

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

February 2, 2021

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, February 2, 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 9:32 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. Tom Curtis seconded and the Board approved without objection.

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 January 5, 2021. With no corrections, nothing further was noted and Kevin Crumbo moved for approval. Tom Curtis seconded and the Board approved without objection.

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.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new requests, items 1 through 3, for the length of time as recommended. B.R. Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 3 for the length of time as recommended. Stacey Rucker seconded and the Board approved without objection.

Christina Hickey noted that none of the disability applicants have contacted Human Resources staff and no one is present at the Sonny West Conference center for comment.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 4 through 7 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 4 through 7 for the length of time as recommended. Stacey Rucker seconded and the Board approved without objection.

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

Dr. Gill Wright reported to the Board that on items 8 and 9, he requests deferral for the length of time as requested and an independent psychiatry/psychology evaluation on item 8. Jeremy Moseley moved for approval of the request to defer items 8 and 9 with an independent psychiatry/psychology evaluation on item 8. Harold Finch seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that he recommends approval of the late item disability pension new request item 10 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to approve the late item disability pension new request item 10 for the length of time as recommended. Kevin Crumbo seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Christopher J. Jones	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for seven months, (September 2021), with re-exam at that time.
2.	James D. Murray	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (June 2021), with re-exam at that time.
3.	Alyson H. Ruloked	Sheriff's Office	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for eight months, (October 2021), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
4.	Kellie A. Canfield	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for two months, (April 2021), with re-exam at that time.
5.	John M. Downs	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.	Andrew M. Injaychock	Police	Medical	As moved, seconded and approved, this disability pension was continued for two years, (February 2023), with re-exam at that time.
7.	Brian J. Moat	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.

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

REEXAMINATIONS - DEFER:

8.	Carlos C. Angulo, Jr.	Police	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for three months, (May 2021), with an independent psychiatric/psychological evaluation.
9.	ShaRhonda D. Cartwright	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (February 2021), with re-exam at that time.

NEW REQUESTS – LATE ITEM:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Eric S. Bacon	Police	Medical	As moved, seconded and approved, this disability pension request was approved for two years, (February 2023), with re-exam at that time.

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.

Stacey Rucker moved for approval of the referrals. Kevin Crumbo seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral Recommendation	CSME	Comments
1	Schultz, Sandra L.	MNPS	Pension Approval	Yes	Yes	May Meet Medical-Vocational Guidelines

At this time, it was requested that Dr. Gill Wright give an update on the Covid-19 vaccine process.

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Michele Hibbler-Jones *	Bordeaux Long Term Care	Clinical Instructor	B	12/29/2020	02/01/2021
Nesbit Harris	Assessor of Property	Appraiser 2	B	12/23/2020	01/05/2021
Patricia Weakley	Law	Office Support Spec 1	B	12/29/2020	01/30/2021
Gina Halliburton	MNPS	Driver - Bus	B	01/13/2021	01/30/2021
Beverly Williams	MNPS	Driver - Bus	B	01/10/2021	03/13/2021
Linda Barrett	MNPS	Clerk - Acctg Sr	B	01/05/2021	01/22/2021
Sharon Goodwin	MNPS	Monitor - School Bus	B	01/04/2021	12/18/2020
Mary Thomas	Health	Health Manager 3	B	12/14/2020	01/23/2021
Joy Vague	Sheriff	Admin Asst	B	01/20/2021	01/30/2021

