

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

September 5, 2023

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, September 5, 2023 in the Metropolitan Nashville Public Schools Board Room, 2601 Bransford Avenue, Nashville, Tennessee, at approximately 9:33 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, 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 August 1, 2023 and the Special Called meeting held on August 15, 2023. With one correction, nothing further was noted, and Jeremy Moseley moved for approval. Christine Bradley 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 requested that items 1 and 4 be discussed separately.

The employee was present for item 1.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, item 1, as medical with vocational case management.

The employee addressed the Board regarding the request. He stated that the injury did happen on the job and his cardiologist did confirm that it was non genetic and should be approved as injury on duty.

There was some discussion that the reason for approving a medical disability pension rather than injury on duty is that the injury on duty claim has been denied by Davies and is in the appeal process by the employee.

There was some discussion of granting the disability pension as medical while it is going through the appeal process and then changing it to injury on duty after it is deemed compensable.

It was also noted that new medical information has been received since the denial of the claim.

Nicki Eke, Legal Department, stated that what's before the Board right now is an injury on duty pension issue. She stated that the presumption is what you look to, which is that an impairment caused by heart disease is considered to be in the course of employment, but that presumption can be rebutted by competent medical evidence. She stated that at this point the Board is trying to determine whether or not it is injury on duty and the Board can grant a medical disability pension and then once all the relevant information has been reviewed and a determination is made that it is injury on duty it can be changed.

Jonathan Puckett moved to approve the disability pension new request item 1, as medical. Tom Curtis seconded.

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

There was some discussion of approving the disability pension as injury on duty since new information has been received post the decision being made by Davies and if it is approved it acknowledges the injury on duty medical care.

The motion and second to approve item 1 as a medical disability pension was withdrawn.

Jonathan Puckett moved to approve the disability pension new request item 1 as injury on duty. B.R. Hall seconded and the Board approved with Shannon Hall abstaining.

Jeremy Moseley moved to approve voluntary vocational case management on the disability pension new request item 1. Shannon Hall seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new requests, items 2 and 3 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, items 2 and 3 for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

The employee was present for item 4.

Seth Waltenbaugh, Police Department, was also present.

Dr. Kenton Dodd reported to the Board that he recommends denial of the disability pension new request, item 4 as there is no medical impairment that is principally causing his inability to perform his duties.

Gilbert Gonzales moved for approval of the disability pension new request, item 4. Jeremy Moseley seconded.

There was some discussion regarding whether or not he is disabled from doing his job and not whether or not he is suffering from any condition whether it be physical or psychological and there is nothing in the medical record that indicates he cant be a police officer as a result of it.

There was some discussion of the diagnostic code for the disabling condition, variations of that code that demonstrate the severity of the condition, risk factors, his military service and that he is being treated through the Veterans Administration, (VA).

A vote was taken on the motion to approve the disability pension new request, item 4 and was approved with Gilbert Gonzales, Kelly Flannery, B.R. Hall, Jonathan Puckett and Jeremy Moseley in favor and Tom Curtis, Shannon Hall, Christine Bradley, and Edna Jones opposed.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 5 through 8 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 8 for the length of time as recommended. Jeremy Moseley seconded, and the Board approved without objection.

*Denotes the arrival of Harold Finch.

The pensioner was present for item 9.

Aaron Shelton, Parks, was also present.

Dr. Kenton Dodd reported to the Board that on item 9 he recommends approval of return to work with restrictions.

Aaron Shelton stated they are not able to accommodate the restrictions immediately, however, they are working on changes to the job function.

Shannon Hall moved for approval of the recommendation on item 9 of return to work with restrictions. Christine Bradley seconded, and the Board approved without objection.

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

Dr. Kenton Dodd reported to the Board that on item 10 he recommends approval of return to work with restrictions.

Aaron Shelton, Parks, stated they are prepared to return him to work.

