

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

March 2, 2021

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, March 2, 2021 via teleconference and was broadcast through the Metro Nashville Network, (MNN), on the MNN Live Stream at stream.nashville.gov at approximately 9:33 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.

Member Stephanie Bailey was unable to be present.

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 COVID-19 pandemic, the Governor issued Executive Order No. 16 (extended by Executive Order 78), 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 #78 will expire on April 28th. Ms. Jones stated that there needs to be a motion before considering items on the Agenda and the Board would need to determine by roll call vote that the meeting agenda constitutes essential business of the Board and meeting electronically is necessary to protect the health, safety, and welfare of Tennesseans in light of the COVID-19 outbreak.

Tom Curtis moved for approval. Harold Finch seconded and the Board approved without objection.

Ms. Jones 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.

A. MINUTES: Chair Edna Jones asked if there were any if there were any amendments, corrections or questions of the minutes from the last regular meeting held on February 2, 2021. With no corrections, nothing further was noted and Jeremy Moseley moved for approval. Christine Bradley seconded and the Board approved without objection. Edna Jones also asked if there were any if there were any amendments, corrections or questions of the minutes from the Special Called meeting held on February 16, 2021. With no corrections, nothing further was noted and Jeremy Moseley moved for approval. Kevin Crumbo 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 request, item 1 for the length of time as recommended with an independent psychological evaluation. Christine Bradley moved for approval of the recommendation to approve the disability pension new request, item 1 through for the length of time as recommended with an independent psychological evaluation. Tom Curtis 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 he recommends approval for continuing the disability pension reexaminations, items 2 through 5 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 2 through 5 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 6 through 8, he requests a deferral for the length of time as recommended. B.R. Hall moved for approval of the request to defer items 6 through 8 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 item 9 he recommends approval of return to work with restrictions. He also stated that if the department can not return the individual to work with the restrictions he would recommend to continue the disability pension.

Charles Boddie, Public Works, stated they can not return the individual with the restrictions.

Stacey Rucker moved for approval of the recommendation on item 9.

After clarification that the motion is to continue the disability pension without stipulation, Jeremy Moseley seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 10 he recommends approval of return to work with restrictions. He also stated that if the department can not return the individual to work with the restrictions he would recommend to continue the disability pension for one year.

Shelia Anderson, Metropolitan Nashville Public Schools, (MNPS), stated that they can not return the individual to work.

Harold Finch moved for approval of the recommendation on item 10 to continue the disability pension for one year. B.R. Hall 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. He stated that the individual did submit additional medical information, however, it does not change his recommendation as she has been released to full duty by her physicians.

Shelia Anderson, MNPS, stated that they can return the individual to work.

The disability pensioner was on the call and addressed the Board. She stated that she does have restrictions in place until April 2021.

Dr. Gill Wright stated that if she does have restrictions those medical records were not provided.

After discussion regarding the medical information that shows restrictions, Harold Finch moved for approval of the recommendation of return to work on item 11. B.R. Hall seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 12 he recommends approval of return to work.

Charles Boddie, Public Works, stated that they can return the individual to work.

B.R. Hall moved for approval of the recommendation of return to work. Harold Finch seconded and the Board approved without objection.

On item 13, Dr. Gill Wright reported to the Board that he is requesting a nerve conduction study.

Christine Bradley moved for approval of a nerve study on item 13. Tom Curtis seconded and the Board approved without objection.

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

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Jason W. Pierpoint	Police	Medical	As moved, seconded, and approved, this disability pension request was approved with an independent psychological evaluation for two months, (May 2021), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
2.	Tammy L. Binkley-Vanatta	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for six months, (September 2021), with re-exam at that time.
3.	Consuelo B. Claybon	Police	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
4.	Jerry L. Jamison	Water	Medical	As moved, seconded, and approved, this disability pension was continued for eight months, (November 2021), with re-exam at that time.
5.	Arica C. Stephens-Estes	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for seven months, (October 2021), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	Erid N. Harrison	Police	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (April 2021), with re-exam at that time.
7.	Stephen C. Johnson	Fire	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (May 2021), with re-exam at that time.
8.	Jonathan S. Lowe	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (May 2021), with re-exam at that time.

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

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	George R. Rabasca	Public Works	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
10.	Wurya A. Shwani	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (March 2022), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
11.	ShaRhonda D. Cartwright	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this individual was returned to work.
12.	Enoch E. Gunter	Public Works	Medical	As moved, seconded, and approved, this individual was returned to work.

