

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

March 7, 2023

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, March 7, 2023 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: **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 February 7, 2023. With no corrections, nothing further was noted and Tom Curtis 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. Kenton Dodd, Civil Service Medical Examiner, (CSME), and Claire Cobb, CSME Assistant, reviewed the disability pensions with the Board.

It was suggested that items 2 and 4 be discussed separately.

On item 4 there was clarification regarding the classification as it can affect eligibility for a disability pension.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new requests, items 1, 3, and 4, for the length of time as recommended. Tom Curtis moved for approval of the recommendation to approve the disability pension new requests, items 1, 3, and 4 for the length of time as recommended. Jonathan Puckett seconded.

After some discussion regarding a salary supplemented position on item 3, a vote was taken on the motion to approve the disability pension new requests, items 1, 3, and 4 for the length of time as recommended and the Board approved without objection.

On item 2, there was some discussion of eligibility for a medical disability pension versus in line of duty.

*Denotes the arrival of Harold Finch.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request item 2 as in line of duty for the condition that is currently present.

There was some discussion regarding compensability for the in line of duty injury and the other health issues that are non job related and if the in line of duty injury that was approved is the current disabling condition.

Dr. Kenton Dodd stated that the presence of the injury on duty does pre-date the current condition and is a positive association between the two. He also stated the previous conditions that existed tend to associate the injury on duty with the current condition.

Tom Curtis moved for approval of the recommendation to approve the disability pension new request item 2 for the length of time as recommended. Gilbert Gonzales seconded.

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

After further discussion of the disabling condition is more related to the medical issues or the injury on duty compensable medical care a vote was taken on the motion and the Board approved with Edna Jones opposed and Jonathan Puckett abstaining.

Dr. Kenton Dodd reported to the Board that he recommends a denial of the disability pension new request item 5 based on the medical record. He stated that the individual does have impairments and medical compliance issues with the ability for the condition to be managed which has impacted their ability to report to work. He also noted that the individual has been accommodated in the past.

David Hines, Metropolitan Nashville Public Schools, (MNPS), was present and stated they can accommodate the individual.

Harold Finch moved for approval of the recommendation to deny the disability pension new request item 5. Christine Bradley seconded, and the Board approved with Gilbert Gonzales opposed.

It was suggested that item 8 be discussed separately.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 6 and 7 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to continue the disability pension reexaminations, items 6 and 7 for the length of time as recommended. Jeremy Moseley seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexamination item 8 with vocational case management.

Shannon Hall moved for approval of the recommendation to continue the disability pension reexamination item 8 with vocational case management for the length of time as recommended. Jonathan Puckett seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 9, he requests a deferral for two months. Shannon Hall moved for approval of the request to defer item 9 for two months. Tom Curtis seconded, and the Board approved without objection.

NEW REQUESTS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Board Action Taken |
|----|--------------------|-------------------|--|---|
| 1. | Lars T. Gardell | Fire | In Line of Duty | As moved, seconded, and approved, this disability pension request was approved for one year, (March 2024), with reexam at that time. |
| 2. | David L. Hiatt | Fire | In Line of Duty | As moved, seconded, and approved, this disability pension request was approved for one year, (March 2024), with reexam at that time. |
| 3. | Jarrad M. Rikal | Police | Medical | As moved, seconded, and approved, this disability pension request was approved for two years, (March 2025), with reexam at that time. |
| 4. | Walter L. Williams | Police | Medical | As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled reexam. |

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

NEW REQUESTS: (continued)

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Board Action Taken |
|----|--------------------|---------------------------------------|---|---|
| 5. | Wanda I. Feliciano | Metropolitan Nashville Public Schools | Medical | As moved, seconded, and approved, this disability pension request was denied. |

REEXAMINATIONS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Board Action Taken |
|----|---------------------|------------|---|---|
| 6. | Ashley R. Brown | Parks | In Line of Duty | As moved, seconded, and approved, this disability pension was continued for three months, (June 2023), with re-exam at that time. |
| 7. | Brandon L. O'Kelley | Sheriff | In Line of Duty | As moved, seconded, and approved, this disability pension was continued for seven months, (October 2023), with reexam at that time. |
| 8. | Adnan Y. Salam | Parks | In Line of Duty | As moved, seconded, and approved, this disability pension was continued with vocational case management for six months, (September 2023), with reexam at that time. |

REEXAMINATIONS - DEFER:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Board Action Taken |
|----|---------------------|---------------------------------------|---|---|
| 9. | Demetrius N. Corlew | Metropolitan Nashville Public Schools | Medical | As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (May 2023), 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. 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)

