

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

June 1, 2021

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, June 1, 2021 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:37 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Stephanie Bailey, ***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.

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 May 4, 2021 and the May 18, 2021 Special Called meeting. With one correction on the May 4, 2021 minutes nothing further was noted and Jeremy Moseley moved for approval. Stacey Rucker 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.

Edna Jones noted that there is some additional information related to item 9.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new requests, items 1 and 2, for the length of time as recommended. Stephanie Bailey moved for approval of the recommendation to approve the disability pension new requests, items 1 and 2 for the length of time as recommended. Christine Bradley seconded, and the Board approved without objection.

*Denotes G. Thomas Curtis leaving the meeting.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 3 through 7 for the length of time as recommended.

Stacey Rucker requested to take item 6 separately.

Jeremy Moseley moved for approval of the recommendation to continue the disability pension reexaminations, items 3, 4, 5, and 7 for the length of time as recommended. Stacey Rucker seconded, and the Board approved without objection.

On item 6, there was some discussion regarding whether or not the individual will ever be able to return to work.

Stacey Rucker moved to continue the disability pension, item 6, without stipulation of re-exam. B.R. Hall seconded.

There was some discussion that Dr. Gill Wright's recommended re-exam date on item 6 is a more appropriate re-exam date.

**Denotes G. Thomas Curtis returning to the meeting.

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

A vote was taken on the motion to continue the disability pension, item 6, without stipulation of re-exam and failed with Stacey Rucker and B.R. Hall in favor and Edna Jones, Christine Bradley, Shannon Hall, Harold Finch, Stephanie Bailey and Jeremy Moseley opposed and Tom Curtis abstaining.

Christine Bradley moved for approval of the recommendation to continue the disability pension reexamination, item 6 for the length of time as recommended by Dr. Gill Wright. Harold Finch seconded, and the Board approved with Tom Curtis abstaining. out objection.

Dr. Gill Wright reported to the Board that on item 8, he requests a deferral for two months. Shannon Hall moved for approval of the request to defer item 8 for two months. 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 and a salary supplement. He also noted that the individual did ask for a deferral on this item and the additional information did not change his recommendation.

Byron Grizzle, Sheriff's Office was present. He stated that there are two positions, however, they have to be reviewed to make sure the restrictions can be accommodated.

Stephanie Bailey moved for approval of the recommendation on item 9 of return to work. Tom Curtis seconded.

There was some discussion of whether or not the individual is under the public safety disability standard and if so did the individual request to return to work in a non-sworn position.

It was noted that it was understood that Correctional Officers were not included in that group and it only applied to Police and Fire positions.

Nicki Eke, Legal Department, stated that they are not under the Police and Fire disability pension standard they are under the service pension standard. She stated that the general requirement in the Code that would apply to this individual is if they are able to perform the duties of the job based on their level of experience, etc.

There was some discussion of if the positions to be offered are classified as civil service positions and is the individual a civil service employee.

Nicki Eke, Legal Department, stated that may be an issue based on the way the Code reads. She stated the Code states that in the judgement of the Board such pensioner is able to resume work under classified service and if it's an individual that was a civil service employee they may not necessarily be forced to take a non-civil service position in returning to work.

There was some discussion that there are no civil service positions within the Sheriff's Office other than sworn Correctional Officers and based on that there is not a position they can offer the individual without the individual voluntarily taking one.

After some discussion regarding public safety credit if the individual goes to a non-sworn position and that the Code not specifically state that Correctional Officers get to extend civil service status to jobs that are not civil service, Stephanie Bailey withdrew her motion. Tom Curtis withdrew his second.

***Denotes the arrival of Kevin Crumbo.

Jeremy Moseley moved to defer item 9 for one month. Shannon Hall seconded, and the Board approved without objection.

On item 10, Dr. Gill Wright reported to the Board that the individual is making progress with work conditioning and they should have an answer on her ability to return to work at the next Board meeting. He stated he is requesting a deferral for one month.

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

Harold Finch moved for approval of the recommendation to defer item 10 for one month. Tom Curtis seconded, and the Board approved without objection.

