

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**June 3, 2008**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday June 3, 2008 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 9:32 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 May 6, 2008. With no corrections, nothing further was noted and Clyde Smith moved for approval. Russell White seconded and the Board approved without objection.

At this time, item 1, Presentation of resolution, under Benefit Board items was taken out of order without objection.

Shannon Hall presented David Manning with a resolution honoring his dedication and service to the Metropolitan Employee Benefit Board.

#### **B. APPEAL ANNOUNCEMENT:**

Shannon Hall distributed a copy of the resolution exempting the Benefit Board from the contested case procedures. She stated that it has been approved by the Metro Council and signed by the Mayor. Ms. 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 5, 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 5 for the length of time as recommended. Clyde Smith seconded and the Board approved without objection.

On item 6, Dr. Christopher Fletcher reported to the Board that he recommends approval of the disability pension new request and placement on the return to work list with restrictions. Clyde Smith moved for approval of the recommendation to approve the disability pension new request, item 6, and that the individual be placed on the return to work list. Edna Jones seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 7 through 12 for the length of time as recommended. Douglas Conquest moved for approval of the recommendation to continue the disability pension reexaminations, items 7 through 12 for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

On the disability pension reexaminations, items 13 through 16, Dr. Christopher Fletcher reported to the Board that he recommends deferral for one month. B.R. Hall moved for approval of the recommendation to defer for one month on items 13 through 16. Douglas Conquest seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that on the disability pension reexamination item 17, he recommends that the individual be placed on the return to work list. B.R. Hall moved for approval of the recommendation to place the individual on the return to work list. Douglas Conquest seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that on the return to work request, item 18, he recommends approval of being returned to work in a non-sworn capacity with restrictions. Clyde Smith moved for approval of the recommendation on item 18, to place the individual on the return to work list in a non sworn capacity. B.R. Hall seconded and the Board approved without objection.

On item 19, Dr. Christopher Fletcher reported to the Board that he recommends approval of the in line of duty disability pension request for the length of time as recommended. B.R. Hall moved for approval of the in line of duty disability pension requests, item 19, for the length of time as recommended. Dorothy Shell-Berry seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that on item 20, he is recommending denial of the request for an in line of duty disability pension and that the individual remain on a medical disability pension. Richard Riebeling moved for approval of the recommendation to deny the in line of duty disability pension request and that the individual remain on a medical disability pension. Edna Jones seconded and the Board approved without objection.

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>IOD or Medical Disability</b>	<b>Recommendation</b>
1.	Evelyn E. Cleveland	MNPS	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam.
2.	Patricia H. Davis	County Clerk	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (December 2008), with re-exam at that time.
3.	Michael D. Gulla	Police	IOD	As moved, seconded and approved, this disability pension request was approved for one year, (June 2009), with re-exam at that time.
4.	Roger W. Sullivan	General Hospital	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam.
5.	Loretta Wilson	MNPS	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam.
6.	Sandra P. Holt	Bordeaux	IOD	As moved, seconded and approved, this disability pension request was approved and the individual placed on the return to work list.

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>IOD or Medical Disability</b>	<b>Recommendation</b>
7.	Terri L. Garton	Police	IOD	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>IOD or Medical Disability</b>	<b>Recommendation</b>
8.	Octavia M. Holt	MNPS	IOD	As moved, seconded and approved, this disability pension was continued for one year, (June 2009), with re-exam at that time.
9.	Roy D. Layne	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of re-exam.
10.	David L. Leaver	Police	IOD	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
11.	Robert D. Ramsey	Police	IOD	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
12.	James E. Tays	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
13.	Teresa Brogdon	MNPS	IOD	As moved, seconded and approved, this disability pension re-exam was deferred for one month.
14.	John E. Humes, Jr.	Police	IOD	As moved, seconded and approved, this disability pension re-exam was deferred for one month.
15.	Joe B. Hutcherson, Jr.	General Hospital	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month.
16.	Benita M. Polk	Bordeaux	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month.
17.	Curtis E. Bush	Parks	IOD	As moved, seconded and approved, this individual was placed on the return to work list.

