

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**November 1, 2022**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, November 1, 2022, in the Metropolitan Nashville Public Schools Board Room, 2601 Bransford Avenue, Nashville, Tennessee, at approximately 9:31 a.m.

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

Others present: Christina Hickey, Metro Human Resources, Nicki Eke and Courtney Mohan, Metro Legal Department 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 October 4, 2022. With no corrections, nothing further was noted, and Christine Bradley moved for approval. Harold Finch 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.

Christina Hickey read a statement on behalf of the applicant for item 1.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, item 1 for the length of time as recommended.

\*Denotes the arrival of Shannon Hall.

Harold Finch moved for approval of the recommendation to approve the disability pension new request, item 1 for the length of time as recommended. Jeremy Moseley seconded, and the Board approved with Shannon Hall not voting.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, item 2 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to approve the disability pension new request, item 2 for the length of time as recommended. B.R. Hall seconded, and the Board approved without objection.

The employee was present for item 3.

Christina Hickey noted that additional medical information has also been provided.

The employee addressed the Board regarding her career with the Fire Department, current medical conditions, issues with her hypertension and stressors.

\*\*Denotes the arrival of Gilbert Gonzales.

\*\*\*Denotes the arrival of Tom Curtis.

Dr. Kenton Dodd stated that the medical records do not support the request for her condition and for her to be removed from service. He stated she is raising concerns that are not consistent with hypertension and are more

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

reflective of a different condition for which the medical record is silent on. He stated that based on the current medical information he recommends denial of the disability pension new request, item 3.

There was some discussion of the medical record and the lack of information to support the request.

There was some discussion of stress, anxiety, any injury on duty claims and her hypertensive episodes.

The employee further discussed her hypertensive episodes.

There was some discussion of any potential liability if she continues to work, the disability standard for firefighters and the absence of medical evidence for the impairment she describes.

Dr. Kenton Dodd stated that he was not clear the Board was able to make a determination as to whether the employee was suitable for the job function. He stated he was under the assumption that he was charged with providing a medical review of the evidence to determine whether or not a medical or injury on duty pension should be granted. He stated that if he was asked medically would he recommend her for firefighter duties his answer would be different.

Nicki Eke, Legal Department, stated that what is before the Board is whether this individual qualifies for a disability pension. She stated that for firefighters disability is when the individual is unable or has the inability or is incapable of performing the duties of a firefighter.

Dr. Kenton Dodd stated that he does not have the medical evidence of the impairment she describes.

There was some discussion regarding deferring this item to obtain additional medical information regarding the hypertensive episodes.

There was also some discussion of the other valid medical conditions, the employee's leave status, and qualifying for a medical disability pension.

Jamie Summers, Fire Department, stated that she has been on an approved injury on duty claim for hypertension since April and her injury on duty and all of her leave expires in the next week. Ms. Summers also noted that the 201 Form from the treating physician states that she can not work as a firefighter.

Nicki Eke, Legal Department, stated that the Board has to look at what is in the medical record and determine what weight to give the information in the record and it's ultimately the Board's responsibility to make a decision as to whether or not this individual is eligible for a medical or injury on duty disability pension. She also stated that is based on whether or not they are able to perform the duties of a firefighter.

Jeremy Moseley moved for approval of the disability pension new request, item 3 as injury on duty for two years. B.R. Hall seconded.

After some discussion of a shorter review time of six months and an independent medical evaluation, a vote was taken on the motion to approve the disability pension new request, item 3 as injury on duty for six months and the Board approved with Kelly Flannery and Edna Jones opposed.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 4 through 9 for the length of time as recommended with case management services where noted. B. R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 4 through 9 for the length of time as recommended with case management services where noted. Jonathan Puckett 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.	Tammy L. Pointer	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for two years, (November 2024), with re-exam at that time.
2.	Jeffery M. Walker	Water	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (May 2023), with re-exam at that time.
3.	Jennifer C. Daniel	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (May 2023), 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>
4.	Eva R. Franklin	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued with vocational case management for one year, (November 2023), with re-exam at that time.
5.	Robert A. Group	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (November 2023), with re-exam at that time.
6.	Michelle N. Harris	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (November 2024), with re-exam at that time.
7.	Daryl W. Hodge	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (November 2023), with re-exam at that time.
8.	Veronique J. Johnson	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (November 2024), with re-exam at that time.

