

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**April 6, 2010**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, April 6, 2010 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: Edna J. Jones; Vice Chair: Christine Bradley; Members: \*Ann V. Butterworth, Charles D. Clariday, Sr., G. Thomas Curtis, B.R. Hall, Sr., James H. Johnson, Rita Roberts-Turner and Clyde D. Smith.

Member Richard M. Riebeling was unable to be present.

Others present: Shannon B. Hall, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Cynthia Perry, 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 March 2, 2010. With no corrections, nothing further was noted and Ann Butterworth 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 social security referrals)**

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

Chair Edna Jones made note of the revised disability pension recommendations and staff report related to the item modified.

Dr. Cynthia Perry reported to the Board that she recommends approval of the disability pension new requests, items 1 through 15, for the length of time as recommended. Clyde Smith moved for approval of the recommendation to approve the disability pension new requests, items 1 through 15 for the length of time as recommended. Rita Roberts-Turner seconded and the Board approved without objection.

Dr. Cynthia Perry reported to the Board that on the disability pension new request, item 16, she recommends denial of the request for an in line of duty disability pension and approval for a medical disability pension for the length of time as recommended. Ann Butterworth moved for approval of the recommendation to approve the disability pension new request, item 16, as a medical disability pension for the length of time as recommended. Christine Bradley seconded and the Board approved without objection.

On item 17, Dr. Cynthia Perry reported to the Board that she recommends approval of the disability pension request and the individual be returned to work.

The individual was present and addressed the Board on returning to work.

Representatives from the Department (General Hospital) were also present.

A motion was made for approval of the recommendation to approve the disability pension new request, item 17, and return the individual to work. Ann Butterworth seconded and the Board approved without objection.

Dr. Cynthia Perry reported to the Board that on the disability pension new request, item 18, she recommends denial of the request.

After some discussion of the individual's current work status and condition, Ann Butterworth moved for approval of the recommendation on item 18 to deny the request. Tom Curtis seconded and the Board approved without objection.

Dr. Cynthia Perry reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 19 through 23 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 19 through 23 for the length of time as recommended. Rita Roberts-Turner seconded and the Board approved without objection.

On items 24 through 26, Dr. Cynthia Perry reported to the Board that she recommends the individuals be returned to work. Clyde Smith moved for approval of the recommendation on items 24 through 26 to return the individuals to work. Ann Butterworth seconded and the Board approved without objection.

Dr. Cynthia Perry reported to the Board that she recommends deferral on items 27 and 28 for one month pending additional medical information. Clyde Smith moved for approval of the recommendation to defer on items 27 and 28 for one month. Charles Clariday seconded and the Board approved without objection.

On item 28, Dr. Cynthia Perry reported to the Board that there is an update on the individual's return to work status and worksite assessment.

Shannon Hall reported to the Board that General Hospital has requested this item be presented today for review. Ms. Hall also stated that the individual is present along with representatives from the Department (Deborah Tullos and Tony Driver).

The individual was present and addressed the Board regarding the return to work and restrictions.

Deborah Tullos, General Hospital, was present and addressed the Board regarding the return to work, worksite assessment, skill level, and the restrictions. Ms. Tullos also stated that based upon the worksite assessment and the restrictions there is not a position available for the individual at this time.

There was discussion of the functions/duties of the position.

Paula Krebs, Eckman/Freeman, was present and reviewed the assessment and the restrictions.

There was also discussion of whether or not the physician would modify the individual's restrictions, other positions/classifications and having additional worksite assessments performed.

There was further discussion of the job functions and modifying some of the functions related to lifting.

There was discussion of the department being able to accommodate all of the restrictions and paying the disability pension in the event the individual is not returned to work.

There was mention of seeking a position in another department and vocational rehab/assessment and if this was an option in this situation.

Paula Krebs reviewed the process in returning an individual to work, the availability of positions and realities of some of the cases.

The Board sought clarification from the department that it is the department's position that they would prefer to pay the individual's pension rather than make any further efforts on accommodations based on the restructuring of the job.

It was the Board's position on item 29, that Paula Krebs continue to work with the individual and the physician to see if any of the restrictions can be modified within reason and another worksite assessment be conducted on other positions.

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
1.	Helen L. Alongi	General Hospital	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (April 2011), with re-exam at that time.

