

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**March 1, 2022**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, March 1, 2022 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:32 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, Director of Health and Dr. Kenton Dodd, 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 February 1, 2022. With no corrections, nothing further was noted, and Jonathan Puckett moved for approval. Jeremy Moseley 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, Director of Health, Dr. Kenton Dodd, 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. Harold Finch moved for approval of the recommendation to approve the disability pension new request, item 1 for the length of time as recommended. Christine Bradley seconded, and the Board approved without objection.

On the disability pension reexams, it was requested that item 2 be discussed separately.

Dr. Gill Wright reported to the Board that on item 2 he recommends approval for continuing the disability pension reexamination for the length of time as recommended.

There was some discussion regarding the job description, restrictions, and the reexam date on item 2.

Jamie Summers, Fire Department, stated that her restrictions prevent her from being able to perform the duties. She also stated that the classification is considered public safety and if they can not perform the duties of the position they are not required to come back into that role.

After some discussion of whether or not they will get better, review in three months, and that they will convert to a service pension in approximately one year, Stephanie Bailey moved for approval for continuing the disability pension reexamination item 2 until June of 2022. Christine Bradley seconded, and the Board approved without objection.

\*Denotes the arrival of G. Thomas Curtis.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 3 through 6 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 3 through 6 for the length of time as recommended. Stephanie Bailey seconded, and the Board approved with Tom Curtis abstaining.

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

Aaron Shelton, Parks, was present for item 7.

The employee was not present.

Dr. Gill Wright reported to the Board that on item 7 he recommends approval of return to work if the department can accommodate the restrictions.

Aaron Shelton stated that they are not able to accommodate the restrictions.

Dr. Gill Wright stated that since they are not able to accommodate the restrictions, he recommends continuing the disability pension for one year.

There was some discussion that it is the duty of the Board to determine whether or not the individual is disabled.

After some discussion regarding restrictions, returning the individual to work, and having a functional capacity evaluation done, Christine Bradley moved for approval of continuing the disability pension, item 7 until June 2022, with a functional capacity evaluation. Stephanie Bailey seconded, and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 8 he recommends approval of return to work with a salary supplement.

Lisa Spencer, Metropolitan Nashville Public Schools, was present. She stated that the individual has returned to work.

Harold Finch moved for approval of the return to work on item 8 with a salary supplement. B.R. Hall seconded, and the Board approved without objection.

On the reconsideration, item 1 under Benefit Board items, Chair Edna Jones stated that there must be a vote for reconsideration of the request for a disability pension.

After clarification that new medical information was received and who can make the motion for the item to be reconsidered, B.R. Hall moved for reconsideration. Shannon Hall seconded, and the Board approved with Stephanie Bailey and Edna Jones opposed.

Dr. Gill Wright reported to the Board that based on the new medical information he recommends approval of the request for a medical disability pension with case management services and reexamination in six months, (September 2022). B.R. Hall moved for approval of the recommendation to approve the request for a medical disability pension with case management services and reexamination in six months, (September 2022). Shannon Hall seconded, and the Board approved with Stephanie Bailey and Edna Jones opposed.

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	Debra A. Benson	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for seven months, (October 2022), 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>
2.	Linda J. Brown	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for three months, (June 2022), with re-exam at that time.
3.	Nathan H. Clark	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months, (September 2022), with re-exam at that time.
4.	Tiffany M. Coleman	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for two months, (May 2022), with re-exam at that time.
5.	Tabitha K. Peach	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for nine months, (December 2022), with re-exam at that time.
6.	Wurya A. Shwani	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for four months, (July 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>
7.	Adnan Y. Salam	Parks	In Line of Duty	As moved, seconded, and approved, this disability pension was continued with vocational case management for three months, (June 2022), with re-exam at that time.

**RETURN TO WORK – WITH SALARY SUPPLEMENT:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
8.	Christopher D. McCroskey	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this individual was returned to work a salary supplement.

**RECONSIDERATION - NEW REQUEST:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	Erika S. Peters	State Trial Courts	Medical	As moved, seconded, and approved, this reconsideration for a disability pension was approved with case management services for six months, (September 2022), with re-exam at that time.

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

**SOCIAL SECURITY REFERRALS:**

Dr. Gill Wright reported to the Board that there are no Social Security referrals.