Jeremy Moseley moved for approval of the recommendation of return to work with restrictions. Jonathan Puckett seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 11 he recommends a deferral pending receipt of testing results. Jonathan Puckett moved for approval of the recommendation to defer item 11. 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.	Michael W. Frazier	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time and assigned vocational case management.
2.	Emily J. McClintock	Fire	Medical	As moved, seconded, and approved, this disability pension request was approved for one year, (September 2024), with re-exam at that time.
3.	Sharon L. Patterson	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam.
4.	Joshua R. Borum	Police	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
5.	Keisha L. Lawrence	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months, (March 2024), with re-exam at that time.
6.	Jonathan S. Lowe	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
7.	Cameron M. Myers	Fire	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled 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
8.	Jason R. Woodard	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for three years, (September 2026), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Jimmy W. Bowen	Parks	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.
10.	Adnan Y. Salam	Parks	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.

REQUEST - RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
11.	Richard T. Foley, III	Police	Medical	As moved, seconded, and approved, this return to work request 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.

There was some discussion of the purpose of the Board's action on the referrals and that it forces the individual to apply and it helps to reduce the pension liability.

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

Item	Name	Department	Origin of Review	CM Referral Recommendation	CSME Recommendation	Comments
1	Farris, David R., II	MNPS	Pension Approval	No	No	Younger Worker, Does Not Meet SSA Guidelines
2	Patterson, Sharon L.	MNPS	Expedited Review, Pending Likely Pension Approval	Yes	Yes	Meets SSA Guidelines, Listings 13.10B & 13.19

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. Jonathan Puckett seconded, and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
David Malone *	Police	Police Officer 2	B	08/01/2023	08/01/2023
Mary Nodjak	MNPS	ASST - KRONOS ADMIN	B	07/28/2023	09/29/2023
Bruce Kessler	General Sessions Court	Judicial Commissioner	B	08/02/2023	08/31/2023
Isaac Grace Jr	Sheriff	Technical Specialist 2	B	08/17/2023	11/04/2023
Charles Ervin	Water Services	Water Services Asst Manager	B	08/23/2023	09/29/2023
Debbie Franklin	State Trial Courts	Judicial Asst 2	B	08/22/2023	09/16/2023
Wade Hill	Codes Administration	Deputy Director	B	07/31/2023	08/02/2023
Deborah Mullins	MNPS	MGR - FOOD SERVICE II	B	08/03/2023	07/13/2023
Bridget Radford	Public Library	Application Tech 1	B	08/01/2023	09/06/2023
Deana Hart	General Hospital	Metro Hospital Auth Employee	A	07/29/2023	08/02/2023
Deborah Taylor- St. Vincent	General Hospital	Metro Hospital Auth Employee	B	07/28/2023	08/26/2023
Chad Snow	Fire	EMS Captain-Paramedic	B	07/13/2023	07/25/2023
Tammy Lyng	Information Technology Service	Info Systems Mgr	B	08/10/2023	10/16/2023
Alice Carter-Bellard	Health	Office Support Spec 2	B	07/27/2023	12/23/2023
Linda Tyler-Goins	Health	Public Health Nurse 1	B	08/22/2023	09/01/2023
Jason Terry	Police	Police Officer 2	B	07/25/2023	07/17/2023
Wendy Buchanan	Juvenile Court	Probation Officer 3	B	08/03/2023	08/18/2023
Sharon Hernandez	Police	Police Operations Coord 1	B	08/03/2023	09/07/2023
Sandra Barnes	MNPS	PARA-PRO - EX ED	B	08/22/2023	08/09/2023
Frank Ragains Jr	Police	Police Lieutenant	B	07/24/2023	08/09/2023
Marti Roberts	Police	Police Sergeant	B	08/22/2023	09/01/2023
Barbara Demonbreun	Fire	Fire Inspector 2	B	06/21/2023	07/15/2023
Robert Carrigan Iii	Police	Police Officer 2	B	08/09/2023	09/01/2023
Wanda Allen	Police	Police Operations Coord 1	B	08/09/2023	10/18/2023
Darryl Collins	Public Library	Office Support Rep Sr	B	06/21/2023	07/15/2023
Melissa Crutchfield	State Trial Courts	Admin Svcs Division Manager	B	08/10/2023	09/12/2023
Lydia Yohannes	MNPS	TRANSLATOR - PARENT OUTREACH	B	08/10/2023	12/31/2023
Cherita Bass	Sheriff	Call Center Operator-DCSO	B	08/10/2023	07/16/2023
Vivian Kirk	MNPS	ASST - FOOD SVC	B	07/25/2023	07/03/2023
Kevin Hathaway	General Services	Mail Clerk Carrier	B	08/01/2023	09/02/2023
Rachel Taylor *	Sheriff	Sheriff Classification Cou	B	08/17/2023	08/01/2023
Kevin Penney *	Mayor's Office	Deputy Dir-Emerg Management	B	07/31/2023	09/01/2023
Rosalind Bizzell *	Information Technology Service	Account Clerk 1	B	07/06/2023	08/01/2023
Deestin Spence *	Sheriff	Correctional Officer 1	B	06/16/2023	08/01/2023
Deborah Williams-Carney *	Bordeaux Long Term Care	Admissions Liaison	B	07/06/2023	01/01/2022
Paul Simpson *	Sheriff	Correctional Officer 1	B	07/19/2023	09/01/2023