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

**REEXAMINATIONS: (continued)**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Sarah E. Shearron	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (November 2024), with re-exam at that time.

**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.

Shannon Hall moved for approval of the referrals. Tom Curtis seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Allgood, Christopher D.	Sheriff	Pension Approval	Yes	Yes	Evaluation, May Meet SSA Guidelines
2	Morgan, Eric C.	NDOT	Pension Approval	No	No	Younger Worker, Does Not Meet SSA Guidelines

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

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

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Michael Harrison *	Police	Police Officer 2	B	09/20/2022	12/01/2022
Darlene Sanders	Police	Finance Officer Senior	B	09/22/2022	11/01/2022
Mark Waller	Fire	Fire Captain	A	10/05/2022	12/01/2022
Robert Mcalister	Fire	Fire Services Deputy Director	B	10/17/2022	12/01/2022
Michael Pyle	Police	Police Officer 2-Fld Trng Ofcr	B	10/06/2022	10/21/2022
George Bouton	Police	Police Officer 2	B	10/13/2022	10/29/2022
Wesley Tilley	Police	Police Officer 2	B	10/17/2022	01/14/2023
Richard Jackson	Police	Police Officer 2	B	09/23/2022	10/01/2022
Jeffrey Mitchell	Police	Police Officer 2	B	08/10/2022	10/29/2022
Maurice Monast	Fire	Fire Captain	B	10/12/2022	11/17/2022
Kenneth Howse	Parks	Custodian	B	10/11/2022	12/31/2022
Kim Clary	Circuit Court Satellite	Satellite position	B	09/26/2022	12/01/2022
Wanda Robertson	Sheriff	Program Mgr 2	B	10/03/2022	10/06/2022
Rosalind Pinchon	MNPS	SUPV - TRANSPORTATION REG ED	B	09/29/2022	05/21/2022
Mark Bradfield	Parks	Admin Svcs Officer 4	B	10/07/2022	01/20/2023
Elgrine Kirby Jr	Parks	Park Police 2	B	09/23/2022	02/01/2023
John Overstreet *	Fire	Fire Maint Worker 2	B	10/10/2022	11/01/2022
Kimberly Paulus *	Bordeaux Long Term Care	Dietitian-Hospital	B	10/12/2022	11/01/2022
Victor Waller *	Bordeaux Long Term Care	Storeroom Clerk	B	09/24/2022	11/01/2022

**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
Harinder Ghumman *	MNPS	CASHIER - FOOD SVC	B	10/05/2022	05/28/2022
Kathleen Duda *	MNPS	DRIVER - BUS	B	05/13/2021	03/01/2021
Sarah Roof *	MNPS	CASHIER - FOOD SVC	B	10/03/2022	12/01/2021

