

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

May 6, 2008

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday May 6, 2008 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: Ann V. Butterworth; Vice Chair: Clyde D. Smith; Members: Christine Bradley, Douglas D. Conquest, Sr., B.R. Hall, Sr., James H. Johnson, Edna J. Jones, Richard M. Riebeling, Dorothy Shell-Berry and H. Russell White.

Others present: Shannon B. Hall, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Christopher Fletcher, Civil Service Medical Examiner.

A. MINUTES: Chair Ann Butterworth 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 April 1, 2008. With no corrections, nothing further was noted and Dorothy Shell-Berry moved for approval. Christine Bradley seconded and the Board approved without objection.

B. APPEAL ANNOUNCEMENT:

Shannon Hall announced the process and timeframe for appealing a decision made by this Board.

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

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

Dr. Christopher Fletcher reported to the Board that he recommends approval of the disability pension new requests, items 1 through 4, for the length of time as recommended. B.R. Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 4 for the length of time as recommended. Dorothy Shell-Berry seconded and the Board approved without objection.

On item 5, Dr. Christopher Fletcher reported to the Board that he recommends approval of the disability pension new request and that the individual be placed on the return to work list with restrictions. Dorothy Shell-Berry moved for approval of the recommendation to approve the disability pension new request, item 5 and that the individual be placed on the return to work list with restrictions. Christine Bradley seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that he recommends deferral on the disability pension reexaminations, items 10 through 13 for one month. Dorothy Shell-Berry moved for approval of the recommendation to defer the disability pension reexaminations, items 10 through 13 for one month. Douglas Conquest seconded and the Board approved without objection.

On item 14, Dr. Christopher Fletcher reported to the Board that he recommends this individual be placed on the return to work list.

Shannon Hall reported to the Board that the individual's attorney has requested a deferral for one month. B.R. Hall moved for approval to defer item 14 for one month. Dorothy Shell-Berry moved for approval of the recommendation to defer the disability pension reexamination, item 14 for one month. Douglas Conquest seconded and the Board approved without objection.

On item 15, Dr. Christopher Fletcher reported to the Board that he recommends this individual be placed on the return to work list for a position other than their prior classification (police officer) with restrictions.

There was discussion of the return to work process for an individual that is being placed on the return to work for a position other than their prior classification (police officer) and retaining police and fire pension benefits.

Richard Riebeling moved for approval of the recommendation to place the individual on the return to work list in a position other than a police officer. James Johnson seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that on item 16, he recommends that the individual be placed on the return to work list. Clyde Smith moved for approval of the recommendation on item 16 to return the individual to work. Edna Jones seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that item 17 is a request to remove an individual from the return to work list. He stated that he recommends that the individual be removed from the return to work list and remain on a disability pension with re-exam in one year.

Shannon Hall stated that item 17 also relates to item 2 under Benefit Board items.

After discussion of consideration of the items together, Clyde Smith moved for approval of the recommendation on item 17 to remove the individual from the return to work list with reexamination in one year and approval on the return to work appeal. Edna Jones seconded and the Board approved without objection.

On item 6, Dr. Christopher Fletcher reported to the Board that he recommends denial of the disability pension new request.

The individual was present and declined to address the Board at this time.

The Board discussed additional medical information.

Dorothy Shell-Berry moved for the purpose of discussion. Christine Bradley seconded.

The Board discussed deferral pending additional medical information.

After the individual's indication that there is additional information forthcoming, Edna Jones moved to defer item 6 for one month in order to obtain the additional medical information.

The motion made for discussion purposes was withdrawn.

Douglas Conquest seconded the motion to defer.

A vote was taken on the motion to defer item 6 for one month and was approved without objection.

Dr. Christopher Fletcher reported to the Board that on the disability pension new request, item 7, he recommends deferral for one month pending additional medical information. Clyde Smith moved for approval of the recommendation to defer the disability pension new request item 7 for one month. B.R. Hall seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that he recommends denial of the disability pension new request, item 8. Edna Jones moved for approval of the recommendation to deny the disability pension new request item 8. Clyde Smith seconded and the Board approved without objection.

On item 9, Dr. Christopher Fletcher reported to the Board that the medical information provided does not support the request for an in line of duty disability pension, but does support a medical disability pension with restrictions.

The individual and her attorney, Tom Storey, were present and addressed the Board. Mr. Storey also provided additional medical information.

