

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

April 5, 2005

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on April 5, 2005 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 9:30 a.m.

Benefit Board members: Chair: Clyde D. Smith; Vice Chair: H. Russell White; Members: B. R. Hall, Sr., Pat Harris-Wingfield, David Manning, Edward C. Mason, II, Dorothy Shell-Berry, Thomas A. Storey, *Charles A. Trost and Betsy Walkup.

Other Members present: Kevin Klein, Attorney, Metro Legal Department and Christopher Fletcher, Civil Service Medical Examiner.

A. MINUTES: Chair Clyde Smith called the meeting to order and said the first order of business was to determine if there were any amendments, corrections or questions of the minutes from the last regular meeting held on March 1, 2005. With no corrections, nothing further was noted and Betsy Walkup moved for approval. Pat Harris-Wingfield seconded and the Board approved without objection.

B. DISABILITY PENSIONS:

Dr. Christopher Fletcher, Civil Service Medical Examiner (CSME), stated that he will be presenting the pensions that appear to be appropriate medically and administratively. He stated that if there are any medical issues he will bring them to the Board's attention and staff will discuss administrative issues.

He stated that staff recommends approval of the disability pension new requests and reexamination B.-1.-a. through B.-2.-a for the length of time recommended by the staff. Edward Mason moved approval. H. Russell White seconded and the Board approved unanimously.

Dr. Fletcher stated that staff has received a request from the individual for item B.-3.-a. to be deferred.

Dr. Fletcher stated that on item B.-4.-a. there is conflicting medical evidence and requests that an Independent Medical Examination be obtained. David Manning moved approval. B.R. Hall seconded and the Board approved unanimously.

Dr. Fletcher reported that on item B.-4.-b. the individual could potentially return to work, but her department maintains the position that there is lack of accommodating her restriction. He recommends deferring for 60 days have a psychiatric IME and have case management meet with the department. David Manning moved approval. Pat Harris-Wingfield seconded and the Board approved unanimously.

Dr. Fletcher reported that items B.-5.-a. through B.-6.-f. do not meet the definition of disability as described in the Code and he would recommend denial. He further stated that however, it is not clear that they would be disapproved for disability under some of the proposed new definitions and based on that he recommends extending them for 90 days.

The Board discussed the issue of medical information being submitted every 90 days on reexaminations and ways to circumvent creating issues with the physicians seeing the individuals again.

B.R. Hall moved approval of the disability pension reexaminations for 90 days with waiving the medical re-exam.

Dr. Fletcher suggested that for B.-5.-a. and B.-5.-b medical re-exam be required due to their condition being resolved within that 90 day timeframe. He stated B.-6.-a. through B.-6.-f. would not need to submit any new medical.

There was clarification on the motion to require medical re-exam for B.-5.-a. and B.-5.-b. Betsy Walkup seconded and the Board approved unanimously.

B.R. Hall moved approval of items B.-6.-a. through B.-6.-f. for 90 days without any medical information. Edward Mason seconded and the Board approved unanimously.

On the Late item, Dr. Fletcher stated he recommends denial based on the physicians statements and the current definition of disability. He further stated this falls in the bounds of the definitions being considered and recommends re-exam in 90 days. David Manning moved for approval. Edward Mason seconded and the Board approved unanimously.

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

1. NEW REQUESTS

MEDICAL

NAME	DEPARTMENT	RECOMMENDATION
B.-1.-a. Arthur L. Batts	MNPS	As moved, seconded and approved, this pension was granted without stipulation of scheduled reexamination.

1. NEW REQUESTS

MEDICAL

NAME	DEPARTMENT	RECOMMENDATION
B.-1.-b. Charles E. Brown	Parks & Recreation	As moved, seconded and approved, this pension was granted without stipulation of scheduled reexamination.

IN LINE OF DUTY

NAME	DEPARTMENT	RECOMMENDATION
B.-1.-c. Charles W. Edwards	Codes	As moved, seconded and approved, this pension was granted until 3/2007, with reexamination at that time.