B.R. Hall 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 |
|--------------------|---------------------|--------------------|----------|------------------|--------------------------|
| Charles Brindley * | Public Library | Radio Asst Prg Mgr | B | 02/08/2023 | 07/01/2015 |
| Courtney Mott | Election Commission | Admin Svcs Mgr | B | 01/26/2023 | 02/10/2023 |

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

Service (continued)

| Employee | Department | Classification | Plan A/B | Application Date | Estimated Effective Date |
|---------------------|-------------------------|-----------------------------|----------|------------------|--------------------------|
| Deborah Northington | MNPS | SECRETARY-CLERK | B | 02/08/2023 | 02/14/2023 |
| Lourdes Navarrette | MNPS | CLERK - LIBRARY | B | 02/01/2023 | 01/06/2023 |
| Milton Bowling | Public Works | Compliance Inspector 2 | B | 01/26/2023 | 01/17/2023 |
| Caren Wiggins | MNPS | SPEC - A-P TELEPHONE | B | 01/19/2023 | 03/31/2023 |
| Stanley Truitt | Police | Police Officer 2 | B | 02/16/2023 | 04/07/2023 |
| Araceli Alamillo | Water Services | Maintenance & Repair Worker | B | 02/08/2023 | 03/07/2023 |
| Vance Legarde | Sheriff | DCSO Releasing Officer | B | 02/08/2023 | 03/06/2023 |
| Beatrice Visnoski | MNPS | ASST - FOOD SVC | B | 02/07/2023 | 02/27/2023 |
| John Pepper | Police | Police Sergeant | B | 01/23/2023 | 03/01/2023 |
| Sharon Kelley | Public Library | Custodian | B | 01/30/2023 | 03/03/2023 |
| Susan Brackin | Public Library | Library Page | B | 01/30/2023 | 02/17/2023 |
| Donald Coleman | Water Services | Equipment Operator Senior | B | 02/14/2023 | 02/13/2023 |
| Nicholas Compton | Health | Equipment & Supply Clk Sr | B | 02/01/2023 | 02/10/2023 |
| Kenneth Sanders | Water Services | Treatment Plant Tech 2 | B | 01/04/2023 | 03/17/2023 |
| Cathy Johnson | Metro Action Commission | Teacher Asst | B | 01/20/2023 | 03/01/2023 |
| Bobby Bledsoe | Parks | Recreation Leader | B | 01/19/2023 | 01/18/2023 |
| Ricky Nicholson | Sheriff | Correctional Officer 2 | B | 02/07/2023 | 02/14/2023 |
| Gary Rodgers | Sheriff | Correctional Officer Lieut | B | 02/01/2023 | 03/16/2023 |
| Randall Hickerson | Police | Police Commander | B | 02/15/2023 | 07/01/2023 |
| Tommie Eddlemon | Finance | Budget Officer | B | 01/24/2023 | 05/01/2023 |
| Faye Al-Jashami | Metro Action Commission | Teacher Asst | B | 02/09/2023 | 02/07/2023 |
| Henry Bean * | MNPS | ATHL COACH | B | 02/16/2023 | 01/20/2020 |
| Samuel Price * | MNPS | WORKER - CUSTODIAL | A | 02/15/2023 | 04/01/2023 |
| Vickie Jones * | Sheriff | Cust Svc Rep 2 | B | 01/26/2023 | 04/01/2023 |
| Edward Dill * | Finance | Mail Clerk Carrier | B | 02/07/2023 | 09/01/2019 |
| Connie Ferguson * | Water Services | Cust Svc Rep 3 | B | 01/20/2023 | 05/01/2023 |

* Deferred Benefit

Disability to service

| Employee | Department | Plan A/B | Effective Date of Conversion |
|----------------|--------------|----------|------------------------------|
| Devita Roberts | MNPS | B | 02/01/2023 |
| Toney Moore | Public Works | B | 02/01/2023 |

