

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

January 5, 2021

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, January 5, 2021 via teleconference and was broadcast through the Metro Nashville Network, (MNN), on Nashville's Comcast Channel 3, AT&T UVerse Channel 99, and on the MNN Live Stream at approximately 9:35 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Kevin Crumbo, G. Thomas Curtis, Harold W. Finch, II, B.R. Hall, Sr., Shannon B. Hall, Jeremy Moseley, and Stacey Rucker.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Gill Wright, Civil Service Medical Examiner.

Chair Edna Jones called the meeting to order and stated that the first order of business will be a roll call to establish a quorum.

Edna Jones stated that as a result of the Coronavirus pandemic the Governor issued Executive Order #16 and subsequently Orders #34, #51, #60 #65 and #71 authorizing Boards to meet and conduct their essential business by electronic means if the Board determines that meeting electronically is necessary to protect the health, safety and welfare of Tennesseans in light of the COVID-19 outbreak. This Executive Order #71 will expire on February 27th. Ms. Jones stated that there needs to be a motion that the meeting agenda constitutes essential business and meeting electronically is necessary to protect the health, safety and welfare of Tennesseans in light of the COVID-19 outbreak. She also stated that each time a Board member, staff or other participant who is using audio only participation wishes to speak he or she shall identify themselves in a manner reasonably calculated to permit the public to ascertain the identity of the person speaking.

B.R. Hall moved for approval. Christine Bradley seconded and the Board approved without objection.

At this time Chair Edna Jones welcomed new member Jeremy Moseley to the Board.

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 December 1, 2020. With no corrections, nothing further was noted and Kevin Crumbo moved for approval. Stacey Rucker seconded and the Board approved with Jeremy Moseley abstaining.

B. APPEAL ANNOUNCEMENT:

Christina Hickey 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. Gill Wright, Civil Service Medical Examiner, (CSME), and Claire Cobb, CSME Assistant, reviewed the disability pensions with the Board.

Christina Hickey noted that on item 1 some additional information was sent out this morning and the employee is also on the call.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, item 1 as medical for the length of time as recommended. He stated that the additional information does not change his recommendation, she does not meet the criteria for psychological and she has not been approved for in line of duty medical care by Alternative Service Concepts, (ASC).

The employee was on the call and described the incident, her levels of anxiety and feeling depressed since the incident. She also described the police departments role in this incident and their lack of support.

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

Mark Young, Fire Union, stated this is based on one incident and she is seeking psychiatric care. He stated that if this is not approved as injury on duty that additional information be provided to satisfy the criteria and bring it back to the Board.

Dr. Wright stated that there is no diagnosis of post traumatic stress disorder from her treating psychologist and that she has had a diagnosis of anxiety since 2007 with some depression in the past. He stated that he will agree that she is mentally unable to return to work at this time, however, she does not meet the criteria for psychological and it has not been approved by ASC as injury on duty.

There was some discussion of the upcoming In Line of Duty Committee meeting, the request that is before the Board, the appeal process and that she is not scheduled for that meeting. It was also noted that ASC has requested more information and that she is currently not in an appeal status.

There was some discussion regarding the difference between a in line of duty disability pension and medical and her disabling condition.

There was also some discussion regarding a review of how the situation was handled with the Police and the Fire Department.

Jamie Summers, Fire Department, stated that there was a review of the situation by the command staff.

Shannon Hall moved for approval of the recommendation to approve the disability pension new request, item 1 as a medical disability pension for the length of time as recommended. Jeremy Moseley seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 2 through 7 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to continue the disability pension reexaminations, items 2 through 7 for the length of time as recommended. Stacey Rucker seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on items 8 through 10 he requests a deferral for two months. Christine Bradley moved for approval of the request to defer items 8 through 10 for two months. Tom Curtis seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 11 he recommends approval of return to work. Stacey Rucker moved for approval of the recommendation of return to work. Jeremy Moseley seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Erica L. Bruce	Fire	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (July 2021), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
2.	Clifton W. Chapman	Water	In Line of Duty	As moved, seconded and approved, this disability pension was continued for four months, (May 2021), 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	Board Action Taken
3.	Enoch E. Gunter	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for four months, (May 2021), with re-exam at that time.
4.	Stephen C. Johnson	Fire	Medical	As moved, seconded and approved, this disability pension was continued for two months, (February 2021), with re-exam at that time.
5.	Richard A. Lowry	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for two years, (February 2023), with re-exam at that time.
6.	Tabitha K. Peach	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for four months, (May 2021), with re-exam at that time.
7.	Sandra L. Schultz	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for four months, (May 2021), with re-exam at that time.