**RETURN TO WORK:**

	<b>Name</b>	<b>Department</b>	<b>IOD or Medical Disability</b>	<b>Recommendation</b>
18.	Terry Richards	Police	IOD	As moved, seconded and approved, this return to work request was approved.

**OTHER:**

	Name	Department	IOD or Medical Disability	Recommendation
19.	David J. Williams	Police	IOD	As moved, seconded and approved, this in line of duty disability pension request was approved without stipulation of scheduled re-exam.
20.	Matthew G. England	Police	IOD	As moved, seconded and approved, this in line of duty disability pension request was denied and the individual remain on a medical disability pension.

**SOCIAL SECURITY REFERRALS:**

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Pamela Hunter	Police	Pension Approval	Yes	Yes	
2	Patricia Hunter	State Trial Ct.	Pension Approval	Yes	Yes	
3	Brenda Lee	MNPS	Pension Approval	No	No	Has attorney
4	Tina Wright	MNGH	Pension Approval	Yes	Yes	
5	Emaly Thompson	Police	Pension Approval	Yes	Yes	
6	Daniel Whitehurst*	Police	HR Request	No	No	Updated medical information received that does not support continued assistance.
7	Quenna Eddy*	Juvenile Court	Pension Approval	No	No	Updated medical information received that does not support continued assistance.
*Pensioners not referred from May MEBB meeting.						

Clyde Smith moved for approval of the social security referrals. Edna Jones seconded and the Board approved without objection.

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

**MOTION:** Dorothy Shell-Berry moved for approval of the pensions. Clyde Smith seconded and the Board approved without objection.

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Linda G. Upchurch	Police	School Crossing Guard	B	04/28/2008	05/23/2008
Doris A. Fuller	Trustee's Office	Deputy – Tax Accounting	B	04/29/2008	06/28/2008
Alfred F. Burrow	Police	Police Officer 2	B	04/30/2008	06/01/2008
Rosie E. Woodruff	Health	Office Support Rep 3	B	04/30/2008	05/01/2008
Ralph Emerton	Public Works	Equipment Operator 2	B	05/01/2008	07/01/2008
Ray Fuller	Circuit Court	Warrant Officer 1	B	05/06/2008	06/28/2008
Judy C. Green	MNPS	School Bus Driver	B	05/06/2008	08/15/2008
Virginia F. Barksdale	MNPS	Educational Assistant- Special Education	B	05/07/2008	05/23/2008
Edward E. Epps	MNPS	Educational Assistant-Special Education Regular School	B	05/07/2008	05/23/2008
Mark J. Lynam	General Services SBO	Finance Administrator	B	05/08/2008	07/01/2008
William L. Dillingham	Fire	Firefighter 3	B	05/08/2008	06/19/2008
T. Jeff Browning, Jr.	Planning	Planning Executive Director	B	05/08/2008	03/01/2008 *
Edwin Lawrence	Police	Police Officer 2	B	05/12/2008	06/01/2008
Phillip R. Belcher	Fire	Fire Engineer	B	05/13/2008	06/03/2008
John A. Garrett	Police	Police Commander	B	05/13/2008	06/24/2008
Steve L. Haines	Police	Police Officer 3	B	05/14/2008	07/16/2008
Alma Jean Colley	Public Works	Office Support Rep 1	B	05/15/2008	07/01/2008
Thomas L. Steele	Sheriff	Correctional Officer 2	B	05/15/2008	06/21/2008
Minnie J. Robertson	MNPS	Cashier Cluster Lead Worker	B	05/15/2008	05/24/2008
Kalpana K. Deshpande	Fire	Fire District Chief	B	05/13/2008	08/16/2008
Jearlene D. Stephens	MNPS	School Secretary/Clerk	B	05/20/2008	08/16/2008
Richard W. McAbee	Fire	Fire Captain	B	05/21/2008	06/30/2008
Dana N. Hassler	Fire	Fire Engineer	B	05/22/2008	06/30/2008
Teresa L. Rains	MNPS	Special Education Resource Education Assistant	B	05/22/2008	08/16/2008

