, Fire Department, was present and stated they can return the individual to work.

Jeremy Moseley moved for approval of the recommendation on item 18 of return to work. Stephanie Bailey seconded, and the Board approved without objection.

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

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	Brian K. Burnett	Fire	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (June 2022), with re-exam at that time.
2.	Joseph R. Combs	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for one month, (January 2022), with re-exam at that time.
3.	Kevin B. Crawford	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for five months, (May 2022), with re-exam at that time.
4.	Mary E. Searcy	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for two months, (February 2022), with re-exam at that time.
5.	Jerry W. Stephens	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
6.	Hugh L. Watson	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for two months, (February 2022), with re-exam at that time.

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
7.	Linda J. Brown	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for three months, (March 2022), with re-exam at that time.
8.	Corey P. Daniel	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (December 2023), with re-exam at that time.
9.	Berniece A. George	Health	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
10.	Hajija R. Ghazi	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (December 2023), with re-exam at that time.

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

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
11.	Scott T. Nichols	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (December 2022), with re-exam at that time.
12.	Adnan Y. Salam	Parks	In Line of Duty	As moved, seconded, and approved, this disability pension was continued with a functional capacity evaluation for three months, (March 2022), with re-exam at that time.

**REEXAMINATIONS - DEFER:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
13.	Tammy L. Binkley-Vanatta	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (February 2022), with re-exam at that time.
14.	Giovana S. Burns	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (January 2022), with re-exam at that time.
15.	Brian S. McAfee	Fire	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (February 2022), with re-exam at that time.
16.	Tabitha K. Peach	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for three months, (March 2022), with re-exam at that time.
17.	Lawrence J. Taylor, Jr.	Police	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (February 2022), with re-exam at that time.

**RETURN TO WORK:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
18.	Michael J. Street	Fire	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 the CSME's office concurs with the case management recommendations on the Social Security referrals. Christine Bradley moved for approval of the referrals. Harold Finch seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM	CSME	Comments
				Referral Recommendation	Referral Recommendation	
1	Durham, Tina I.	MNPS	Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 11.04
2	Johnson, Veronique J.	MNPS	Pension Approval	No	No	Does Not Meet SSA Guidelines
3	Stephens, Jerry W.	NDOT	Expedited Review, Pending Likely Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 13.20

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

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

\*\*Denotes B.R. Hall returning to the meeting.

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Gloria Lindsay *	DEC	Emer Telecommunications Off 4	B	11/15/2021	11/01/2021
Micheal Upshaw	Juvenile Court	Probation Officer 3	B	11/19/2021	01/01/2022
Jeff Mattes	Public Library	Circulation Assistant	B	11/18/2021	11/18/2021
Gloria Yates	MNPS	Asst - School General	B	11/08/2021	01/08/2022
Pamela Solomon	MNPS	Driver - Bus	B	11/12/2021	12/17/2021
Dennis Laney	MNPS	Skilled Laborer HVAC III	B	11/17/2021	01/20/2022
June Hill	MNPS	Mgr - Data Quality & Integrity	B	10/20/2021	10/22/2021
Rose Faradji	General Hospital	Registered Nurse-CC	B	11/19/2021	01/15/2022
Michael Stratton	Sheriff	Program Coord	B	11/08/2021	12/02/2021
Steven Keel	MNPS	Mgr - Operations Security	B	11/15/2021	01/04/2022
Harold Wells	Police	Police Officer 2	B	11/19/2021	11/20/2021
Catherine Chisam	General Hospital	Echocardiographer	B	10/25/2021	12/01/2021
Jeffrey Campbell	Public Works	Engineer 3	B	10/21/2021	02/16/2022
Kara Stone	General Hospital	Registered Nurse	B	11/10/2021	12/13/2021
Bernadette Hugan	Public Library	Professional Spec	B	10/19/2021	12/11/2021
Margaret Hardin	General Hospital	Nurse Managers	B	11/12/2021	01/01/2022
Estelle Patterson	Parks	Recreation Leader	B	11/17/2021	10/31/2021
William Earles Jr	Codes Administration	Property Stand Insp 2	B	10/26/2021	11/06/2021
David Leavitt	Police	Police Lieutenant	B	10/22/2021	11/12/2021
Jeffery Smith	Parks	Recreation Leader	B	10/27/2021	01/07/2022
Ronnie Rushing	Fire	Paramedic 2	B	11/05/2021	11/05/2021
William Reese	Fire	Fire District Chief	B	11/10/2021	11/15/2021
Gene Nash	Information Technology Service	Info Sys Comm Analyst 3	B	11/15/2021	12/31/2021
Granville Lyons III	Water Services	Water Svcs Asst Dir	B	11/16/2021	02/16/2022
Jonathan Riggs	Police	Police Officer 2	B	11/16/2021	11/20/2021
Anthony Etheridge	Fire	Information Systems Advisor 3	B	11/23/2021	12/31/2021
Joseph Towers	Police	Police Lieutenant	B	11/15/2021	11/06/2021
David Cathey *	Sheriff	Sheriff Warrant Officer 1	B	11/08/2021	11/01/2021
Anthony Richardson *	Knowles Home	Cook's Assistant	B	10/28/2021	01/01/2022
Mary Newton *	Information Technology Service	Info Systems Div Mgr	B	11/16/2021	09/01/2021
Deborah Hawkins *	Water Services	Svc Rep 1	B	10/18/2021	01/01/2022

