

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**April 5, 2022**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, April 5, 2022 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:30 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, 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 March 1, 2022. With no corrections, 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. Kenton Dodd, Civil Service Medical Examiner, (CSME), and Claire Cobb, CSME Assistant, reviewed the disability pensions with the Board.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new requests, items 1 through 5, for the length of time as recommended.

\*Denotes the arrival of Harold W. Finch, II.

After some discussion of issues with finding a provider for treatment, the re-exam date and case management assistance with finding a provider, for item 1, B.R. Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 5 for the length of time as recommended. Christine Bradley seconded, and the Board approved without objection.

\*\*Denotes Tom Curtis leaving the meeting.

Re-exam items 6, 8, 10 and 11 were discussed separately.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 7, 9 and 12 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 7, 9 and 12 for the length of time as recommended. Jeremy Moseley seconded, and the Board approved without objection.

On item 6, there was some discussion of the case management notes, the disabling condition, job description/duties, restrictions, and returning the individual to work.

Amanda Herron, Eckman/Freeman, was present and discussed the case management file.

Lisa Spencer, Metropolitan Nashville Public Schools, (MNPS), was present and discussed the job description.

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

After some discussion of the individual passing the Department of Transportation, (DOT), physical for her position, Harold Finch moved to return the individual to work with restrictions pending the DOT physical. Stephanie Bailey seconded.

After further discussion of the restrictions, the condition and the pension type, a vote was taken on the motion on item 6 to return the individual to work with restrictions and the Board approved with Jeremy Moseley opposed.

Dr. Kenton Dodd reported to the Board that on item 8 he recommends approval for continuing the disability pension with work conditioning.

Charles Boddie, Nashville Department of Transportation, (NDOT), was present and stated they would be able to return him to work if he is able after work conditioning.

Jeremy Moseley moved for approval of the recommendation to continue the disability pension reexamination item 8 with work conditioning for two months, (June 2022). Stephanie Bailey seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 10 he recommends approval for continuing the disability pension with vocational case management for the length of time as recommended.

The pensioner was present.

Jamie Summers, Fire Department was also present.

The pensioner addressed the Board regarding his position outside of Metro and the vocational case management.

Jonathan Puckett moved for approval of the recommendation to continue the disability pension reexamination item 10 for the length of time as recommended. Stephanie Bailey seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 11 he recommends approval for continuing the disability pension for the length of time as recommended.

After some discussion regarding the nature of the injury, not being able to return to his position, and working in a non-sworn position, Jeremy Moseley moved for approval of the recommendation to continue the disability pension reexamination, item 11 for the length of time as recommended. Stephanie Bailey seconded, and the Board approved without objection.

The disability pension was present for item 13.

Dr. Kenton Dodd reported to the Board that on item 13 he recommends approval of return to work with restrictions. Christine Bradley moved for approval of the recommendation of return to work. Shannon Hall seconded.

The disability pensioner addressed the Board regarding returning to work.

Lisa Spencer, MNPS, was present. She stated they are willing to work with her to find a position.

After some discussion regarding the duties of the position and other positions that can accommodate the restrictions, a vote was taken on the motion on item 13 and the Board approved with B.R. Hall opposed.

Dr. Kenton Dodd reported to the Board that Human Resources staff requested that item 14 be deferred. Shannon Hall moved for approval of deferring item 14. Christine Bradley 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.	Jason C. Dickson	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam.
2.	Dart E. Gore	Circuit Court Clerk	Medical	As moved, seconded, and approved, this disability pension request was approved for three months, (July 2022), with re-exam at that time.
3.	Mark Johnson	Library	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam.
4.	Carolyn A. McLemore	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam.
5.	Pamela D. Smathers	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for six months (October 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>
6.	Giovana S. Burns	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this individual was returned to work with restrictions.
7.	David R. Farris, II	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for four months, (August 2022), with re-exam at that time.
8.	Daryl W. Hodge	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension was continued with work conditioning for two months, (June 2022), with re-exam at that time.
9.	James M. Jensen	Police	Medical	As moved, seconded, and approved, this disability pension was continued for five months, (September 2022), with re-exam at that time.
10.	Cameron M. Myers	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (April 2023), with re-exam at that time.