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

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

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Janelle Welch *	General Hospital	Registered Nurse	B	02/07/2022	02/01/2022
Sandra Pryor	MNPS	Driver - Bus	B	02/08/2022	03/08/2022
Lori Scobey	MNPS	Asst - Admin	B	02/08/2022	04/30/2022
Lori Simms	MNPS	Spec - Data Quality	B	02/08/2022	03/28/2022
Jeffrey Yant	Water Services	Treatment Plant Tech 2	B	01/10/2022	02/01/2022
Garey Lyons	Water Services	Treatment Plant Tech 2	B	02/04/2022	04/30/2022
Jerome Cornish Jr	Sheriff	Correctional Officer 2	B	01/28/2022	01/01/2022
Kyle Hale	Information Technology Service	Information Systems Advisor 1	B	01/24/2022	03/05/2022
Virginia Deck	Public Library	Library Page	B	01/27/2022	01/04/2022
Maryrita Lester	General Hospital	Metro Hospital Auth Employee	B	01/31/2022	01/29/2022
Nell Hayes	Emergency Communication Center	Emer Telecommunications Supervisor	B	02/10/2022	02/26/2022
Michael Hackney	Police	Police Officer 2	B	01/26/2022	03/01/2022
Joan Nixon	Election Commission	Special Asst To The Dir	B	01/26/2022	02/05/2022
Herbert Taylor	County Clerk	Admin Svcs Division Manager	B	02/08/2022	03/16/2022
Janis Sontany	County Clerk	Admin Svcs Officer 4	B	01/24/2022	01/15/2022
Marcus Bodie	Sheriff	Program Supervisor	B	02/01/2022	02/05/2022
Rhonda Yaeger	Office of Family Safety	Domestic Viol Training Coord-MO	B	02/04/2022	02/05/2022
William Johns	Police	Police Sergeant	B	02/04/2022	02/26/2022
David Layne	Police	Police Sergeant	B	01/27/2022	02/16/2022
Greggory Lyons	Police	Police Officer 2-Fld Training Officer	B	02/09/2022	02/15/2022
Randall Alexander	Police	Police Lieutenant	B	01/18/2022	01/29/2022
Timothy Taylor	Public Library	Circulation Assistant	B	02/01/2022	02/05/2022
Charles Lavender	Sheriff	Inmate Prop Clerk-DCSO	B	01/26/2022	04/01/2022
Diana Cruz	MNPS	Para Pro - Pre K Gen Ed	B	02/16/2022	12/17/2021
Linda Carie	MNPS	Monitor - School Bus	B	01/31/2022	01/08/2022
Ricci Harrison *	Water Services	Treatment Plant Tech 1	A	01/21/2022	02/01/2022
Karen Gore *	Health	Public Health Nurse 2	B	01/24/2022	02/01/2017
Harvatha Hughes *	MNPS	Driver - Bus	B	01/19/2022	02/01/2022
Michael Schilling *	Police	Police Officer 2	B	01/24/2022	03/01/2022
Michael Douglas *	MNPS	Operator - Press Lead	B	01/25/2022	06/01/2022
Harley Irwin *	Bordeaux Long Term Care	Building Operations Mechanic	B	02/11/2022	03/01/2022
Sandra Luther *	Police	Police Sergeant	B	02/15/2022	03/01/2022
Sandra Endsley *	Bordeaux Long Term Care	Nursing Asst -Certified 1	B	02/03/2022	02/01/2022
Wanda Dix *	Metro Action Commission	Head Start Teacher 3-Mast Deg	B	02/14/2022	02/01/2020

\* Deferred Benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Charles Bradley	MNPS	B	01/01/2022
Tammy Binkley	MNPS	B	06/01/2024
James Johnson	General Hospital	B	02/01/2022