On item 11, Dr. Gill Wright reported to the Board that this individual is already on the return to work list, however, after review of some additional information from the fitness for duty, his recommendation is still return to work.

Jamie Summers, Fire Department, questioned how the 60 days option works since he was returned to work earlier in the year.

There was discussion of the fitness for duty examination and having a nerve conduction study done which paused the return to work process.

Nicki Eke, Legal Department, suggested that the Board take action today to reaffirm the return to work.

After some discussion of the return to work process, who's paying the pension, the individual being scheduled for a surgery, and whether or not the Board has the ability to extend the 60 days, B.R. Hall moved to defer item 11 in order to get a timeline of the actions taken. Stacey Rucker seconded.

There was further discussion of reaffirming the return to work.

There was also some discussion of other examinations being a reason for deferral and it did not change the return to work status.

A vote was taken on the motion to defer item 11 and failed with Edna Jones, B.R. Hall, Stacey Rucker, and Tom Curtis in favor and Christine Bradley, Shannon Hall, Harold Finch, Stephanie Bailey, and Kevin Crumbo opposed and Jeremy Moseley abstaining.

Shannon Hall moved for approval of the recommendation of return to work on item 11. Christine Bradley seconded.

After clarification of who is currently paying the pension, (which is the Board), a vote was taken on the motion of return to work on item 11 and the Board approved with B.R. Hall and Stacey Rucker opposed and Jeremy Moseley abstaining.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Veronique J. Johnson	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for five months, (November 2021), with re-exam at that time.
2.	Keisha L. Lawrence	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was approved for five months, (November 2021), with re-exam at that time.

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

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
3.	Eva R. Franklin	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for four months, (October 2021), with re-exam at that time.
4.	Chris A. Hentz	Water	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
5.	Jonathan S. Lowe	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (June 2023), with re-exam at that time.
6.	Steven A. McClure	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (June 2023), with re-exam at that time.
7.	James D. Murray	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for eight months, (February 2022), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
8.	Casey D. Stupka	Police	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (August 2021), with re-exam at that time.

RETURN TO WORK WITH RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Alyson H. Ruluked	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this return to work was deferred for one month, (July 2021).

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Ruth A. Harris	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this return to work was deferred for one month, (July 2021).

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

OTHER – UPDATE RETURN TO WORK NO RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
11.	Brian S. McAfee	Fire	Medical	As moved, seconded, and approved, this individual was returned to work.

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.

Shannon Hall moved for approval of the referrals. Christine Bradley seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM	CSME	Comments
				Referral Recommendation		
1	Beard, Tisa M.	MNPS	Pension Approval	Yes	Yes	Likely Meets SSA Guidelines
2	Chapman, Clifton W.	Water	Pension Approval	Yes	Yes	Meets Medical-Vocational Guidelines