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

**REEXAMINATIONS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
11.	Adam R. Thomas	Police	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (April 2024), with re-exam at that time.
12.	Trenity T. Turner	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension was continued for two months, (June 2022), with re-exam at that time.

**RETURN TO WORK:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Mary E. Searcy	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this individual was returned to work with restrictions.

**OTHER - RETURN TO WORK:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Deborah A. Bruton-Reed	Metro Action Commission	Medical	As moved, seconded, and approved, this item was deferred.

**SOCIAL SECURITY REFERRALS:**

Dr. Kenton Dodd reported to the Board that CSME's office concurs with the case management recommendations on the Social Security referrals.

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

				CM	CSME	
Item	Name	Department	Origin of Review	Referral Recommendation		Comments
1	Johnson, Mark	Library	Expedited Review, Pending Likely Pension Approval	Yes	Yes	Meets SSA Listing 13.02A,C

**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.

**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
Victoria Long *	Police	Police Operations Asst 3	B	03/23/2022	06/01/2022
Louis Graham Jr	MNPS	Tech - Audiovisual	B	02/26/2022	04/01/2022
Lou Williams	Public Library	Library Assoc 2	B	02/25/2022	03/05/2022
Mildred Cantrell	MNPS	Asst - Food Svc	B	03/11/2022	05/27/2022
Gary Wright	Parks	Plumber	B	03/21/2022	03/17/2022
Erik Wagner	Police	Police Officer 2	B	02/28/2022	03/16/2022
Susan Pregel	MNPS	Supv - Transportation Reg Ed	B	03/17/2022	05/28/2022
Kathy Barney	MNPS	Driver - Bus	B	03/18/2022	05/28/2022
Brenda Jackson	MNPS	Driver - Bus	B	03/16/2022	04/01/2022
Suzanne Adams	MNPS	Driver - Bus	B	02/13/2022	03/19/2022
David Patterson	MNPS	Monitor - School Bus	B	03/18/2022	03/18/2022
Hubert Smith	Parks	Custodian	B	01/30/2022	02/26/2022
Wesley Southall	MNPS	Oper - Mail	B	03/03/2022	04/16/2022
Brenda Hendrix	MNPS	Monitor - School Bus	B	02/23/2022	03/12/2022
Brenda Scales	MNPS	Monitor - School Bus	B	03/04/2022	03/17/2022
Eric Knight	Police	Police Officer 2	B	02/28/2022	07/01/2022
Jeffery Gossage	MNPS	Dir - Purchasing	B	03/03/2022	07/01/2022
Shirley Lanier	MNPS	Monitor - School Bus	B	03/16/2022	05/27/2022
Carolyn Davis	MNPS	Asst - Enrollment	B	03/03/2022	01/15/2022
Patricia Rutledge	MNPS	Asst - Food Svc	B	02/11/2022	02/11/2022
Jorge Torres	Public Works	Maintenance & Repair Worker	B	03/22/2022	03/17/2022