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Brian S. McAfee	Fire	Medical	As moved, seconded, and approved, a nerve study was approved for this individual.

SOCIAL SECURITY REFERRALS:

Dr. Gill Wright reported to the Board that there are no Social Security referrals.

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

B.R. Hall moved for approval of the pensions. Stacey Rucker seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Michael Sanders	Police	Police Officer 2	B	01/28/2021	02/05/2021
Sheril Perrin	MNPS	Operator- Mail	B	01/25/2021	01/30/2021
Teresa Johnson	Circuit Court Clerk	Admin Assistant	B	02/03/2021	04/17/2021
Danny Brooks	Fire	Fire Captain	B	02/01/2021	02/16/2021
Robby Scott	Water	Utility Maintenance Tech Sr	B	02/09/2021	05/08/2021
Donald Perry	Fire	Fire/EMT Dispatcher	B	02/12/2021	03/20/2021
Tony Eden	Circuit Court Clerk	Warrant Officer 1	B	01/28/2021	03/06/2021
Michael Vicars	ITS	Information Sys Oper Analyst 1	B	01/30/2021	01/30/2021
Lafayette Thomas Jr	State Trial Courts	Judicial Asst 2	B	02/13/2021	03/13/2021
Patricia Copeland	Human Resources	Application Tech 3	B	02/08/2021	05/01/2021
Dalton Hughes	Fire	Fire Maintenance Worker	B	02/01/2021	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
Morris Frierson	Public Works	Maintenance & Repair Worker	B	01/21/2021	02/06/2021
Leslie Hamlet	Circuit Court Clerk	Warrant Officer 2	B	02/02/2021	03/06/2021
Kamela Guerra	Sheriff	Housing Assignment Spec-DCSO	B	01/20/2021	02/27/2021
Kalpana Deshpande	Fire	Fire Asst Chief	B	02/09/2021	04/05/2021
Scott McCormick	Public Works	Technical Services Administrator	B	02/08/2021	03/13/2021
Janet Frazier	Parks	Admin Svcs Officer 4	B	02/01/2021	03/12/2021
Todd Leach	Police	Police Sergeant	B	02/10/2021	03/01/2021
Samuel Heggie Jr	Water	Treatment Plant Tech 3	B	01/15/2021	02/27/2021
Barbara Ewing	MNPS	Monitor-School Bus	B	02/01/2021	01/29/2021
William McKay	Police	Police Officer 2	B	01/26/2021	02/27/2021
Lucius High*	General Hospital	Hospital Authority Employee	B	01/20/2021	03/01/2021
Margaret Smith *	General Hospital	Hospital Authority Employee	B	02/10/2021	12/01/2020
Teresa Alea*	Arts Commission	Program Manager 1	B	01/21/2021	03/01/2021
Crystal Gee *	Clerk and Master	Deputy Clerk & Master 1	B	01/25/2021	03/01/2021
Calvin Walker*	Bordeaux Longer Term Care	Building Maintenance Mechanic	B	02/09/2021	06/01/2020
Rita Perry *	MNPS	Tech- Data Student	B	01/27/2021	09/01/2016
Darrell Gant	Water	Utility Maintenance Spec 3	B	01/29/2021	03/04/2021
Kent Rucker *	Parks	Concessions Clerk 2	B	02/04/2021	03/01/2021
Betty Holt *	General Hospital	Care Partner II	B	01/06/2021	02/01/2021
James Sanders	Juvenile Court	Info Systems Manager	B	02/04/2021	03/16/2021
James Woodard	Fire	Fire Captain	B	02/01/2021	02/13/2021
Paul Hendricks Jr	Fire	Fire Captain	B	01/26/2021	01/30/2021
Audrey Corder *	Caring for Children Program	Customer Service Manager	B	01/28/2021	07/01/2019
Angela Collins *	Fire	Paramedic 2	B	02/01/2021	03/01/2020
Gloria Johnson	MNPS	Asst-Food Service	B	01/21/2021	01/09/2021
Troy Hamilton	Water	Industrial Tech Master	B	02/09/2021	03/13/2021
Ann Talbot *	Police	Crime Laboratory Director	B	02/04/2021	03/01/2021
Tony Walker	Water	Industrial Tech Master	B	02/01/2021	03/23/2021
Howard Carter	Water	Utility Maintenance Spec 3	B	01/28/2021	02/27/2021
Robert Graves	Water	Water Maintenance Tech Senior	B	01/22/2021	01/30/2021
Eric Fitzgerald *	Police	Police Officer 2	B	01/22/2021	03/01/2021
David Howard *	Police	Police Sergeant	B	01/26/2021	02/01/2021