REEXAMINATIONS - DEFER:

8.	Tammy L. Vanatta-Binkley	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was deferred for two months, (March 2021), with re-exam at that time.
9.	Erid N. Harrison	Police	Medical	As moved, seconded and approved, this disability pension was deferred for two months, (March 2021), with re-exam at that time.
10.	Jerry L. Jamison	Water	Medical	As moved, seconded and approved, this disability pension was deferred for two months, (March 2021), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
11.	Trena G. Pennington	Human Resources	Medical	As moved, seconded and approved, this individual was returned to work.

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

SOCIAL SECURITY REFERRALS:

Dr. Gill Wright reported to the Board that CSME's office concurs with the case management recommendations on the Social Security referrals.

Tom Curtis moved for approval of the referrals. Stacey Rucker seconded and the Board approved without objection.

				CM	CSME	
Item	Name	Department	Origin of Review	Referral Recommendation		Comments
1	George, Berniece A.	Health	Pension Approval	Yes	Yes	Likely Meets SSA Guidelines
2	Smith, Dereck T.	Parks	Pension Approval	Yes	Yes	May Meet SSA Guidelines
3	Welch, Elizabeth A.	Clerk & Master	Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 13.13A

D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders, (QDRO's), and survivor)

Jeremy Moseley moved for approval of the pensions. Kevin Crumbo seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Penny Smith *	State Trial Courts	Admin Svcs Officer 2	B	12/18/2020	02/01/2021
Stephanie Bailey	Health	Medical Doctor	B	12/17/2020	01/01/2021
Leonard Gunn Jr	Water Services	Utility Engineer Tech Sr	B	12/14/2020	01/16/2021
Nicholas Kellum	MNPS	Driver - Bus	B	11/21/2020	12/18/2020
Linda Cole	MNPS	Asst - Food Svc	B	12/01/2020	12/18/2020
Elcie Saint Victor	MNPS	Asst - Food Svc	B	12/01/2020	01/08/2021
Samuel Pruitt Jr	MNPS	Driver - Bus	B	11/30/2020	12/18/2020
Helen Fitzpatrick	MNPS	Monitor - School Bus	B	12/09/2020	12/08/2020
Karen Jones	MNPS	Asst - Hr Empl Benefits Iii	B	12/14/2020	01/05/2021
Yvette Brunson	MNPS	Para-Pro - Ex Ed	B	12/02/2020	01/08/2021
Ronnie Sullivan	MNPS	Skilled Laborer Hvac Ii	B	12/10/2020	12/26/2020
Linda Tatum	MNPS	Admin - Records Sch Fin Pay I	B	11/09/2020	11/12/2020
Faye Jackson	MNPS	Secretary-Clerk	B	12/03/2020	01/08/2021
Will Williams	MNPS	Supv - Transportation Reg Ed	B	12/14/2020	01/06/2021
Phyllis Grubbs	Public Library	Librarian 2	B	12/15/2020	01/19/2021
Jan Patton	Parks	Custodian	B	12/15/2020	01/31/2021
Randall Dotson	Water Services	Indust Electronics Tech 2	B	12/03/2020	12/08/2020
Pricella Wells	Water Services	Admin Asst	B	12/16/2020	02/20/2021
Pamela Rutledge	Sheriff	Correctional Officer Sergeant	B	11/24/2020	11/17/2020
Kenneth Spencer	Police	Police Lieutenant	B	12/16/2020	12/01/2020
Myra Agee	Election Commission	Office Support Mgr	B	12/08/2020	01/01/2021
Kimberly Rentz	Emergency Communication Center	Emer Telecommunications Supervisor	B	12/21/2020	01/30/2021
Rafael Fernandez	Police	Police Sergeant	B	12/02/2020	01/08/2021
James Brown	Police	Police Officer 2	B	11/27/2020	02/01/2021
Catherine Bradford	Health	Office Support Rep Sr	B	11/12/2020	01/05/2021
James Charles	Law	Assoc Metropolitan Attorney	B	11/23/2020	01/01/2021
Jason Reinbold	Police	Police Captain	B	11/23/2020	11/29/2020
Donnie Rich *	MNPS	Driver - Bus	B	12/05/2020	01/01/2020
Tyrone Ewing *	MNPS	Driver - Bus	B	12/08/2020	01/01/2021

