

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

January 4, 2022

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, January 4, 2022 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, **Kelly Flannery, B.R. Hall, Sr., Shannon B. Hall, Jeremy Moseley, and Jonathan Puckett.

Members G. Thomas Curtis and Harold W. Finch, II were unable to be present.

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 December 7, 2021. With no corrections, nothing further was noted and B.R. Hall moved for approval. Jonathan Puckett 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.

Chair Edna Jones noted that there is one late item.

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 3, for the length of time as recommended. Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, items 1 through 3 for the length of time as recommended. Jonathan Puckett seconded, and the Board approved without objection.

The employee was present for item 4.

Dr. Gill Wright reported to the Board that he recommends denial of the disability pension new request, item 4, however, the department has requested a deferral for one month.

The employee addressed the Board regarding the deferral.

Jeremy Moseley moved for approval of the request to defer the disability pension new request, item 4 for one month. Christine Bradley seconded, and the Board approved without objection.

The employee and James Smallwood were present for item 5.

Dr. Gill Wright reported to the Board that he recommends denial of the disability pension new request, item 5 based on the medical record.

The employee addressed the Board regarding his condition, treatments, and upcoming procedures.

There was some discussion of the medical record not documenting any restrictions and being released to full duty.

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

There was also some discussion that all of the procedures thus far have been covered under in line of duty as well as the upcoming procedure.

After some discussion of the condition, injury on duty leave, no restrictions in the medical record and the upcoming procedure, Shannon Hall moved to approve the disability pension new request, item 5 for two months. Jonathan Puckett seconded.

After some discussion of the type of disability pension and the presumption, Stephanie Bailey called for the question closing off any further debate.

A vote was taken on the motion to approve the disability pension new request, item 5 for two months and the Board approved without objection.

Dr. Gill Wright reported to the Board that he recommends denial of the disability pension new request, item 6. Stephanie Bailey moved for approval of the recommendation to deny the disability pension new request, item 6. Christine Bradley seconded, and the Board approved without objection.

The employee was not present for item 7.

Melissa Roberge, Metropolitan Nashville Public Schools, (MNPS), was present for item 7.

Dr. Gill Wright reported to the Board that on item 7 it is to be determined as she applied for an in line of duty disability pension and the specialist has determined that the problem is not work related. He stated she does have permanent restrictions and is unaware of whether or not the department could accommodate those. He stated that if the department can not accommodate those restrictions, he would recommend approval of the disability pension as medical.

Melissa Roberge, MNPS, stated that they can not accommodate the restrictions.

Jonathan Puckett moved for approval of the recommendation to approve the disability pension new request, item 7, as medical.

After clarification of the length of time, (four months), Shannon Hall seconded.

After some discussion of the disability standard and the medical conditions that contribute to the disability, a vote was taken on the motion to approve the disability pension new request, item 7, for the length of time as recommended and the Board approved with Stephanie Bailey abstaining.

Dr. Gill Wright reported to the Board that on item 8 if the department is able to accommodate, she could be returned to work with restrictions and if they can not he recommends approval of a medical disability pension without stipulation of scheduled re-exam. He also stated that she applied for an in line of duty disability pension, however, she does have a long history of pain preceding the injury on duty and it did not cause any changes in her condition.

Melissa Roberge, MNPS, stated that they can not accommodate the restrictions.

There was some discussion of the injury on duty from March of 2021 and the underlying chronic conditions that are the underlying problem.

There was also some discussion of MNPS looking within certain paygrades in order to return someone to work, accommodating restrictions and salary supplements.

B.R. Hall moved for approval of recommendation to approve the disability pension new request, item 8 for the length of time as recommended. Jonathan Puckett seconded, and the Board approved with Stephanie Bailey, Christine Bradley and Jeremy Moseley opposed and Kelly Flannery abstaining.

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

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 9 through 12 for the length of time as recommended and case management services on item 9.

After some discussion on item 9 where the treating physician states she can return to work, the status of the work conditioning and her restrictions, Jeremy Moseley moved for approval of the recommendation to continue the disability pension reexaminations, items 9 through 12 for the length of time as recommended and case management services on item 9. B.R. Hall seconded and the Board approved without objection.