2. REEXAMINATIONS

MEDICAL

NAME	DEPARTMENT	RECOMMENDATION
None		

IN LINE OF DUTY

B.-2.-a. Darlene M. Dawson	Social Services	As moved, seconded and approved, this pension was continued without stipulation of scheduled reexamination.
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3. NEW IOD

RECOMMENDS BOARD

DENIAL

NAME	DEPARTMENT	RECOMMENDATION
B.-3.-a. Sherry L. Thompson	MNPS	As moved, seconded and approved, this request was deferred.

4. REQUEST FOR IME'S

NAME	DEPARTMENT	RECOMMENDATION
B.-4.-a. Avis B. Morehead	Bordeaux	As moved, seconded and approved, this pension was continued until 6/2005, with reexamination at that time.

B.-4.-b. Delphia A. Selem	NGH	As moved, seconded and approved, this pension was continued until 6/2005, with reexamination at that time.
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5. NEW REQUESTS

MEDICAL

Do not meet the definition of disability.

NAME	DEPARTMENT	RECOMMENDATION
B.-5.-a. Charlene Avinger	MNPS	As moved, seconded and approved, this pension was continued until 7/2005, with reexamination at that time.
IN LINE OF DUTY		
B.-5.-b. Sherry D. Driver	MNPS	As moved, seconded and approved, this pension was continued until 7/2005, with reexamination at that time.

6. REEXAMINATIONS

List of Medical/IOD Pensions that have "Definition of Disability" wording

MEDICAL

B.-6.-a. Roy D. Allen	Water	As moved, seconded and approved, this pension was continued until 7/2005, with reexamination at that time.
B.-6.-b. Billy R. Knalls	Public Works	As moved, seconded and approved, this pension was continued until 7/2005, with reexamination at that time.
B.-6.-c. Cheri R. Sullivant	MNPS	As moved, seconded and approved, this pension was continued until 7/2005, with reexamination at that time.
B.-6.-d. Terrie L. Moran	State Trial Courts	As moved, seconded and approved, this pension was continued until 7/2005, with reexamination at that time.

IN LINE OF DUTY

B.-6.-e. Jerry W. Owen	Public Library	As moved, seconded and approved, this pension was continued until 7/2005, with reexamination at that time.
B.-6.-f. Rosa E. Barreto-Soto	MNGH	As moved, seconded and approved, this pension was continued until 7/2005, with reexamination at that time.

LATE ITEM

Ronald Sanders	MNPS	As moved, seconded and approved, this pension was granted until 7/2005, with reexamination at that time.
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C. PENSIONS: (Service, disability to service, options elected and survivor)

MOTION: B.R. Hall moved approval of the pensions. Edward Mason seconded and the Board approved unanimously.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Carole Dungey	General Services	Office Support Representative 3	B	02/17/05	04/04/05
James Frey	General Hospital	Health Information Tech	B	02/22/05	04/30/05
John Allardice	MNPS		B	02/22/05	12/04/04
Caroline Chamberlain	Social Services	Assistant Director	B	02/25/05	04/01/05
Mary Etta Lavender	Finance	Application Tech 2	B	03/02/05	08/01/05
Janice Craighead	MNPS	Secretary	B	03/03/05	06/03/05

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Richard Pace	Police	Police Officer 3	B	03/03/05	03/11/05
Eddy Jobe, Sr.	Public Works	Equipment Operator	B	03/08/05	04/02/05
Myrtle Evans	MNPS	Cashier	B	03/08/05	05/28/05
Mary Bender	MNPS	Bus Driver	B	03/07/05	05/28/05
Alline Berry	MNPS	General School Assistant	B	03/09/05	06/24/05
William Hobby	Water	Industrial Mechanic 2	B	03/10/05	06/01/05
Jimmy Snow	MNPS	Truck Driver	B	03/11/05	05/21/05
Peggy Tate	Bordeaux Hospital	Nursing Assistant 1	B	03/10/05	05/01/05
Cornelia Nelson	MNPS	Food Service	B	03/14/05	05/24/05
Mattie Hutchens	Bordeaux Hospital	Licensed Practical Nurse	B	03/15/05	05/01/05
Margaret Chamberlain	MNPS	Library Clerk	B	03/15/05	05/25/05
Jimmy Snow	MNPS	Special Education Assistant	B	03/16/05	05/27/05
Gaytha Lamb	Knowles Home	Group Care Worker – Certified	B	03/18/05	04/01/05
Peggy Fox	MNPS	Secretary	B	03/21/05	06/03/05
Essie Spann	MNPS	Cashier	B	03/22/05	05/25/05
William S. Hixson	General Service	Automotive Mechanic	B	03/25/05	02/11/05
Dorothy Bohrer	MNPS		B	03/23/05	05/26/05
Norma Wheeler	MNPS	Benefits Clerk	B	03/25/05	05/15/05
Albert White	MNPS	General Hospital	B	03/23/05	04/30/05
Vivian Wynn - vested	Library	Library Services Assistant Director	B	03/25/05	03/01/05