**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
Debra Almon *	Convention Center	Cvn Ctr Accts Recv Spec	B	10/26/2021	01/01/2022
Jeffrey Phillips *	Police	Police Sergeant	B	11/09/2021	01/01/2022
Terry Corbin *	NCAC	Contract Admin - NCAC	B	11/17/2021	04/01/2020
David Pickral *	Police	Police Officer 2	B	10/15/2021	12/01/2021
Evelyn Shaw *	Health	Program Spec 1	B	11/08/2021	11/01/2021
Gwendolyn Watkins-McKissack *	Bordeaux Long Term Care	Patient Activities Coord	B	11/16/2021	02/01/2022
Michael Kennedy *	MNPS	Worker - Custodial	B	11/05/2021	10/01/2021

\* Deferred Benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Thomas Matthews Jr	Criminal Court Clerk	B	11/01/2021
Janet Swack	Health	B	09/01/2021
Robert Chitwood	Police	B	11/01/2021
Lisa Baggett	MNPS	B	11/01/2021
Debra Matthews	MNPS	B	11/01/2021
Donal Martin Jr	Water	A	10/22/2021
Rosa Barreto Soto	General Hospital	B	11/01/2021
Julie Sloan	Fire	B	11/01/2021
Jacob Paul	Police	B	10/01/2021
Alisa Honeycutt	Register of Deeds	B	11/01/2021
Edward Westerman Jr	Police	B	06/01/2021
Phillip Evans	Fire	A	09/01/2027

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Eugene Crawford	MNPS	Service With Option	B	06/01/2021	Option D	
Mike Deal	MNPS	Service With Option	B	09/21/2021	Option A	
Saul Solomon	Mayor's Office	Service With Option	B	11/01/2021	Option B	
Lori Hale	MNPS	Early Service Without Option	B	10/08/2021	Normal	
Tina Evans	MNPS	Service Without Option	B	07/31/2021	Normal	3
Rosa Castillo	MNPS	Early Service Without Option	B	10/01/2021	Normal	
Melanie Vinson	MNPS	Early Service Without Option	B	08/10/2021	Normal	
Susan Gulley	Health	Service Without Option	B	10/08/2021	Normal	
Mary Love	Finance	Service Without Option	B	10/02/2021	Normal	
Michael Lyons	Codes Administration	Service With Option	B	10/16/2021	Option A	3
Dena Murphy	Public Library	Service Without Option	B	10/01/2021	Normal	
Raymond Patton	Sheriff	Early Service With Option	A	10/30/2021	Option A	
Paul Lovell	Water Services	Service With Option	B	09/09/2021	Option A	
Terry Finney	Water Services	Service With Option	B	10/02/2021	Option B	1
David Meriwether	Water Services	Service With Option	B	10/01/2021	Option A	3
Benjamin Crimmons	Water Services	Service With Option	B	09/18/2021	Option F	3
David Rives Sr	Fire	P&F Service Pen With Option	B	09/04/2021	Option A	
Penny Harbison	Parks	Service With Option	B	10/14/2021	Option B	
Doug Bell	Police	P&F Service Pen With Option	B	10/01/2021	Option A	
Russell Anthony	Social Services	Service Without Option	B	09/17/2021	Normal	2
Michele Coon	Police	P&F Service Pen Without Option	B	09/17/2021	Normal	3
Philip Wigger	Police	P&F Service Pen With Option	B	10/05/2021	Option A	3
Kurt Reddick	Police	P&F Service Pen With Option	B	10/01/2021	Option E	3
Stephen Coleman	Police	P&F Service Pen Without Option	B	11/01/2021	Option E	3
Steven Brady	Police	P&F Service Pen With Option	B	10/02/2021	Option F	
Brian Ewing	Police	Early Service With Option	B	10/02/2021	Option A	
Kenneth Jones	Police	P&F Service Pen Without Option	B	10/01/2021	Option A	
Lisa Pote	NCAC	Service With Option	B	09/01/2021	Option D	
David Huffines	Fire	P&F Service Pen With Option	B	10/01/2021	Option E	
James Williams Jr	MNPS	Service Without Option	B	01/01/2021	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
Renee Alexander	MNPS	Service Without Option	B	08/01/2021	Normal	
Beverly Thompson	MNPS	Service Without Option	B	11/01/2021	Normal	
Roy Wimpy	Police	Service With Option	B	07/01/2021	Option A	
Roxianne Bethune	Convention Center Authority	Service Without Option	B	01/01/2021	Normal	
Teresa Thompson	General Hospital	Service Without Option	B	01/01/2021	Normal	

