

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**July 11, 2024**  
**(Rescheduled from July 2, 2024)**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Thursday, July 11, 2024 in the Metropolitan Nashville Public Schools Board Room, 2601 Bransford Avenue, Nashville, Tennessee, at approximately 9:30 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Kevin Crumbo, Harold W. Finch, II, \*B.R. Hall, Sr., Shannon B. Hall, and Robert Weaver.

Members G. Thomas Curtis, Gilbert Gonzales, and Jonathan Puckett were unable to be present.

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 June 4, 2024. With no corrections, nothing further was noted and moved for approval. 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 approvals/referrals)**

The terms of the approval or extension of the items listed in the motions are specifically stated in these minutes.

Chair Edna Jones noted there is additional information on items 2 and 3.

Dr. Kenton Dodd, Civil Service Medical Examiner, (CSME), reviewed the disability pensions with the Board.

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. Christine Bradley moved for approval of the recommendation to approve the disability pension new request, item 1 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends a denial of the disability pension new request, item 2 even though they had an illness the medical record indicates the issue is resolved and there is no medical evidence that would support the request. Harold Finch moved for approval of the recommendation to deny the disability pension new request, item 2. Robert Weaver seconded, and the Board approved without objection.

The disability applicant's wife and Danny Yates, union representative, were present for item 3.

As item 3 is under review for in line of duty medical care Shannon Hall moved to defer this item to the next meeting. Robert Weaver seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends a deferral of the disability pension new request, item 4 as this case is under review for in line of duty medical care. Shannon Hall moved to defer item 4 to the next meeting. Robert Weaver seconded, and the Board approved without objection.

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 with a functional capacity evaluation on item 5. 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 with a functional capacity evaluation on item 5. Robert Weaver seconded, and the Board approved without objection.

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

Dr. Kenton Dodd reported to the Board that on item 9 he requests a deferral for one month. Shannon Hall moved for approval of the request to defer item 9 for one month. Harold Finch seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 10 he recommends approval of return to work with no restrictions.

Jamie Summers, Fire Department, stated that they intend to return him to work, however, he has not maintained his certifications and once he starts that process and passes the pre-test within the 60 days we will bring him on.

Shannon Hall moved for approval of the recommendation of return to work. Harold Finch seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 11 he recommends approval of the request to return to work. Robert Weaver moved for approval of the request to return to work. Shannon Hall seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 12 he recommends approval of the request to return to work.

Lisa McCrady Beverly, Metro Action Commission, was present and stated it is their intent to return the individual to work.

Christine Bradley moved for approval of the request to return to work. Robert Weaver seconded, and the Board approved without objection.

Hannah Robinson reported to the Board that item 13 has been approved for Social Security prior to their upcoming re-exam and needs to be removed from the re-exam list. Shannon Hall moved for approval of the Social Security approval, item 13 to be removed from the re-exam list with no further review. Robert Weaver seconded, and the Board approved without objection.

\*Denotes the arrival of B.R. Hall.

**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 S. Ratliff	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension request was approved for seven months, (February 2025), with re-exam at that time.
2.	Jeanne S. Hesson	Police	Medical	As moved, seconded, and approved, this disability pension request was denied.
3.	Daniel L. Baker	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was deferred.
4.	Joseph A. Clinard	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was deferred.

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

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
5.	Ronnie A. Davis, Jr.	Sheriff's Office	Medical	As moved, seconded, and approved, this disability pension was continued with a functional capacity evaluation for three months, (October 2024), with re-exam at that time.
6.	Joseph E. Francescon	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (July 2025), with re-exam at that time.
7.	Mervat M. Sayeh	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (July 2025), with re-exam at that time.
8.	Mariah C. Tripp	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (July 2025), with re-exam at that time.

**REEXAMINATIONS - DEFER:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
9.	Joey B. Workman	County Clerk's Office	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred one month, (August 2024), with re-exam at that time.

