

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

November 2, 2010

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, November 2, 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, *Richard M. Riebeling, Rita Roberts-Turner and Clyde D. Smith.

Others present: Justin Stack, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Celia Goodson, 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 October 5, 2010. With no corrections, nothing further was noted and B.R. Hall moved for approval. Christine Bradley seconded and the Board approved without objection.

*Denotes the arrival of Richard Riebeling.

B. APPEAL ANNOUNCEMENT:

Justin Stack 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.

Dr. Celia Goodson reported to the Board that she recommends approval of the disability pension new requests, items 1 through 8, 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 8 for the length of time as recommended. Charles Clariday seconded and the Board approved without objection.

On item 9, Dr. Celia Goodson reported to the Board that she recommends denial of the in line of duty disability pension request. However, the individual has requested a deferral. Clyde Smith moved for deferral of item 9 for one month. Christine Bradley seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on item 10, she recommends deferral on the in line of duty disability pension request for one month. Christine Bradley moved for approval of the recommendation to defer item 10 for one month. Thomas Curtis seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 11 through 26 for the length of time as recommended. Clyde Smith moved for approval of the recommendation to continue the disability pension reexaminations, items 11 through 26 for the length of time as recommended. Thomas Curtis seconded and the Board approved without objection.

**Denotes the arrival of Ann Butterworth.

Dr. Celia Goodson reported to the Board that on item 27 she recommends continuing the disability pension and the individual be returned to work. Christine Bradley moved for approval of the recommendation on item 27 to continue the disability pension and the individual be returned to work. Thomas Curtis seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on item 28 she recommends continuing the disability pension and the individual be returned to work with restrictions as noted. Clyde Smith moved for approval of the recommendation on item 28 to continue the disability pension and the individual be returned to work. Rita Roberts-Turner seconded and the Board approved without objection.

On items 29 through 31, Dr. Celia Goodson reported to the Board that she recommends deferral for one month pending additional medical information. Ann Butterworth moved for approval of the recommendation on items 29 through 31 to defer for one month. Rita Roberts-Turner seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on the late items she recommends approval of the disability pension new request and the individual be returned to work. Clyde Smith moved for approval of the recommendation to approve the late item 1 and the individual be returned to work. Christine Bradley seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on the late item labeled other, there is an update on their position status.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
1.	Johnathan D. Collins	Metro Action Commission	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for five months, (April 2011), with re-exam at that time.
2.	Kimberly E. Goff	Library	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (March 2011), with re-exam at that time.
3.	Mandlyn L. Holt	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
4.	Bonita R. Osborne	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (May 2011), with re-exam at that time.
5.	Jesse J. Randle	Public Works	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for six months, (May 2011), with re-exam at that time.
6.	Geraldine Reed	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (March 2011), with re-exam at that time.
7.	Linda K. Thompson	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for one year, (November 2011), with re-exam at that time.
8.	Samuel L. Triplett	Water	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (May 2011), with re-exam at that time.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
9.	Deborah A. Berryhill	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was deferred.
10.	William K. Stone	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was deferred.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
11.	Alisa C. Boone	Register of Deeds	Medical	As moved, seconded and approved, this disability pension was continued for one year, (November 2011), with re-exam at that time.
12.	Michael C. Bunch	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (May 2011), with re-exam at that time.
13.	Kenny G. Bush	Criminal Court Clerk	Medical	As moved, seconded and approved, this disability pension was continued for six months, (May 2011), with re-exam at that time.
14.	Rita F. Castleman	General Hospital	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
15.	Tyrone E. Elliott	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (February 2011), with re-exam at that time.
16.	Tina M. Ewen	General Hospital	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
17.	Deborah F. Gregoire	State Fair Grounds	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
18.	Joseph O. Haywood	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (November 2011), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
19.	Thomas H. Kiesling	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for five months, (April 2011), with re-exam at that time.
20.	Walter C. Knox, Jr.	Water	Medical	As moved, seconded and approved, this disability pension was continued for six months, (May 2011), with re-exam at that time.
21.	Donald Pirtle	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
22.	Kenneth N. Rabideau	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (May 2011), with re-exam at that time.
23.	Carol E. Ramsey	General Hospital	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (February 2011), with re-exam at that time.
24.	Thomas R. Rediker, II	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for one year, (November 2011), with re-exam at that time.
25.	John W. Shepherd	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
26.	Elizabeth K. Woelk	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for six months, (May 2011), with re-exam at that time.
27.	DeAnna Y. Jones	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this individual was returned to work.
28.	Rose M. Miller	Bordeaux	Medical	As moved, seconded and approved, this individual was returned to work.
29.	Gerald M. Napier	Information Technology Services	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (December 2010), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
30.	Claudia L. Powell	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was deferred for one month, (December 2010), with re-exam at that time.
31.	Abdullah T. Sindy	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was deferred for one month, (December 2010), with re-exam at that time.