**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
Charles Williams Iii	Police	P&F Service Pen With Option	B	01/01/2022	Option B	
Michael Hmura	Public Works	Early Service With Option	B	01/01/2022	Option E	
Fred Kemper	MNPS	Service Without Option	B	01/01/2022	Normal	
Wanda Netherton	MNPS	Service Without Option	B	01/08/2022	Normal	
Micheal Upshaw	Juvenile Court	Early Service With Option	B	01/01/2022	Option A	
Gloria Yates	MNPS	Service Without Option	B	01/07/2022	Normal	
Mary Charlton	MNPS	Service With Option	B	01/01/2022	Option F	
Dennis Laney	MNPS	Service With Option	B	01/20/2022	Option A	
Mary Huff-Dobson	Fire	P&F Service Pen Without Option	B	01/01/2022	Normal	
James Stanfield	MNPS	Service Without Option	B	01/01/2022	Normal	
Mark Bates	MNPS	Service With Option	B	01/01/2022	Option A	
Debra Hayes	Public Defender	Early Service Without Option	B	01/08/2022	Normal	
Steven Keel	MNPS	Service With Option	B	01/04/2022	Option A	3
Larry McCown	Fire	P&F Service Pen Without Option	B	01/01/2022	Normal	
Wesley Henderson	Police	P&F Service Pen With Option	B	01/01/2022	Option E	
Jeffrey Campbell	Public Works	Service Without Option	B	01/01/2022	Normal	3
Linda Stiles	General Hospital	Service With Option	B	01/01/2022	Option E	2
Virginia Deck	Public Library	Service Without Option	B	01/01/2022	Normal	
Kara Stone	General Hospital	Early Service With Option	B	01/01/2022	Option A	
Odell Clark	Sheriff	Service With Option	B	01/08/2022	Option F	3
Margaret Hardin	General Hospital	Service With Option	B	01/01/2022	Option A	2
Laura Carrillo	Parks	Early Service With Option	B	01/01/2022	Option B	
Cynthia Dahlgren	Parks	Service Without Option	B	01/01/2022	Normal	2
Elizabeth Essen	Assessor of Property	Service Without Option	B	01/01/2022	Normal	
Dwayne Ricketts	Office of Family Safety	Service With Option	B	01/01/2022	Option A	
Vincent Richards Jr	Assessor of Property	Service With Option	B	01/01/2022	Option B	2
John Belcher Jr	Water Services	Service With Option	B	01/01/2022	Option F	3
Janis Sontany	County Clerk	Service Without Option	B	01/22/2022	Normal	
Carl Booker	Fire	P&F Service Pen With Option	B	01/01/2022	Option A	3
Pamela Shemwell	Public Defender	Service With Option	B	01/01/2022	Option E	3
Bryan Jones	Fire	P&F Service Pen With Option	B	01/01/2022	Option A	3
Kennard Blackburn	Fire	P&F Service Pen With Option	B	01/01/2022	Option E	3
Wayne Brown Sr	MNPS	Service Without Option	B	01/08/2022	Normal	
Michael Lambert	Fire	P&F Service Pen With Option	A	01/01/2022	Option A	2
Alan Cane	Fire	P&F Service Pen With Option	B	01/01/2022	Option B	3
Neil Pierson	Fire	P&F Service Pen With Option	B	01/01/2022	Option E	3
Robert Greer	Fire	P&F Service Pen With Option	B	01/01/2022	Option A	3
Philip Legate	Fire	P&F Service Pen With Option	B	01/01/2022	Option B	3
Clyde Jackson	Fire	P&F Service Pen With Option	B	01/01/2022	Option F	3
Joseph Walsh	Fire	P&F Service Pen Without Option	B	01/01/2022	Normal	3
Walter Luna	Fire	P&F Service Pen With Option	B	01/01/2022	Option A	3
Timothy Tawater	Fire	P&F Service Pen With Option	B	01/01/2022	Option A	3
William Reese	Fire	P&F Service Pen With Option	B	01/01/2022	Option A	3
Gene Nash	Information Technology Service	Service With Option	B	01/01/2022	Option A	
Mike Sisk	Fire	P&F Service Pen With Option	B	01/01/2022	Option B	3
Charles Clariday Jr	Fire	P&F Service Pen With Option	B	01/01/2022	Option A	
Cheryl Dalton-True	Fire	Service With Option	B	01/01/2022	Option B	3
Salley Lyons	Emergency Communication Center	P&F Service Pen Without Option	B	01/01/2022	Normal	3
James Bledsoe Jr	Police	P&F Service Pen Without Option	B	01/01/2022	Normal	3
Rhonda Shedd	Emergency Communication Center	P&F Service Pen With Option	B	01/01/2022	Option A	3
Charles Boles	Police	P&F Service Pen With Option	B	01/01/2022	Option E	
Tanya Stone	Emergency Communication Center	P&F Service Pen Without Option	B	01/01/2022	Normal	
Gwendolyn Darr	Fire	Service Without Option	B	01/01/2022	Normal	3
Wilfred Klotzback Jr	Police	P&F Service Pen With Option	B	01/01/2022	Option A	3
David Humes	Police	P&F Service Pen With Option	B	01/01/2022	Option F	3
Charles Griffin II	Police	P&F Service Pen With Option	B	01/01/2022	Option A	
Michael MacLennan	Police	P&F Service Pen With Option	B	01/01/2022	Option B	
Richard Bailey	Fire	Service With Option	B	01/01/2022	Option E	3
Gordon Howey Jr	Police	P&F Service Pen Without Option	B	01/01/2022	Normal	3