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Maurice Bessire	Water Services	B	08/01/2023
Bobby Kinslow	Parks	B	08/01/2023

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Tara Millette	General Hospital	Service Without Option	B	01/01/2023	Normal	
Roy Phillips	MNPS	Service With Option	B	05/27/2023	Option D	
Deborah Umans	MNPS	Service Without Option	B	07/01/2023	Normal	
Vicki Powers	MNPS	Service With Option	B	07/01/2023	Option B	
Sheri Colgan	MNPS	Service With Option	B	07/01/2023	Option F	
Brenda Davis	MNPS	Service With Option	B	05/31/2023	Option A	1
Robert Mcbride	Health	Service With Option	B	05/23/2023	Option A	
Robert Sipple	Police	Service Without Option	B	06/03/2023	Normal	

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
M Young	MNPS	Service Without Option	B	07/06/2023	Normal	2
David Kestner	Public Works	Service With Option	B	07/08/2023	Option A	
Richard Lewis	Public Works	Service With Option	B	07/08/2023	Option E	
Leonard Johnson Iii	Sheriff	P&F Service Pen With Option	B	06/29/2023	Option F	
Margaret Keck	General Services	Early Service Without Option	B	06/15/2023	Normal	
Deborah Mullins	MNPS	Service Without Option	B	05/27/2023	Normal	
Mark Barrett	Fire	P&F Service Pen With Option	B	06/16/2023	Option E	
Ronnie Brock	Public Works	Service Without Option	B	07/01/2023	Normal	
Jerry Upchurch	Public Works	Service With Option	B	07/08/2023	Option E	1
Harrell Ellis Iii	Public Library	Service With Option	B	05/13/2023	Option A	1
Bradley Wheatley	General Hospital	Early Service With Option	A	08/03/2023	Option A	
Deborah Jackson	MNPS	Early Service Without Option	A	05/27/2023	Normal	
Joe Rucker Jr	MNPS	Service With Option	B	05/27/2023	Option B	
Jason Terry	Police	P&F Service Pen Without Option	B	07/17/2023	Normal	
Robert Storey	Sheriff	Service Without Option	B	07/08/2023	Normal	
Thomas Babbs	Sheriff	P&F Service Pen With Option	B	08/01/2023	Option E	3
Marc Ebbert	Sheriff	Early Service With Option	B	07/03/2023	Option E	
Janet Hobson	State Trial Courts	Early Service With Option	A	05/27/2023	Option F	
Brian Reichard	Fire	P&F Service Pen With Option	B	07/06/2023	Option A	3
Harvey Owens Iii	Criminal Court Clerk	Early Service Without Option	B	07/01/2023	Normal	
Jerry Carroll	Sheriff	P&F Service Pen With Option	B	06/10/2023	Option E	
Leanne Scott	Water Services	Service With Option	B	07/08/2023	Option F	
Patrick Taylor	Police	P&F Service Pen With Option	B	07/01/2023	Option F	1
Buddy Rhett	Police	P&F Service Pen With Option	B	07/29/2023	Option A	
Derry Baltimore	Police	P&F Service Pen With Option	B	08/01/2023	Option E	3
Vicki Bailey	Clerk and Master	Early Service With Option	B	07/01/2023	Option E	
Michael Windsor	Police	P&F Service Pen With Option	B	07/01/2023	Option A	
Steve Morales	Sheriff	P&F Service Pen With Option	B	07/06/2023	Option E	
Joseph Clinard Iii	Information Technology Service	Service With Option	B	07/08/2023	Option E	3
John Rawls	Information Technology Service	Service With Option	B	06/27/2023	Option E	
Donn Clute	MNPS	Service With Option	B	07/01/2023	Option A	
Deborah Kraski	MNPS	Service With Option	B	05/31/2023	Option A	
Genella Rogers	MNPS	Service With Option	B	05/26/2023	Option D	