The disability pensioner was present for item 13.

Melissa Roberge, MNPS, was also present.

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

Melissa Roberge, MNPS, stated that they can not accommodate the restrictions.

Sean Thomas, MNPS, was also present. He discussed the job duties and being able to accommodate the restrictions with the Board.

After some discussion of the job description, the restrictions and being able to accommodate those restrictions, it was recommended to defer this item to get clarification from the physician regarding those restrictions.

Jeremy Moseley moved to defer item 13 for one month to allow for clarification on the restrictions. Stephanie Bailey seconded, and the Board approved with B.R. Hall opposed.

On the late item, Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request late item 1 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to approve the disability pension new request late item 1 for the length of time as recommended. Jeremy Moseley seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Kimberly L. Chandler	Criminal Court Clerk	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (July 2022), with re-exam at that time.
2.	Carrie T. Hendrick	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for one year, (January 2023), with re-exam at that time.
3.	Trenity T. Turner	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension request was approved for three months, (April 2022), with re-exam at that time.
4.	Paula C. Barnes	Police	Medical	As moved, seconded, and approved, this disability pension request was deferred.
5.	Nathan H. Clark	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for two months, (March 2022), with re-exam at that time.

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

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	Syretha D. Sessions	Sheriff	Medical	As moved, seconded, and approved, this disability pension request was denied.
7.	Sarah E. Shearron	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for four months, (May 2022), with re-exam at that time.
8.	Rochelle S. Tydus	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Giovana S. Burns	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued with vocational case management for three months, (April 2022), with re-exam at that time.
10.	Joshua W. Culwell	Emergency Communications Center	Medical	As moved, seconded, and approved, this disability pension was continued for thirteen months, (February 2023), with re-exam at that time.
11.	Keisha L. Lawrence	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for four months, (May 2022), with re-exam at that time.
12.	Lawrence Taylor, Jr.	Police	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Joseph R. Combs	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this item was deferred for one month.

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

NEW REQUESTS – LATE ITEM:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Julianne B. Smith	State Trial Courts	Medical	As moved, seconded, and approved, this disability pension request was approved for eight months, (September 2022), with re-exam at that time.