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Clarence W. Lytle	Water Service	B	02/01/05
Rose E. Campbell	MNPS	B	10/01/04
Melvin C. Crowell	Public Works	A	01/01/05
Evelyn M. Pulley	MNPS	B	03/01/05
Ricky D. Willis	Police	A	03/01/05
William B. Leptic	Police	A	03/01/05
Harold D. Blocker	Bordeaux Hospital	B	03/01/05
Betty L. McGlothen	Bordeaux Hospital	B	06/01/05

Options Elected

Name	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Birdsong, Janice J.	Metro Action Commission	Early Service	B	2/2/2005	Normal	
Boguskie Jr, Emerson D.	Police	P&F Service	B	2/1/2005	Option E	3
Cardwell, Marie D.	General Sessions Court	Service	B	2/1/2005	Normal	
Davis, Larry G	Water and Sewer	Early Service	B	2/18/2005	Option F	
Ditmore, John M.	Bordeaux Hospital	Service	B	1/29/2005	Option F	
Gaines, Henry D.	MNPS	Service	B	2/1/2005	Option B	
Farmer, Thomas W	Police	P&F Service	B	2/1/2005	Option D	3
Hill, Brenda D.	Police	P&F Service	B	2/16/2005	C	2

Options Elected (continued)

Name	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Hill, Harriet G	Election Commission	Service	B	12/1/2004	Normal	
Jackson, Joseph C.	Fire	P&F Service	B	1/1/2005	Option E	
Jakes, Ernest S	Fire	Early Service	B	1/29/2005	Option B	
Jones, Charles E	Metro Action Commission	Service	B	1/8/2005	Option F	3
Lovett, Charles R.	Human Resources	Early Service	B	1/19/2005	Normal	
Maynard, Phyllis	MNPS	Service	B	1/27/2005	Normal	
Mcalister, Barbara J	Police	Service	B	2/5/2005	Option B	
Morgan, John M.	Police	Service	B	1/1/2005	Option E	
Nelson, Gracie F.	MNPS	Service	B	1/19/2005	Normal	1
Owens, Yolanda M	Knowles Home	Early Service	B	2/2/2005	Normal	
Peden, Martha H.	MNPS	Service	B	12/25/2004	Normal	
Tucker, Carl A	Water and Sewer	Service	B	1/1/2005	Option B	3

Pension options key:

Normal - life annuity (no option elected)
 Option A - Joint & Survivor - 100% to surviving beneficiary
 Option B - Joint & Survivor - 50% to surviving beneficiary
 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

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
Sandra Lynn Cook	Board of Education	Guardians of Kandice Cook	B	02/10/2005
Alvin L. Mann	Parks	Tanya Mann	A	02/01/2005
Willie Fisher	Board of Education	Dorothy Fisher	B	03/01/2005
James Wilson	MNPS	Gwen Wilson	B	02/28/2005
Robert Andrew McClain, Jr.	Gen. Ses. Court	Carolyn McClain	B	02/17/2005
Howard R. Birdwell	State Trial Courts	Carolyn Birdwell	B	03/01/2005

BENEFIT BOARD ITEMS

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

- Final RFP decisions and approvals.

Greg Drennan reported that on Blue Cross Blue Shield the recommendation is to extend the ASO contract and to conduct an RFP for prescription drug care-out.

There was discussion of IOD prescriptions in the carve-out and its effects.

Mr. Drennan stated that Cigna has offered a renewal at a 6 ½% increase.

There was discussion of the possible option of a self-funded HMO and the potential savings, moving the IOD completely out of the plan for an additional 1% decrease and the issuance of a RFP for both HMO's.