**LATE ITEMS:
 NEW REQUESTS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
32.	Gilbert M. Field	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved and the individual returned to work.

Dr. Celia Goodson 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.

SOCIAL SECURITY REFERRALS:

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Howard Brake	MNPS	Pension Approval	No	No	Review 3/2011
2	Terry Gibson	Health	Pension Approval	No	No	
3	Carol Ramsey	MNGH	Pension Approval	Yes	Yes	

On the other late item, Theresa Pulmer and Tim Townsend, State Trial Courts, were present to discuss the return to work/position status.

There was some discussion of the grant funding for the individual's position within the department, other positions in Metro Government, and the department paying the individual's pension.

After discussion of the department reviewing the status of the grant funding for the position and paying their pension, Christine Bradley moved to defer this item for one month. Rita Roberts-Turner seconded and the Board approved without objection.

LATE ITEMS: (continued)

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
33.	Deborah McCord	State Trial Courts	Medical	As moved, seconded and approved, this disability pension was deferred for one month, (December 2010), with review at that time.

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

Christine Bradley moved for approval of the pensions. Rita Roberts-Turner seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Donna Perry	General Hospital	Central Svc Tech 2	B	09/28/2010	09/30/2010
John Rushing	MNPS	Director IT Res Mgmt	B	09/28/2010	12/17/2010
Mary E. Rushing	MNPS	Bus Driver	B	09/28/2010	11/01/2010
Jose Silva	Water	Engineering Tech 2	B	09/28/2010	11/03/2010
Leonard Miller	Police	Police Captain	B	10/05/2010	11/01/2010
Paula Weller	MNPS	School Secretary	B	10/06/2010	10/15/2010
Carol Diane Moore	Sheriff	Admin Svcs Off 4	B	10/06/2010	08/01/2009
Edgar P. South	Sheriff	Correctional Officer 1	B	10/06/2010	10/01/2010
Sylvia Frizell	MNPS	Bus Driver	B	10/06/2010	11/01/2010
Eleanor Heizer	MNPS	School Secretary	B	10/06/2010	12/01/2010
Vernon Pierce	Fire	Emer Med Tech 2	B	10/06/2010	11/01/2010
Mabel Kay Butler	MNPS	School Bus Monitor	B	10/06/2010	10/13/2010
Helen Clark	MNPS	School Secretary	B	10/13/2010	11/01/2010
Jacques Hill	MNPS	Lead Worker	B	10/12/2010	12/04/2010
Bill Venson	County Clerk	License Inspector 1	B	10/12/2010	01/01/2011
Beverly Morris	Library	Circulation Asst 2	B	10/12/2010	11/01/2010
Nancy Pope	MNPS	Secretary	B	10/12/2010	10/01/2010
Mary E. Sloan	Election Comm	Office Support Rep 2	B	10/12/2010	12/01/2010
Andrea D. Whitelow	MNPS	Bus Driver	B	10/12/2010	01/01/2011
John Jordan	Police	Police Officer 3	B	10/13/2010	11/01/2010
Jeffrey Wilkerson	Fire	Fire Fighter 3	B	10/06/2010	01/03/2011
Ronald Hambrick	State Trial Court	Judicial Asst 2	B	10/19/2010	11/01/2010
Karen Kinnard	Police	Sergeant	B	10/20/2010	01/01/2011
James E. Stubblefield, Jr	Fire	Fire Fighter/Paramedic	B	10/21/2010	02/01/2011
David M. Curtis	Water	Tech Svcs Coordinator	B	10/21/2010	11/11/2010
James R. Holland*	Bordeaux	Environment Svc Tech	B	10/21/2010	10/01/2010
Wayne Butner*	Codes	Plumbing Inspector 1	B	10/21/2010	01/01/2011
James E. Johnson, Sr.	STC Administration	Judicial Asst 2	B	10/21/2010	11/01/2010
Sheila Morgan	MNPS	Bus Driver	B	10/21/2010	10/30/2010
Robert Y. Fitzpatrick	Trustee's Office	Office Manager	B	10/21/2010	01/03/2011
Robyn F. Young	Sheriff's Office	Correctional Officer 2	B	10/26/2010	12/17/2010

*deferred benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Terry L. Best	Public Works	B	10/01/2010