\*deferred benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Marie W. Glover	MNPS	B	06/01/2006
William F. Crook	Water	B	05/01/2007
Joan M. Cartwright	General Hospital	B	03/01/2008
Stephen G. Lewis	Police	B	03/01/2008
Barbara M. Clark	MNPS	B	04/01/2008
Glenda M. Deardorff	Bordeaux	B	04/01/2008
Patrick I. Hobbs	Fire	B	04/01/2008
Ronald F. Meeks	Water	B	04/01/2008
Lloyd T. Owen	Police	A	04/01/2008
Larry D. Allen	Water	B	05/01/2008
Norma F. Dozier	General Hospital	B	05/01/2008
Sharon Holloway	Comm. Ed. Alliance	B	05/01/2008

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Baker, Garry Wayne	Police	P&F Service	B	4/1/2008	Option E	3
Baldwin, Carl J	Parks	Early Service	B	4/12/2008	Option A	
Boyles, James A.	Water Services	Service	B	5/3/2008	Normal	
Burgett, Sue E.	Circuit Court Clerk	Service	B	4/5/2008	Normal	
Carpenter, Nathaniel	MNPS	Service	B	4/4/2008	Normal	3
Deaner, Clifford L.	Water Services	Service	B	4/19/2008	Normal	
Denson, Ernest R	Police	P&F Service	B	3/19/2008	Option F	2
Hobson, James R	Health	Early Service	B	4/19/2008	Option F	
Hovdet, Donald L	General Services	Early Service	B	4/5/2008	Option E	
Hunter, Glenda P	Police	Service	B	5/1/2008	Option F	3
Jackson, Michael S.	Fire	P&F Service	B	4/21/2008	Option E	3
Jenkins, Dorothy D	MNPS	Service	B	4/26/2008	Option D	
Mason, Milton L.	Fire	P&F Service	B	4/16/2008	Option D	
Ollis, Rickey D.	Police	P&F Service	B	5/1/2008	Option F	3
Pinkerton, Bruce D.	Police	P&F Service	B	4/16/2008	Option B	3
Prince, Margaret L. Reynolds	General Sessions Court	Early Service	B	4/1/2008	Option F	
Spradley, Sherian E	Juvenile Court	Early Service	B	5/3/2008	Normal	
Winfrey, Richard L.	Police	P&F Service	B	4/16/2008	Option D	1
Woods, Robert L	MNPS	Early Service	B	4/4/2008	Normal	

**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
Wesley Stephens	MNPS	Rosa Stephens	A	04/30/2008
Thomas E. Cayce, Jr.	Juvenile Court	Catherine Cayce	B	05/18/2008
James Schumacher	ITS	Austin Schumacher	B	05/17/2008
Richard Vester	Circuit Court	Ruth Vester	B	04/27/2008
William Nelson, Jr.	Public Works	Patti Farrar Moore	B	04/15/2008

**BENEFIT BOARD ITEMS**

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

1. Presentation of resolution.

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

2. Pension overpayment appeal – Disability to service pension conversion.

Shannon Hall reported to the Board that staff performed a service pension conversion for a disability pensioner and discovered that his pension benefit was coded incorrectly, which prevented staff from identifying and tracking his dependent child benefit in the system. She stated that as a result the individual was overpaid on that benefit. Ms. Hall stated that staff has confirmed that the pension overpayment was done so through no fault of the pensioner and this case appears to meet the

2. Pension overpayment appeal – Disability to service pension conversion. (continued)

qualifications outlined in the Code to waive the overpayment and staff recommends that the Board waive the overpayment.

