

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

October 4, 2011

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, October 4, 2011 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: Shannon B. Hall, Metro Human Resources, Ted Morrissey, 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 September 6, 2011. With no corrections, nothing further was noted and Clyde Smith moved for approval. Rita Roberts-Turner 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.

Edna Jones noted that a deferral has been requested on item 5.

Dr. Celia Goodson reported to the Board that she recommends approval of the disability pension new requests, items 1 through 6, with the exclusion of item 5, for the length of time as indicated on the chart. Rita Roberts-Turner moved for approval of the recommendation to approve the disability pension new requests, items 1 through 6, with the exclusion of item 5, for the length of time as recommended. 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 7 through 12 for the length of time as indicated on the chart. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 7 through 12 for the length of time as recommended. Thomas Curtis seconded and the Board approved without objection.

On items 13 and 14, Dr. Celia Goodson reported to the Board that she recommends deferral for one month pending additional medical information. Clyde Smith moved for approval of the recommendation on items 13 and 14 to defer for one month. Christine Bradley seconded and the Board approved without objection.

Dr. Goodson stated that item 15 and 16 will be presented by Paula Krebs, Eckman Freeman and Associates.

On item 15, Paula Krebs reported to the Board that the individual is non compliant with his vocational training/rehabilitation plan. Ms. Krebs reviewed the report with the Board, citing the individual's class attendance, declined positions within Metro and the individual's employment outside of Metro.

*Denotes the arrival of Ann Butterworth.

The Board discussed the individual's compliance with the rehab plan and the individual understanding that the disability pension can be terminated for non-compliance.

After clarification that possible termination of the pension has been communicated to the individual, Ann Butterworth moved to terminate the individual's disability pension for non-compliance with the rehabilitation plan. Rita Roberts-Turner seconded.

After discussion of whether or not the individual has applied for positions within Metro and clarification that three job offers does not apply to this case as the individual was not on the return to work list, a vote was taken on the motion and the Board approved with B.R. Hall, Clyde Smith, Charles Clariday and James Johnson opposed.

On item 16, Paula Krebs reviewed the recommendations made regarding the individual and indicated she has the results of the vocational assessment.

Dr. Celia Goodson reported to the Board that the individual's medical information/condition has not changed and the individual would continue to have restrictions with regards to exposures. She also stated that she would still recommend a return to work.

John Walker, Public Works, was present to address the Board.

Dr. Celia Goodson described the individual's diagnosis/condition and exacerbation/triggers of the condition and restrictions.

John Walker addressed the types of equipment used, accommodations for the individual's restrictions, types of positions recommended for the individual and the department's liability for paying the pension if returned to work and not placed within 60 days.

Paula Krebs reviewed the results of the vocational assessment and reviewed the individual's qualifications for any other possible positions within Metro.

After discussion of the options available (return to work, continue on pension, and discussion of vocational training), B.R. Hall moved to continue the pension with review in six months. Christine Bradley seconded.

After review of other avenues regarding accommodating the restrictions, consideration of the individual not yet being on pension due to running out leave time, and further assessment of job opportunities, a vote was taken on the motion to continue the pension with review in six months and was approved without objection.

Dr. Celia Goodson reported to the Board that on the return to work request, item 17, the individual has requested to be placed in a non sworn position and she recommends approval of the return to work request. Clyde Smith moved for approval of the return to work request. Ann Butterworth seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on the return to work request, item 18, she recommends approval of the return to work request. She also noted that the individual has restrictions. Ann Butterworth moved approval of the return to work request. Christine Bradley seconded and the Board approved without objection.

On item 19, Dr. Celia Goodson reported that this individual is also requesting a return to work; however, she is requesting an additional testing/evaluation for the individual. Ann Butterworth moved approval of the recommendation for an additional evaluation. Richard Riebeling seconded and the Board approved without objection.

NEW REQUESTS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|----|----------------------|-------------------|--|--|
| 1. | Phyllis Y. Boyd | Sheriff | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (February 2012), with re-exam at that time. |
| 2. | Christopher L. Clark | Police | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for four months, (February 2012), with re-exam at that time. |

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

NEW REQUESTS: (continued)

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|----|-------------------|-------------------|--|--|
| 3. | Melvin J. Curtis | Police | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for one year, (October 2012), with re-exam at that time. |
| 4. | Vivian C. Dean | Health | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (April 2012), with re-exam at that time. |
| 5. | Tracy S. Gatwood | Police | In Line of Duty | As moved seconded and approved, this disability pension request was deferred for one month, (November 2011). |
| 6. | Leonard O. Keeler | Police | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for six months, (April 2012), with re-exam at that time. |