**NEW REQUESTS: (continued)**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
2.	Judy A. Bush	Social Services	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (April 2011), with re-exam at that time.
3.	Suzane W. Butler	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for five months, (September 2010), with re-exam at that time.
4.	Howard L. Carter	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (April 2011), with re-exam at that time.
5.	Gloria E. Etter	Social Services	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (April 2011), with re-exam at that time.
6.	Terry D. Gibson	Health	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for six months, (October 2010), with re-exam at that time.
7.	Ronald B. Hayes	Water	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (October 2010), with re-exam at that time.
8.	Carolyn S. Hewitt	Bordeaux	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (April 2011), with re-exam at that time.
9.	Jennifer Kee	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for three months, (July 2010), with re-exam at that time.
10.	Walter C. Knox, Jr.	Water	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (August 2010), with re-exam at that time.
11.	Randall B. Maupin	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (August 2010), with re-exam at that time.
12.	Lee Watkins	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (October 2010), with re-exam at that time.

**NEW REQUESTS: (continued)**

13.	Carol L. Wheeler	Police	Medical	As moved, seconded and approved, this disability pension request was approved for eight months, (December 2010), with re-exam at that time.
14.	Marcia H. Williams	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (April 2011), with re-exam at that time.
15.	Sophia A. Young	District Attorney	Medical	As moved, seconded and approved, this disability pension request was approved for two months, (June 2010), with re-exam at that time.
16.	J.C. Walton, Jr.	Sheriff	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (August 2010), with re-exam at that time.
17.	Shirley L. Batts	General Hospital	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.
18.	Kathy M. Bracey	Metropolitan Nashville Public Schools	Medical	As moved seconded and approved, this disability pension request was denied.

**REEXAMINATIONS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
19.	Thomas R. Jones, Jr.	Police	Medical	As moved, seconded and approved, this disability pension was continued for nine months, (January 2011), with re-exam at that time.
20.	James W. McDerman	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (April 2011), with re-exam at that time.
21.	Virginia D. Russell	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for four months, (August 2010), with re-exam at that time.
22.	Sandra F. Smith	Water	Medical	As moved, seconded and approved, this disability pension was continued for six months, (October 2010), with re-exam at that time.
23.	Beverly D. Valentine	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (April 2011), with re-exam at that time.

**REEXAMINATIONS: (continued)**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
24.	Tammy DeMoe	Bordeaux	In Line of Duty	As moved, seconded and approved, this disability pension was continued and the individual placed on the return to work list.
25.	Mary E. Sisemore	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued and the individual placed on the return to work list.
26.	David Vanderpool	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued and the individual placed on the return to work list.
27.	Stanley K. Tidwell	Public Works	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month with re-exam at that time.
28.	Victoria Windoloski	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month with re-exam at that time.

**OTHER:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
29.	Geraldine Murphy	General Hospital	In Line of Duty	This item was for information only.

**SOCIAL SECURITY REFERRALS:**

Dr. Cynthia Perry reported to the Board that she concurs with the case management recommendations on the social security referrals. Ann Butterworth moved for approval of the recommendations on the social security referrals. Clyde Smith seconded and the Board approved without objection.

<b>Item</b>	<b>Name</b>	<b>Department</b>	<b>Review Originated From</b>	<b>Case Management Recommendation for Referral</b>	<b>CSME Recommendation for Referral</b>	<b>Comments</b>
1	Nancy Grasso	MNPS	Pension Approval	Yes	Yes	
2	DeAnna Jones	MNPS	Pension Approval	No	No	Review 8/10
3	Rickey Pharris	MNPS	Pension Approval	Yes	Yes	
4	Claudia Powell	MNPS	Pension Approval	Yes	Yes	
5	Marvin Presley	Water	Pension Approval	Yes	Yes	
6	Charlene Tatum	Sheriff	Pension Approval	No	No	Has attorney
7	P. Wayne Tibbs	Parks	Pension Approval	No	No	

At this time, Dr. Cynthia Perry commended the staff on the amount of materials provided to the Board in order to render a decision.

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

Shannon Hall reported to the Board that a revised report has been provided noting an update in the options.

Christine Bradley moved for approval of the pensions. Ann Butterworth seconded and the Board approved without objection.