SOCIAL SECURITY REFERRALS - None to report

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

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Melodie Escue *	MNPS	Cashier - Food Svc	B	10/30/2021	03/01/2021
Michael Hmura	Public Works	Equipment Operator	B	11/29/2021	12/31/2021
Alan Beaty	MNPS	Driver - Bus	B	12/09/2021	02/01/2022
Suzanne Carbaugh	MNPS	Admin - Records Sch Fin Pay II	B	11/26/2021	12/31/2022
Fred Kemper	MNPS	Supervisor - School Security	B	11/22/2021	01/01/2022
Wanda Netherton	MNPS	Driver - Bus	B	11/20/2021	01/08/2022
Debbie Lifsey	Codes Administration	Admin Services Officer 3	B	11/27/2021	12/31/2021
Randall Lifsey	Codes Administration	Mech/Gas Inspector 1	B	11/27/2021	01/01/2022
Adrean Williams	Sheriff	Correctional Officer 2	B	12/02/2021	12/01/2021
Sandra Randolph	MNPS	Cashier - Food Svc	B	12/15/2021	12/17/2021
Lisa Tanksley	MNPS	Driver - Bus	B	11/29/2021	02/01/2022
Mary Charlton	MNPS	Admin - Records Sch Fin Pay II	B	11/24/2021	12/31/2021
Charlotte Freeman	MNPS	Admin - Records Sch Fin Pay I	B	12/08/2021	01/28/2022
Warren Randolph	MNPS	Operator - Mail	B	12/15/2021	12/31/2021
Mary Huff-Dobson	Fire	Emergency Medical Tech 2	B	12/08/2021	12/24/2021
Debra Hayes	Public Defender	Legal Secretary 2	B	12/20/2021	12/31/2021
Christopher Morin	Public Library	Library Manager 1	B	12/15/2021	12/19/2021
Larry McCown	Fire	Fire Engineer	B	12/07/2021	12/16/2021
Linda Stiles	General Hospital	Clinical Coordinator	B	12/15/2021	12/18/2021
Odell Clark	Sheriff	Security Officer 1	B	12/20/2021	01/08/2022
Paula Morgan	Juvenile Court	Admin Asst	B	12/13/2021	02/15/2022
Elizabeth Essen	Assessor of Property	Appraiser 2	B	11/20/2021	01/01/2022
Earlene Bazemore	Sheriff	Sheriff Case Worker 1	B	12/21/2021	12/31/2021
Dwayne Ricketts	Office of Family Safety	Domestic Violence Victim Advocate-MO	B	12/14/2021	12/31/2021
Vincent Richards Jr	Assessor of Property	Appraiser Analyst 4	B	12/22/2021	12/31/2021
John Belcher Jr	Water Services	Industrial Maintenance Supervisor 2	B	12/06/2021	12/30/2021
Pamela Shemwell	Public Defender	Admin Services Officer 3	B	11/29/2021	12/31/2022
Bryan Jones	Fire	Fire Commander	B	11/29/2021	12/31/2021
Kennard Blackburn	Fire	Fire Captain	B	12/07/2021	12/28/2021
Wayne Brown Sr	MNPS	Driver - Bus	B	11/25/2021	01/08/2022
Michael Lambert	Fire	Emergency Medical Tech 2	B	11/29/2021	12/31/2021
Alan Cane	Fire	Fire Captain	B	12/01/2021	12/29/2021
Neil Pierson	Fire	Fire Fighter/Paramedic	B	12/07/2021	12/28/2021
Robert Greer	Fire	Fire Fighter 2	B	12/07/2021	12/16/2021
Philip Legate	Fire	Fire Captain	B	12/07/2021	12/28/2021
Michael Terry	Fire	Fire Fighter 2	B	11/29/2021	12/31/2021
Joseph Walsh	Fire	Fire Captain	B	12/22/2021	12/31/2021
Dale McWright	Fire	Fire Engineer	B	12/07/2021	12/16/2021
Walter Luna	Fire	Fire Engineer	B	11/18/2021	12/29/2021

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Mike Sisk	Fire	Fire Captain	B	12/07/2021	12/30/2021
Charles Clariday Jr	Fire	Fire Captain	B	12/07/2021	12/16/2021
Cheryl Dalton-True	Fire	Office Support Spec 2	B	11/29/2021	12/30/2021
James Stephens	Police	Police Lieutenant	B	12/08/2021	12/29/2021
James Bledsoe Jr	Police	Police Officer 2	B	11/30/2021	12/31/2021
Judy Langston	DEC	Emerg Telecommunications Supervisor	A	12/08/2021	12/11/2021
Gwendolyn Darr	Fire	Office Support Spec 2	B	11/18/2021	12/30/2021
Charles Griffin II	Police	Police Officer 2	B	12/14/2021	12/31/2021
Michael MacLennan	Police	Police Officer 2	B	12/14/2021	01/14/2022
Richard Bailey	Fire	Fire Maintenance Worker	B	12/05/2021	12/28/2021
Michael Evans	Police	Police Officer 2	B	12/22/2021	12/30/2021
Enoch Gunter	Public Works	Equipment Operator	B	11/26/2021	11/20/2021
Teresa Crum	Fire	Admin Services Officer 4	B	12/21/2021	12/31/2021
Carl Booker	Fire	Fire Asst Chief	B	12/14/2021	12/24/2021
Steven Dozier	Fire	Fire Captain	B	12/22/2021	12/31/2021
Larry Jackson Jr	Fire	Fire District Chief	B	12/07/2021	12/29/2021
Mildred Carman	Public Works	Office Support Specialist 2	B	12/17/2021	12/31/2021
Michael Plunk	Codes Administration	Plans Examiner 2	B	11/09/2021	01/01/2022
Christopher Buss *	Police	Police Officer 2	B	12/14/2021	10/01/2021
Charles Williams III*	Police	Police Officer 2	B	11/19/2021	07/01/2021
Ace Lawrence *	Water Services	Water Maintenance Technician 1	B	12/10/2021	04/01/2020
Lavern Phillips *	Metro Action Commission	Teacher Asst	B	11/16/2021	02/01/2022