Options Elected

| Employee | Department | Pension Type | Plan A/B | Effective Date | Option | Drop Election |
|-------------------|--------------------------------|--------------------------------|----------|----------------|----------|---------------|
| Elizabeth Johnson | Public Library | Service Without Option | B | 01/01/2023 | Normal | |
| Sherry Watson | Metro Action Commission | Service Without Option | B | 01/12/2023 | Normal | |
| Lisa Harnage | MNPS | Early Service With Option | B | 01/14/2023 | Option E | |
| Clare Norris | Assessor of Property | Early Service With Option | B | 01/04/2023 | Option A | |
| Mark Bradfield | Parks | Early Service Without Option | B | 01/20/2023 | Normal | |
| Robert Lonis | General Hospital | Service With Option | B | 01/02/2023 | Option B | |
| Brownetta Taylor | MNPS | Service Without Option | B | 01/27/2023 | Normal | 3 |
| Keith Jordan | Parks | Early Service With Option | B | 01/01/2023 | Option E | |
| Janice Dicke | Sheriff | P&F Service Pen Without Option | B | 01/01/2023 | Normal | |
| Linda Binkley | Emergency Communication Center | P&F Service Pen Without Option | B | 01/01/2023 | Normal | |
| Paul Baggett | Information Technology Service | Survivor Option From Service | B | 01/21/2023 | Normal | |
| Jeffrey King | Public Works | Service With Option | B | 01/03/2023 | Option A | 2 |
| Joe Peach Jr | General Hospital | Service With Option | B | 02/01/2023 | Option F | |
| Patricia Sanders | Health | Service With Option | B | 01/01/2023 | Option E | 3 |
| Karen Soleye | Parks | Service Without Option | B | 01/01/2023 | Normal | |
| David Young | Water Services | Service Without Option | B | 01/01/2023 | Normal | |
| James Kelley | Water Services | Service With Option | B | 01/06/2023 | Option B | 1 |
| Richard Clark | Police | Early Service With Option | B | 01/01/2023 | Option E | |
| Tricia Eby | Emergency Communication Center | P&F Service Pen With Option | B | 01/01/2023 | Option E | |

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 |
|--------------------|-------------------------|--------------------------------|----------|----------------|----------|---------------|
| Genea Cripps | Trustee | Service With Option | B | 01/05/2023 | Option A | |
| Sheri Burnett | Police | Service With Option | B | 01/14/2023 | Option E | 3 |
| Hubert Spears Iii | Fire | P&F Service Pen With Option | B | 01/01/2023 | Option E | |
| Ross Musgrave | Fire | P&F Service Pen With Option | B | 01/01/2023 | Option A | 3 |
| Tommy Potts Jr | Fire | P&F Service Pen With Option | B | 01/01/2023 | Option A | |
| Richard Carney | Fire | P&F Service Pen With Option | B | 01/01/2023 | Normal | 3 |
| Jimmy Greenwood Jr | Fire | P&F Service Pen With Option | B | 01/01/2023 | Option A | 3 |
| David Moyers | Fire | P&F Service Pen With Option | B | 01/01/2023 | Option B | 3 |
| Dale Mcwright | Fire | P&F Service Pen With Option | B | 01/01/2023 | Option B | 3 |
| Edward Kenderdine | Fire | P&F Service Pen With Option | B | 01/01/2023 | Option A | 3 |
| Samuel Seged | Water Services | Service With Option | B | 01/14/2023 | Option F | 2 |
| Richard Kilburn | Police | Service Without Option | A | 01/31/2023 | Normal | 3 |
| Brion Delap | Police | P&F Service Pen With Option | B | 01/01/2023 | Option E | 1 |
| David Corman | Police | P&F Service Pen With Option | B | 01/01/2023 | Option E | |
| Douglas Vinson | Police | P&F Service Pen Without Option | B | 01/01/2023 | Normal | 3 |
| Mark Bradshaw | Police | P&F Service Pen With Option | B | 01/01/2023 | Option E | |
| Christian Locke | Police | P&F Service Pen With Option | B | 01/01/2023 | Option E | |
| Patricia Shaffer | Public Library | Service With Option | B | 01/01/2023 | Option A | |
| James Wray | Police | Early Service With Option | B | 01/01/2023 | Option A | |
| Karen Briscoe | Bordeaux Long Term Care | Service With Option | B | 02/01/2023 | Option D | |

| 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 |
|-----------------|----------------------|---------------------|----------|----------------|
| Joyce Haddock | MNPS | Christopher Haddock | B | 02/08/2023 |
| Alan Hudson II | Sheriff | Sandy Hudson | B | 02/21/2023 |
| Susan Stiddum | Police | Micki Pendleton | B | 02/03/2023 |
| Thomas Owens Jr | General Services | Lora McCormick | B | 01/30/2023 |
| Carol Crick | Finance | Lyman Crick | B | 01/30/2023 |
| Donald Young | Fire | Regina Young | B | 02/02/2023 |
| Robert Collier | Assessor of Property | Mary Collier | A | 01/24/2023 |
| Charles Sharp | Water Services | Linda Sharp | B | 01/22/2023 |
| Linda Rucker | MNPS | Calvin Haddock | B | 02/21/2023 |
| Charles Toombs | MNPS | Evelyn Toombs | B | 01/31/2023 |

BENEFIT BOARD ITEMS

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

1. Humana and Vanderbilt contract negotiations update.

Christina Hickey reported to the Board that an update will be presented on the Vanderbilt and Humana contract negotiations.