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

Jeremy Moseley 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 Boswell *	MNPS	Driver - Bus	B	05/07/2021	07/01/2021
Mary Andrews	Water Services	Office Support Spec 2	B	04/20/2021	06/01/2021
Terena Hutton-Moore	General Sessions Court	Probation Officer 3	B	04/30/2021	05/20/2021
Joseph Bowman	Fire	Fire Arson Investigator	B	05/20/2021	07/16/2021
Charles Hagar Jr	Police	Police Officer 2	B	04/28/2021	05/26/2021
Vicky Collins	Metro Action Commission	Headstart Teacher 2	B	04/30/2021	07/31/2021
George Patonis	Police	Police Officer 2	B	04/27/2021	06/02/2021
James Jordan	Police	Police Officer 2	B	05/12/2021	06/16/2021
Joseph Wauford III	Water Services	Engineer 2	B	05/14/2021	06/24/2021
Melany Robinson	State Trial Courts	Judicial Asst 1	B	05/15/2021	05/29/2021
Sharon Price	Health	Public Health Administrator 1	B	05/05/2021	06/01/2021
Shelia Jones	MNPS	Monitor - School Bus	B	04/27/2021	05/26/2021
Ethel Woods	MNPS	Monitor - School Bus	B	05/10/2021	05/26/2021
Jackie Benson	MNPS	Para-Pro - Ex Ed	B	04/30/2021	05/26/2021
Jean Sumner	MNPS	Para-Pro - Ex Ed	B	04/21/2021	05/26/2021
Wol East	MNPS	Cashier - Food Svc	B	04/21/2021	05/25/2021
Kutonya Sanders	MNPS	Asst - Food Svc	B	05/10/2021	05/27/2021
Pamela Adams	MNPS	Para Pro - Ex Ed PreK Blended	B	04/17/2021	05/27/2021
Garth Crownover	MNPS	Spec - Technical Support Lead	B	04/20/2021	06/01/2021
Lonna Gibbs	MNPS	Manager - Food Service II	B	04/29/2021	05/01/2021
Elizabeth Odle	Public Library	Library Associate 1	B	04/27/2021	05/15/2021
Glenn Floyd	Parks	Maintenance & Repair Worker	B	05/01/2021	04/28/2021
Rita Donaldson	Public Library	Custodian	B	05/07/2021	09/01/2021
Dorothy Doss	MNPS	Cashier - Food Svc	B	05/11/2021	05/26/2021
Reginald Sims	Parks	Maintenance & Repair Worker Se	B	05/14/2021	06/23/2021

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
Cedric Lee	Water Services	Treatment Plant Shift Operator	B	05/05/2021	06/01/2021
Charles True Jr	Water Services	Industrial Tech Master	B	05/05/2021	05/29/2021
James Griffith	Sheriff	Housing Assignment Spec-DCSO	B	05/13/2021	06/05/2021
Kimberly Lovell	Sheriff	Correctional Officer Lieutenant	B	05/06/2021	06/05/2021
Darell Dixson	Fire	Fire Captain	B	04/23/2021	06/05/2021
Billy Crawford	Fire	Paramedic 2	B	04/26/2021	05/13/2021
Rubert Adair	Fire	Fire Engineer	B	04/26/2021	05/16/2021
Juliana Newton	State Trial Courts	Attorney 2	B	04/27/2021	07/01/2021
Timothy Weaver	Police	Police Officer 2	B	04/29/2021	07/31/2021
Frank Campbell	Police	Police Officer 2	B	05/11/2021	06/01/2021
Sheena Hatchett *	Bordeaux Long Term Care	Dietary Spec	B	05/06/2021	08/01/2021
Laurie Kennedy *	General Hospital	Dir,Qual.Improv/Util.Managment	B	04/26/2021	06/01/2021
Ella McKinney *	General Hospital	Licensed Practical Nurse	B	04/27/2021	04/01/2021
Asha Kincaid *	Bordeaux Long Term Care	Licensed Practical Nurse	B	05/07/2021	06/01/2021
Jephania Peters *	Health	Animal Care & Control Off 1	B	05/17/2021	06/01/2021
Darla Fareed *	Social Services	Program Supervisor	B	05/05/2021	08/01/2021
Sharon Miller *	Caring for Children	Program Spec 3	B	04/20/2021	06/01/2021

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Michael Meeks	Fire	A	05/01/2021
Pamela Johnson	General Hospital	B	05/01/2019
Charles Hendricks Jr	Police	A	05/01/2021