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Robert W. Abernathy	Sheriff	Classification Counselor	B	02/18/2010	04/03/2010
Barry D. Cauthron	Water	Customer Service Field Representative 3	B	02/23/2010	04/01/2010
Johnny R. Ingle	MNPS	Lead Warehouse	B	02/25/2010	04/01/2010
Jeremias D. Bencito	Bordeaux	LPN	B	02/25/2010	02/06/2010
Brenda W. Hambrick	Police	Information Systems Application Analyst 2	B	03/02/2010	07/01/2010
Darrell E. Ryan	Police	Police Lieutenant	B	03/02/2010	04/01/2010
Susan D. Gish	Human Resources	Human Resource Analyst 3	B	03/03/2010	06/01/2010*
Linda K. Bolden	General Services	Application Technician 2	B	03/04/2010	05/01/2010*
Daniel F. Collins	Police	Police Sergeant	B	03/09/2010	05/16/2010
Joyce F. Roberts	MNPS	Senior Secretary	B	03/11/2010	04/10/2010
Gwendolyn Willis	Social Services	Social Worker	A	03/09/2010	04/01/2010*
Pauline K. Bryant	MNPS	Educational Assistant	B	03/16/2010	06/01/2010
Tom B. Harris, III	Police	Police Sergeant	B	03/16/2010	04/01/2010
Nadina Fuentes	MNPS	Cafeteria Assistant	B	03/16/2010	06/01/2010
Robert K. Webb	Fire	Fire Inspector 2	B	03/16/2010	06/01/2010
Betty B. Crockett	MNPS	Educational Assistant	B	03/17/2010	09/01/2010
Regina C. Farmer	Public Works	Office Support Specialist 2	B	03/18/2010	06/01/2010
William E. Turner	Bordeaux LTC	Environmental Services Technician	B	03/18/2010	05/01/2010
Doris Jean Johnson	General Hospital	Dietary Technician	B	03/24/2010	05/01/2010

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Sue S. Moore	Bordeaux	B	02/01/2010
Patricia A. Hunter	State Trial Ct.	B	05/01/2009
Katie Sanders	Gen Hospital	B	03/01/2010
Elmer E. Vanatta	Public Works	B	03/01/2010
John B. Corcoran	Police	B	03/01/2010
Carolyn F. Martin	Bordeaux	B	02/01/2010
Nonise J. McCuiston, Jr.	Police	A	03/01/2010
Sheryl A. Watts	MNPS	B	03/01/2010
Ora D. Perkins	MNPS	A	03/01/2010
Fred N. Lamb	Water	B	02/01/2010
Rickey E. Isbell	Police	A	03/01/2010
Ronnie E. Binkley	Fire	A	03/01/2010
Tommy M. Glasgow	Police	A	12/01/2009

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Adgent, Robert B.	General Hospital	Service	B	2/24/2010	Option E	
Ayers, Michael F	MNPS	Early Service	B	2/27/2010	Normal	
Barnes, Larry R	Water Services	Service	B	2/27/2010	Option E	1
Beal, Thyra F	General Hospital	Early Service	B	1/16/2010	Option F	
Borden, Gary E.	Fire	P&F Service	B	2/6/2010	Option E	
Bush, Bettilyn M.	General Hospital	Service	B	1/10/2010	Normal	2
Cannon, Doris O	MNPS	Service	B	2/13/2010	Option A	3
Carr, Anita V.	General Hospital	Service	B	3/2/2010	Normal	
Crutcher, Linda M	Police	Service	B	1/16/2010	Option D	
Dews, Betty G	MNPS	Service	B	2/27/2010	Option F	2
Ferguson, Jo Ann	MNPS	Service	B	1/5/2010	Option E	
Garrett, Imogene G	Police	Service	B	2/16/2010	Normal	3
Grisham, David F.	Police	P&F Service	B	1/30/2010	Option E	3
Johnson, Phoebe P	Juvenile Court	Early Service	B	2/6/2010	Normal	
Johnston, Susan E.	Public Library	Service	B	3/1/2008	Option E	
Kofahl Jr, William P	Fire	P&F Service	A	2/13/2010	Normal	
Lewis, C William	Planning Commission	Service	B	10/1/2004	Option E	
Lowe, Eddie Lee	MNPS	Service	B	1/1/2010	Option F	1
Murphy Jr, Robert L	MNPS	Early Service	B	1/23/2010	Option E	
Pittman, Kathryn H.	Bordeaux	Early Service	B	1/5/2010	Normal	
Powell, William H.	Bordeaux	Service	A	2/12/2010	Option E	
Price, Larry D.	Fire	P&F Service	B	2/12/2010	Normal	3
Pye, Dorothy J	MNPS	Early Service	B	2/25/2010	Option F	
Reid, Linda G	MNPS	Early Service	B	2/26/2010	Option B	
Roberts, Timothy R	Fire	P&F Service	B	2/16/2010	Option E	
Scates, Frances L.	Police	P&F Service	B	2/27/2010	Option D	3
Varnell, Michael S	MNPS	Early Service	B	1/8/2010	Option F	
Venson, Brenda J.	Social Services	Service	B	2/20/2010	Option F	2
Wagner, Arthur B	Sheriff	Early Service	B	2/6/2010	Option A	