After discussion of the results from the additional testing that was requested by the Board and a recommended re-exam date, Richard Riebeling moved for approval of the recommendation to approve a medical disability pension for item 9 without stipulation of scheduled re-exam. Russell White seconded.

A vote was taken on the motion to approval a medical disability pension for item 9 and was approved with B.R. Hall, Clyde Smith and Douglas Conquest opposed.

NEW REQUESTS:

	Name	Department	In Line of Duty or Medical Disability	Recommendation
1.	Pamela L. Hunter	Police	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam.
2.	Patricia A. Hunter	State Trial Courts	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam.
3.	Brenda J. Lee	MNPS	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (November 2008), with re-exam at that time.
4.	Tina M. Wright	General Hospital	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (May 2009), with re-exam at that time.
5.	Eulis D. Brown	Parks	In Line of Duty	As moved, seconded and approved, this disability pension request was approved and the individual placed on the return to work list.
6.	Merrell F. Burns	MNPS	Medical	As moved, seconded and approved, this disability pension request was deferred.
7.	Michael D. Gulla	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was deferred.
8.	Nancy R. Pena-Binkley	Bordeaux	In Line of Duty	As moved, seconded and approved, this disability pension request was denied.
9.	Emaly B. Thompson	General Services	Medical	As moved, seconded and approved, this disability pension request was approved as a <i>medical</i> disability pension without stipulation of scheduled re-exam.

REEXAMINATIONS:

	Name	Department	IOD or Medical Disability	Recommendation
10.	Curtis E. Bush	Parks	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (June 2008), with re-exam at that time.
11.	Octavia M. Holt	MNPS	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (June 2008), with re-exam at that time.

REEXAMINATIONS: (continued)

	Name	Department	IOD or Medical Disability	Recommendation
12.	Joe B. Hutcherson, Jr.	General Hospital	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (June 2008), with re-exam at that time.
13.	Beneta M. Polk	Bordeaux	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (June 2008), with re-exam at that time.
14.	Teresa Brogdon	MNPS	In Line of Duty	As moved, seconded and approved, this disability pension reexamination was deferred for one month.
15.	Mark S. Fielden	Police	In Line of Duty	As moved, seconded and approved, this individual was placed on the return to work list.
16.	Kenneth L. Gray, Sr.	Fleet Management	In Line of Duty	As moved, seconded and approved, this individual was placed on the return to work list.

OTHER:

17.	Beverly G. Vaughn	Metro Action Commission	In Line of Duty	As moved, seconded and approved, this individual was removed from the return to work list, with re-exam in one year, (May 2009).
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SOCIAL SECURITY REFERRALS:

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Nannie Bentley	MNPS	Pension Approval	Yes	Yes	
2	Brenda Crowder	Bordeaux	Pension Approval	Yes	Yes	Already has rep
3	Mark Denny	Police	Pension Approval	No	No	
4	Rhonda Dickens	Police	Pension Approval	No	No	
5	Gary Demonbreun	Sheriff	Pension Approval	Yes	Yes	
6	Lucy Igharo	Bordeaux	Pension Approval	Yes	Yes	
7	William Shaw Jr.	Sheriff	Pension Approval	Yes	Yes	
8	Gregory Sullivan	Fire	Pension Approval	Yes	Yes	Declined evaluation

Clyde Smith moved for approval of the Social Security referrals. Dorothy Shell-Berry seconded and the Board approved without objection.