1. Humana and Vanderbilt contract negotiations update. (continued)

Ms. Hickey stated if an in-network agreement has not been reached between Vanderbilt and Humana or an out of network agreement where Vanderbilt will see Metro members and bill Humana by the time of the March Board meeting, other options will be discussed.

Tracy Garrison and Larry Lowe, Humana, were present. Larry Lowe stated that they are still in negotiations in the hopes of coming to an agreement prior to the termination date of April 16, 2023.

There was some discussion regarding continuity of care which would allow members currently treating with Vanderbilt to continue to see their providers, how to request it, and the requests would be reviewed on a case-by-case basis and the payment terms under the current contract. It was also noted that these are considered limited circumstances where a member would qualify and there would be no future members seeking treatment allowed to qualify.

There was some discussion of who is participating in and the details with the negotiations.

Larry Lowe stated that the negotiations between Humana's network contracting team and Vanderbilt are confidential between the two parties.

There was some discussion of contracts with other major hospitals and what if Vanderbilt decides to do away with the continuity of care plan is there something to protect the member.

There was some discussion of returning to the original plans.

At this time Gilbert Gonzales suggested that the floor be opened to allow the pensioners in attendance to speak on this matter.

Christina Hickey stated that there will need to be a majority vote by the Board according to the bylaws to let the pensioners speak and also if the Board wants to put any parameters on time.

Jonathan Puckett moved to allow an open forum of 5 minutes per pensioner. Jeremy Moseley seconded, and the Board approved with B.R. Hall opposed.

Christina Hickey started the open forum with the pensioners that have contacted her.

Robert and Linda Anderson, Sheba Cantrell, Danny Hale, Jerry and Karen Rollins, and Gary Moore addressed the Board regarding this issue.

At this time the Board took a 10-minute break.

Katherine Town also addressed the Board regarding this issue.

Christina Hickey stated that Kelley Lewis and Angela Watts from Deloitte will be reviewing information regarding options.

Angela Watts stated that in their role as consultants they typically make recommendations, however today the role is simply to facilitate the discussion regarding possible options for the Humana and Vanderbilt situation. Ms. Watts stated that a provider network disruption of this magnitude is extraordinary and there is no standard or point of reference on options or actions taken by other employers that have been in a similar situation. She stated that 80% of the members enrolled in this plan do not see a physician at Vanderbilt and are not impacted. She stated the remaining 20% that are impacted may be impacted by one or more doctors or a whole team of doctors. She stated there are two current proposals under negotiation with Humana and Vanderbilt and neither has no financial impact in 2023 nor negative impact to the members.

Proposal one: Reach an agreement to continue their current contract as is that includes the negotiated changes and provider reimbursement rates and other contractual issues and terms. Under this agreement Vanderbilt would continue to see all Humana members (both the members in group plans like Metro's as well as their individual plans).

1. Humana and Vanderbilt contract negotiations update. (continued)

Proposal two: Reach an agreement where Vanderbilt agrees to see only Humana members in a group plan like Metro's. If this is the agreement that is finalized, it will not require any change in the contracting terms in place today in the Humana and Metro contract.

Angela Watts stated that if Humana and Vanderbilt do not reach an agreement short term options have been developed based on inputs from and discussions among a collective group of Metro parties and Deloitte.

There was some discussion regarding the people involved in the discussions for the short term options.

Angela Watts reviewed the options and things to consider with each option with the Board. Option 1: Take no action (this would allow Humana and Vanderbilt time to negotiate and reach an agreement in the future). Option 2: Client specific network with Vanderbilt embedded for Metro, (Metro would request for Humana to provide a fully insured client specific network for members with Vanderbilt as an in network provider).

There was some discussion of whether or not option 2 is an option during the state of negotiations and could it be considered and implemented.

Larry Lowe, Humana, stated that has not been done within the Humana system or if they would have the administrative capability to execute something like that. He stated if it is possible it would be a very long timeline to get that done. He also noted that in some ways that is being done already with respect to proposal 2.

There was some discussion of whether or not Blue Cross Blue Shield could provide option 2, emergency contracts and the procurement process.

Kelley Lewis reviewed the remaining options and things to consider with each option with the Board. Option 3: Vanderbilt disruption opt-out, (Metro would give current retirees a one time opportunity to opt-out of Metro's medical insurance with an effective date of May 1st. and revert back to Medicare A & B and go into the marketplace)

There was some discussion of the effective date for option 3 and taking it to Council.