*Denotes the arrival of Charles Trost.

Paul Huffman, Cigna, was present and addressed the Board.

1. Final RFP decisions and approvals. (continued)

The Board discussed the staff and consultants negotiating with the HMO's (Cigna and HealthSpring) and timelines.

David Manning moved authorization to proceed with the RFP process, further authorize the staff and consultants to continue discussions and negotiations with the current vendors to possibly achieve a renewal consistent with the values possibly received through the RFP process. Edward Mason seconded and the Board approved unanimously.

Greg Drennan stated that with Delta Dental there will be a rate increase with the current plan of 4% and with changes to one exam every six months and coverage of composite fillings the rate is 5.81% He stated it is recommended to extend the contract with the changes for 2006. B.R. Hall moved approval. David Manning seconded and the Board approved unanimously.

Greg Drennan stated it is recommended to issue a RFP on the life insurance for a potential savings from \$450,000 to \$1.4 million. David Manning moved approval. B.R. Hall seconded. There was some discussion on the right to extend the contract. A vote was taken on the motion and the Board approved unanimously.

Greg Drennan stated it is recommended to extend the contract with Standard for the long and short term disability. David Manning moved approval. Russell White seconded and the Board approved with B.R. Hall opposed.

Greg Drennan stated it is recommended to issue a RFP on the Flexible Spending Accounts and COBRA Administration. David Manning moved approval of the recommendation. B.R. Hall seconded and the Board approved without objection.

2. Medical insurance coverage appeal.

Shannon Beehan reported to the Board that a former employee is appealing to the Board for a premium reimbursement on her COBRA services for one month. Ms. Beehan stated that the employee's department misinformed her on her insurance termination date.

David Manning moved approval of the staff recommendation to deny the request based on the Board not having any authority to reimburse anyone for COBRA. Russell White seconded.

The Board discussed the possibility of the former employee being able to file a claim with the Legal Department.

A vote was taken to deny the request and approved with Edward Mason and Thomas Storey not voting.

3. Medical premium policy and appeal – Franks.

Shannon Beehan reported to the Board that this item addresses an appeal and a policy to address medical premiums when there are over/under contributions made by the employee.

Christi Mayo stated the Board currently has guidelines for refunding medical premiums when pensioners have received Medicare A&B to be refunded at 80%. She stated that contradicts what the Code requires in that the total contributions paid should equal what is owed.

There was discussion of the policy being retroactive and the Board concluded that the Legal Department needs to review the question of whether or not retroactivity should be applied.

David Manning moved to approve the policy and have the Legal Department review the issue of retroactivity. Betsy Walkup seconded.

On the issue of the appeal, Edward Mason stated that there was an employee with split coverage, the other member dropped the coverage and the other part of the premium was never picked up. He stated over a period of two years there is an amount of money that was not paid for family coverage.

3. Medical premium policy and appeal – Franks. (continued)

After further clarification on the motion to include the policy only, a vote was taken to approve the policy and approved 6/0/4 with Pat Harris-Wingfield, B.R. Hall, Edward Mason and Thomas Storey not voting.

Edward Mason stated that when the error on the premium was identified the money was taken out of the individuals paycheck. Mr. Mason stated there is a policy in place that forgives errors on the pension side, but not on the health insurance side. He stated that the employee is requesting that the underpayment on the insurance premium for the last two years be forgiven.

David Manning moved that this matter be referred to the Legal Department to determine if the Board has any authority in this area. Clyde Smith noted that there may have been other similar situations suggesting that those situations be researched. Betsy Walkup seconded.

The Board also discussed notifications of arrearages.

A vote was taken on the motion and approved unanimously.

4. Dependent child benefit overpayment.

Shannon Beehan reported that during a review of disability pensioners receiving the dependent child benefit it was discovered that some pensioners were not eligible for the benefit due to an error in the pension payroll system and as a result, these pensioners have been overpaid.

The Board discussed language in the Code regarding overpayments on pensions, the criteria for waiving the overpayment and the process for the pensioner to request the overpayment be waived.

B.R. Hall moved to waive the overpayments. Thomas Storey seconded.