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
Wanda Eddlemon	General Hospital	Registered Nurse	B	01/12/2021	02/27/2021
Stephanie Blansett	Health	Public Health Nurse 2	B	01/04/2021	04/15/2021
Katherine Blanchard	Water Services	Office Support Spec 2	B	12/29/2020	01/30/2021
Sonja Ragland	Information Technology Service	Info Systems Mgr	B	01/04/2021	01/02/2021
Danny Jones	Water Services	Utility Compliance Inp 2	B	01/09/2021	02/03/2021
Nancy Whittemore	General Services	General Svcs Dir	B	01/07/2021	03/06/2021
Kenneth Bray	Police	Police Officer 2	B	01/13/2021	02/01/2021
Scott Carpenter	Sheriff	Housing Assignment Spec-DCSO	B	12/13/2020	01/16/2021
Deborah Pittman	Sheriff	Admin Svcs Officer 3	B	09/07/2020	04/01/2021
Catherine Hammers	Assessor of Property	Admin Svcs Mgr	B	01/19/2021	02/27/2021
James Martin	Police	Police Operations Coord 1	B	12/27/2020	02/27/2021
Ila Bunch	Sheriff	Office Support Spec 1	B	01/04/2021	03/01/2021
Bradley Robinson	Fire	Fire Engineer	B	01/04/2021	01/16/2021
Valeria Buck	Fire	Paramedic 2	B	01/08/2021	01/13/2021
Fred Page	Fire	Fire Arson Investigator	B	01/04/2021	01/05/2021
Gwenda Downhour	Information Technology Service	Information Systems Advisor 1	B	12/31/2020	01/30/2021
Allison Thomas	Fire	Exe Administrator Police/Fire	B	01/13/2021	12/22/2020
Keith Elliott	Police	Police Sergeant	B	01/04/2021	02/01/2021
Brad James	Police	Police Sergeant	B	01/05/2021	02/13/2021
David Elliott	Police	Police Officer 2	B	01/06/2021	01/11/2021
William Henry	Police	Police Dpty Chief	B	01/06/2021	12/16/2020
Kyle Anderson	District Attorney	Asst District Attorney	B	01/06/2021	01/05/2021
Marcus Sloan	Fire	Fire Fighter/Paramedic	B	12/28/2020	01/20/2021
Charles Hudgens Jr	Water Services	Indust Maint Supv 2	B	12/31/2020	01/30/2021
Cynthia Davis *	Police	Police Sergeant	B	01/07/2021	08/01/2020
Mark Warriner *	Water Services	Engineer 3	B	01/07/2021	02/01/2021
Mattie King-Barr *	Metro Action Commission	Teacher Asst	B	12/15/2020	02/01/2021
George Frogge *	Police	Police Officer 2	B	12/23/2020	02/01/2021

*deferred benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
John Williamson	Water Services	B	10/01/2020
Yolanda Alfaro	MNPS	B	09/01/2020

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Tyrone Ewing	MNPS	Service With Option	B	01/01/2021	Option D	
Jason Reinbold	Police	Early Service With Option	B	01/01/2021	Normal	
Beverly Petty	Trustee	Service Without Option	B	01/01/2021	Normal	
Samuel Pruitt Jr	MNPS	Service With Option	B	01/01/2021	Option B	
Cathy Ferrell	MNPS	Service Without Option	B	01/01/2021	Normal	3
Howard Brake	MNPS	Service With Option	B	01/01/2021	Option D	
Helen Fitzpatrick	MNPS	Service Without Option	B	01/01/2021	Normal	
Brenda Scott	Juvenile Court	Survivor Option From Service	B	01/01/2021	Normal	
Charles Pruitt	Parks	Early Service With Option	B	01/01/2021	Option B	
Sheila Delk	County Clerk	Service With Option	B	01/01/2021	Option E	3
Lethia Lewis	Police	Service Without Option	B	01/01/2021	Normal	3
James Clary Jr	Assessor of Property	Service With Option	B	01/01/2021	Option A	3
Douglas Hicks	Sheriff	Service With Option	B	01/01/2021	Option A	3
Dhana Jones	Police	P&F Service Pen Without Option	B	01/01/2021	Normal	2
Barry Raines	Parks	Service With Option	B	01/01/2021	Option A	
Scott Fellwock	Health	Service With Option	B	01/01/2021	Option A	1
Madelyn Layton	Health	Service With Option	B	01/01/2021	Option D	
James King	Public Works	Service With Option	A	01/01/2021	Option D	
James Green	Airport Authority	Service With Option	B	01/01/2021	Option D	