**RETURN TO WORK – NO RESTRICTIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
10.	Hugh L. Watson	Fire	In Line of Duty	As moved, seconded, and approved this individual was returned to work.

**REQUEST TO RETURN TO WORK – NO RESTRICTIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
11.	Alma J. Hunter	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this return-to-work request was approved.
12.	Brian M. Ward	Metro Action Commission	Medical	As moved, seconded, and approved, this return-to-work request was approved.

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

**SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Raeffel A. Grant, Sr.	Water	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.

**SOCIAL SECURITY REFERRALS:**

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Sims, Misty M.	Fire	Pension Approval	Yes	Yes	Evaluation
2	Williams, Matthew C.	Fire	Pension Approval	Yes	Yes	Evaluation

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. Harold Finch seconded, and the Board approved with B.R. Hall not voting.

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

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

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Craig Shephard *	General Hospital	Dir-Health Science Education	B	05/07/2024	01/01/2023
Michael Brown	Parks	Custodian	B	05/08/2024	07/19/2024
Elbert Fortner	MNPS	MONITOR - SCHOOL BUS	B	04/23/2024	05/04/2024
Donna Alessio	Health	Public Health Nurse 1	B	06/05/2024	09/21/2024
Sandra Reynolds	Public Library	Library Associate	B	06/20/2024	07/05/2024
James Cox	MNPS	DRIVER - BUS	B	05/06/2024	05/31/2024
Karen Tomlin	MNPS	PARA PRO - PRE K GEN ED	B	05/14/2024	05/24/2024
Marianne Beebe	MNPS	ASST - ADMIN	B	05/01/2024	06/29/2024
Leroy Buggs	MNPS	PARA PRO - EX ED PROG(TITLE 1)	B	05/16/2024	05/25/2024
Michael Smith	Criminal Court Clerk	Deputy Criminal Ct Clerk 5	B	05/21/2024	06/30/2024
Kimberly Albright	MNPS	ASST - FOOD SVC	B	06/01/2024	05/24/2024
Shirley Castleberry	MNPS	MGR - FOOD SERVICE II	B	04/30/2024	06/29/2024
Thomas Fisher	MNPS	OPER - WHSE & DELIVERY SVC	B	06/03/2024	06/29/2024
Connie Orstrom	MNPS	ADMIN - RECORDS SCH FIN PAY I	B	06/06/2024	06/29/2024
Charlotte Russell	MNPS	PARA-PRO - EX ED	B	05/28/2024	05/24/2024
Betty Mitchell	MNPS	PARA-PRO - EX ED JOB COACH	A	05/05/2024	05/24/2024
Kristy Mallory	MNPS	SECRETARY/CLERK	B	05/29/2024	06/01/2024
James Mitchell	MNPS	MGR - FGM ZONE	B	04/01/2024	06/01/2024
Rebecca Breedlove	MNPS	THERAPIST - OCCUPATIONAL	B	04/12/2024	05/25/2024
Donna Clark	MNPS	ANALYST - ENTERPRISE APP	B	04/15/2024	05/31/2024
Deborah Martin	MNPS	SECRETARY/CLERK	B	05/13/2024	05/30/2024
Katie Hollins	MNPS	SPEC - SUPPORT LRNG SYS	B	06/14/2024	06/30/2024
Laura Hansen	MNPS	DIR - INFO MGMT & DECISION	B	06/20/2024	08/02/2024
Thomas Bayersdorfer	MNPS	SPEC - IT RESOURCES	B	05/30/2024	07/25/2024
Tondaleya Jobe	MNPS	Coach Advocacy Center	B	05/20/2024	05/23/2024
Jethro Ellerbe	Metro Action Commission	Bus Driver	B	05/08/2024	06/01/2024