There was some discussion that Vanderbilt will accept Medicare A & B and not the Advantage plans administered by Humana.

There was also some discussion of how a special disenrollment would be handled and that the pensioner would be on their own to navigate the marketplace.

The Board discussed the timeline for this option, having a Special Called meeting and a Council ordinance.

Option 4: Retirees are given a choice to return to Metro's PPO or HRA plans, (Change Metro's Code and go back to allowing retirees who are eligible for Medicare to have the choice to enroll in any of the three Metro medical plans). This option requires a Council ordinance that would temporarily allow retirees to elect the PPO or HRA plan for the 2023 plan year without a recommendation from the Study & Formulating Committee. However, a recommendation from that Committee would be needed to make that change permanent. It would impact the OPEB liability and would require a special open enrollment.

There was some discussion of the OPEB liability.

Joe Meyers, USI, addressed the Board regarding the OPEB liability and how it would increase.

There was discussion of the filing deadlines for Council, the ongoing negotiations between Humana and Vanderbilt, having a Special Called meeting and making a recommendation today.

The Board discussed the late filing deadline for Council.

Councilman Nash addressed the Board regarding the late filing deadline.

1. Humana and Vanderbilt contract negotiations update. (continued)

Jeremy Moseley moved that the Board send a recommendation to Council to explore option 3 saying in the event of service disruption through a failed negotiation between Humana and Vanderbilt we allow pensioners the ability to opt-out of the Metro plan with the ability to re-enroll upon the completion of what caused the service disruption. Tom Curtis seconded.

There was some discussion of how you would know the pensioner opted out because of the disruption with Vanderbilt and a re-enrollment date.

Nicki Eke, Legal Department, clarified that option 3 would have to go through the Study & Formulating Committee to change it permanently. She stated that to address the current circumstances you can have an ordinance that would temporarily allows this.

There was some discussion that option 4 is the best option for the pensioners and option 3 is more likely to resolve the issue due to time constraints and the pros and cons of options 3 and 4.

There was discussion of some type of conditional language in the motion that if this gets worked out the legislation is stopped.

Nicki Eke stated that the qualifier would be that the option will only become effective if the parties (Humana and Vanderbilt), are unable to reach resolution with regards to Vanderbilt remaining in the Humana network.

After some discussion of the qualifiers for the motion, Christina Hickey restated the motion that the Board send a recommendation to Council to adopt option 3 to recommend that Council produce an ordinance that would temporarily allow retirees to opt out of Metro coverage and give them a one-time opportunity to re-enroll at a later time at a special enrollment date determined by the Board.

A vote was taken on the motion that the Board send a recommendation to Council to adopt option 3 to produce an ordinance that would temporarily allow retirees to opt out of Metro coverage and give them a one-time opportunity to re-enroll at a later time at a special enrollment date determined by the Board and was approved with Edna Jones and B.R. Hall opposed.

Gilbert Gonzales moved for approval of option 4 with all of the qualifying characteristics that were included in option 3. B.R. Hall seconded.

After some discussion of approving two recommendations to go to Council at the same time is not going to be helpful to the Council to resolve this issue, Gilbert Gonzales preferred to move forward with the recommendation.

After some discussion of sending two recommendations to Council and the timeline on option 4, Tom Curtis called for the question closing off any further debate.

A vote was taken on the motion to approve option 4 with all of the qualifying characteristics that were included in option 3 and failed with Gilbert Gonzales and B.R. Hall in favor and Christine Bradley, Shannon Hall, Tom Curtis, Harold Finch, Kelly Flannery, Jeremy Moseley and Jonathan Puckett opposed and Edna Jones abstaining.

**Denotes Tom Curtis leaving the meeting.

2. Fiscal Year 2024 Metropolitan Employee Benefit Board budget.

Christina Hickey reported to the Board that as discussed at the February 21, 2023 Study Session the proposed Benefit Board budget for fiscal year 2024 is being presented for review and approval.

Ginger Hall, Human Resources Assistant Director, Michell Bosch, Metropolitan Treasurer, and Katelyn Richie, Treasurers Office, were present for questions.

2. Fiscal Year 2024 Metropolitan Employee Benefit Board budget. (continued)

Christine Bradley moved for approval of the budget. Kelly Flannery seconded, and the Board approved with B.R. Hall opposed.

3. Correspondence:

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

Items 3.-a. and 3.-b. were for information only.

4. Reports for your information:

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

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

5. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 1:10 p.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board