D. PENSIONS: (service, disability to service, options elected and survivor)

MOTION: Clyde Smith moved for approval of the pensions. Christine Bradley seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Florence J. Williams	MNPS	Cashier – Food Service	B	03/25/2008	08/20/2008
Freddie B. Carpenter	MNPS	Senior Custodian	B	12/10/2007	07/10/2008
Mary Ellen Whitus	MNPS	Special Ed Life Skills-Educ. Asst	B	03/27/2008	05/23/2008
Michael S. Jackson	Fire	Fire Captain	B	03/28/2008	04/21/2008
Sue E. Burgett	Circuit Court Clerk	Deputy Clerk	B	04/01/2008	04/01/2008
Edward E. King	Fire	Fire Engineer	B	04/01/2008	06/26/2008
Nathaniel Carpenter	MNPS	Senior Custodian	B	04/03/2008	04/05/2008
Glenda P. Hunter	Police	Computer Operations Shift Supervisor	B	04/07/2008	04/01/2008
David E. Harris, Jr.	Health	Environmentalist 4	B	04/08/2008	04/19/2008
Rickey D. Ollis	Police	Police Officer 3	B	04/08/2008	05/01/2008
Sherian E. Spradley	Juvenile Court	Information Systems Application Analyst 1	B	04/17/2008	05/03/2008
Carl J. Baldwin	Parks	M & R Worker 2	B	04/03/2008	04/11/2008
James F. Jordan, Jr.	Water	Compliance Inspector 3	B	04/22/2008	06/01/2008
Elizabeth M. Bohan	Health	Office Assistant 3	B	04/22/2008	11/01/2008*
William N. Hayes	Fire	Fire District Chief	B	04/23/2008	06/07/2008
Tina J. Wright	MNPS	Cluster Manager	B	04/24/2008	05/24/2008
William L. Myers	Codes	Plumbing Inspection Chief	B	04/24/2008	07/12/2008

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Jerry W. Britt	Police	A	01/01/2008
Larry N. Dickens	Police	A	01/01/2008
Donald B. Dukes	Police	A	02/01/2008
Dorothy L. Dillard	Circuit Court	A	03/01/2008
Glenn A. Owens	Water	A	03/01/2008
Georgia M. Harding	MNPS	B	03/01/2008
Peggy O. Zouzalik	MNPS	B	03/01/2008
Wayland B. Mosley	Police	B	04/01/2008

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Anderson, Marie M.	Circuit Court Clerk	Early Service	B	1/1/2008	Normal	
Brent, Margo M.	County Clerk	Service	B	9/8/2007	Normal	1
Brown Jr, Charles S	Fire	P&F Service	B	1/8/2008	Option F	3
Brown, Rosemary J	MNPS	Service	B	2/22/2008	Normal	
Brumit, Sandra G	Water Services	Service	B	4/1/2008	Option D	3
Buie, Larry W	Codes Administration	Service	B	3/22/2008	Option D	
Butler, Michael C.	Police	P&F Service	B	1/16/2008	Option E	2
Carter, Billie Maxine	MNPS	Service	B	3/13/2008	Normal	
Claibourne Jr, John R.	Fire	P&F Service	B	1/4/2008	Option E	
Clark, Frances A.	Health	Early Service	B	2/23/2008	Normal	
Cockerham, Larry D	Parks	Service	B	2/22/2008	Option F	
Dickinson, Thomas R	Parks	Service	B	2/21/2008	Normal	

Options Elected (continued)