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

<u>Key Codes</u>	
<u>Options</u>	<u>Drop Elections</u>
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 – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Janice Battle	MNPS	Fred Battle	B	12/27/2020
Susan Carlton	MNPS	Floyd Carlton Jr.	B	01/20/2021
Alexis O Hara	MNPS	Edward O Hara	B	01/15/2021
John Pennington	Police	Sharon Pennington	A	12/30/2020
Lofton Woodall	Water	Betty Woodall	A	12/10/2020
Edwin Jones	Water	Mildred Jones	B	12/25/2020
James Burnette Jr	County Clerk	Sue Myers	B	12/21/2020
Gary Chadwell	Municipal Auditorium	Rebecca Chadwell	B	12/28/2020
Boyce Wilkins	Fire	Marion Wilkins	B	01/05/2021
John Brittain	Fire	Evelyn Brittain	B	11/17/2020
Ova Stewart	Social Services	Ivey Stewart	B	12/24/2020
Percy Smith Jr	Police	Fannie Smith	B	12/31/2020
Charles Vick	Fire	Marsha Vick	B	12/19/2020
Charles Jones	Metro Action Commission	Rosalind Jones	B	01/08/2021
Alton Aldridge	Fire	Dorcas Aldridge	B	12/12/2020
Elizabeth Welch	Clerk and Master	Ronnie Welch	B	01/02/2021
Melissa Keeble	State Trial Courts	Allison Keeble Iii	B	01/04/2020
Jerry Snyder	Public Works	Colleen Snyder	B	01/05/2021

BENEFIT BOARD ITEMS

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

1. In Line of Duty Committee report.

Christina Hickey reported to the Board that the In Line of Duty, (IOD), Committee met on January 14, 2021 to deliberate on 7 IOD medical care requests. She stated that item #2 was withdrawn at the request of the employee and item's #1, #3 and #4 were deferred until the next IOD Committee at the request of the employees. Ms. Hickey stated the minutes are available for approval and the Committee's actions are outlined below.

Committee Chair Stacey Rucker asked if there were any amendments, corrections or questions of the minutes from the January 14, 2021 IOD Committee meeting. With no corrections, Christine Bradley moved for approval of the IOD Committee meeting minutes. Shannon Hall seconded and the IOD Committee meeting minutes were approved without objection.

Christina Hickey noted that none of the appellants have contacted Human Resources.

Tracy Harvey, Alternative Service Concepts, (ASC), was present to discuss the cases.

1. In Line of Duty Committee report. (continued)

On Committee item 5, the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial by ASC. Shannon Hall moved to uphold the denial by ASC. Harold Finch seconded and the Board approved without objection.

On Committee item 6, the IOD medical care request for the employee from Metro Action Commission, the Committee recommended to uphold the denial by ASC. Jeremy Moseley moved to uphold the denial by ASC. Christine Bradley seconded and the Board approved without objection.

On Committee item 7, the IOD medical care request for the employee from Metropolitan Nashville Public Schools, the Committee recommended to uphold the denial by ASC. Harold Finch moved to uphold the denial by ASC. Jeremy Moseley seconded and the Board approved without objection.

2. Pension plan valuation – final results.

Christina Hickey reported to the Board that Findley will be presenting the final results of the annual actuarial valuation on the pension plans. She stated that in accordance with Metro Code Section 3.16.050, the Board will need to adopt the contribution rate for next year by the end of February.

Kevin Sullivan, Findley, gave a summary of the plan provisions and employee data statistics of the plans (open and closed). He reviewed the plans assets and liabilities. Mr. Sullivan reviewed future trends and projected contribution assumptions, existing gains and losses.

After some discussion of the baseline recommended rate of 12.881% and buying the rate down to 12.340% with the surplus contribution, Shannon Hall moved that a Special Called meeting be scheduled after the Study Session for approval of a final contribution rate. Kevin Crumbo seconded and the Board approved without objection.

3. Reports for your information:

- a. Return to work.
- b. Denial log from Alternative Service Concepts, (ASC).
- c. Benefit Board budget reports.
- d. Privacy notice.
- e. TN Open Meetings Act.

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

Christina Hickey made note of item 3.-e.

4. Late item(s):

Items listed under this section were reported at the meeting and have been incorporated into these minutes.

With nothing further presented, the meeting adjourned at 11:00 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board