<b>Key Codes</b>	
<b>Options</b>	<b>Drop Elections</b>
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
Jeffrey Goodwin	Nikki Michelle (Wilkes) Goodwin	B	11/01/2021
David Kitchens	Patricia Ann Kitchens	B	11/01/2021

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Edith Vilsaint	MNPS	Dieudonne Vilsaint	B	10/17/2021
Mary Collins	Health	James Collins	B	11/06/2021
Debra Burns	MNPS	Michael Burns	A	10/30/2021
Danny Hunt	Fire	Janie Hunt	B	10/23/2021
Walter Jarrell	Information Technology Service	Katheryn Jarrell	B	11/07/2021
Bobby Hartman	Fire	Donna Hartman	B	10/31/2021
Velma Sexton	Sheriff	Walter Sexton	B	02/17/2020
Farris Goins	Bordeaux Long Term Care	Vetrice Goins	B	10/11/2021
William Johnson	Fire	Betty Johnson	B	10/17/2021
John Sawyer	Public Works	Cora Sayers	Closed	06/19/2021
Jerry Hall	Public Works	Cynthia Hall	B	10/14/2021
John Roberson Jr	Police	Kimberly Roberson	B	10/22/2021

**BENEFIT BOARD ITEMS**

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

1. Medical and Life Committee report.

Christina Hickey reported to the Board that the Medical & Life Committee met on November 3, 2021 to deliberate on a denied RT300 FES Therapy system for a dependent of a member participating in the self-insured PPO plan. She stated previously, this request and first level grievance for this coverage were denied and BCBST has supplied documentation on their denial (considered as non-covered exercise equipment) and medical policy for this appeal. Ms. Hickey stated the employee has also supplied documentation for their appeal and this information is included in the confidential medical section of the Board packet. She also stated the minutes are available.

Christina Hickey stated that on Committee item 1, Self-insured PPO plan appeal – denial of RT300 FES Therapy system for dependent of employee from MNPD the Committee recommends in this specific case and

1. Medical and Life Committee report. (continued)

under these particular circumstances, approval of the RT300 FES Therapy system sourced within the plan network. If not possible to secure this system from an in-network provider, the Committee recommends approval of the RT300 FES Therapy system from the source provided by the employee. The Committee also recommends including coverage of any maintenance and replacement parts as necessary.

Committee Chair Edna Jones asked if there were any corrections or amendments of the November 3, 2021 Medical and Life Committee minutes. With no corrections, nothing further was noted and Stephanie Bailey moved for approval of the minutes. Christine Bradley seconded, and the minutes were approved without objection.

The employee was present.

Jeremy Moseley moved for approval in this specific case and under these particular circumstances, of the RT300 FES Therapy system sourced within the plan network. If not possible to secure this system from an in-network provider, the Committee recommends approval of the RT300 FES Therapy system from the source provided by the employee and including coverage of any maintenance and replacement parts as necessary. Shannon Hall seconded, and the Board approved without objection.

2. Trans inclusive benefits.

Christina Hickey reported to the Board that at the October Study Session, the Human Relations Commission presented information on trans inclusive benefits. She stated that based on the Board's request, the Human Relations Commission presented additional information at the November Study Session, along with information from Deloitte Consulting on the estimated increase in Metro's self-funded plans' claim cost if coverage for all medically necessary services to treat gender dysphoria were added as a covered benefit. Ms. Hickey stated the Board will need to decide if they would like to add coverage to Metro's self-funded medical plans for all procedures deemed medically necessary to treat gender dysphoria and if yes, the Board must also decide the effective date to add the coverage.

There was some discussion of why this item did not go to a Study and Formulating Committee.

Nicki Eke, Legal Department, stated that issues referred to that Committee involve benefit changes that require an amendment to the Code. She stated that the details of the medical plans regarding procedures, etc., is under the Board's jurisdiction.

Shannon Hall moved for approval to add coverage to Metro's self-funded medical plans for all procedures deemed medically necessary to treat gender dysphoria. Christine Bradley seconded.