\* Deferred Benefit

**Disability to service – None to report**

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Harinder Ghumman	MNPS	Service Without Option	B	05/28/2022	Option D	
Askalu Kahase	MNPS	Early Service With Option	B	08/09/2022	Option E	
Linda Ray	MNPS	Service With Option	B	08/08/2022	Option A	
James Thomas	Fire	P&F Service Pen With Option	B	10/01/2022	Option E	
Reginald Holsey	Fire	P&F Service Pen Without Option	B	09/17/2022	Normal	3
Francis Bowron	Health	Service With Option	B	09/17/2022	Option E	
Jerome Trice	Human Resources	Early Service With Option	B	09/10/2022	Option B	
Phyllis Hobson	State Trial Courts	Service With Option	B	09/01/2022	Option A	
Ernesto Holiday	Police	Service Without Option	B	09/14/2022	Normal	3
Phyllis Turner	General Sessions Court	Service Without Option	B	09/01/2022	Normal	
Russell Thompson li	Police	P&F Service Pen With Option	B	09/09/2022	Option B	2
Mervat Soliman	MNPS	Service Without Option	B	08/08/2022	Normal	
Richard Woodroof Jr	Water Services	Early Service Without Option	B	09/17/2022	Normal	
Angela Thompson	Health	Service With Option	B	09/17/2022	Option E	
Elcie Saint Victor	MNPS	Service With Option	B	08/08/2022	Option A	3
Susan Mckenzie	MNPS	Service With Option	B	09/09/2022	Option A	
Deborah Dyer	Criminal Court Clerk	Service Without Option	B	09/10/2022	Normal	
William Murphy	Water Services	Early Service With Option	B	10/01/2022	Option B	
Katherine Ladd	Juvenile Court	Early Service Without Option	B	10/01/2022	Normal	
Miriam Barrett	Public Library	Early Service Without Option	B	10/01/2022	Normal	
Stephen Hampson	MNPS	Service Without Option	B	08/26/2022	Normal	
Brian Hull	Public Library	Service Without Option	B	10/01/2022	Normal	
Teresa Covington	State Trial Courts	Service With Option	B	09/01/2022	Option D	
Barbara Walker	Water Services	Service Without Option	B	09/01/2022	Normal	1
Willie Shoemake	Parks	Service With Option	B	09/17/2022	Option A	1
Joseph Bruggeman Jr	Parks	Early Service With Option	B	10/01/2022	Option A	
Mary Forsythe	Metro Action Commission	Service Without Option	B	07/30/2022	Normal	
Randy Haggard	Water Services	Early Service With Option	B	09/08/2022	Option A	
Robert Medley	Election Commission	Early Service With Option	B	09/01/2022	Option A	
Paul Hargis	Sheriff	P&F Service Pen With Option	B	10/01/2022	Option E	3
Scott Mcgonigle	Police	P&F Service Pen With Option	B	07/01/2022	Option A	
Oluremi Junard	General Hospital	Service With Option	B	10/01/2022	Option A	
Terrence Bailey	Sheriff	Service With Option	B	01/01/2022	Option A	
Deborah Lenoir	Police	Service With Option	B	10/01/2022	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
Roy Jordan	Public Works	Donna Jordan	B	09/29/2022
William Covington	MNPS	Barbara Covington	B	09/09/2022
Rita Murphy	MNPS	Samuel Murphy	B	09/28/2022
Emmas Jean-Pierre	MNPS	Keller Jean-Pierre	B	07/08/2022
Mitchell Soard	Parks	Eva Soard	B	09/25/2022
Larry Tomlin	Water Services	Brenda Tomlin	B	10/01/2022
William Leptic	Police	Pamela Leptic	A	10/16/2022

**BENEFIT BOARD ITEMS**

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

1. In Line of Duty, (IOD), 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 that the In Line of Duty, (IOD), Committee met on October 17, 2022 to deliberate on 9 IOD medical care requests. She stated that item 2 was approved by Davies after receiving additional information and items 3, 4, and 9 were deferred until the next IOD Committee meeting, with item 8 being withdrawn by the appellant. 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 October 17, 2022 In Line of Duty Committee meeting. With no corrections, Jeremy Moseley moved for approval of the In Line of Duty Committee minutes. Shannon Hall seconded, and the Committee minutes were approved without objection.

Committee Chair Harold Finch reported to the Board that on Committee item 1, the IOD medical care request for the employee from the Fire Department, the Committee recommended to overturn the denial and approve this claim.

Vickie Hampton and Kimberly Jordan, Davies, were present.

The employee's spouse was present.

Ann Meade, Psychiatric Mental Health Nurse Practitioner, was present.

Keri Seay, Licensed Professional Counselor, was also present.