B.R. Hall moved for approval to waive the overpayment. Douglas Conquest seconded.

After discussion of the amount of the overpayment and other possible occurrences like this one, a vote was taken on the motion to waive the overpayment and was approved with Richard Riebeling abstaining.

3. IOD medical care request – Employee from Police Department.

Shannon Hall reviewed the request with the Board. She stated that Dr. Christopher Fletcher has indicated that there is sufficient medical information to recommend that the in line of duty medical care request be granted.

The Board discussed who initially denied the request, expenditure of funds from the medical fund, recouping those funds and reimbursement to the employee.

B.R. Hall moved for approval of the in line of duty medical care request. Clyde Smith seconded and the Board approved without objection.

B.R. Hall moved that the medical fund be reimbursed from the IOD fund and the individual be reimbursed for any out of pocket expenses. Clyde Smith seconded.

After discussion of the implications the motion could have on future cases regarding out of pocket expenses (automatic versus requested), the maker of the motion adjusted the motion to reflect that out of pocket expenses are reimbursable.

4. Self insured PPO plan appeal – Denial of dental services.

Shannon Hall reported to the Board that the member was denied a claim for the removal of fillings and crowns to be replaced with porcelain fillings. She stated that the first level appeal to cover the treatment was also denied as a non-covered expense of the plan. She also stated that the member states that this was a necessary procedure ordered by their doctor.

The individual was present and addressed the Board on the procedure and their diagnosis.

Dr. Christopher Fletcher stated that the medical information supplied indicates that the treatment is fairly new and was also recommended by their physicians not a dentist.

B.R. Hall moved to cover these services in this specific case. Dorothy Shell-Berry seconded.

The Board discussed medical necessity.

A vote was taken on the motion for the services to be covered and was approved unanimously by the Board.

5. Cigna/HCA issue.

Shannon Hall reported to the Board that there is an issue with members in the Cigna Choice Fund plan being asked to pay up front for any out of pocket costs when receiving services at a HCA facility. She also stated that staff was recently notified by a member that they were asked to pay out of pocket for a fully covered (preventative) service and would also be refused service if they did not pay at point of service.

5. Cigna/HCA issue.

Paul Huffman, Cigna account representative, was present and addressed the Board. He stated that in this instance, it was not a preventative service. He discussed communication with the facilities regarding services and attempting to collect out of pocket expenses at point of service. He also discussed their relationship with HCA and training the providers.

There was also discussion of further educating employees and pensioners on the Choice Fund.

After discussion of the relationships between the insurance companies and the facilities, B.R. Hall moved that the consultant review the contracts with Blue Cross Blue Shield and Cigna for any discrepancies with the provisions of the contracts.

There was discussion of the facilities checking the HRA balances and out of pocket expenses at point of service.

The Board discussed the motion to have the consultant review the contracts for items that may need to be disclosed and deferring the motion in order to hear the consultant's presentation on plan design.

After discussion of the Board having input with the consultants and moving the motion to item 7, Chair Ann Butterworth moved the motion to have the consultant review the contracts to item 7.

Douglas Conquest challenged the Chair as there is a motion on the floor and called for the question.

There was discussion of the challenge on the motion and Roberts Rules of Order.

At this time, the Board took a break and then reconvened.

Chair Ann Butterworth withdrew her recommendation to defer the motion to item 7.

A vote was taken on the motion to have the consultant review the contracts and was approved unanimously.

6. Cost of living adjustments for closed plans.

Dorothy Shell-Berry reported to the Board that in accordance with the Metro Code, a cost of living adjustment increase of 4.0% is recommended for all eligible retirees under the closed plans beginning July 1, 2008.

James Johnson moved for approval of the 4.0% cost of living increase to all retirees eligible under the closed plans. Edna Jones seconded and was approved unanimously by the Board.