Tony Carter	Public Works	Early Service Without Option	B	07/01/2023	Normal	
Brenda James	MNPS	Early Service Without Option	B	05/19/2023	Normal	
Kenneth Jenkins	MNPS	Service With Option	B	05/26/2023	Option A	
James Cliff	MNPS	Service Without Option	B	01/25/2023	Normal	
Charles Pigg	Fire	Early Service Without Option	B	06/28/2023	Normal	
Rita Mcgee	MNPS	Service Without Option	B	06/01/2023	Normal	
Nancie Woodard	MNPS	Service With Option	B	05/26/2023	Normal	
Jacquelyn Johnson	MNPS	Service Without Option	B	05/27/2023	Normal	
Robert Birdsong	MNPS	Service With Option	B	07/01/2023	Option B	
Harry Porter	MNPS	Service With Option	B	07/04/2023	Option A	1
Amanda Bogle	MNPS	Service With Option	B	05/26/2023	Option A	
Barbara Mcewen	MNPS	Service Without Option	B	06/30/2023	Normal	3
Thomas Gale	MNPS	Service Without Option	B	05/31/2023	Normal	
Paul Simpson	Sheriff		B			
David Malone	Police	P&F Service Pen With Option	B	08/01/2023	Option E	
Amanda Alvis	Mayor's Office	Service Without Option	B	01/01/2023	Normal	
James Davis Jr	Circuit Court Satellite	Service Without Option	B	05/01/2023	Normal	
Rosalind Bizzell	Information Technology Service	Service With Option	B	08/01/2023	Option A	
Joseph Egbuji	General Hospital		B	09/01/2023		
Audrey Collins	Bordeaux Long Term Care	Service With Option	B	01/01/2023	Option D	
John Kerr	Fire	P&F Service Pen Without Option	B	07/01/2023	Normal	
Paula Todd	Fire	P&F Service Pen With Option	B	06/01/2023	Option E	

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

Options		Key Codes	Drop Elections	
Normal	Life Annuity	No Option Elected	1	1 Year Drop
Option A	Joint & Survivor	100% to Surviving Beneficiary	2	2 Year Drop
Option B	Joint & Survivor	50% to Surviving Beneficiary	3	3 Year Drop
Option C	Social Security			
Option D	120 Payments	Certain and Life		
Option E	Joint & Survivor	100% to Surviving Beneficiary with Pop-Up Feature		
Option F	Joint & Survivor	50% to Surviving Beneficiary with Pop-Up Feature		

QDRO – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Alan Baker	NDOT	Karen Sullivan	B	08/06/2023
Daniel Weikal	Sheriff	Amanda Buchanan	A	08/01/2023
Myles Scott Jr	Public Library	Bobby Scott	B	07/29/2023
Raymond Runnels	Police	Maria Runnels	A	08/01/2023
James Hunley	Fire	Bettie Hunley	B	08/21/2023
Carol Morton	Police	Gary Temple	B	08/05/2023
Buford Stinson	NDOT	Jodene Stinson	B	07/13/2023
Vernon Allen Sr	Fire	Frances Allen	A	08/11/2023
Michael Deharde	Sheriff	Gailrena Deharde	B	08/02/2023
Doris Vance	MNPS	William Vance	B	07/22/2023
Frank Littlejohn	Trustee	Velma Littlejohn	B	07/13/2023
Raymond Hurst	MNPS	Jennifer Hurst	B	08/01/2023
Danny Mosley	Water Services	Patricia Petty	B	07/19/2023
Eulis Brown	Parks	Janice Brown	B	07/28/2023

BENEFIT BOARD ITEMS

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

1. Public Comment Period.

A maximum of 10 persons who write their names on the sign-up sheet provided at the meeting will be allowed to comment on matters that are germane to items on the Agenda. Comments are limited to a maximum of two (2) minutes per person. To provide comment, you must sign up prior to the end of Item D on the Agenda.