Kimberly Jordan, Davies, stated that the requested records from Ann Meade and Keri Seay were received and reviewed. She stated that the medical records appear to document multiple gradual traumatic events occurring over a significant span of time. She stated that Davies is maintaining the denial based on the criteria for Metro's psychological disability claims for injury on duty. She reviewed the three questions asked in order to determine a psychological disability claim; 1) what was the specific work-related event or events which caused the mental injury; 2) did the event subject the employee to a sudden mental stimulus such as fright, shock, or excessive unexpected anxiety as opposed to a gradual build-up of stress over time; and 3) was the stress caused by extraordinary and unusual stress experienced by other employees with the same types of duties. Ms. Jordan stated that after reviewing the record they could not determine a specific work-related incident as there were many cumulative events mentioned throughout the record. She stated the reported date of injury was September 7, 2019 and he didn't seek treatment until January 11, 2021 with no mention of a specific work

1. In Line of Duty, (IOD), Committee report: (continued)

incident until February 24, 2021. She also stated the employee didn't report the condition as a work-related injury until April 15, 2022. She stated that based on the cumulative events documented in his records the events did not appear to subject the employee to sudden mental stimulus such as fright, shock, or excessive unexpected anxiety as opposed to a gradual build up over time. She also noted that no other employees on the scene filed an injury on duty claim related to this incident.

The employee's spouse addressed the Board regarding the claim and the standards Metro uses for such claims.

Ann Meade, Psychiatric Mental Health Nurse Practitioner, addressed the Board regarding the claim, the manual used for assessment of a mental health disorder, Diagnostic and Statistical Manual, (DSM), and Metro's criteria. She also discussed the event, onset of the condition and treatment.

Keri Seay, Licensed Professional Counselor, addressed the Board regarding the claim. She reviewed the event, diagnosis, and treatment.

There was some discussion that the criteria used by Davies is Metro's criteria and that same criteria was used in a similar case that was denied and went to Chancery Court, where Metro's decision was upheld.

There was some discussion of the evolution of the DSM guidelines and mental health treatment.

After some discussion of whether or not this meets the legal standard, Jeremy Moseley moved for approval of the Committee's recommendation to overturn the denial and approve this claim. Kelly Flannery seconded.

After clarification on what is before the Board is for injury on duty medical care only, reviewing Metro's current criteria and discussing such sensitive matters in a public setting, a vote was taken on the motion on Committee item 1, the IOD medical care request for the employee from the Fire Department, to overturn the denial and approve this claim and the Board approved with Edna Jones and Harold Finch opposed.

Committee Chair Harold Finch reported to the Board that on Committee item 5, the IOD medical care request for the employee from the Fire Department, the Committee recommended overturn the denial and approve this claim.

Kimberly Jordan, Davies, reviewed the claim with the Committee. She stated this case pertains to a male Assistant Chief for the Fire Department. She stated that on September 30, 2021 he was diagnosed with hypertension and filed a presumption claim. She stated that he does have two other presumption claims approved under injury on duty one for high cholesterol and another for cancer. She stated the file was sent to RRS for review and the reviewer advised that the hypertension is not a result of high cholesterol or leukemia and neither condition is known to be a risk factor. She stated that the reviewer stated that the condition arose independently, more than 50%, of the scope of employment and the claim was denied.

After some discussion regarding contributing risk factors, previous blood pressure readings, the percentages, and the condition being covered under the presumption, Jonathan Puckett moved for approval of the Committee's recommendation to overturn the denial and approve this claim. Christine Bradley seconded, and the Board approved without objection.

Committee Chair Harold Finch reported to the Board that on Committee item 6, the IOD medical care request for the employee from the Fire Department, the Committee recommended to uphold the denial of this claim.

Kimberly Jordan reviewed the claim with the Board. She stated the claim involves a male EMT who was taking a patient down the steps in a stair chair. She stated there was ice on the steps and he slipped and turned wrong to keep from dropping the patient. She stated this was reported as an incident only on December 13, 2021. She stated that the employee sought treatment for complaints of leg pain and swelling and was sent to get an

1. In Line of Duty, (IOD), Committee report: (continued)

ultrasound and it came back positive for deep vein thrombosis, (DVT) and it was reported on December 15, 2021. She also noted that the employee believed he had trauma to the left calf recently as he felt a pop while ambulating. She stated that after review the doctor was unable to state whether or not it was related and had no way of knowing if the clot was there prior to the injury and the claim was denied. She stated that after a peer review it also stated that the deep vein thrombosis was not work related.

Tom Curtis moved for approval of the Committee's recommendation to uphold the denial of this claim. Shannon Hall seconded, and the Board approved with B.R. Hall opposed.