*deferred benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Mary Hunter	Public Works	B	12/01/2021

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Mark Wright	Bordeaux Long Term Care	Service With Option	B	09/01/2021	Option D	
Amelia Butterworth	MNPS	Service Without Option	B	10/09/2021	Normal	
Jeff Mattes	Public Library	Early Service Without Option	B	11/18/2021	Normal	
Calvin Thompson	MNPS	Service Without Option	B	09/01/2021	Normal	3
June Hill	MNPS	Service With Option	B	10/22/2021	Option E	
Margaret Martin	Fire	Service Without Option	B	12/01/2021	Normal	
Melissa Woods	MNPS	Early Service Without Option	B	11/06/2021	Normal	
Estelle Patterson	Parks	Service Without Option	B	11/01/2021	Normal	
Karen Kelly	Information Technology Service	Service Without Option	B	11/27/2021	Normal	
William Earles Jr	Codes Administration	Service Without Option	B	10/30/2021	Normal	3
David Leavitt	Police	Early Service Without Option	B	11/12/2021	Normal	
Michael Demonbreun	Fire	P&F Service Pen Without Option	B	11/21/2021	Normal	3
Buist Hardison	Social Services	Service Without Option	B	11/02/2021	Normal	
Ronnie Rushing	Fire	P&F Service Pen With Option	B	11/05/2021	Option E	3
D Murrell	Police	P&F Service Pen Without Option	B	11/09/2021	Normal	3
Jonathan Riggs	Police	Early Service With Option	B	11/23/2021	Option A	
Charles Potter	Police	P&F Service Pen With Option	B	10/06/2021	Option E	1
Joseph Towers	Police	Early Service With Option	B	11/06/2021	Option A	
Enoch Gunter	Public Works	Service Without Option	B	11/20/2021	Normal	
Evelyn Shaw	Health	Service With Option	B	11/01/2021	Option B	
Carolyn Kizer	MNPS	Service Without Option	B	08/01/2020	Normal	
Sandra Langhans	MNPS	Service Without Option	B	12/01/2021	Normal	
Michael Kennedy	MNPS	Service Without Option	B	10/01/2021	Normal	
Terry Corbin	NCAC	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

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
David Cathey	Sheriff	Service With Option	B	11/01/2021	Option D	
Mary Newton	Information Technology Service	Service Without Option	B	09/01/2021	Normal	

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
James Walters	Police	Mildred Walters	B	12/17/2021
Carlan Parrott Sr	MNPS	Paula Parrott	B	11/21/2021
Charles Dornan	Codes Administration	Martha Dornan	B	11/28/2021
Dannie Eddings	Police	Brenda Eddings	B	11/19/2021
William Jones	Fire	Tracy Jones	B	12/10/2021
Gerald Melet Sr	General Hospital	Gerald Melet Jr.	B	11/01/2021
George Holland	MNPS	Reoma Holland	B	12/11/2021

BENEFIT BOARD ITEMS

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

1. Appeal of pensioner's dependent medical coverage.

Christina Hickey reported to the Board that metro pensioner John A. ("Andy") Garrett retired effective 6/24/2008 from the Police Department and at the time of retirement, Mr. Garrett elected single medical, dental, and vision coverage. She stated that in 2020, he requested to add his spouse to Metro's dental and vision coverage as she had lost her employer coverage which Metro HR staff processed and added. She stated that during Annual Enrollment in 2021, Mr. Garrett requested to add his spouse to Metro's medical insurance and this request was denied as she did not have a qualifying eligible change in status event that would allow her to be added to the coverage. Ms. Hickey stated that Mr. Garrett has asked to appeal Human Resources decision to deny his request to add his spouse to Metro's medical coverage effective 1/1/2022.