**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
Michael Evans	Police	P&F Service Pen Without Option	B	01/01/2022	Normal	2
Anthony Etheridge	Fire	Service With Option	B	01/01/2022	Option E	3
Randall Alexander	Police	P&F Service Pen With Option	B	01/29/2022	Option A	3
Teresa Crum	Fire	Service Without Option	B	01/01/2022	Normal	3
Larry Jackson Jr	Fire	P&F Service Pen Without Option	B	01/01/2022	Normal	
Steven Dozier	Fire	P&F Service Pen With Option	B	01/01/2022	Option A	3
Mildred Carman	Public Works	Service With Option	B	01/01/2022	Option E	
Michael Plunk	Codes Administration	Service With Option	B	01/01/2022	Option A	
Leigh Palmore	General Hospital	Service With Option	B	02/01/2022	Option D	
Margaret Trevino	General Hospital	Service Without Option	B	10/01/2021	Normal	
Steven Wall	Water Services	Service Without Option	B	01/01/2022	Normal	
Christopher Buss	Police	P&F Service Pen Without Option	B	01/01/2022	Normal	
Lavern Phillips	Metro Action Commission	Service With Option	B	02/01/2022	Option E	
Ricci Harrison	Water Services	Service With Option	A	02/01/2022	Option D	
Ace Lawrence	Water Services	Service Without Option	B	01/01/2022	Normal	
Robert Browning	Information Technology Service	Service Without Option	B	02/01/2022	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 – None to report**

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
William Brooks	Fire	Sharron Brooks	B	02/02/2022
William Waters	MNPS	Frances Waters	B	01/30/2022
Jean Roland	MNPS	Fred Roland	B	02/01/2022
Kolleen Hudgins	Parks	Maria Brewer	A	01/14/2022
Earnest Hickerson Jr	District Attorney	Diane Hickerson	B	02/01/2022
Tommy Ledbetter	Fire	Tina Ledbetter	A	02/14/2022
Oscar Steele	Fire	Deborah Steele	B	02/13/2022
Betty McWhirter-McGee	Sheriff	Priscilla Wyre	B	02/03/2022
Edward White	Water Services	Mary White	B	01/24/2022
Magdaline Springer	General Hospital	Virginia Holt	B	02/12/2022
Janice Ferguson	Bordeaux Long Term Care	John Ferguson	B	01/26/2022
Jerry Patterson	Public Works	Patricia Patterson	B	02/07/2022
Harry Bennett	General Services	Joyce Bennett	A	02/14/2022
William Best	Fire	Kathy Best	B	01/12/2022
Wallace Johnson	Fire	Helen Johnson	C	02/13/2022
Julia Duffel	Library	Billy Duffel	A	01/29/2022
Loretta Helms	MNPS	Lacy Helms	B	02/04/2022
Isaac Martinez	Police	Anna Martinez	B	01/31/2022
Ricci Gardner	Metro Action Commission	Chiquita Gardner	B	02/09/2022

## **BENEFIT BOARD ITEMS**

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

1. Reconsideration for medical disability pension for employee from State Trial Courts.

Action was taken on this item under section C. DISABILITY PENSIONS: (new requests, reexaminations, return to work and social security referrals)

2. Medical and Life Committee report: (Chair: Edna J. Jones; Vice-Chair: Stephanie Bailey; Members: Christine Bradley and B.R. Hall, Sr. Alternate(s): Shannon Hall and Harold Finch, II. Committee Members G. Thomas Curtis and Jonathan Puckett were unable to be present).

Christina Hickey reported to Board that the Medical & Life Committee met on February 7, 2022 to deliberate on the appeal of a pensioner's dependent medical coverage. She stated 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. 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. She stated 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 and this item went before the February Benefit Board which resulted in the appeal being referred to the Medical & Life Committee.