After some discussion of an effective date, the legal opinion, and who pays for the benefit, a vote was taken on the motion to add coverage to Metro's self-funded medical plans for all procedures deemed medically necessary to treat gender dysphoria and failed with Shannon Hall, Jeremy Moseley and Kelly Flannery in favor and Edna Jones, Christine Bradley, Harold Finch, Tom Curtis, Stephanie Bailey, Jonathan Puckett, and B.R. Hall opposed.

3. Applied Behavioral Analysis (ABA) therapy.

Christina Hickey reported to the Board that at the November Study Session, Deloitte presented information on applied behavior analysis (ABA) therapy. She stated that Deloitte is recommending that applied behavioral analysis therapy be added as a covered treatment in Metro's PPO plan effective January 1, 2022 with no age or visit limitations. She also stated this would align with the coverage that the Board approved in April 2017 to add ABA therapy to Metro's HRA Choice Fund plan administered by Cigna.

Jonathan Puckett moved for approval that applied behavioral analysis therapy be added as a covered treatment in Metro's PPO plan effective January 1, 2022 with no age or visit limitations. Jeremy Moseley seconded, and the Board approved without objection.



4. Eligible changes in status events for survivors.

Christina Hickey reported to the Board that at the November Study Session, Metro Human Resources presented information on eligible changes in status events for survivors. She stated that Human Resources is requesting to modify the plan language in the continuation of coverage section to allow consistent treatment throughout the plan allowing survivors to make eligible changes in status within 60 days of a qualifying event for their eligible dependents (who are dependents of the deceased member).

Christi Mayo, Human Resources, was available for any questions.

\*\*\*Denotes Kelly Flannery leaving the meeting.

Jeremy Moseley moved for approval of the change. Stephanie Bailey seconded, and the Board approved without objection.

5. Cost of living adjustments for Division A and B pension plans.

Christina Hickey reported to the Board that the cost of living adjustments for Division A and B pension plans are offered in accordance with Metro Code Sections 3.08.170 and 3.08.171. She stated that as a result of the 5.390% increase in the Consumer Price Index, an increase of 5.00% under Division A (the percentage rounded to the nearest one-half percent) should be granted to all retirees eligible to receive a cost of living increase beginning January 1, 2022. She also stated that eighty percent of the excess of 5.390% over 1.00% is 3.512%, so eligible retirees under Division B should receive a 3.50% cost of living increase in January 1, 2022.

Kevin Sullivan, Findley, was present for any questions.

There was some discussion of those eligible to receive the increase and Social Security versus Metro's calculation for cost of living increases.

Kevin Sullivan gave an explanation of the indexes used to calculate these cost of living increases.

Tom Curtis moved for approval of the cost of living adjustments for eligible retirees under Division A of 5.00% and 3.512% for eligible retirees under Division B beginning in January 1, 2022. Stephanie Bailey seconded, and the Board approved without objection.

6. Election of Metropolitan Employee Benefit Board Chair and Vice Chair for 2022.

Christina Hickey reviewed the procedures as outlined in the Board by-laws under Section 1 to conduct the election of Chair and Vice-Chair for 2022 and opened the floor to nominations.

B.R. Hall nominated Edna Jones for Metropolitan Employee Benefit Board Chair for 2022.

Shannon Hall nominated Christine Bradley for Metropolitan Employee Benefit Board Vice-Chair for 2022.

Tom Curtis moved for approval of the nomination of Edna Jones for Chair. Harold Finch seconded, and the Board approved without objection.

Tom Curtis moved for approval of the nomination of Christine Bradley for Vice-Chair. Edna Jones seconded, and the Board approved without objection.

7. Approval of revisions to HRA and PPO plan documents.

Christina Hickey reported to the Board that at the October Study Session, Human Resources presented information on self-insured medical plan document changes that needed to be made based on new State and Federal regulations. She stated the HRA and PPO plan documents were emailed to Board members with the tracked changes for review and the Board will need to approve the changes to the plan documents that will be effective January 1, 2022.

7. Approval of revisions to HRA and PPO plan documents.

Jonathan Puckett moved for approval of the HRA and PPO plan documents. Christine Bradley seconded, and the Board approved without objection.

8. Correspondence:

- a. Blue Cross Blue Shield mobile app.

Item 8.-a. was for information only.

9. Reports for your information:

- a. Repayment of pension contributions.
- b. Denial log from Davies.
- c. Benefit Board budget reports.
- d. Annual report to Council.
- e. Voluntary insurance annual reports.

Items 9.-a. through 9.-e. were for information only.

10. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:42 a.m.

ATTEST:

APPROVED:

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

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**Edna J. Jones, Chair**  
**Employee Benefit Board**