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Kevin Steele	Police	B	02/01/2021
William Gaither	Convention Center	B	02/01/2021
Becky Dreaden	Sheriff	B	02/01/2021
Cheryl Tisdale	MNPS	B	01/01/2021
John Wiley Jr	Fire	A	02/01/2021

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Martha Snow	Health	Service With Option	B	12/24/2020	F	
Randall Dotson	Water	Service With Option	B	12/09/2020	E	
Stephen Gorham	Water	Service Without Option	B	01/01/2021	Normal	
Karen Jones	MNPS	Service With Option	B	01/05/2021	E	
Louis King	MNPS	Early Service without Option	B	11/14/2020		
Gail King	MNPS	Service With Option	B	01/01/2021	E	
Sharon Goodwin	MNPS	Early Service Without Option	B	12/17/2020	Normal	
Vesta Patrick	MNPS	Service Without Option	B	01/01/2021	Normal	
Nesbit Harris	Assessor of Property	Service Without Option	B	01/05/2021	Normal	
Shirley Davis	MNPS	Service Without Option	B	01/02/2021	Normal	
Gloria Johnson	MNPS	Service Without Option	B	12/18/2020	Normal	
Harriett Thomas	Health	Service Without Option	B	12/23/2020	Normal	

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

Options Elected (continued)

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Carol Harp	Police	Service Without Option	B	01/03/2021	Normal	
Evelyn Holder	General Hospital	Early Service Without Option	B	01/09/2021	Normal	
Will Williams	MNPS	Service With Option	B	01/05/2021	A	
Roy Woods	Assessor of Property	Service Without Option	B	12/01/2020	Normal	
Margaret Dorse	Juvenile Court	Service With Option	B	01/02/2021	D	
Faye Jackson	MNPS	Service Without Option	B	01/08/2021	Normal	1
Joyce Pruitt	MNPS	Service With Option	B	01/01/2021	D	
Nicholas Kellum	MNPS	Service Without Option	B	12/17/2020	Normal	
Suzanne Woodard	MNPS	Service With Option	B	01/01/2021	E	
Donnie Rich	MNPS	Service Without Option	B	01/01/2020	Normal	
Stephanie Bailey	Health	Service With Option	B	12/15/2020	A	
James Charles	Law	Service With Option	B	01/01/2021	E	
George Barlis	State Trials Court	Service With Option	B	01/09/2021	A	
Rosemary Janofsky	General Hospital	Service Without Option	B	01/01/2018	B	
George Frogge	Police	P&F Service With Option	B	02/01/2021	E	
Mark Warriner	Water	Service With Option	B	02/01/2021	A	
Linda Swanson	General Hospital	Service Without Option	B	01/01/2019	Normal	
Toni Spradlin	MNPS	Service Without Option	B	01/01/2021	Normal	
Cynthia Davis	Police	P&F Service Without Option	B	08/01/2020	Normal	
Anita Stewart	Police	Service Without Option	B	01/09/2021	Normal	
Scott Carpenter	Sheriff	Service With Option	B	01/17/2021	A	
James Kemp	Water	Service With Option	B	12/16/2020	B	3
Valeria Buck	Fire	P&F Service Without Option	B	01/13/2021	B	
Elizabeth Westerman	Health	Service Without Option	B	12/04/2020	B	
Thomas Zirker	Parks	Early Service Without Option	A	12/11/2020	Normal	
Sonja Ragland	ITS	Early Service Without Option	B	01/02/2021	Normal	
James Brown	Police	P&F Service With Option	B	12/12/2020	A	3
Rafael Fernandez	Police	P&F Service With Option	B	01/08/2021	A	3
William Henry	Police	P&F Service With Option	B	01/01/2021	B	3
Allison Thomas	Fire	P&F Service With Option	B	12/23/2020	A	
Myra Agee	Election Commission	Service With Option	B	01/01/2021	B	
Elyse Adler	Library	Service Without Option	B	12/05/2020	B	3