**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
William Prater	Public Works	Betty Prater	Old Closed	02/19/2010
James D. Stevens	Finance	Summer Stevens	B	02/26/2010
William S. Marshall	Fire	Mary Marshall	B	02/25/2010
Bobby Reynolds	Public Works	Mary Reynolds	Old Closed	02/26/2010
James Buckner	Fire	Brenda Buckner	A	02/27/2010
Margaret Gleaves	MNPS	Tammy Collard	A	03/13/2010
Nathaniel Campbell	Public Works	Mildred Shull	B	03/20/2010
Melbourne Whittaker	MNPS	Barbara Whittaker	B	03/19/2010
Landon French	MNPS	Margaret French	B	03/19/2010
Johnny Young	Bordeaux	Barbara Young	B	03/28/2010
Roy Watson	General Services	Barbara Watson	B	03/28/2010

## **BENEFIT BOARD ITEMS**

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

1. Medicare Advantage plan discussion.

Shannon Hall reported to the Board that at the March Study Session changes to the Blue Cross Blue Shield Medicare Advantage plan for the 2011 calendar year were discussed. She stated that the Board requested clarification as to whether the current contract could be amended to accommodate the proposed changes in order to be compliant with federal law. Ms. Hall stated that the Department of Law has indicated that the proposed changes are only a change to the network and did not require an amendment to the current Blue Cross Blue Shield Blue Advantage Plus contract and no new bidding process is required.

There was some discussion of the options regarding the Medicare Advantage plan.

There was also some discussion of the networks and any possible disruption.

Debbie Sims and Shannon Welch, Blue Cross Blue Shield, were present and addressed the Board on the networks.

After some discussion of the current contract and amending that contract and upcoming changes related to the HealthCare Reform, Ann Butterworth moved for approval of extending the Medicare Advantage plan with Blue Cross and Blue Shield for the 2011 plan year and amend the current contract, with the appropriate network changes (PPO plan basis).

Clyde Smith seconded and the Board approved without objection.

2. Benefit Board budget.

Lannie Holland, Treasury, was present to address any questions regarding the additional information requested by the Board, (consulting services and allocation of salary related costs in HR).

There was some discussion of what contributed to the adjustments in the allocation of salary.

Ginger Hall reviewed the allocations related to salary/payroll adjustments.

There was some discussion of administrative costs (for health care and pensions) being funded out of the pension and medical funds.

Christine Bradley moved for approval of the budget with an actuarial study as to where administrative costs are paid by other entities. Ann Butterworth seconded.

There was discussion on whether this budget was being approved without the caveat of further allocations/line items being brought before the Board for approval.

After clarification that any additional expenditures be brought to the Board, a vote was taken on the motion to approve the budget and approved with B.R. Hall, Charles Clariday, James Johnson and Clyde Smith opposed.

3. In line of duty disability pension appeal – Applicant from Metropolitan Nashville Public Schools.

Shannon Hall reported to the Board that at the December 2009 meeting the Board denied this request for an in line of duty disability pension. The applicant has requested to appeal the decision. Ms. Hall also noted that the individual was present.

3. In line of duty disability pension appeal – Applicant from Metropolitan Nashville Public Schools. (continued)

Edna Jones reviewed the section of the by-laws regarding reconsideration of individual appeals with the Board. Ms. Jones stated that in order for this to be considered today there would need to be a motion to do so.

Clyde Smith called for a point of order.

There was discussion as to whether this was an appeal or a reconsideration and what has been the practice of the Board.

Nicki Eke, Legal Department, stated that the Board needs to determine whether or not to reconsider the matter and that motion would have to be made by a member on the prevailing side of the existing decision.

At this time, the Board took a break to review the previous action on this matter and then reconvened.