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Myra Langlois	District Attorney	Service Without Option	B	05/01/2021	Normal	
Linda Towns	MNPS	Service Without Option	B	03/12/2021	Normal	1
John Eslick Jr	Police	Service With Option	B	04/04/2021	Option F	
Mamie Moore	State Trial Courts	Service With Option	B	04/15/2021	Option D	
Amal Rasheed	MNPS	Early Service With Option	B	04/01/2021	Option A	
Rhonda Moore	Water Services	Service With Option	A	03/27/2021	Option D	3
Stephanie Blansett	Health	Service With Option	B	04/14/2021	Option B	
Lawrence Wright	Parks	Service With Option	B	04/01/2021	Option D	1
Mavis Brewer	Water Services	Service With Option	B	04/03/2021	Option F	
Stephen Crosier	Health	Service With Option	B	04/17/2021	Option A	
Deborah Pittman	Sheriff	Service Without Option	B	04/03/2021	Normal	
Dale Belcher	Water Services	Service Without Option	B	04/02/2021	Normal	
James Warren	Police	P&F Service Pen Without Option	B	04/08/2021	Normal	3
Tony Eden	Circuit Court Clerk	Service Without Option	B	03/06/2021	Normal	1
Douglas Baggett	Fire	P&F Service Pen With Option	B	04/03/2021	Option A	3
Michael Crum	Fire	P&F Service Pen With Option	B	04/15/2021	Option B	3
Patricia Copeland	Human Resources	Service With Option	B	05/01/2021	Option F	2
Mark Sydenstricker	Police	P&F Service Pen With Option	B	04/08/2021	Option E	
Richard Reed	Public Library		B	05/01/2021	Option D	
Michael Smith	Public Works	Service With Option	B	01/01/2021	Option D	
Alphie Duncan	Juvenile Court	Service Without Option	B	04/01/2021	Normal	
Jeffrey Webber	Water Services	Service Without Option	B	04/01/2021	Normal	

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

Options Elected

<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

Employee	Alternate Payee	Plan A/B	Effective Date
Jack Bridges	Barbara Johnson	B	05/01/2021

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Paul Poole	Fire	Debora Nichols	B	05/11/2021
Pamela Claybrooks	Bordeaux Long Term Care	Joseph Claybrooks	B	05/09/2021
Denmark Petersen	Water Services	Toni Petersen	B	04/05/2020
James Jones	MNPS	Deborah Jones	A	04/17/2021
Lois White	Water	Richard White	B	05/18/2021
Ada Bosshers	MNPS	Mary Bosher	B	05/17/2021
Sandra Bryant	MNPS	Lee Bryant	B	05/03/2021
Steve Taylor	Sheriff	Jane Taylor	B	05/06/2021
Charles Davis	Fire	Susan Davis	B	05/18/2021
Barbara Hendrix	Police	Jimmy Hendrix	B	04/07/2021
Frank Leggett Jr	Emergency Communication Center	Juanita Leggett	B	05/08/2021
James Hickson	Police	Susan Hickson	B	05/14/2021
Randall Covington	Public Works	Alicia Covington	B	05/15/2021

BENEFIT BOARD ITEMS

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

1. In Line of Duty Committee: (Chair: Harold Finch, II; Vice-Chair: Christine Bradley; Members: Shannon B. Hall and Jeremy Moseley. Alternates: Edna J. Jones and G. Thomas Curtis).

Christina Hickey reported to the Board that there are two meetings. She stated the In Line of Duty Committee met on March 23, 2021 to deliberate on IOD medical care requests. She stated that item #4 was deferred at the April Board meeting for Board vote at the request of the appellant as his attorney was unavailable and was again deferred at the May Board at the request of the appellant. She also stated that the Committee met on May 12, 2021 to deliberate on 9 IOD medical care requests. She stated that item #3 was deferred until the next IOD Committee at the request of the appellant.

Committee Chair Harold Finch asked if there were any amendments, corrections, or questions of the minutes from the May 12, 2021 In Line of Duty Committee meeting. With no corrections, Christine Bradley moved for approval of the In Line of Duty Committee minutes. Shannon Hall seconded, and the Committee minutes were approved without objection.

Tracey Harvey, Davies, was present to review the claims with the Board.

1. In Line of Duty Committee: (continued)

On Committee item 4, the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim.

The employee and his attorney, Jack Byrd were present.

Tracey Harvey reviewed the claim with the Board. She stated that the employee was involved in a car accident and the claim was denied based on willful misconduct or an intentional act.

Jack Byrd, attorney, stated that part of the issue was defining willful misconduct or an intentional act and whether or not he was on duty at the time of the accident.

The employee described the incident.

Tracey Harvey stated that they did not dispute that he was working, and they also used the information in the police report for facts.