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
Joseph Helmtoller	Dana Helmtoller	B	02/01/2021

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Ann Bowling	General Hospital	Joni Bowling	B	02/04/2021
Larry Darvin	Public Works	Norma Darvin	B	01/22/2021
William Faimon	General Sessions Court	Peggy Faimon	B	01/24/2021
James Hill	Assessors of Property	Jennye Hill	B	01/04/2021
Robert Wright	Public Works	Donna Wright	A	02/14/2021
Timothy Hurt	Police	Dawn Hurt	B	01/06/2021
James Springer Jr	Public Works	Annice Springer	B	02/18/2021

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

Survivor (continued)

Employee	Department	Survivor Name	Plan A/B	Effective Date
Ronald Harris	MNPS	Cleadis Sivils	B	01/25/2021
John Lash	Police	Lois Lash	B	01/19/2021
Ruby Cantrell	MNPS	Jeffery Cantrell	B	02/07/2021
Trach Ong	General Hospital	Ngam Ong	B	02/07/2021
James Gray	Parks	Donna Gray	B	01/22/2021
Harold Smith	Register of Deeds	Judy Smith	A	01/12/2021
William Nelms Jr	Fire	Millicent Nelms	B	02/06/2021

BENEFIT BOARD ITEMS

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

1. Medical and Life Committee report.

Christina Hickey reported to the Board that the Medical & Life Committee met on February 10, 2021 to deliberate on a denied medical care request for a member participating in the self-insured Cigna plan. She stated the member was denied a laparoscopic, surgical, esophageal sphincter augmentation procedure and placement of device (i.e. magnetic band) for the treatment of gastroesophageal reflux disease (GERD). Previously, this request and first level grievance for this coverage were denied. Ms. Hickey stated that the member has appointed PRIA Healthcare Management (PRIA) as their authorized representative to appeal Cigna's denial. She stated Cigna has supplied documentation on their denial (experimental/investigational/unproven) and medical policy for this appeal and PRIA has also supplied documentation for their appeal which is included in the confidential medical section of your Board packet. Ms. Hickey stated the minutes are also available in your Board packet.

Committee Chair Edna Jones asked if there were any corrections or amendments of the February 10, 2021 Medical and Life Committee minutes. With no corrections, nothing further was noted and Christine Bradley moved for approval of the minutes. Shannon Hall seconded and the minutes were approved without objection.

Committee Chair Edna Jones stated that on item 1, Employee from MNPS - Self-insured Cigna plan appeal—denial of laparoscopy, surgical, esophageal sphincter augmentation procedure, placement of sphincter augmentation device (i.e. magnetic band) the Committee voted to approve this procedure for this member under these circumstances.

A representative from PRIA Healthcare and the employee were on the call. The employee addressed the Board regarding his condition and the procedure. Hope Zawisza, PRIA Healthcare, also addressed the Board regarding this procedure.

Paul Huffman, Cigna, stated that the coverage policy is the standard coverage policy nationally and is not specific to TN or Metro Government.

After some discussion of other medical plans that may cover this procedure and other treatments, B.R. Hall moved for approval of the recommendation to approve this procedure for this member under these circumstances. Christine Bradley seconded and the Board approved without objection.

2. Study and Formulating Committee final report.

Christina Hickey reported to the Board that the Mayor-appointed Study & Formulating Committee has concluded their appointment and issued their final report. She stated the final report is being provided for the Board's review and deliberation.

Edna Jones referred the report to a Study Session for discussion.

3. Fiscal Year 2022 Metropolitan Employee Benefit Board budget.

Christina Hickey reported to the Board that as discussed at the February 16, 2021 Study Session the proposed Benefit Board budget for fiscal year 2022 is being presented for review and approval.

Michell Bosch, Treasurer, and Ginger Hall, Human Resources Assistant Director, were present for questions.

Jeremy Moseley moved for approval of the budget. B.R. Hall seconded and the Board approved without objection.

4. Correspondence:

- a. Blue Cross Blue Shield provider network change.

This item was for information only and no action was required.

Christina Hickey stated that Russ Henderson with Blue Cross Blue Shield, (BCBS), is on the call for any questions.

There was also some discussion regarding how members will be impacted.

5. Reports for your information:

- a. Repayment of pension contributions.
- b. Denial log from Alternative Service Concepts, (ASC).
- c. Benefit Board budget reports.

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

6. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:36 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board