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 these criteria to be added. She 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 and are consistent with the plan references above. She also stated that it appears that Mr. Garrett's wife dropped her Medicare supplement plan in 2021 and dropping a plan is not a qualifying event or a special enrollment right. Ms. Hickey stated that all phone calls are recorded and after review of the calls and emails there was no mention of adding her to the medical coverage and Metro Human Resources staff recommends this pensioner's request to add his dependent to his insurance coverage be denied as it is not a qualifying eligible change in status event or special enrollment right as outlined within the self-insured medical plan documents.

1. Appeal of pensioner's dependent medical coverage. (continued)

The pensioner was present and handed out some information. He also addressed the Board regarding the request to add his spouse to coverage and his conversations with staff.

Justin Stack and Christi Mayo, Human Resources staff, were present and addressed this issue with the Board.

Justin Stack reviewed the timeline of events and the information that was provided.

Christi Mayo reviewed when an employee or pensioner can add a dependent or make changes to their coverage. She stated the medical plan documents are very specific about when employees or pensioners can add dependents or make changes to their coverage. She stated that the plan documents and the matrix used internally that supplements the plan document states that pensioners must add dependents within 60 days of losing other coverage and that loss of other coverage is tied to loss of employment. She stated that it's not if they retire from their job and pick up a Medicare supplement plan somewhere else not tied to any employment they may have had and then drop that coverage it is not tied to loss of employment. She also noted that pensioners can not add during annual enrollment.

It was noted that during some of his conversations he may have had a conversation with someone outside of Human Resources staff.

There was some discussion regarding the pensioners initial request to add coverage for the dependent, the information presented from the pensioner showing the loss of coverage for vision and dental, and the communications with the pensioner.

The pensioner discussed his conversations and correspondence with staff.

Human Resources staff reiterated the importance of the rules in the plan documents and the supplemental matrix and that it could be a violation of the plans tax status when those rules are not followed.

Shannon Hall moved to uphold the denial of this pensioner's request to add his dependent to his insurance coverage as it is not a qualifying eligible change in status event or special enrollment right as outlined within the self-insured medical plan documents. Kelly Flannery seconded.

A vote was taken on the motion and failed with a tie vote of Shannon Hall, Edna Jones, Stephanie Bailey and Kelly Flannery in favor and Christine Bradley, Jeremy Moseley, Jonathan Puckett, and B.R. Hall opposed.

It was noted this item will be referred to the Medical and Life Committee for discussion and a recommendation to the Board.

It was also noted that the dependent took the supplemental plan post-employment.

There was also some discussion of how this will be corrected if the pensioner is allowed to add the dependent.

*Denotes Stephanie Bailey leaving the meeting.

2. Redetermination of disability pension amount based on excess earnings.

Christina Hickey reported to the Board that staff has identified disability pensioners who have exceeded their outside allowable earnings amount and, in accordance with the Code, are to have their disability pensions adjusted accordingly. Ms. Hickey stated that the affected members have been notified of the adjustments.

Lori Meyer and Janel Donaldson, Human Resources staff, were available for any questions.

After some discussion of taxable income, Jeremy Moseley moved to accept the report and have the individual's disability pensions adjusted accordingly. Christine Bradley seconded, and the Board approved without objection.

**Denotes Kelly Flannery leaving the meeting.

3. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Denial log from Davies.
- d. Benefit Board budget reports.
- e. 2022 Annual Enrollment overview.
- f. Accomplishments for 2021.

Ginger Hall, Human Resources Assistant Director, reviewed items 3.-e. and 3.-f. with the Board.

There was some discussion regarding enrollment in the Humana plan.

There was some discussion regarding the cost of living increase for Division B and having compounding reviewed by the Study and Formulating Committee.

It was noted that compounding has been reviewed by a previous Study and Formulating Committee and was not approved, however, it can be brought up at any time just like any benefit related item.

4. Late item(s):

There was one late item reported at the meeting and it has been incorporated into these minutes.

With nothing further presented, the meeting adjourned at 11:43 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board