**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
Darlene Ferguson	MNPS	PARA-PRO - EX ED	B	05/08/2024	05/25/2024
Michael Flynn	Water Services	Indust Electrician 1	B	05/30/2024	05/16/2024
Frank Madden	Water Services	Utility Compliance Inp 2	B	06/17/2024	08/16/2024
Vickie Patton	General Hospital	Metro Hospital Auth Employee	B	06/04/2024	07/15/2024
Maggie Lawrence	Metro Action Commission	Teacher Asst	B	05/23/2024	07/12/2024
Melissa Sterry	Water Services	Cust Svc Supv	B	06/06/2024	07/31/2024
Steven Nunley	Water Services	Water Services Asst Manager	B	05/01/2024	07/01/2024
David Butler	Parks	Maintenance & Repair Worker Se	B	06/04/2024	06/08/2024
Cynthia Miller	Water Services	Info Systems App Analyst 3	B	05/23/2024	06/14/2024
Thomas Sterry	Water Services	Application Tech 3	B	06/06/2024	08/31/2024
Rita Owen	Parks	Application Tech 1	B	05/12/2024	07/01/2024
Dianna Shire	MNPS	CLERK - LIBRARY	B	05/22/2024	07/01/2024
Kenneth Tansil Jr	General Services	Mail Clerk Carrier	B	05/22/2024	06/29/2024
William Taylor	Assessor of Property	Information Systems Advisor 1	B	04/03/2024	06/29/2024
Larry Pratt	General Services	Technical Specialist 1	B	05/13/2024	06/15/2024
Dianna Atwood	General Services	Finance Mgr	B	04/28/2024	05/11/2024
David Proffitt	MNPS	EXEC DIR - FAC MAINT & CONSTR	B	05/15/2024	06/28/2024
Darrell Moore	Public Works	Technical Specialist 2	B	05/14/2024	06/30/2024
Theodore Anderson Jr	Fire	Fire Captain	B	05/13/2024	06/22/2024
Romney Cummings	Fire	Fire District Chief	B	02/14/2024	05/22/2024
Gary Hargis Jr	Fire	Fire District Chief	B	04/22/2024	05/01/2024
Daniel Mcgowan	Assessor of Property	Info Systems App Analyst 3	B	06/13/2024	07/31/2024
David Liles	General Services	Technical Specialist 1	B	05/21/2024	07/05/2024
Horace Denton Jr	Codes Administration	Admin Svcs Mgr	B	04/16/2024	06/18/2024
Stephen Lewis	Police	Police Lieutenant	B	06/05/2024	07/01/2024
Kevin Musfeldt	Water Services	Utility Compliance Insp 1	B	05/16/2024	06/22/2024
Tammy Cannon *	MNPS	DRIVER - BUS	B	04/17/2024	04/01/2024
Richard Anderson *	Public Works	Pub Works Asst Dir-Waste Mgmt	B	02/15/2024	06/01/2022
Mark Jordan *	Health	Environmentalist 2	B	05/24/2024	02/01/2022
Glenna King *	Public Library	Circulation Asst 2	B	05/28/2024	12/01/2018
Sherri Raymer *	General Hospital	Laboratory Info Systems Coor	B	03/27/2024	12/01/2023
Gwendolyn Mckee *	Bordeaux Long Term Care	Medical Technologist	B	06/11/2024	07/01/2023
Priscilla Stewart *	General Hospital	Phlebotomy Specimen Proc Tech	B	03/13/2024	08/01/2024
Rhoda Phillips *	General Hospital	Registered Nurse-CC	B	04/01/2024	11/01/2023
Sherry Watts *	Bordeaux Long Term Care	Envir Svcs Dir	B	04/08/2024	05/01/2024
Mark Arend *	Finance	Special Projects Mgr	B	05/20/2024	07/01/2024
Corbin Foster *	MNPS	CUSTODIAN - SR	B	03/27/2024	04/01/2024
Kerwin Strong *	Information Technology Service	Information Sys Oper Tech 1	B	04/24/2024	05/01/2024

\* Deferred Benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Deborah Williams	MNPS	B	05/01/2024
Joe Hutcherson Jr	General Hospital	B	05/01/2024
Erid Harrison	Police	B	06/01/2024
James Finley	MNPS	B	06/01/2024
Nathaniel Jumper	Water Services	B	05/01/2024