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Dodson, Donald R.	Finance	Early Service	B	2/1/2008	Option B	
Donnelly, John F.	Police	P&F Service	B	1/16/2008	Option E	3
Dotye, Christopher B	Fire	P&F Service	B	3/1/2008	Normal	3
Duncan, Gary L.	Police	P&F Service	B	1/26/2008	Option A	2
Espinosa, Gilbert Rum	MNPS	Service	B	12/29/2007	Normal	
Fortner, Virginia C	Police	Service	B	2/1/2008	Option E	
Gary, David G	Police	Early Service	B	1/1/2008	Option F	
Green, James C.	General Services	Service	B	12/29/2007	Option E	
Hahn, Rebecca R	General Sessions	Early Service	B	1/12/2008	Normal	
Hamilton, Richard W.	Police	P&F Service	B	2/1/2008	Option E	
Hampton, Lynn	Police	P&F Service	B	1/17/2008	Option F	3
Hendrix, Elizabeth A	County Clerk	Service	A	11/1/2007	Normal	
Hinton, Samuel K	Water Services	Service	A	10/1/2007	Normal	
Hooper Jr, Joe H.	Police	P&F Service	B	4/1/2008	Option B	2
Hoover Jr, James H	Fire	P&F Service	B	2/28/2008	Option A	3
Jackson, Patsy L	Circuit Court Clerk	Early Service	B	1/26/2008	Option B	
James, Edward K.	Parks	Service	B	9/25/2007	Normal	
Johnson, Edward L	Fire	P&F Service	B	3/7/2008	Option B	3
Jones, Celia M.	Public Library	Service	B	3/1/2008	Option F	3
Jones, Gloria J	Bordeaux	Early Service	B	12/29/2007	Option C	
Kelly, Jeanne M	MNPS	Service	B	2/1/2008	Normal	
Kimble, Edna S	MNPS	Service	B	1/19/2008	Option E	
Kodali, Pavana K	Juvenile Court Clerk	Early Service	B	1/8/2008	Option E	
Kulp, David L	MNPS	Early Service	B	2/1/2008	Option F	
Lakebrink Jr, Richard J	Water Services	Service	B	3/22/2008	Option B	
Lavigne, Barbara A.	General Hospital	Service	B	2/23/2008	Normal	
Lyle, Thomas D	Police	P&F Service	B	1/4/2008	Normal	
Malone, James R.	Police	P&F Service	B	3/16/2008	Option D	3
Mangrum, William A	Parks	Early Service	B	2/20/2008	Option B	
McDermott, Claudette D	Police	Early Service	B	1/26/2008	Option A	
McNaron, Robert T.	Police	P&F Service	B	1/16/2008	Option E	3
Meadows, Sandra	MNPS	Early Service	B	1/11/2008	Normal	
Merryman, William E.	Police	P&F Service	A	1/16/2008	Option F	3
Moorman, Charles	Parks	Service	B	3/5/2008	Option B	2
Pacheco, Naomi	General Hospital	Service	A	2/1/2008	Option E	
Pharris, Margaret S.	Health	Service	B	4/1/2008	Option D	1
Pyburn, Michael L	Police	Early Service	B	4/1/2008	Option E	
Reed, Linda G.	Police	P&F Service	B	3/18/2008	Normal	
Reed, William R.	Police	P&F Service	B	7/11/2007	Normal	3
Rigsby, Ernest E.	Police	P&F Service	A	2/1/2008	Option F	3
Ross, Brenda J	Social Services	Early Service	B	1/11/2008	Option D	
Sesler, Phillip R	Fire	P&F Service	B	2/13/2008	Option A	
Shepherd, Charles R.	Codes Administration	Early Service	B	1/29/2008	Option D	
Simon, Emma Jean	Social Services	Early Service	B	2/9/2008	Normal	
Spalding, Michelle	MNPS	Early Service	B	1/18/2008	Option E	
Wright, James	MNPS	Service	B	2/26/2008	Option D	
Young, David E	Fire	P&F Service	B	1/4/2008	Option E	

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
Beverly Cunningham	Bordeaux	Jennifer Anderson	B	03/30/2008

Survivor (continued)

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
Glenn Canter	Police	Martha Canter	B	03/09/2008
James Taymon	Water Services	Camilla Taymon	Old City	04/05/2008
Minnie L. Bogle	Bordeaux	Elvis Bogle	A	04/08/2008
Margaret Pharris	Health	Jim Pharris	B	04/17/2008
David Sewell	Fire	Beth Sewell	B-active	04/27/2008
Samuel Wilkerson	Fire	Mary Wilkerson	Old City	03/17/2008
James W. Craighead	Public Works	Shelby Jean Craighead	Old City	03/15/2008
Mary T. White	Bordeaux	Vernon White	B	03/23/2008

BENEFIT BOARD ITEMS

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

1. Determination of pension plan – Employee from Bordeaux Long Term Care.

Shannon Hall reported to the Board that this individual contends he elected to transfer to the Division B pension plan during the participation window in 1995, but there is no documentation reflecting this change. Ms. Hall stated that the Board does not have the authority to allow the individual to now transfer into Division B, but does have the authority to find that they did make the transfer when it was allowed. If the Board accepts the claim and finds that he did transfer, then it would be on the basis that this transfer was not properly documented.

The Board discussed how the transfers were documented, communication with the employees, any potential impact on the pension plan and employees being defaulted. There was also discussion of deferring this item in order to allow the Legal Department and the consultant to review the matter.

After discussion, Dorothy Shell-Berry moved that this item be deferred to allow for further review. Christine Bradley seconded.

There was further discussion of the process for making the transfer, documentation of the transfers and defaulting an employee in the event that they didn't respond.

Nicki Eke, Legal Department, informed the Board that the individual had to affirmatively apply to transfer to Division B and if they did not, they were not required to do anything and would remain in Division A.

After discussion of the Board reviewing the form used to make the transfer, where the burden of proof lies, obtaining a listing of those where there is no documentation in the individual's file, and the Board's authority in the matter, a vote was taken on the motion to defer and was approved by the Board with B.R. Hall, Clyde Smith and Douglas Conquest opposed.