Donna Reagan	Public Library	Library Assoc 2	B	03/20/2022	02/24/2022
Pamela Ishie	Assessor of Property	Admin Svcs Mgr	B	03/22/2022	05/14/2022
Edith Harper	Clerk and Master	Deputy Clerk & Master I	B	02/15/2022	07/02/2022
Danny McKay	Public Works	Maint & Repair Supv	B	03/08/2022	04/02/2022
Brenda Parks	State Trial Courts	Judicial Asst 2	B	03/07/2022	04/01/2022
Maria Fajardo	General Hospital	Registered Nurse	B	03/19/2022	04/01/2022
Sherrie Davids	State Trial Courts	Admin Svcs Officer 2	B	03/04/2022	04/21/2022
Allison DeVault	Parks	Admin Asst	B	03/22/2022	04/23/2022
Ronald Wright	Water Services	Indust Tech Master	B	03/02/2022	04/07/2022
Mickie Sherrell	Police	Admin Svcs Officer 4	B	03/08/2022	05/07/2022
Lynette Gavins	Sheriff	Sheriff Case Worker 1	B	03/18/2022	03/19/2022
Joe Yount	Water Services	Indust Tech Master	B	03/09/2022	03/08/2022
Tammy Meade	District Attorney	Asst District Attorney	B	03/17/2022	04/02/2022
Keitha Thompson	Public Defender	Legal Secretary 2	B	03/22/2022	06/04/2022
William Graves Jr	State Trial Courts	Judicial Asst 2	B	03/04/2022	06/01/2022
Jeffrey DeVasher	Public Defender	Assistant Public Defender 4	B	03/02/2022	07/01/2022
Mary Montgomery	General Hospital	Nutritionist	B	02/27/2022	10/01/2020
Christian MGgee	State Trial Courts	Judicial Asst 2	B	03/21/2022	04/08/2022
Norman Robinson	State Trial Courts	Admin Svcs Mgr	B	02/28/2022	04/23/2022
Christopher Warner	Police	Police Sergeant	B	03/09/2022	03/22/2022
Eric Snyder	Police	Police Lieutenant	B	03/21/2022	05/01/2022
Jeffrey Bauer	Police	Police Lieutenant	B	02/28/2022	04/05/2022
Thomas Dinkins	Fire	Emerg Medical Tech 2	B	03/15/2022	05/01/2022
David Windus	Police	Police Sergeant	B	03/01/2022	03/22/2022
William Sneed	Police	Police Lieutenant	B	03/07/2022	04/01/2022
Natalie Lokey	Police	Police Dpty Chief	B	03/23/2022	04/16/2022
Robert Hartman Jr	Sheriff	Sheriff Pretrial Screener	B	03/17/2022	04/02/2022
Robert Prim Jr	Sheriff	Program Mgr 1	B	03/21/2022	04/30/2022
Aundria Majors	MNPS	Cashier - Food Svc	B	03/14/2022	05/27/2022
Deandria Rosenthal *	Sheriff	Correctional Officer 1	B	01/13/2022	01/01/2022
Nick Pride *	Police	Police Operations Coord 1	B	03/15/2022	04/01/2022
Timothy Shaw *	Public Works	Sanitation Leader	B	02/27/2022	04/01/2022
Wanda Mangrum *	Knowles Home	Cook's Assistant	B	03/03/2022	03/01/2022
Kenneth Jones *	General Hospital	Dir-Health Science Education	B	02/28/2022	05/01/2022
Sandra Deegan *	MNPS	Asst - School General	B	03/23/2022	03/01/2022
Annie Spears *	MNPS	Custodian - Sr	B	02/28/2022	11/01/2021
Ellery Mannery *	MNPS	Driver - Bus	B	03/22/2022	03/01/2022