Edna Jones reconvened the meeting and Shannon Hall distributed copies of the by-laws.

There was a request by a Board member to go to item 4.

There was an objection to the request.

There was discussion that a motion would have to be made by a member on the prevailing decision in order to hear the item.

Clyde Smith called for a point of order.

Shannon Hall reviewed the members that voted in favor of the prevailing decision.

Edna Jones open the floor to a motion.

Clyde Smith called for a point of order.

Clyde Smith stated that the issue on the interpretation of the by-laws needs to be addressed.

There was discussion of what the by-laws state and what is the proper procedure.

Ann Butterworth moved to defer this item pending clarification on the status of this item. Rita Roberts-Turner seconded.

Clyde Smith and Edna Jones amended the motion to have staff research previous cases and have legal provide an interpretation.

A vote was taken on the motion to defer this item pending clarification on the status of this item and was approved with B.R. Hall, Charles Clariday, James Johnson and Clyde Smith opposed.

4. In Line of Duty Committee: (Chair: Clyde D. Smith; Vice-Chair: Christine Bradley; Members: Charles Clariday and Richard Riebeling. Alternate members: B.R. Hall, Sr. and Rita Roberts-Turner)

Shannon Hall reported to the Board that the In Line of Duty Committee met on Tuesday, February 23, 2010 to deliberate on several items. She stated the minutes from this meeting are attached for approval. Ms. Hall also stated that at the March meeting the Board took action on an in line of duty medical care request from the Police Department, item 6. The Committee's action on this item ended in a tie vote, as a result, there is no recommendation from the Committee on this item, however, the information considered by the Committee is included in the medical portion of the Board's packet for review. At the March Board meeting, a motion to uphold this claim as in line of duty compensable failed. As a result, there was no affirmative action taken on this item to determine whether this claim should be covered as in line of duty or not.

4. In Line of Duty Committee: (Chair: Clyde D. Smith; Vice-Chair: Christine Bradley; Members: Charles Clariday and Richard Riebeling. Alternate members: B.R. Hall, Sr. and Rita Roberts-Turner) (continued)

Committee Chair Clyde Smith asked if there were any amendments, corrections or questions of the minutes from the In Line of Duty Committee meeting held on February 23, 2010. With no corrections, nothing further was noted and Christine Bradley moved for approval of the In Line of Duty Committee minutes. Rita Roberts-Turner seconded and the Committee minutes were approved without objection.

Shannon Hall reported to the Board that on this item the Committee had a tie vote and therefore no recommendation presented to the Board.

There was some discussion as to procedure with this matter, whether or not this injury stems from the original injury, the circulatory system and blood clots and a prior ruling by this Board.

Ann Butterworth moved to deny the claim as in line of duty compensable. Christine Bradley seconded.

The Board further discussed the prior practices of the Board, and having this reviewed as it relates to the heart, lung and hypertension presumption act.

Dr. Cynthia Perry stated that in this case, it is her opinion that the impairment is not related or is a result of. Dr. Perry also reviewed some of the testing used to determine causation.

There was further discussion of factors and indicators related to the current injury, the previous one, and the presumption.

Rita Roberts-Turner called for the question closing off any further debate.

There was review of what the statute states.

A vote was taken on the motion and was approved with B.R. Hall, Charles Clariday, James Johnson and Clyde Smith opposed.

\*Denotes Ann Butterworth leaving the meeting.

After some discussion, the Board was in agreement that this needs to be reviewed further, preferably at a Study Session.

Clyde Smith moved that this item be referred to Committee. James Johnson seconded and the Board approved without objection.

5. Correspondence:
- a. Utilization report from Blue Cross Blue Shield.
  - b. Utilization report from CIGNA.
  - c. Utilization report from Alternative Service Concepts. (reported quarterly)
  - d. Blue Cross Blue Shield hard drive theft update. (nothing to report at this time)

Items 5.-a. through 5.-d. were for information only and no action was required.

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

6. Reports for your information: (continued)
- i. Denial log from Alternative Service Concepts.
  - j. Police and Fire Wellness program update.

Items 6.-a. through 6.-j. were for information only and no action was required.

7. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned accordingly.

ATTEST:

APPROVED:

---

**Mrs. Rita Roberts-Turner, Director  
Human Resources**

---

**Ms. Edna J. Jones, Chair  
Employee Benefit Board**