2. Return to work appeal(s): Disability pensioner from Metropolitan Action Commission.

This item was taken out of order and acted upon accordingly.

3. MetroMax plan appeal – Request for unforeseeable emergency withdrawal.

Shannon Hall reported to the Board that this individual was denied a request for an unforeseeable emergency withdrawal of funds from the 457 plan in accordance with IRS regulations and is appealing the denial to the Board. Ms. Hall reviewed what the IRS deems as qualifying for an unforeseeable emergency withdrawal and stated that staff recommends the Board uphold the denial of this request in accordance with the IRS guidelines.

3. MetroMax plan appeal – Request for unforeseeable emergency withdrawal. (continued)

Christine Bradley moved for approval of the recommendation to uphold the denial of this request in accordance with the IRS guidelines. Russell White seconded and the Board approved with B.R. Hall opposed.

4. Plan design and pricing information – Walgreens Health Initiatives.

Imri Brown, account executive, the clinical services director of Walgreens Health Initiatives were present and addressed the Board. Ms. Brown reviewed the proposed renewal rates for pharmacy benefit services and pharmacy program options/enhancements for the upcoming plan year. She reviewed utilization, current and projected savings.

After discussion of the pricing proposals and program options/enhancements, the Board concluded that this is something that the Board's consultant should review and make a recommendation back to the Board.

The Board also discussed some of the past issues with WHI and the improvements that have been made.

Richard Riebeling moved to defer any action in order to have the consultant review the information presented regarding rates and plan options. Clyde Smith seconded and the Board approved without objection.

5. Benefit consultant RFP update.

Shannon Hall reported to the Board that the evaluation committee has selected and recommends the benefit consultant services contract be awarded to Buck Consultants.

B.R. Hall moved for approval of the recommendation to award the consulting services contract to Buck Consultants. Douglas Conquest seconded and the Board approved without objection.

Corey Sherman from Buck Consultants was present.

6. IOD network discussion.

Shannon Hall reported to the Board that Alternative Service Concepts and Blue Cross Blue Shield have presented information on using an alternate provider network for medical claims for the IOD network program. She stated that under this option, ASC and Blue Cross would work together to pay in line of duty medical claims under a pilot program. She stated that BCBS will process all claims that are not billed for inpatient or outpatient services regardless of where they are incurred with no change in the IOD process. Ms. Hall stated that staff recommends that the Board consider adopting the alternate network pilot program for the IOD network as presented for the period of July 1, 2008 through December 31, 2008.

There was discussion of who should make the initial determination on IOD cases and how it relates to item 10.-b.

Tracy Petty, ASC, and Debbie Sims, BCBS, were present to address the Board's questions related to the program.

The Board included item 10.-b. with this discussion and concluded that this item relates to paying bills and does not change the IOD process for members.

There was a discussion on using sub-contractors and potential legislation regarding disclosures as it relates to fee schedules used and reimbursements.

6. IOD network discussion. (continued)

The Board concluded that the issue of disclosure needs to be reviewed as well as the contract amendment with BCBS, the arrangement with the network, ASC and Metro.

Edna Jones moved that this item be referred back to the In Line of Duty Committee for further discussion. Russell White seconded and the Board approved without objection.

There was also discussion of any potential impact on the process.

7. Plan administration issue – incapacitated children.

Shannon Hall reported to the Board that staff has become aware of a plan administration issue with the self insured PPO plan (BCBS) and the former Cigna HMO plan. She stated that Metro's plan provisions allow for some dependents over the age of 24 to retain coverage should they be deemed incapacitated in accordance with the plan. She stated it appears that Cigna was administering the provision different under the HMO and as a result there are five dependents that are not eligible under the language of the self insured PPO and Choice Fund plans. She stated that staff recommends that the five dependents be grandfathered for the purpose of eligibility in both plans as long as they meet the criteria outlined in the HMO product.

Richard Riebeling moved for approval to grandfather the five dependents as long as they meet the criteria under the HMO product. James Johnson seconded.

Clyde Smith amended the motion to adopt the HMO language into both plans as to cover these individuals and future individuals. B.R. Hall seconded.

There was discussion of obtaining an actuarial study on the amendment and when the initial plan language was approved.

After discussion, Clyde Smith withdrew his amendment to the original motion. B.R. Hall withdrew his second. Clyde Smith amended the motion to grandfather the five individuals and review the HMO plan language. A vote was taken on the amendment to the motion and was approved with Christine Bradley abstaining.