David Manning amended the motion to request information from the pensioner in order to be in compliance with the criteria in the Code for waiving the overpayment. Betsy Walkup seconded the amendment. A vote was taken on the amendment to the motion and failed with a vote of 5/5.

David Manning called for the question closing off any further debate. A vote was taken on the motion to approve waiving the overpayments and resulted in a tie vote.

Clyde Smith stated that by virtue of the by-laws this item will be referred to the appropriate Committee.

In lieu of referring this matter to a Committee, which would delay the matter, David Manning made a motion to have staff contact the individuals requesting adequate information to see if they meet the criteria set out in the Code to be in compliance with waiving the overpayments. Betsy Walkup seconded and the Board approved with Edward Mason not voting.

5. Update on payment of long term care for IOD pensioner.

Christopher Fletcher stated that this individual is now in an assisted living environment and no longer in a skilled care facility.

Shannon Beehan stated there has been significant improvement with this individual since the Board approved the benefit.

The Board suggested that Dr. Fletcher monitor this situation and follow up with the Board at a later date.

6. Pension benefit adjustment – Gluck.

Ginger Hall reported to the Board that this pensioner has questioned what classification was used for his outside allowable earnings. Ms. Hall stated that in reviewing his file it was determined that the pension was incorrectly calculated which further affected his outside allowable earnings. She stated that staff is requesting that his pension be adjusted accordingly, recoup the necessary overpayment, and change the excess earnings accordingly.

David Manning moved approval of the staff recommendation. Russell White seconded. A vote was taken and approved unanimously.

7. Policy review(s):

a. Update on Board policy - split service URD.

7. Policy review(s): (continued)

Shannon Beehan stated that the Board approved this policy contingent upon incorporating the applicable Code sections, review by the actuary, staff and the Legal Department to make sure there are no unintended consequences to disability pensioners with split service at service conversion. She stated that in reviewing this with the Legal Department and the actuary, it has been confirmed that an individual that converts to a service pension at their unreduced retirement date as outlined in the Code are held to the exact same standards as an active employee with the exact same service pension factors and retirement date.

b. Update on medical and dental plan opt outs.

Christi Mayo reported the number of employees that have elected to opt out of the medical and dental plans and reviewed the monthly/yearly savings.

8. Benefit survey results.

Greg Drennan stated that the surveys were done by active employees, pensioners and the HR Coordinators and reviewed the results with the Board. He stated that the response rate for pensioners was 29% and 19% for active employees. From a benefits perspective, he stated there was 80% satisfaction from employees and 89% satisfaction from pensioners. He stated that some of the negative comments were directed toward the pension plan, prescription formulary, vision plan and frustration with the call center.

At this time, the Board took a short break and then reconvened with the remainder of the agenda.

9. Discussion on Executive Secretary.

Clyde Smith stated discussion on this item was requested by B.R. Hall.

B.R. Hall reviewed Code section 3.08.050, which outlines the role of Benefit Board Executive Secretary. He stated that this needs to be brought to the Board's attention in order to take some direction.

The Board discussed past discussions on this issue, the Legal Department's opinion and applicable Charter and Code sections, and the possibility of the Board & Office Administration Committee reviewing this issue.

Clyde Smith noted that there was not any interest at this meeting to schedule a future Committee meeting to discuss this issue.

10. Updated policy for eligible changes in status events for core and optional benefits.

Christi Mayo reported to the Board the staff and Deloitte have updated this policy and have incorporated how these events effect the optional benefits offered by the Board.

The Board discussed the policy being in compliance with the IRS guidelines and suggested that it be reviewed by the Legal Department.

11. Pension automation process update.

Shannon Beehan reported to the Board that there has been a delay in formatting the data from the old main frame system and therefore an estimated cost is not available at this time.

12. Study & Formulating Committee report.

Clyde Smith stated discussion on this item was requested by Edward Mason.

Edward Mason inquired about the status of the Board's recommendations on the Study & Formulating Committee Report.

12. Study & Formulating Committee report. (continued)

Kevin Klein stated that the Board took action by referring the report to Council without the Board making a recommendation.

There was discussion of the Study & Formulating Committee recommendations made related to benefit plan increases (Code section 13.09.1) and a legal opinion was requested on that section.