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Craig Shephard	General Hospital	Service With Option	B	01/01/2024	Option A	
Julia Jackson	MNPS	Service With Option	B	05/11/2024	Option A	
Elbert Fortner	MNPS	Service Without Option	B	05/04/2024	Normal	
Frankie Lankster	MNPS	Service Without Option	B	03/01/2024	Normal	
Deborah Madonna	MNPS	Early Service Without Option	B	04/27/2024	Normal	
Karen Bachman Culbertson	MNPS	Early Service With Option	B	03/29/2024	Option B	

**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
Shari Simmons	MNPS	Service Without Option	B	05/01/2024	Normal	
Lawrence Caruthers	MNPS	Service With Option	B	05/17/2024	Option F	2
Susan York	MNPS	Early Service With Option	B	05/15/2024	Option F	
Donna Clark	MNPS	Service With Option	B	05/31/2024	Option F	
Margaret Manuel	Health	Service Without Option	B	04/23/2024	Normal	
Carol Edwards	Water Services	Service Without Option	B	04/13/2024	Normal	
Joe Foster	Public Library	Service With Option	B	05/02/2024	Option A	
Shelia Morris	Health	Service Without Option	B	04/09/2024	Normal	
Shane Shetler	Police	P&F Service Pen With Option	B	06/01/2024	Option E	
Michael Flynn	Water Services	Service With Option	B	05/16/2024	Option D	
Laurette Kelly	Water Services	Service Without Option	B	04/13/2024	Normal	
Cathi Phillips	General Hospital	Service With Option	B	05/12/2024	Option D	
James Parker	Water Services	Service Without Option	B	04/09/2024		
Dianna Atwood	General Services	Service With Option	B	05/11/2024	Option D	
Zoraida Ojeda	MNPS	Service Without Option	B	04/17/2024	Normal	
Eugene Melton	Fire	P&F Service Pen With Option	B	03/28/2024	Option A	3
Dola Pirtle	Juvenile Court Clerk	Service Without Option	B	04/20/2024	Normal	3
Gary Hargis Jr	Fire	P&F Service Pen With Option	B	05/01/2024	Option E	3
Lisa Odle	MNPS	Service With Option	B	04/06/2024	Option F	
Terry Charlton	Water Services	Service With Option	B	04/13/2024	Option F	
Christopher Hendry	Police	P&F Service Pen Without Option	B	04/09/2024	Normal	3
Glenn Crowell	Fire	P&F Service Pen With Option	B	04/14/2024	Option F	3
Candace Rhodman	Metro Action Commission	Service Without Option	B	05/01/2024	Normal	
Cynthia Jones	Convention Center Authority	Service With Option	B	03/30/2024	Option E	3
Johnny Perry	Parks	P&F Service Pen With Option	B	04/10/2024	Option A	
Danny Clouse	Public Works	Early Service Without Option	B	04/13/2024	Normal	
Alice Collins	Health	Service With Option	B	02/03/2024	Option D	
Jeffery Johnson	General Services	Service With Option	B	01/01/2024	Option A	
Glenna King	Public Library	Service Without Option	B	01/01/2024	Normal	
Sherri Raymer	General Hospital	Service Without Option	B	01/01/2024	Normal	
Kimberly Hopkins-Will	Finance	Service Without Option	B	05/01/2024	Normal	
Sherry Watts	Bordeaux Long Term Care	Service Without Option	B	05/01/2024	Normal	
William Medina	Information Technology Service	Service With Option	B	05/01/2024	Option A	
Corbin Foster	MNPS	Service With Option	B	04/01/2024	Option A	
Editha Reedy	General Hospital	Service Without Option	B	03/01/2024	Normal	
Kerwin Strong	Information Technology Service	Service With Option	B	05/01/2024	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
Charles Sterry	MNPS	Molly Finney	B	06/03/2024
Kristian Atchley	Health	Joseph Atchley	B	04/27/2024
David Smithy	MNPS	Linda Smithy	B	04/06/2024
Vincent Richards Jr	Assessor of Property	Leigh Ann Cook	B	04/11/2024
Leo Summers	Sheriff	Catherine Summers	B	05/09/2024