Committee Chair Harold Finch reported to the Board that on Committee item 7, the IOD medical care request for the employee from the Police Department, the Committee recommended to overturn the denial and approve this claim.

Kimberly Jordan, Davies, reviewed the claim with the Committee. She stated the employee reported that while he was walking at the zoo looking for his camp group a foreign body flew into his right eye. She stated the employee sought treatment and the diagnosis was corneal abrasion, a prescription was given and he was released to return to work with follow up as needed. She stated the claim was denied as the mere presence at a place where injury takes place is not sufficient to make the injury compensable unless the injury was related to the employment. She stated they felt it was idiopathic in nature and just the fact that he was walking through the zoo did not actually put him injured within the scope of his employment.

After some discussion that the employee was actually at work when this occurred, B.R. Hall moved for approval of the Committee's recommendation to overturn the denial and approve this claim. Tom Curtis seconded, and the Board approved without objection.

2. BlueCross BlueShield of TN (BCBST) enhanced payment integrity program.

Christina Hickey reported to the Board that BCBST has recently partnered with Cotiviti and is now offering plan sponsors the option to elect an enhanced claims payment program to supplement BCBST's existing claim payment review system. She stated Cotiviti will serve as a final filter in the claim review process and will add an extra layer of protection on top of BCBST's current processes to ensure claims are codes correctly and seek to prevent wasteful or abusive practices. Cotiviti's payment integrity program targets miscoding on the part of providers, including the following dynamics which are above and beyond the typical miscoding/waste/abuse filters: inappropriate override modifier use, evaluation and management coding validation, and practices needing complex rule logic and review from trained, certified clinical coders. She stated the only cost to Metro's PPO plan for the program will occur if Cotiviti discovers additional claims savings. When additional savings are discovered as a result of miscoding, Cotiviti will retain 29% of the recovered savings and Metro's PPO plan retains 71%. Ms. Hickey stated the Board will need to decide if they would like to opt-in to BCBST's Enhanced Payment Integrity program with Cotiviti. If the Board approves adding the program, BCBST will need approximately 60 days to implement.

Russ Henderson, BCBS, was present and gave an overview of the program.

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

B.R. Hall moved to opt-in to BCBST's Enhanced Payment Integrity program with Cotiviti. Tom Curtis seconded, and the Board approved without objection.

3. Non-compliant disability pensioners.

Christina Hickey reported to the Board that as of September 29, 2022, we have **zero** disability pensioners in a non-compliant status due to them not returning their completed 2022 Annual Disability Pension Questionnaire. She stated for informational purposes, **299** questionnaires were sent out on July 1, 2022. The questionnaire specified that the information was to be completed and returned back to our office by August 31, 2022. On



3. Non-compliant disability pensioners. (continued)

September 1, 2022, additional questionnaires were sent out to all disability pensioners who had failed to complete & return their original questionnaire, giving the pensioner an additional 3 weeks to complete and return the questionnaire by September 23, 2022. Beginning September 1, 2022, phone calls were made to those who were to be placed in a non-compliant status to encourage them to comply prior to payroll cut-off or their disability pension would have to be suspended. Disability Compliance staff continued to make phone calls, leave messages, send emails, call relatives & designated emergency contact persons, and request contact assistance wherever possible through September 23, 2022. She also stated that in the midst of sending out letters, emails, and making phone calls, any incomplete/unsigned questionnaires that were received were either sent back with a letter to the disability pensioner to complete, or they were contacted and provided the missing information over the phone. This was also the 1<sup>st</sup> year since 2019 that we able to resume meeting in person to assist disability pensioners with completing the necessary portions of the forms. As of September 29, 2022, all disability pensioners had completed their 2022 questionnaires, with **zero** in a non-compliant status.

4. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Blue Cross Blue Shield 2023 preferred formulary changes.

Items 4.-a. through 4.-c. were for information only.

5. Reports for your information:

- a. Return to work.
- b. Repayment of pension contributions.
- c. Denial log from Davies.
- d. Benefit Board expense reports.

Items 5.-a. through 5.-d. were for information only.

6. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 11:52 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**