\* Deferred Benefit

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

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Deborah Dornan	State Fair Board	B	03/01/2022
Josephine Williamson	MNPS	B	02/01/2022
Joe Spencer Jr	Public Works	B	03/01/2022
Nancy Starnes	MNPS	B	03/01/2022
Kenneth Blackwell	Parks	B	03/01/2022

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Janelle Welch	General Hospital	Service With Option	B	02/01/2022	Option A	
Alan Beaty	MNPS	Early Service With Option	B	02/01/2022	Option A	
Suzanne Carbaugh	MNPS	Service Without Option	B	01/01/2022	Normal	
Debbie Lifsey	Codes Administration	Early Service With Option	B	01/01/2022	Option A	
Randall Lifsey	Codes Administration	Service With Option	B	01/01/2022	Option A	
Michael White	MNPS	Service Without Option	B	01/18/2022	Normal	
Sandra Randolph	MNPS	Service With Option	B	01/01/2022	Option A	
Pamela Solomon	MNPS	Service Without Option	B	01/01/2022	Normal	
Lisa Tanksley	MNPS	Early Service With Option	B	02/02/2022	Option F	
Edward Tuggle	MNPS	Service With Option	B	01/21/2022	Option B	
Charlotte Freeman	MNPS	Service Without Option	B	01/28/2022	Normal	3
Warren Randolph	MNPS	Service With Option	B	01/01/2022	Option A	
Jeffrey Yant	Water Services	Early Service With Option	B	02/05/2022	Option A	
Rose Faradji	General Hospital	Early Service With Option	B	01/16/2022	Option D	
James Cannon	Register of Deeds	Early Service Without Option	B	02/01/2022	Normal	
Tracey Demoss	MNPS	Service With Option	B	01/01/2022	Option D	3
Christopher Morin	Public Library	Early Service With Option	B	01/01/2022	Option A	
Gwendolyn Marable	General Hospital	Service Without Option	B	02/01/2022	Normal	
Rickey Stewart	General Hospital	Service With Option	B	01/01/2022	Option A	
Jeffery Smith	Parks	Service With Option	B	01/07/2022	Option E	
Michael Terry	Fire	P&F Service Pen With Option	B	01/01/2022	Option A	
Marcus Bodie	Sheriff	Service With Option	B	02/05/2022	Option E	3
Granville Lyons	Water Services	Service With Option	B	02/16/2022	Option E	
Algenor Robinson	Codes Administration	Service Without Option	B	01/01/2022	Normal	1
Sheila Conn	Emergency Communication Center	P&F Service Pen With Option	B	01/01/2022	Option E	2
William Johns	Police	P&F Service Pen With Option	B	02/26/2022	Option B	3
Vienafe Jornadal-Recinto	General Hospital	Service With Option	B	01/29/2022	Option F	
Greggory Lyons	Police	P&F Service Pen With Option	B	02/15/2022	Option A	
Timothy Taylor	Public Library	Service With Option	B	02/05/2022	Option E	
Linda Carie	MNPS	Service Without Option	B	01/28/2022	Normal	
Michael Schilling	Police	P&F Service Pen With Option	B	03/01/2022	Option E	
Anthony Richardson	Knowles Home	Service With Option	B	01/01/2022	Option D	
Karen Gore	Health	Service Without Option	B	01/01/2022	Normal	
Kathy Pack	Bordeaux Long Term Care	Service With Option	B	01/01/2022	Option D	
Sandra Endsley	Bordeaux Long Term Care	Service With Option	B	02/01/2022	Option D	
Lynn Jones	MNPS	Service With Option	B	01/01/2022	Option F	
Harvatha Hughes	MNPS	Service With Option	B	02/01/2022	Option E	
Wanda Dix	Metro Action Commission	Service Without Option	B	01/01/2022	Normal	
Wanda Dix	Metro Action Commission	Service Without Option	B	01/01/2022	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	

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

**QDRO – None to report**

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Sue Adams-Bowles	Human Resources	William Bowles Sr	B	03/20/2022
Michael Jones	MNPS	Becky Jones	B	07/21/2021
Freddie Gipson	Airport Authority	Charlotte Gipson	B	02/07/2022
Charles Banniza	Water Services	Carol Banniza	B	02/14/2022
James Petty	Fire	Carole Petty	A	03/12/2022
James Prosser	MNPS	Paige Prosser	B	03/19/2022
Francis Sandrell	Police	June Sandrell	A	03/09/2022
Leslie Moore	Administrative	Linda Moore	B	03/02/2022
Glenda Hunter	Police	Barbara Bumbalough-Morris	B	02/28/2022
Colleen Singh	MNPS	Matthew Singh	B	01/05/2022
Shanda Gordon	MNPS	Delondre Gordon	B	01/10/2019
Terry Vaughn	MNPS	Theresa Vaughn	B	02/18/2022

**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: (Chair Harold Finch, II; Vice-Chair: Christine Bradley; Members: Shannon B. Hall and Jeremy Moseley. Alternates: G. Thomas Curtis and Jonathan Puckett.)

Christina Hickey reported to the Board the In Line of Duty Committee met on March 2, 2022 to deliberate on 7 IOD medical care requests. She stated item 1 was approved by Davies after additional information was supplied and no Board action was needed. She stated item 6 was deferred until the next IOD Committee pending additional information. Ms. Hickey stated the Committee's actions are being presented for the Board's action along with the Committee 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 March 2, 2022 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.