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

Corey Sherman, Buck Consultants, reported to the Board that WHI has not re-submitted another proposal for the Board's review. He stated that in discussions with Blue Cross Blue Shield for pharmacy benefit services, their proposal is competitive.

There was discussion of being able to enter into pharmacy services with Blue Cross Blue Shield.

Mr. Sherman reviewed the proposal, specifically highlighting some of the costs (administrative, discounts and dispensing) from Blue Cross and stated that the Board may want to consider going to RFP for a pharmacy benefit manager to cover all plans in the future. He stated that he recommends returning the Blue Cross Blue Shield prescriptions piece back to Blue Cross Blue Shield and adopt a contingency plan to allow for negotiations with Blue Cross and if necessary go to bid.

The Board discussed having a Special Called meeting to get clarification on contract issues.

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

There was discussion of rebates, subsidy, savings and the potential impact on the plan.

Nicki Eke, Legal Department, indicated that the prior procurement needs to be reviewed before initiating any negotiations on amending the contract.

After discussion of the Legal Department and Purchasing reviewing the RFP and current contract, Richard Riebeling moved to have this item discussed at a Special Called meeting prior to the Study Session. Clyde Smith seconded.

After clarification on allowing the consultant to continue discussions with Blue Cross, a vote was taken on the motion to have this item at a Special Called meeting and was approved without objection.

8. Plan review and IRS determination letter filing.

Shannon Hall reported to the Board that periodically the pension plans are reviewed to ensure that our plans comply with the IRS regulations. She stated that staff recommends that the Board authorize the actuary to perform a review of the plans and prepare the determination letter filing.

James Johnson moved for approval to allow the actuary to review the plans. Edna Jones seconded and the Board approved without objection.

9. Medicare status – Disability pensioners.

Shannon Hall reported to the Board that under the provision adopted in 1993 to coordinate with Medicare Parts A & B, there has been some miscommunication as to how this provision applies to some disability pensioners and the provision not properly applied. She stated that staff recommends that those disability pensioners, as of this Board meeting date, who have been offered Medicare prior to age 65 and have either refused the coverage or accepted and later dropped the coverage (also before age 65) be grandfathered as not having to reenroll in this coverage at this time, but still be required to enroll without penalty in Medicare when offered again at age 65.

After some discussion of notifications and education on Medicare and how it works with Metro's plans, Edna Jones moved for approval of the staff recommendation that those disability pensioners, as of this Board meeting date, who have been offered Medicare prior to age 65 and have either refused the coverage or accepted and later dropped the coverage (also before age 65) be grandfathered as not having to reenroll in this coverage at this time, but still be required to enroll without penalty in Medicare when offered again at age 65. Clyde Smith seconded and the Board approved without objection.

Ms. Hall also stated that there are three individuals that have under-contributed because they did not notify Human Resources of any changes with Medicare. She reviewed the Code section related to recouping the under-contributions and stated that staff recommends that the Board determine how far back is practicable to recoup the under contributions.

The Board discussed the premium structure and premiums paid by Metro (primary or secondary), a mechanism for knowing when an individual has dropped Medicare and a reasonable timeframe for recouping.

Debbie Sims, Blue Cross Blue Shield, discussed the guidelines used (special group category) to pay claims regarding these individuals, notices regarding eligibility and the reporting mechanisms used.

The Board concluded that further review is needed on determining how to recoup the under-contributions and deferred action at this time.

10. Response to correspondence from Council.

After notation of one modification, Clyde Smith moved approval for the purposes of discussion. Dorothy Shell-Berry seconded.

The Board discussed the potential success of the program and utilization.

After discussion of the wording, a vote was taken on the motion for approval of the correspondence as drafted with one modification and the Board approved without objection.

11. Police and Fire wellness program update.

Tara Beever, Sarah Vaughn and Dr. Christopher Fletcher gave an update to the Board on the wellness program highlighting the participation and outcomes.