A vote was taken on the motion to grandfather the five individuals as long as they meet the criteria and have staff review the HMO plan language for both plans was approved by the Board.

8. Update on disability pensioner removed from the return to work list.

This item was for information only and no action was required.

The Board discussed the effectiveness of employees having an advocate and compliance with the Americans with Disabilities Act (ADA).

9. Response to correspondence from Council.

Christine Bradley moved for approval of the correspondence as drafted. Edna Jones seconded and the Board approved with B.R. Hall opposed.

Ann V. Butterworth indicated that correspondence in response to the additional letter is forthcoming.

10. Committee Reports:

a. Pension Committee. (Chair: Edna J. Jones; Vice-Chair: Christine Bradley; Members: B.R. Hall, Sr. and H. Russell White. Alternates: Ann V. Butterworth and Clyde D. Smith).

10. Committee Reports: (continued)

Shannon Hall reported to the Board that the Pension Committee met on April 8, 2008 to discuss the interpretation of eligibility for the Police and Fire pension plan. She stated that the committee is recommending to the full Board that all employees of the Fire Department are deemed to be members of the Fire and Police pension system, including the 64 administration positions specifically outlined with the exception of employees who are deemed to be civilian employees.

Committee Chair Edna Jones asked if there were any amendments, corrections or questions of the minutes from the April 8, 2008 Pension Committee meeting. There being none, B.R. Hall moved for approval of the committee minutes. Christine Bradley seconded and the committee minutes were approved without objection.

B.R. Hall moved for approval of the Committee's recommendation that all employees of the Fire Department are deemed to be members of the Fire and Police pension system, including the 64 administration positions specifically outlined with the exception of employees who are deemed to be civilian employees. Douglas Conquest seconded and the Board approved without objection.

b. In Line of Duty Committee. (Chair: Edna J. Jones; Vice-Chair: Christine Bradley; Members: Ann V. Butterworth and Clyde D. Smith. Alternates: B.R. Hall, Sr. and Dorothy Shell-Berry).

Shannon Hall reported to the Board that the In Line of Duty Committee met on April 18, 2008 to continue discussion on the IOD network issues. She stated that the Committee is recommending to the full Board to continue the IOD process as is with clarification that the role of the Civil Service Medical Examiner is to make medical recommendations based strictly on medical information only.

Committee Chair Edna Jones asked if there were any amendments, corrections or questions of the minutes from the April 18, 2008 In Line of Duty Committee meeting. There being none, Ann V. Butterworth moved for approval of the committee minutes. Edna Jones seconded and the committee minutes were approved without objection.

Edna Jones moved for approval of the committee's recommendation to continue the IOD process as is with clarification that the role of the Civil Service Medical Examiner is to make medical recommendations based strictly on medical information only. Dorothy Shell-Berry seconded.

Clyde Smith amended the motion to include that the initial determination be made by ASC and if the request is denied by ASC, the Board or an appointed representative is notified. B.R. Hall seconded.

After discussion of the amendment to the motion, B.R. Hall moved to refer this item to the In Line of Duty Committee for further discussion.

Clyde Smith withdrew his amendment to the original motion.

Edna Jones withdrew her motion to approve the committee's recommendation.

A vote was taken on the motion to refer this item to the In Line of Duty Committee and was approved without objection.

11. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Walgreens Health Initiatives.
- d. Utilization report from Alternative Service Concepts. (reported quarterly)

Items 11.-a. through 11.-d. were for information only and no action was required.

12. Reports for your information:
- a. Return to work.
 - b. Social Security approvals.
 - c. Refund of pension contributions. (not available at this time)
 - d. Repayment of pension contributions.
 - e. Reports from Treasury. (not available at this time)
 - f. Non-compliant disability pensioners. (none to report)
 - g. Pending litigations. (reported quarterly)
 - h. Disability status reports.
 - i. Denial log from Alternative Service Concepts.

Items 12.-a. through 12.-i. were for information only and no action was required.

13. Late item(s):

There were no late items reported at the meeting.

Dr. Christopher Fletcher indicated that he would like to give an update on the Police and Fire wellness program at the June meeting.

With nothing further presented, the meeting adjourned at 11:45 a.m.

ATTEST:

APPROVED:

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

***Ms. Ann V. Butterworth, Chair
Employee Benefit Board***