Vickie Hampton and Kimberly Jordan, Davies, were present.

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

Jeremy Moseley recused himself from discussions on this item.

Shannon Hall moved for approval of the recommendation to uphold the denial of the claim. Stephanie Bailey seconded, and the Board approved with Jeremy Moseley not voting.

Christina Hickey also noted that she has not been contacted by anyone regarding being present.

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

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

1. In Line of Duty Committee report (continued)

On Committee item 4, the IOD medical care request for the employee from the Police Department, the Committee had a tie vote and therefore there is no recommendation to the Board.

Christina Hickey noted that some additional information has been received on this item.

Attorney, Jack Byrd was present for item 4 and addressed the Board regarding the claim.

After some discussion regarding contracting COVID and the incubation period, Stephanie Bailey moved to overturn the denial of this claim, Committee item 4, the in line of duty medical care request for the employee from the Police Department. Jeremy Moseley seconded, and the Board approved with Jeremy Moseley, Jonathan Puckett, B.R. Hall, Christine Bradley and Stephanie Bailey in favor and Kelly Flannery, Harold Finch, Edna Jones, and Shannon Hall opposed.

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

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

On Committee item 7, the IOD medical care request for the employee from the Parks Department, the Committee recommended to uphold the denial of this claim.

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

2. In line of duty death benefit for William M. Brooks.

Christina Hickey reported to the Board that William M. Brooks was an active employee classified as a Fire Captain with the Fire Department and died on February 1, 2022 of COVID-19 pneumonia and acute hypoxic respiratory failure according to the death certificate. She stated that under the benefit system, Mr. Brooks' beneficiaries are entitled to the basic term life insurance benefit which has been processed. 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. Brooks' estate. She stated this request is now being made on behalf of his wife, Sharron Brooks 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. Ms. Hickey stated the Board will need to determine whether this case qualifies for the benefit afforded under Metro Code Section 3.20.040.

Jeremy Moseley moved for approval of the in line of duty death benefit for William M. Brooks. B.R. Hall seconded and the Board approved without objection.

3. 2023 medical plan rates.

Christina Hickey reported to the Board that at the March 15, 2022 Study Session, USI presented information on the medical plan rates for 2023. She stated that the Board will need to determine the medical plan rates for 2023.

Joseph Meyers, USI, reviewed the claims experience over the past year, the rate history, the reserves, renewal assumptions, and the rate considerations for 2023.

After some discussion of the different scenarios, demographics of the plans and using the fund balance, Christine Bradley moved for approval of scenario 4, a 15.5% increase for Blue Cross and 2.1% for Cigna, for the medical plan rates for 2023. Shannon Hall seconded, and the Board approved with Jeremy Moseley, Jonathan Puckett and B.R. Hall opposed.



4. Benefit Board meeting recordings on YouTube.

Christina Hickey reported to the Board that the Department of Law has provided the following information regarding questions around the removal of Benefit Board meeting recordings from YouTube. She stated that prior to the pandemic, both Benefit Board and Civil Service Commission meetings were not placed on Metro social media such as YouTube due to medical and other sensitive employee information that are discussed and addressed in those meetings. She stated this is to limit the further dissemination of employee and retiree medical information and other sensitive personnel information on such social media. Ms. Hickey stated that during the pandemic, when meetings were held electronically, ITS began to place these meetings on YouTube and Legal recommended that ITS remove the meetings from YouTube since the Benefit Board and Civil Service Commission have resumed holding in-person meetings.

5. Davies in line of duty COVID Presumption letters.

Christina Hickey reported to the Board that member Jonathan Puckett has requested that Davies make clarification on who and when employees will receive IOD COVID presumption letters. She stated a representative from Davies is in attendance to answer these questions.

Vickie Hampton and Kimberly Jordan, Davies, were present. Vickie Hampton stated that the letters are sent out in order to help clarify the job description and then verify the claim.

6. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from Cigna.
- c. Cigna pharmacy clinical update.

Items 6.-a. through 6.-c. were for information only and no action was required.

7. Reports for your information:

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

Items 7.-a. through 7.-d. were for information only and no action was required.

8. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 11:46 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**