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

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Oma Hale	MNPS	Jimmy Hale	B	04/26/2024
Mavis Brewer	Water Services	Harold Brewer	B	05/05/2024
Jerome Trice	Human Resources	Tonja Trice	B	05/05/2024
Larry Trenary	Public Works	Tina Trenary	B	06/12/2024
Sharon Green	MNPS	Cindy Pelkey	B	06/11/2024
Mark Wright	Bordeaux Long Term Care	Mark Wright Jr.	B	05/11/2024
Jerry Jamison	Fire	Lella Jamison	B	05/09/2024
Robert Golden	Water Services	Jeanne Golden	B	05/08/2024
Walter Fisher	MNPS	Rosalyn Fisher	B	06/12/2024
Emrick Clark Jr	Police	Erma Clark	B	05/12/2024
Bettie Shepherd	MNPS	Ernest Shepherd	B	05/19/2024
Sharon Rutledge	MNPS	Michael Rutledge	B	05/15/2024
Linda Anderson	Emergency Communication Center	Ronald Anderson	B	06/07/2024

**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 was one public comment regarding hearing aid benefits.

3. Life Insurance RFP.

This item was taken out of order.

Christina Hickey reported to the Board that the Purchasing Division will update the Board on the status of the procurement process for the life insurance request for proposals (RFPs) and award.

Dennis Roland and Sandra Walker, Purchasing, were present. Dennis Roland reviewed the procurement process. He stated five proposals were received including the incumbent and an intent to award was issued to the Hartford.

Christine Bradley moved for approval of the award. Shannon Hall seconded, and the Board approved without objection.

2. Medicare Advantage plan rates for 2025.

Christina Hickey reported to the Board that the 2025 Medicare Advantage plan rates for UnitedHealthcare (UHC) and Humana will be presented by USI for the Board's consideration and approval. She noted these rates will be effective January 1, 2025.

Joe Meyers, USI, introduced the new UHC representatives, John Thompson and Sherri Harmon Butts.

Larry Lowe, Humana, was also present for questions.

Lauren Chrisman, USI, reviewed current participation in the Humana plan, enhancements to the plan, how the rate is calculated, the rate history and the increase in the premium. She also reviewed the design of the UHC plan and the rates.

2. Medicare Advantage plan rates for 2025. (continued)

There was some discussion of how having two plans will reduce the risk of participants being affected by contractual issues with carriers and communications regarding the new UHC plan.

Shannon Hall moved for approval of the recommended Medicare Advantage plans, (Humana and UHC), rates for 2025. Robert Weaver seconded, and the Board approved without objection.

4. Hearing Aid benefit in medical plans.

Christina Hickey reported to the Board that at the May Study Session, USI and Deloitte presented information on adding a hearing aid benefit to the self-insured medical plans. She stated this item was deferred for consideration as far as timing and implementation to be consistent with offerings that may be offered as part of the Medicare Advantage plans for 2025.

Kelley Lewis, Deloitte, gave some history on this item.

Joseph Meyers, USI, reviewed the options and pricing for this benefit for the Medicare Advantage plans and self-insured plans.

There was some discussion regarding the optional differences and the cost with the Medicare Advantage plans and the estimated cost with the self-insured plans option, networks, and providers.

There was some discussion of deferring this item in order to look at the budget and get additional input.

There was also some discussion regarding annual enrollment and including this benefit into that information.

Kevin Crumbo moved to defer this item to a Special Called meeting in order to look at the budget and get additional input. Christine Bradley seconded, and the Board approved without objection.

5. Correspondence:

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

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

6. Reports for your information:

- a. Denial log from Davies.
- b. Benefit Board expense reports.
- c. Investment Committee minutes.

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

7. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 11:15 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**