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

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Ivey L. Gray	MNPS	B	10/01/2010
Frank G. Leyba	Gen. Hospital	B	09/012010
Gloria D. Williams	Police	B	10/01/2010
Barbara Davidson	MNPS	B	10/01/2010
Gary L. Gressmire	General Sessions	B	10/01/2010
Olivia A. Wheeler	Circuit Court Clerk	B	10/01/2010
Jeannie B. Arnold	Human Resources	B	08/01/2010
Robert E. Alexander	Police	A	10/01/2010
Clayborn E. Hughes	Public Works	A	10/01/2010
Henry G. Lyle	Fire	A	10/01/2010

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Alexander, Mary Ride	MNPS	Early Service	B	7/1/2010	Option D	
Bryant, Michael O	Parks	Service	B	9/1/2010	Option A	3
Carnahan, Patsy Jean	MNPS	Early Service	B	7/1/2010	Option D	
Clayborne, Nathan L	MNPS	Early Service	B	7/1/2010	Option F	
Cox, Michael C	MNPS	Early Service	B	7/1/2010	Option D	
Culton, Lorna Lynn	MNPS	Early Service	B	9/4/2010	Option A	
Davis, Edward N	Fire	P&F Service	B	9/15/2010	Option E	3
Demonbreun, David E.	Bordeaux	Service	B	9/11/2010	Normal	
Faust, Wayne R	Police	Service	B	9/1/2010	Option E	
Franklin, Jerry W	Water Services	Service	B	9/18/2010	Option F	3
Gardner, Curtis L	Police	P&F Service	B	9/16/2010	Option A	3
Garner, William M.	Police	P&F Service	B	9/16/2010	Option E	2
Garrett, Peggy S	Assessor of Property	Service	B	10/2/2010	Normal	
Hale, Gary R	Fire	P&F Service	B	9/16/2010	Option E	
Hamilton, Cheryl A	General Hospital	Service	B	10/1/2010	Option E	
Hudgens, Susan S.	Public Library	Early Service	B	7/17/2010	Option E	
Hudson, Ella B	MNPS	Early Service	B	7/1/2010	Normal	
Jackson Iii, Chalmers	MNPS	Service	B	7/1/2010	Normal	
Johnson, Gerald B	MNPS	Service	B	5/29/2010	Option D	3
Johnson, Raymond E	Fire	P&F Service	A	8/1/2010	Option B	
Jones, Andrew D	Assessor of Property	Early Service	B	7/24/2010	Normal	
Lambert, James R.	Police	P&F Service	B	9/1/2010	Option E	3
Mckinnie, Oscar F	Water Services	Service	B	9/10/2010	Option F	
Moore, Walter	MNPS	Early Service	B	7/1/2010	Option D	
Morton, Sharlene D.	Bordeaux	Service	B	10/3/2010	Normal	
Ofori, Tony Felix	MNPS	Service	B	7/1/2010	Option D	
Patton, William H	MNPS	Early Service	B	7/1/2010	Option D	
Perretta, David L	MNPS	Early Service	B	8/14/2010	Option A	
Pike, Marjorie S.	Police	P&F Service	B	9/1/2010	Normal	3
Rogers, Shirley J	MNPS	Service	B	9/10/2010	Option D	3
Sartain, David C	Health	Service	B	8/7/2010	Normal	2
Sellers, Carolyn L	Social Services	Early Service	B	8/28/2010	Normal	
Sturdivant, Conni S	MNPS	Service	B	8/12/2010	Option E	
Thiemonge, Susie	MNPS	Service	B	8/1/2010	Normal	
Von Hagen, James A	MNPS	Service	B	9/1/2010	Option A	
Wade Sr, James A	Metro Action	Service	B	9/1/2010	Option F	
Wade, Chester A.	Parks	Service	B	8/21/2010	Option F	

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

Options Elected (continued)

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Walsh, Thomas R.	Police	P&F Service	B	9/16/2010	Option A	
Whitman, Randy D	Fire	P&F Service	B	9/14/2010	Option A	
Williams, Chris C	MNPS	Service	B	8/28/2010	Normal	
Wilson, Willie H.	Register of Deeds	Service	B	10/1/2010	Normal	
Worthington, Bradford L.	Police	P&F Service	B	9/16/2010	Option E	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
Iry E. Lowry, Jr.	General Hospital	Rose Lowrey	B	09/07/2010
Phillis D. Smith	Bordeaux	Robert W. Smith, Jr.	B-vested	09/03/2010
Brenda L. Roberts	Police	James A. Roberts	B	08/23/2010
Danny McCullough	Water	Cindy McCullough	B	10/05/2010
Robin P. Miller	MNPS	Sara Miller	B	09/14/2010
Debra S. Russell	MNPS	Joseph Sherman Russell	B	09/29/2010
John W. Owen, Jr	Police	Lillian C. Owen	A	10/15/2010
Don Evans	Police	Margaret Evans	Old Closed	10/03/2010

BENEFIT BOARD ITEMS

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

1. Determination of pension plan status.

Justin Stack reported to the Board that an employee of the Police Department recently contacted Human Resources inquiring as to which pension plan they were a participant. After being informed that they were in the Division A plan they contend that they made the election to transfer to the Division B plan during the election window in 1995. Mr. Stack stated that there is no documentation reflecting this change and reviewed the Metro Code section related to transfers into the Division B plan. He also stated that the individual is requesting that they be allowed to change pension plans at this time.