13. Ordinance No. BL2005-511 amending Section 3.28.010 and Section 3.29.010 of the Metropolitan Code.

Edward Mason stated this ordinance went to Council without a recommendation from the Board. He is inquiring as to why this had not been presented to the Board.

David Manning informed the Board that after review of the reports from the actuary and the legal opinion it was determined this was not properly before the Board for the Board to act and that the proper course of action was for it to be reviewed by a Study & Formulating Committee.

There was another discussion on the proper course for benefit plan changes.

14. SEIU request regarding health plan changes.

Shannon Beehan reported staff received a letter from Don Driscoll, President of SEIU.

After review of the letter, Christopher Fletcher addressed his concerns with the matter and B.R. Hall moved that this item be deferred to the Medical & Life Committee.

15. Committee Reports:

a. In Line of Duty Committee – IOD benefit appeal

Committee Members: Chair: Charles A. Trost; Vice Chair Pat Harris-Wingfield; Members: B.R. Hall, Sr., and Betsy Walkup. Alternate members: Dorothy Shell-Berry and Clyde D. Smith.

Shannon Beehan reported that the IOD Committee met on March 4, 2005 to consider the IOD benefit appeal referred from the February Board Meeting.

Charles Trost reported to the full Board that after extensive discussion, the Committee voted to approve the status of in line of duty benefits and moved approval of the minutes from the IOD Committee. Betsy Walkup seconded and the minutes from the Committee were approved without objection.

Charles Trost stated that the Committee recommends to the full Board that the in line of duty benefits be approved.

Mark Mayhew and Aubrey Whitworth were present.

Charles Trost stated that the issue before the Committee was whether or not the officer would be entitled to the same presumption as a Police Officer who is covered by the Heart and Hypertension statutory presumption. He stated that the Committee concluded that there should be no different treatment of a Park Ranger and a Police Officer under these circumstances.

Edward Mason moved approval of the recommendation from the Committee to include those individuals in sworn positions at the Parks & Recreation Department under the presumption and grant IOD benefit status to Mr. Whitworth. B.R. Hall seconded.

David Manning requested that the legal department review this to see whether or not this benefit can be paid if it is approved by the Board.

Kevin Klein requested to be heard on this matter.

Clyde Smith stated that there has been considerable legal discussion in front of the Committee on this issue and if Metro's council is allowed to speak it should be opened to legal discussion on both sides.

David Manning called for the question closing off further debate.

A vote was taken on the motion and approved with a vote of 6/3/1 with Russell White not voting.

15. Committee Reports: (continued)

b. Update from Investment Committee.

Celia Yancey reported to the Board that the Investment Committee met on Friday, March 4, 2005. She stated that Rich Ranallo, consultant with Segal Advisors reviewed the pension plan performance and Bob Liberto, 457 consultant with Segal Advisors reviewed the MetroMax plan performance for the quarter ending December 31, 2004. She stated an RFP will be issued for pension consulting services and a draft RFP for the 457 plan service provider is currently under review.

16. Correspondence:

- a. Utilization report from Blue Cross.
- b. Utilization report from CIGNA.
- c. Utilization report from HealthSpring.
- d. Blue Cross Blue Shield rebate.
- e. Custom Care Solutions Program - Benefits Brochure.
- f. Update on Amos v. Metro Nashville Government.

Item 16 was for information only.

On item 16.-f., Kevin Klein reported that this is also known as the spiking lawsuit. He stated that Metro Nashville Government got summary judgment in this case, meaning that the court dismissed the case and concluded that Metro was within its rights and acting appropriately when paying accrued vacation after the employee's last day of service.

17. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Refund of pension contributions.
- d. Repayment of pension contributions.
- e. Emergency withdrawal requests.
- f. Employee benefit trust fund annual comparison management consultant expenses.
- g. Employee benefit trust fund annual comparison investment management expenses.
- h. Employee benefit trust fund total expenses annual comparison.
- i. Social Security referrals.

Item 17 was for information only.

18. Late item(s):

This item was acted upon accordingly with the disability pensions.

With nothing further presented, the meeting adjourned at 12:40 p.m.

ATTEST:

APPROVED:

**Mrs. Dorothy Shell-Berry, Interim Director
Human Resources**

**Mr. Clyde D. Smith, Chair
Employee Benefit Board**