REEXAMINATIONS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|-----|----------------------|---------------------------------------|--|---|
| 7. | Deborah A. Berryhill | Police | In line of duty | As moved, seconded and approved, this disability pension was continued for six months, (April 2012), with re-exam at that time. |
| 8. | Valerie R. Chapman | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for one year, (October 2012), with re-exam at that time. |
| 9. | Johnathan Collins | Metro Action Commission | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (April 2012), with re-exam at that time. |
| 10. | Laura L. Jones | Health | Medical | As moved, seconded and approved, this disability pension was continued for six months, (April 2012), with re-exam at that time. |
| 11. | Rebecca L. Pigg | Fire | Medical | As moved, seconded and approved, this disability pension was continued for one year, (October 2012), with re-exam at that time. |
| 12. | David Vanderpool | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (October 2012), with re-exam at |

| | | | | |
|--|--|--|--|------------|
| | | | | that time. |
|--|--|--|--|------------|

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

REEXAMINATIONS: (continued)

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|-----|-------------------|---------------------------------------|--|--|
| 13. | James T. Brannon | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was deferred for one month, (November 2011), with re-exam at that time. |
| 14. | Allan M. Welch | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was deferred for one month, (November 2011), with re-exam at that time. |
| 15. | James Gray | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was terminated for non-compliance. |
| 16. | William A. Willey | Public Works | Medical | As moved, seconded and approved, this disability pension was continued for six months, (April 2012), with review at that time. |

RETURN TO WORK:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|-----|-----------------------|---------------------------------------|--|--|
| 17. | Jeffrey A. Houdyshelt | Police | In Line of Duty | As moved, seconded and approved, this return to work request was approved. |
| 18. | Carisa L. Parks | Metropolitan Nashville Public Schools | In Line of duty | As moved, seconded and approved, this return to work request was approved. |

OTHER:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|-----|-----------------|-------------------|--|---|
| 19. | Karen T. Beadle | Health | Medical | As moved, seconded and approved, additional testing was approved. |

SOCIAL SECURITY REFERRALS:

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 referrals. Thomas Curtis seconded and the Board approved without objection.

| Item | Name | Department | Review Originated From | Case Management Recommendation for Referral | CSME Recommendation for Referral | Comments |
|-------------|----------------|-------------------|-------------------------------|--|---|-----------------|
| 1 | Suzanne Butler | Police | Pension Approval | Yes | Yes | |

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

SOCIAL SECURITY REFERRALS: (continued)

| Item | Name | Department | Review Originated From | Case Management Recommendation for Referral | CSME Recommendation for Referral | Comments |
|------|-------------------|------------|------------------------|---|----------------------------------|---------------|
| 2 | Raymond Dyer, Sr. | Parks | Pension Approval | Yes | Yes | claim pending |
| 3 | Kimberly Goff | Library | Pension Approval | Yes | Yes | has attorney |
| 4 | Kenneth Hayes | Police | Pension Approval | No | No | |
| 5 | Barbara K Johnson | MNPS | Pension Approval | Yes | Yes | |

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

Clyde Smith 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 |
|------------------------|-----------------|---------------------------|----------|------------------|--------------------------|
| John W. Dorse Sr. * | MNPS | School Bus Driver | B | 08/31/2011 | 12/01/2011 |
| Franklin E. Harris Jr. | Fire | Engineer | B | 08/31/2011 | 03/08/2012 |
| Margaret O. Dulin | Bordeaux | Nursing Asst- Certified 1 | B | 08/31/2011 | 10/27/2011 |
| Teresa L. Lain | Public Works | Admin Spec | B | 08/31/2011 | 12/01/2011 |
| Kevin G. Lathrope | Fire | Engineer | B | 09/07/2011 | 11/01/2011 |
| James R. Morgan | Water | Indus Maint Supv 1 | B | 09/07/2011 | 01/31/2012 |
| Debra D. White | MNPS | School Bus Driver | B | 09/07/2011 | 09/01/2011 |
| Julia A. Odom * | MNPS | Secretary/Bookkeeper | B | 09/07/2011 | 11/01/2011 |
| William J. Grimes | Police | Sergeant | B | 09/14/2011 | 10/16/2011 |
| Arlinda L. Frazier | Gen Hospital | LPN | B | 09/14/2011 | 10/14/2011 |
| Willie L. Beasley | Social Services | Homemaker | B | 09/14/2011 | 01/01/2012 |
| Lewis J. Lawrence | Police | Police Officer 2 | B | 09/14/2011 | 09/24/2011 |
| Susan J. Padgett | MNPS | Senior Secretary | B | 09/14/2011 | 10/01/2011 |
| Helen P. Rager | MNPS | Clerk-Guidance | B | 09/14/2011 | 09/07/2011 |
| Sandra F. Smith | Water | Program Spec. 3 | B | 09/15/2011 | 10/01/2011 |
| James R. Greer | Public Works | Equipment Operator 3 | B | 09/21/2011 | 10/29/2011 |
| Linda H. Pettibone | MNPS | NCLB/Transfer Spec. | B | 09/21/2011 | 09/26/2011 |
| Mildred S. Settles | MNPS | Private School Liaison | B | 09/21/2011 | 11/01/2011 |
| Donna F. Cobb | MNPS | Gen School Assistant | B | 09/21/2011 | 09/23/2011 |
| Vickie Jones * | Library | Human Resource Asst 1 | B | 09/26/2011 | 11/01/2011 |