Robert Bandish, Police Department, addressed the Board regarding protocol in situations like this. He also stated that after review, it was considered a chargeable accident by the department.

There was some discussion of what chargeable means and statements in the accident report made by the employee.

Jeremy Moseley moved to overturn the denial of item 4, the IOD medical care request for the employee from the Police Department. B.R. Hall seconded.

There was discussion of what the legal definition of willful misconduct is, intentional acts, and the number of incidents on his driving history with the department.

There was further discussion of the accident, his attempt to avoid a major accident, the number of accidents he has had and that what's in the police report is incorrect.

After further discussion of the willful standard, the conduct of the employee from what he observed and this being a chargeable accident by the department, Stephanie Bailey called for the question closing off any further debate.

A vote was taken on the motion to overturn the denial of item 4, the IOD medical care request for the employee from the Police Department and the Board approved with B.R. Hall, Stacey Rucker, Jeremy Moseley, Shannon Hall, Kevin Crumbo and Christine Bradley in favor and Stephanie Bailey, Harold Finch and Edna Jones opposed and Tom Curtis abstaining.

Committee Chair Harold Finch stated the Board will now hear the recommendations from the In Line of Duty Committee meeting held on May 12, 2021.

On Committee item 1, the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim.

Christina Hickey noted that some additional information has been provided in regards to the claim.

The employee and Jack Byrd, attorney, were present.

Tracey Harvey, Davies, reviewed the claim with the Board. She stated that the additional information does not change the determination on the claim. She stated there are no 60-a calls on file, no known exposures to a co-worker and none of the dates provided meet the 14- day incubation period.

Jack Byrd, attorney, stated that the issue is when he was diagnosed not necessarily when he was having symptoms. He also stated that as far as the calls, the calls were documented and on one call the family was quarantined or he got it from a co-worker, who was off for at least a month.

1. In Line of Duty Committee: (continued)

The employee described the call where he went to a family that was quarantined and he had the run reports that show that exposure to a family that was diagnosed with COVID.

There was some discussion as to why this information was not provided at the Committee level in order to make a proper recommendation.

The employee also discussed his symptoms, treatment and diagnosis.

Dr. Gill Wright discussed exposures and incubation periods with the Board.

After some discussion of the symptoms the employee had and the medical records from the primary care physician, Jeremy Moseley moved to defer Committee item 1, the IOD medical care request for the employee from the Police Department. Stacey Rucker seconded.

It was reiterated that all information needs to be presented at the Committee level.

Kevin Crumbo offered an amendment to the motion to refer this item back to the Committee.

The maker and seconder of the motion was in agreement with the amendment.

A vote was taken on the amended motion to refer Committee item 1, the IOD medical care request for the employee from the Police Department back to the Committee and the Board approved without objection.

On Committee item 2, the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim pending new information from the appellant.

The employee and his attorney, Jack Byrd were present.

Tracey Harvey, Davies, stated that since the Committee meeting a letter was received from the surgeon stating that he does believe it is directly related to one or both of the prior injuries on duty. She stated that even though the injury on duty clinic physician and Dr. Gill Wright both thought it was not work-related Davies will change the recommendation to cover this claim based on the surgeons statement.

Shannon Hall moved to cover Committee item 2, the IOD medical care request for the employee from the Police Department. Stephanie Bailey seconded, and the Board approved without objection.

On Committee item 4, the IOD medical care request for the employee from the Parks Department, the Committee recommended to overturn the denial and uphold the coverage of this claim.

Shannon Hall moved for approval of the recommendation on Committee item 4, the IOD medical care request for the employee from the Parks Department, to overturn the denial and uphold the coverage of this claim. Christine Bradley seconded, and the Board approved without objection.

Tracey Harvey also noted that the employee indicated they are feeling much better and declined psychological services.

Christina Hickey informed the Board that at the Committee meeting items 5-9 were taken together as they are related to an outbreak in the same department.

It was also noted that none of the employees were present.

Item 5: On the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim.