The individual and Robert Weaver, Fraternal Order of Police, (FOP) representative were present and addressed the request to change pension plans.

There was discussion of and acknowledgement of the notices sent to the individual that indicate pension plan status.

Nicki Eke, Legal Department, reviewed the process in order to have been allowed to change from A to B. She further stated that in order for the Board to grant this request, the Board would have to find that this employee did affirmatively make the election prior to the deadline set forth in the Code.

There was discussion of prior cases related to the transfer of pension plans, documentation in the file indicating a change either way, and employees affirmatively making an election to change and if not no change was made.

1. Determination of pension plan status. (continued)

There was discussion of how the changes/elections were handled/processed (i.e. the departments handling the elections, not HR staff) and consistency amongst the departments regarding the changes.

There was further discussion of how long notifications have been sent out indicating pension plan status.

After discussion of how many applications may not have been received, specifically from the Police Department, James Johnson moved to defer this item pending additional information regarding other similar cases. Thomas Curtis seconded and the Board approved without objection.

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

Justin Stack reported to the Board that the In Line of Duty Committee met on Tuesday, October 19, 2010 to deliberate on several items and the minutes from this meeting are being presented for approval. Mr. Stack stated that there are four recommendations from the Committee and a request has been received for a deferral on item 6, the in line of duty medical care request from the Election Commission.

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 October 19, 2010. With no corrections, nothing further was noted and Charles Clariday moved for approval of the In Line of Duty Committee minutes. James Johnson seconded and the Committee minutes were approved without objection.

On item 6, the in line of duty medical care request from the Election Commission, Christine Bradley moved to defer this item. Rita Roberts-Turner seconded and the Board approved without objection.

Justin Stack reviewed the recommendations from the Committee with the Board. Mr. Stack reported that on item 1, the in line of duty medical care request from the Police Department, the Committee recommends that the Board uphold the initial determination for this claim as in line of duty compensable. B.R. Hall moved for approval of the recommendation on item 1 to uphold the initial determination for this claim as in line of duty compensable. Clyde Smith seconded and the Board approved without objection.

Justin Stack reported to the Board that on item 2, the in line of duty medical care request from the Police Department, the Committee recommends that the Board uphold the initial determination for this claim as in line of duty compensable. Clyde Smith moved for approval of the recommendation on item 2, to uphold the initial determination for this claim as in line of duty compensable. Charles Clariday seconded and the Board approved without objection.

Justin Stack reported to the Board that on item 3, this individual has 2 separate in line of duty medical care claims before the in line of duty Committee/Board. He stated that at the September and October 2010 meetings, the Board deferred action on the in line of duty medical care claim previously presented as Item 4 from the August 11, 2010 in line of duty Committee meeting. The action previously presented to the Board for that claim was that a motion to uphold the initial determination to deny this specific claim as in line of duty compensable ended in a tie vote 2/2. As a result, there was no recommendation from the Committee on this item. He also stated that on the most recent in line of duty medical care request from this Fire Department employee, the Committee recommends that both in line of duty medical care request claims and the pending in line of duty disability pension request be referred to the In Line of Duty Committee for further deliberation. B.R. Hall moved that both in line of duty medical care request claims and the pending in line of duty disability pension request be referred to the In Line of Duty Committee for further deliberation. Ann Butterworth seconded and the Board approved without objection.

3. 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 MedAdvantage.
- e. Access TN assessment from Blue Cross Blue Shield.

Items 3.-a. through 3.-e. were for information only and no action was required.

Justin Stack made note of items 3.-d. and 3.-e.

4. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Refund of pension contributions.
- d. Repayment of pension contributions.
- e. Reports from Treasury. (reported quarterly)
- f. Non-compliant disability pensioners.
- g. Pending litigations. (reported quarterly)
- h. Denial log from Alternative Service Concepts.
- i. Police and Fire Wellness update.

Items 4.-a. through 4.-i. were for information only and no action was required.

Justin Stack made note of item 4.-f. and 4.-i.

5. Late item(s):

The late items were reported at the meeting and have been incorporated into these minutes.

With nothing further presented, the meeting adjourned at 10:18 a.m.

ATTEST:

APPROVED:

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

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