*deferred benefit

Disability to service

| Employee | Department | Plan A/B | Effective Date of Conversion |
|-----------------|------------------|----------|------------------------------|
| Larry Bingham | Police | A | 09/01/2011 |
| Earl R. Allen | Police | A | 09/01/2011 |
| Robert E Hodge | Parks | B | 09/01/2011 |
| Bernest O'Saile | General Services | B | 09/01/2011 |
| Debra A. Kohl | Police | B | 09/01/2011 |

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

Disability to service (continued)

| Employee | Department | Plan A/B | Effective Date of Conversion |
|------------------|------------|----------|------------------------------|
| Joe Spiva | Water | B | 09/01/2011 |
| Jamie R. Parham | Police | A | 09/01/2011 |
| Larry D. Hunt | Police | A | 09/01/2011 |
| Kathy Pilkington | Bordeaux | A | 09/01/2011 |

Options Elected

| Employee | Department | Pension Type | Plan A/B | Effective Date | Option | DROP Election |
|-------------------------------|----------------------|---------------|----------|----------------|----------|---------------|
| Abbott, Michael F. | Police | P&F Service | B | 8/16/2011 | Option E | 1 |
| Bartley, Linda J | Assessor of Property | Service | B | 7/30/2011 | Normal | |
| Bond, Barbara M. | Police | Service | B | 8/16/2011 | Option B | |
| Breeden, Larry T | General Services | Service | B | 8/1/2011 | Normal | |
| Brown, William C | MNPS | Service | B | 5/1/2010 | Normal | |
| Cathey, Wallace F | Water Services | Service | B | 8/6/2011 | Option E | 3 |
| Cotnoir, Hildred Dianne Booth | MNPS | Service | B | 8/11/2011 | Option F | 3 |
| Cunningham, Betty G. | Juvenile Court Clerk | Early Service | B | 9/3/2011 | Option A | |
| Gallagher, Michael P. | Police | P&F Service | B | 9/1/2011 | Option E | |
| Gann, Michael J. | Police | P&F Service | B | 9/1/2011 | Option C | 1 |
| Gifford, Roy E. | Public Works | Service | B | 7/30/2011 | Option F | |
| Hargrove, Judy F. | Social Services | Service | B | 8/12/2011 | Normal | |
| James, Freddie L | MNPS | Service | B | 7/1/2011 | Normal | |
| King, Dorothy Renee | MNPS | Early Service | B | 8/11/2011 | Normal | |
| Lain, Linda C | MNPS | Service | B | 8/5/2011 | Normal | 3 |
| Lawrence, Donna S | County Clerk | Service | B | 9/3/2011 | Normal | |
| Love, J H | MNPS | Service | B | 8/1/2011 | Option A | |
| McGraph, Keith F. | Police | P&F Service | B | 9/1/2011 | Option C | 3 |
| Quinlan, John | Water Services | Service | B | 10/1/2006 | Normal | |
| Sivils, Cleadis | MNPS | Service | B | 7/1/2010 | Option E | |
| Small, Julia J | Parks | Service | B | 8/18/2011 | Normal | |
| Vanlandingham, Linda | Parks | Service | B | 8/20/2011 | Normal | |
| Walton, Richard S | Juvenile Court Clerk | Service | B | 6/28/2011 | Option A | |
| Watts, Roosevelt | Water Services | Service | B | 9/3/2011 | Option A | 3 |
| Wells, James R. | Juvenile Court Clerk | Service | B | 9/1/2011 | Normal | |
| Wiethe, John David | Public Defender | Service | B | 9/3/2011 | Normal | |
| Williams, Otto K | Fire | P&F Service | B | 8/18/2011 | Normal | 2 |

| Options Key | Drop elections |
|--|-----------------|
| Normal Form - life annuity, no payments guaranteed | 1 - 1 year drop |
| Option A - Joint and 100% to Survivor | 2 - 2 year drop |
| Option B - Joint and 50% to Survivor | 3 - 3 year drop |
| Option C - Level Social Security option | |
| Option D - Life Income, 120 payments guaranteed | |
| Option E - Joint and 100% to Survivor with popup | |
| Option F - Joint and 50% to Survivor with popup | |