There were no public comments.

2. In Line of Duty Committee report: (Chair: Jonathan Puckett; Vice-Chair: Christine Bradley; Members: G. Thomas Curtis and Edna Jones. Alternates: Shannon B. Hall and Jeremy Moseley)

Christina Hickey reported to the Board that the In Line of Duty Committee met on August 16, 2023, to deliberate on 5 IOD medical care requests. She stated items #4 and #6 were deferred until the next IOD Committee meeting. She stated the Committee's recommendations are being presented for the Board's action along with the Committee meeting minutes for approval by the Committee members.

Committee Chair Jonathan Puckett asked if there were any amendments, corrections, or questions of the minutes from the August 16, 2023 In Line of Duty Committee meeting. With no corrections, Christine Bradley moved for approval of the In Line of Duty Committee minutes. Edna Jones seconded, and the Committee minutes were approved without objection.

Kimberly Jordan and Vickie Hampton, Davies, were present.

Committee Chair Jonathan Puckett reported to the Board that on Committee item 2, the IOD medical care request for the pensioner from the Fire Department, the Committee recommended to overturn the denial of this

2. In Line of Duty Committee report. (continued)

claim. Edna Jones moved for approval of the Committee's recommendation to overturn the denial of this claim. Christine Bradley seconded, and the Board approved without objection.

Committee Chair Jonathan Puckett reported to the Board that on Committee item 3, the IOD medical care request for the employee from Metro Nashville Public Schools, the Committee recommended to uphold the denial of this claim. Christine Bradley moved for approval of the Committee's recommendation to uphold the denial of the claim. Jeremy Moseley seconded, and the Board approved without objection.

On Committee item 5, the employee and Herbie King, Nashville Department of Transportation, (NDOT), were present.

Committee Chair Jonathan Puckett reported to the Board that on Committee item 5, the IOD medical care request for the employee from Nashville Department of Transportation (NDOT), the Committee recommended to overturn the denial of this claim. Edna Jones moved for approval of the Committee's recommendation to overturn the denial of the claim. Christine Bradley seconded, and the Board approved with Shannon Hall abstaining.

3. HRA and PPO self-insured medical plan document changes.

Christina Hickey reported to the Board that Human Resources has updated the HRA and PPO self-insured medical plan documents to provide clarification for the PPO plan document and changes for the Medicare Advantage eligibles moving out of the HRA and PPO plans. She stated there are no significant material changes to any benefit plan and both documents contain updates regarding the Medicare Advantage plan transition previously approved by the Board as well as text clarifications to better align with BCBS processes (these changes do not constitute a change in benefits). She stated the HRA and PPO plan documents' tracked changes are being provided for review. She stated that Legal has reviewed the proposed changes and the Board will need to approve the changes to the plan documents that will be effective January 1, 2023.

Jeremy Moseley moved for approval of the changes to the plan documents that will be effective January 1, 2023. Jonathan Puckett seconded.

There was some clarification that the effective date of the changes is to reflect the changes related to the Medicare transition that was effective January 1st.

Nicki Eke, Legal Department, stated that the changes are not new rules per say it's memorializing them.

The motion and second were withdrawn.

Shannon Hall moved for approval of the changes to the plan documents that were effective January 1, 2023. Jonathan Puckett seconded.

The motion was amended to specifically state the Medicare Advantage plan changes and other administrative changes. A vote was taken on the motion to approve the Medicare Advantage plan changes to the plan documents along with other administrative changes that were effective January 1, 2023 and the Board approved with Jeremy Moseley and B.R. Hall opposed.

At this time, there was some discussion regarding mental health issues and the guidelines Metro has to address these issues.

4. Correspondence:

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

Items 4.-a. and 4.-b. were for information only.

5. Reports for your information:

- a. Denial log from Davies.
- b. Benefit Board expense reports.

Items 5.-a. and 5.-b. 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 10:28 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board