D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders, (QDRO's), and survivor)

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Suzanne Woodard *	MNPS	Ed Asst - Title I	B	12/06/2020	01/01/2021
Toni Spradlin *	MNPS	Driver - Bus	B	12/18/2020	01/01/2021
Joyce Pruitt *	MNPS	Driver - Bus	B	12/09/2020	01/01/2021
Michael Smith *	Public Works	Maint & Repair Leader 1	B	12/13/2020	12/01/2020

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Candy Blackmore	Sheriff	B	12/01/2020

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Denise Overton	MNPS	Service Without Option	B	12/01/2020	Normal	
Thomas Harbison	Parks	P&F Service Pen With Option	B	10/17/2020	Option A	
Brenda Stone	MNPS	Service Without Option	B	09/02/2020	Normal	
Deborah Peacher	MNPS	Service Without Option	B	11/01/2020	Normal	
Brenda Petty	MNPS	Service Without Option	B	08/28/2020	Normal	
Margaret Brown	MNPS	Service With Option	B	10/01/2020	Option B	
Lisa Brooks	MNPS	Service With Option	B	11/06/2020	Option E	
Suzanne Curtis	MNPS	Early Service With Option	B	10/14/2020	Option B	
Linda Tatum	MNPS	Early Service Without Option	B	11/11/2020	Normal	
John Willis	MNPS	Service With Option	B	10/02/2020	Option B	
Terry Blackwell	MNPS	Service Without Option	B	11/20/2020	Normal	
Maria Toro	Sheriff	Service Without Option	B	10/29/2020	Normal	
Ferlinda Pruitt	MNPS	Service Without Option	B	10/30/2020	Normal	
David Simmons	Public Works	Service With Option	B	12/01/2020	Option B	3
Gary Lovell	Water Services	Service With Option	B	04/03/2020	Option A	
Carl Doctor Iii	Water Services	Service With Option	B	10/20/2020	Option B	1
Thomas Dodson Jr	Water Services	Service With Option	B	11/07/2020	Option B	1
Jerome LaFargue	Police	Service With Option	B	11/16/2020	Option A	
Angela Ingram	Fire	Early Service Without Option	B	11/20/2020	Normal	
Pamela Rutledge	Sheriff	Early Service Without Option	B	11/19/2020	Normal	
Harry White Iii	Fire	P&F Service Pen With Option	B	11/28/2020	Option A	3
Melissa Sapp	Fire	P&F Service Pen Without Option	B	10/15/2020	Normal	3
Sandra Smith	Police	P&F Service Pen With Option	B	12/01/2020	Option D	3
Marcia McCormick	Parks	Service Without Option	A	09/01/2020	Normal	
Troy Smith	MNPS	Service With Option	B	12/01/2020	Option A	

Key Codes	
Options	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	

QDRO

Employee	Alternate Payee	Plan A/B	Effective Date
Randall Thomas	Elsie Thomas	B	12/1/2020

D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders, (QDRO's), and survivor)

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
David Whisenant	Fire	Tina Burks	B	11/15/2020
Cynthia Stevens	MNPS	James Stevens	B	06/30/2020
Ray Ray	Police	Barbara Ray	B	11/11/2020
Bliss Woodall	MNPS	Jane Woodall	B	11/26/2020
Elbert Perkins	MNPS	Roberta Perkins	B	11/26/2020
Charlotte Roberson	Bordeaux Long Term Care	Herschell Roberson	A	11/23/2020
Helen Dillon	Bordeaux Hospital	Alonzo Dillon	B	11/01/2020
Virginia Prater	General Hospital	John Prater	B	11/28/2020
Thomas Alexander	Public Works	Charlotte Gooch	B	11/21/2020
Olin Robinson	General Hospital	Joyce Robinson	B	11/30/2020
Philip Bass	Water Services	Carol Bass	B	11/30/2020
Robert Griffiths	Juvenile Court	Evonne Griffiths	B	12/14/2020
Richard Womack	Fire	Janice Womack	B	12/06/2020
Doss Williams	Public Works	Corrine Williams	B	12/15/2020

BENEFIT BOARD ITEMS

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

1. Cigna & Blue Cross Blue Shield (BCBS) COVID-19 coverage.

Christina Hickey reported to the Board that the Board voted at the November 2020 Board meeting for BlueCross BlueShield (BCBS) and Cigna to continue waiving the customer cost share (co-pays, deductibles, coinsurance) through December 31, 2020 for the Metro plan where the plan pays 100% coverage for COVID-19 related treatment. She stated that representatives from BCBST and Cigna will present an update on the continuation of the customer cost share for COVID-19 through March 31, 2021. She stated that the Board will need to decide if they would like to extend the waiving of the customer cost share through March 31, 2021 based on this information.