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

Survivor

| Employee Name | Department | Survivor Name | Plan Membership | Effective Date |
|---------------------|-------------------------|----------------------|-----------------|----------------|
| L.C. McMahan | General Services | Inez McMahan | B | 06/30/2011 |
| Robert Jackson Jr. | Water | Alice Jackson | A | 08/23/2011 |
| Owen Hodges | County Agriculture | Mary Hodges | Old Closed Plan | 08/27/2011 |
| Grover Stubblefield | Public Works | Beverly Stubblefield | A | 09/04/2011 |
| John Jetton | Metro Action Commission | Wilma Jetton | B | 09/04/2011 |
| Jimmy Renfro | Water | Judy Renfro | B | 09/02/2011 |
| Wallace Hitchcox | Hospital | Wilene Hitchcox | B | 09/15/2011 |
| George Newman | MNPS | Betty Newman | A | 09/18/2011 |
| Johnnie Woelk | Public Works | Sonja Woelk | Closed | 09/22/2011 |
| Delia Patterson | Criminal Court | Theodore Patterson | B | 09/21/2011 |
| Noble Brymer | Police | Thelma Brymer | Old closed | 09/21/2011 |
| Robert Reynolds | MNPS | Katherine Reynolds | A | 09/24/2011 |

BENEFIT BOARD ITEMS

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

1. Pension Committee report: (Chair: Edna Jones; Members: Ann V. Butterworth, B.R. Hall, Sr., and Rita Roberts-Turner. Alternates: G. Thomas Curtis and Clyde D. Smith)

Shannon Hall reported to the Board that the Pension Committee met on Tuesday, September 20, 2011 to deliberate on a disability pension and a service pension request. She stated that the minutes for this meeting are attached for approval. On item 1, the disability pension for an employee from Hospital Authority, the Committee recommends the Board approve an independent medical evaluation for this case. On item 2, the service pension request, the Committee first unanimously approved a motion restricting discussion to the pension calculation amount due to lack of authority to deny this particular service pension request. The Committee's second motion on item 2 (that the pension be awarded as originally calculated based on the understanding of normal pension calculation and credited service determination as done routinely by staff) ended in a tie vote 2/2. (Ann Butterworth and Edna Jones in favor of and B.R. Hall and Rita Roberts-Turner opposed). As a result, there is no recommendation from the Committee on the second motion on this item.

Committee Chair Edna Jones asked if there were any amendments, corrections or questions of the minutes from the Pension Committee meeting held on September 20, 2011. Ann Butterworth moved to defer approval of the minutes citing her opinion that the discussion summary relating to the second motion on item 2 was insufficient, although the action taken was correctly reflected. James Johnson seconded.

With respect to the Committee minutes, there was discussion of the minutes being sent out in advance of the meeting. Staff indicated a preference that Committee members submit specific areas of concern with draft minutes and any revisions to be offered at a meeting be provided to staff in advance of the meeting.

Ted Morrissey, Legal Department, clarified that since the issue with the Committee minutes relates to the discussion on item 2, not the recommendation, the Board could proceed with action today.

There was discussion of clarifying the discussion on item 2 and the vote.

After some discussion on if the minutes are deferred and whether that would prevent the Board from taking action regarding item 2 and referring to Roberts Rules of Order when a particular issue is not addressed, Ann Butterworth withdrew her motion to defer the minutes. James Johnson withdrew his second.

1. Pension Committee report: (Chair: Edna Jones; Members: Ann V. Butterworth, B.R. Hall, Sr., and Rita Roberts-Turner. Alternates: G. Thomas Curtis and Clyde D. Smith) (continued)

With no corrections, nothing further was noted and Christine Bradley moved for approval of the Pension Committee minutes. Rita Roberts-Turner seconded.

It was noted that there is audio available if any Board member needs additional clarification.

A vote was taken on the motion to approve the Pension Committee minutes and was approved with Ann Butterworth and James Johnson opposed and Thomas Curtis and Richard Riebeling abstaining.

On item 1, the disability pension for an employee from Hospital Authority, Richard Riebeling moved for approval of the recommendation to approve an independent medical evaluation for this case. Thomas Curtis seconded and the Board approved without objection.