12. Committee Reports:

- a. Medical and Life Committee: (Chair: B.R. Hall, Sr.; Vice Chair: Dorothy Shell-Berry; Members: James H. Johnson, Richard M. Riebeling, Clyde D. Smith and H. Russell White. Alternates: Ann V. Butterworth and Douglas D. Conquest, Sr.)

Shannon Hall reported to the Board that the Medical and Life Committee met on May 7, 2008 to discuss Cigna Choice Fund plan issues and noted one correction to the minutes.

Committee Chair B.R. Hall asked if there were any amendments, corrections or questions of the minutes from the May 7, 2008 Medical and Life Committee meeting. There being just one correction, Dorothy Shell-Berry moved for approval of the committee minutes. Russell White seconded and the Committee minutes were approved without objection.

Shannon Hall reported to the Board that the Committee recommends that the Board have the appropriate parties look at options that may be available in developing some sort of HRA fund structure for the coverage level of pensioner with Medicare and spouse without Medicare.

There was also discussion of pharmacy benefits with the HRA fund structure.

Douglas Conquest moved for approval of the recommendation to have the appropriate parties look at options that may be available in developing some sort of HRA fund structure for the coverage level of pensioner with Medicare and spouse without Medicare. Clyde Smith seconded and the Board approved without objection.

- b. In Line of Duty Committee: (Chair: Edna J. Jones; Vice-Chair: Christine Bradley; Members: Ann 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 May 22, 2008 to continue discussion on IOD network issues. She stated that the Committee deliberated on a pilot program and the overall IOD process. She stated that the Committee has two recommendations for the Board; 1) approve a 6-month pilot program utilizing Blue Cross Blue Shield as an alternate network for the IOD network for all claims not billed for inpatient or outpatient facility services with the option to continue this arrangement should the Board choose to do so; and 2) revise the IOD process to reflect the third party administrator (ASC) as making the initial review and recommendation/determination for IOD medical care and the Board having the final determination; if ASC approves the IOD claim and the department indicates they disagree, then the claim is automatically referred to the IOD Committee; if ASC denies the IOD claim and the department indicates they would have approved it, then the claim is automatically referred to the IOD Committee; if ASC denies the IOD claim and the department agrees with the denial, then the employee is advised he/she may appeal to the IOD Committee; all cases will be reported to the Board and in all cases, IOD medical treatment will continue until ASC's initial recommendation/determination is rendered.

12. Committee Reports: (continued)

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

Edna Jones moved for approval of the recommendation to authorize the pilot program. James Johnson seconded.

After some discussion of potential savings from implementing the network, contractual arrangements, and the implementation date, B.R. Hall called for the question closing off any further debate.

A vote was taken on the motion to authorize the pilot program and was approved by the Board with Richard Riebeling and Russell White abstaining.

Clyde Smith moved for approval of the recommendation to revise the IOD process. Dorothy Shell-Berry seconded.

After discussion of revising the process to reflect the third party making initial determinations, Edna Jones amended the motion to reflect the initial determination being made by the departments. James Johnson seconded.

Clyde Smith called for a point of order.

There was discussion on the amendment not being appropriate.

The Board discussed the difference in the recommended process and the current process, and inconsistencies with the current process.

After further discussion, the amendment being in order, and it being challenged, B.R. Hall moved to defer the item to the Special Called meeting. Clyde Smith seconded and the Board approved without objection.

13. 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 13.-a. through 13.-d. were for information only and no action was required.

14. 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 14.-a. through 14.-i. were for information only and no action was required.

15. Late item(s):

- a. Life insurance RFP discussion.

The Legal Department advised the Board that this item was not properly noticed and recommended putting it on the agenda for the Special Called meeting.

Clyde Smith moved to have the life insurance RFP discussion moved to the Special Called meeting agenda. Edna Jones seconded and the Board approved without objection.

The Board requested that any supporting materials be provided prior to the meeting.

With nothing further presented, the meeting adjourned at 12:39 p.m.

ATTEST:

APPROVED:

---

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

---

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