Russ Henderson, Blue Cross Blue Shield, stated that even though there is no projected date for the end of the pandemic they recommend that Metro adopt the waiving of cost share for treatment and testing through March 31, 2021. He stated that as of December 31, 2020 for testing there have been 3054 members receiving testing for a total spend of approximately \$400,000 and for treatment services there have been 544 members for \$2.4 million spent.

Paul Huffman, Cigna, stated that currently diagnostic testing is being carried through January 21, 2021. He stated that for treatment and related visits is being extended through February 15, 2021. He stated that if the Board decides to carry the waiver through the end of March it will cover this period and then reassess when new dates are received. He stated that through the end of November 2020 3445 members have been tested, 411 of those were diagnosed and the amount spent on both testing and treatment was \$572,000 with a claims total of \$1.900 million.

B.R. Hall moved to extend the waiving of the customer cost share through March 31, 2021 for both plans. Shannon Hall seconded and the Board approved without objection.

2. Covid-19 vaccine coverage.

Christina Hickey reported to the Board that with the anticipation of the COVID-19 vaccine becoming available in the next few months, staff wanted to ask the Board how the cost of this preventive vaccine for members should be covered. She stated that currently, the Blue Cross Blue Shield, (BCBS), PPO plan covers preventive care at 100% for the first \$750 dollars and then at 80%. Does the Board wish to cover the COVID-19 vaccine as part of this \$750 benefit or should be cost be covered at 100% regardless of the \$750 preventive benefit. She also stated that for the Board's information, Cigna covers all preventive services at 100% and will cover this vaccine as a 100% with no member cost-share.

2. Covid-19 vaccine coverage. (continued)

She stated that the Board will need to decide if they would like to approve the COVID-19 vaccine as 100% with no member cost share based on this information. Ms. Hickey stated that representatives from BCBS and Cigna are available for questions.

There was some discussion of projected costs and subsidy from the Federal Government.

Joe Meyers, Findley, stated that the approximate cost of administration would be \$1.1 million for adults and if at a later time children are approved it would increase to approximately \$1.6 million.

There was some discussion of the current roll out of the vaccine, a timeline and the current subsidy from the Federal Government and when to expect any costs for the vaccine.

Dr. Gill Wright discussed the current roll out for the vaccine. He stated that Metro is working under the state and federal guidelines for distribution of the vaccine.

Paul Huffman, Cigna, noted that under the plan all vaccines are considered preventative care and this would be covered at 100% and would continue to be even when the Federal Government no longer continue to subsidize.

B.R. Hall moved to cover the Covid-19 vaccine coverage through December 31, 2021 for both plans. Stacey Rucker seconded.

Russ Henderson, Blue Cross Blue Shield, noted that preventative services are covered up to the \$750 maximum at which time it then moves into a cost share component. He stated that all Metro needs to do is let BCBS know if Metro wants to cover the cost of the vaccine when that cost share component would come into play.

Nicki Eke, Legal Department, stated that no action is required for the Cigna plan as preventative care services are covered at 100%.

After clarification that the motion does not need to include the Cigna plan, a vote was taken on the motion to cover the Covid-19 vaccine through December 31, 2021 for Blue Cross Blue Shield at 100% after the cost share and was approved with Jeremy Moseley opposed.

3. Redetermination of disability pension amount based on excess earnings.

Christina Hickey reported to the Board that staff has identified disability pensioners who have exceeded their outside allowable earnings amount and, in accordance with the Code, are to have their disability pensions adjusted accordingly. Ms. Hickey stated that the affected members have been notified of the adjustments.

Lori Meyer and Janel Donaldson, Human Resources staff, were available for any questions.

Christine Bradley moved to accept the report and have the individual's disability pensions adjusted accordingly. Stacey Rucker seconded and the Board approved without objection.

4. Reports for your information:

- a. Repayment of pension contributions.
- b. Denial log from ASC.
- c. Benefit Board budget reports.
- d. 2021 Annual Enrollment overview.
- e. Accomplishments for 2020.

Items 4.-a. through 4.-e. were for information only.

Ginger Hall, Assistant Director, reviewed items 4.-d. and 4.-e. with the Board.

5. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 11:10 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board