Committee Chair Edna Jones asked if there were any corrections or amendments of the February 7, 2022 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.

Some additional correspondence was presented for the Board's review on behalf of the pensioner.

The pensioner was not present.

Christi Mayo and Justin Stack, Human Resources staff, were present. Justin Stack stated that after the Committee meeting another review was done of all the call recordings and documentation. He stated that one additional call was identified as an outgoing call to the pensioner where he only requested dental and vision coverage for his spouse.

On Committee item 1, appeal of pensioner's dependent medical coverage the Committee recommended to deny the pensioner's request to add his spouse to his medical 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.

Shannon Hall moved for approval of the Committee's recommendation to deny the pensioner's request to add his spouse to his medical 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. Harold Finch seconded, and the Board approved with B.R. Hall opposed.

3. Cigna and BCBS over-the-counter COVID-19 tests coverage.

Christina Hickey reported to the Board that the Federal government requirement for commercial health plans to cover FDA authorized over-the-counter (OTC) COVID-19 tests started January 15, 2022 and continues through the Coronavirus Public Health emergency period, which currently extends to April 15, 2022. She stated that since January 15, Cigna members have been able to send Cigna a receipt showing the purchase of COVID-19 test kits and get reimbursed with no cap on the reimbursement cost. She stated that starting February 24, 2022, Cigna is offering their clients the opportunity to implement another option for their members. This option will allow members to go to a network pharmacy (or Cigna's home delivery pharmacy) and use their Cigna ID card, receive qualifying OTC COVID-19 tests for \$0 cost share in accordance with the Federal government

3. Cigna and BCBS over-the-counter COVID-19 tests coverage. (continued)

requirement. Client reimbursements for OTC tests will be capped at \$12 per test (or \$24 for a 2-pack). Cigna has agreed to waive the one-time system implementation fee of \$15,500 that would have been charged to Metro's plan to set this up. If the Board decides not to implement, members can still get free OTC at-home COVID-19 test kits but will have to pay for them out-of-pocket and submit a claim to Cigna for reimbursement.

Ms. Hickey stated that for BCBS, approval is for Metro to utilize a point-of-service solution thru CVS, such that PPO Plan members can purchase OTC Covid tests at a network pharmacy and realize \$0 cost share at the time of purchase. She stated there is no implementation fee or set-up charge for this, however, we do suggest and recommend that Metro approve that we suppress the availability of OTC Covid tests on the medical side, so as to avoid anyone getting more than 8 tests per member, per month.

Ms. Hickey stated that the Board will need to decide if they want to authorize Cigna and BCBS to implement the setups for the remainder of the Coronavirus Public Health emergency period, which currently extends to April 15, 2022 as outlined above.

Russ Henderson, Blue Cross Blue Shield and Paul Huffman, Cigna, were present for any questions.

After some discussion that the number of tests for Cigna is also 8, this meeting all requirements set out by the Government, and what happens when the emergency period ends, Jeremy Moseley moved for approval of Cigna and BCBS implementing the setups for the remainder of the Coronavirus Public Health emergency period, which currently extends to April 15, 2022.

4. Fiscal Year 2023 Metropolitan Employee Benefit Board budget.

Christina Hickey reported to the Board that as discussed at the February 15, 2022 Study Session the proposed Benefit Board budget for fiscal year 2023 is being presented for review and approval.

Michell Bosch, Treasurer, Fadi Bousamra and Katelyn Richie, Finance Department, and Ginger Hall, Human Resources Assistant Director, were present for questions.

After some discussion of the allocation for consulting services, Shannon Hall moved for approval of the budget. Tom Curtis seconded, and the Board approved without objection.

5. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from Cigna.

Items 5.-a. and 5.-b. were for information only.

6. Reports for your information:

- a. Social Security approvals.
- b. Repayment of pension contributions.
- c. Denial log from Davies.
- d. Benefit Board expense reports.

Items 6.-a. through 6.-d. were for information only.

7. Late item - Market impact: Ongoing Russia – Ukraine conflict.

Christina Hickey stated this item was requested by Finance.

Kelly Flannery, Finance Director, informed the Board that this is being monitored by Finance and the external consultants. It was also noted that exposure to Russia directly is minimal.



With nothing further presented, the meeting adjourned at 10:22 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**