On item 2, the service pension request for David Torrence, Ann Butterworth moved to restrict discussion to the pension calculation amount due to the Board's lack of authority to deny this particular service pension request. Rita Roberts-Turner seconded.

After clarification of the motion that it is not whether or not a pension should be awarded, but to limit the discussion to the calculation of the credited service, the motion was approved without objection.

It was noted that there was no recommendation from the Committee regarding the calculation of the pension.

In discussing the Committee's second motion that the pension be awarded as originally calculated based on the understanding of normal pension calculation and credited service determination as done routinely by staff, there was a question as to whether it was the responsibility of the Board to look at the expectations of the job and the expected work week being at least 20 hours as opposed to determining the number of hours worked by the individual.

After discussion on the basis for the original motion that the pension be awarded as originally calculated based on the understanding of normal pension calculation and credited service determination as done routinely by staff, Ann Butterworth renewed her motion from the Pension Committee meeting. Clyde Smith seconded.

There was discussion of elected officials and their participation in the benefits system and the Board's interpretation of a normal work week and its application to all employees. The Board considered the employee's admission of not working enough hours for a normal work week.

Rita Roberts-Turner reviewed the Code section regarding calculation of credited service, the Board interpretation regarding a normal work week, to include 80 hours per month for full credited service and 40 hours per month for half credited service, the card key information received for the time period in question and an analysis that was done by staff. Mrs. Turner distributed copies of that analysis which showed that the individual did not meet the requirement of a normal work week (80 hours per month) for at least 12 months between 2009 and 2011.

The employee and his representative, attorney Jim Todd, were present and addressed the Board. Mr. Todd discussed the employee performing his job outside of the office, the precedent that could be set if the card key information is taken into consideration as only proof of hours worked, and the inability of the employee to provide information to document work performed outside of the office or other evidence of hours worked.

The employee addressed the Board regarding his tenure and work ethic.

There was discussion about the definition of work for elected officials, work performed outside of the office, documentation to support such work, and the guidelines put in place previously by this Board regarding pension calculations.

1. Pension Committee report: (Chair: Edna Jones; Members: Ann V. Butterworth, B.R. Hall, Sr., and Rita Roberts-Turner. Alternates: G. Thomas Curtis and Clyde D. Smith) (continued)

There was discussion about the Charter provision that sets the Mayor's pension and the state statute for elected officials pay.

Ted Morrissey stated that there is a distinction in the Code regarding officers and employees of the Metropolitan Government, but there is no differentiation in the pension calculation. He further stated that it is the Board's job to determine or interpret service in years and months for everyone who applies for a pension benefit. He further stated that the Board has to make the determination based on the facts and circumstances presented.

Rita Roberts-Turner reviewed the Board interpretation (80/40 rule), which states that this rule is applied by computing the hours actually worked in a pay period.

Richard Riebeling offered an amendment to the original motion that for the twelve months in question where there are not sufficient records indicating the employee worked 80 hours per month, his credited service be reduced by six months of service, and the pension be calculated accordingly.

Ann Butterworth withdrew her original motion that the pension be awarded as originally calculated based on the understanding of normal pension calculation and credited service determination as done routinely by staff. Clyde Smith withdrew his second. Richard Riebeling's amendment to the motion to reduce the pension by six months of service and to calculate accordingly became the motion on the floor. Thomas Curtis seconded.

Jim Todd requested that the Board grant the full pension benefit based on the inadequacy of the Code and that his client not be penalized for being unable to provide documentation regarding work.

The employee stated it was his opinion that he was entitled to his full pension benefit.

Richard Riebeling requested to withdraw his motion.

After further discussions, Richard Riebeling withdrew his request to withdraw his motion.

A vote was taken on the motion that the pension be reduced by six months of service and calculated accordingly. The motion was approved with B.R. Hall and Charles Clariday opposed and Ann Butterworth and James Johnson abstaining.

2. Correspondence:

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

Items 2.-a. through 2.-b. were for information only and no action was required.

3. Reports for information:

- a. Return to work.
- b. Social Security approvals.
- c. Refund of pension contributions. (none to report)
- d. Repayment of pension contributions.
- e. Reports from Treasury.
- f. Non-compliant disability pensioners. (none to report)
- g. Pending litigations. (reported quarterly)
- h. Denial log from Alternative Service Concepts.
- i. Voluntary insurance reports.

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

3. Reports for information: (continued)

Shannon Hall made note of item 3.-i.

4. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 11:16 a.m.

ATTEST:

APPROVED:

Mrs. Rita Roberts-Turner, Director
Human Resources

Ms. Edna J. Jones, Chair
Employee Benefit Board