Item 6: On the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim.

1. In Line of Duty Committee: (continued)

Item 7: On the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim.

Item 8: On the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim.

Item 9: On the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim.

Stephanie Bailey moved to uphold the recommendations to deny Committee items 5-9. Jeremy Moseley seconded, and the Board approved without objection.

2. Hospital Authority and Metropolitan Nashville Public Schools, (MNPS), clinic incentive program review.

Christina Hickey reported to the Board that at the May Study Session, the Board considered the annual reviews of the Hospital Authority and MNPS clinic incentive programs. She stated these programs are reviewed annually by the Board to ensure there is no adverse impact to the plans as a result of these incentive programs. She also stated the Board will need to determine whether they would like to continue these programs for the 2022 plan year.

Sherry Gibbs, Chief Marketing Officer, and Dorothy Bennett, Chief Ambulatory Services Officer, were present from the Hospital Authority and addressed the Board regarding the program.

Jeremy Moseley moved to continue the clinic incentive programs. Stacey Rucker seconded.

3. Dependent eligibility verification (DEV) project.

Christina Hickey reported to the Board that Deloitte will present an overview of the dependent eligibility verification (DEV) project and review the results of this project. She stated the Board is being asked to approve the removal of the dependents whose eligibility could not be validated because the employee or pensioner failed to provide documentation. She also stated that if approved, these dependents will be removed from Metro's medical, dental, and vision plans.

Kelley Lewis, Deloitte, reviewed the project timeline, member responses, outreach, the appeal phase, and the total number of dependents to be removed from coverage as a result of partial or no response effective June 7, 2021. She also noted these individuals can be added back to coverage during annual enrollment if the requested documentation is provided.

Stephanie Bailey moved for approval to remove the dependents effective June 7, 2021. Harold Finch seconded and the Board approved without objection.

4. Cost of living adjustments for closed plans.

Christina Hickey reported to the Board this cost of living adjustment is pursuant to Resolution No. RS2001-659 and applies to the plans references in Section 2 of the resolution – the Former City of Nashville Pension Plan and the former Davidson County Pension Plan. She stated this increase is built into the Metro Code and cannot be adjusted without a change to the Code. As a result of the 2.62% increase in the Consumer Price Index, a cost of living adjustment increase of 2.50% should be granted to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2021.

Kevin Sullivan, Findley, was present for any questions.

Jeremy Moseley moved for approval of the 2.50% cost of living increase to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2021. Christine Bradley seconded, and the Board approved without objection.

5. Consideration of Study & Formulating Committee's recommendation to align Department of Emergency Communications (DEC) certain classifications and related job functions to the Public Safety Pension plan.

Christina Hickey reported to the Board that as discussed at the Benefit Board Special Called meetings on April 22nd and May 18th 2021, the Study & Formulating Committee's Final Report recommended to make certain classifications and related job functions of the Department of Emergency Communications (DEC) personnel be aligned to the Public Safety Pension Plan. She stated the Board must decide if they wish to approve this recommendation. Ms. Hickey also noted that there is a memorandum from the Legal Department regarding approving this recommendation and information regarding lawsuits.

Marlie Albert, Service Employees International Union, (SEIU), was present to answer any questions.

Edna Jones informed the Board that got a chance to spend some time at the DEC to observe.

Paul McAllister, DEC, and former police officer, addressed the Board regarding what it's like working at DEC.

Councilwoman Sharon Hurt addressed the Board regarding this recommendation.

B.R. Hall moved for approval of the Study & Formulating Committee's Final Report recommended to make certain classifications and related job functions of the Department of Emergency Communications (DEC) personnel be aligned to the Public Safety Pension Plan. Shannon Hall seconded.

After some discussion of the importance of this recommendation and upcoming technologies, Stephanie Bailey called for the question closing off any further debate.

A vote was taken on the Study & Formulating Committee's Final Report recommended to make certain classifications and related job functions of the Department of Emergency Communications (DEC) personnel be aligned to the Public Safety Pension Plan and the Board approved without objection.

6. Correspondence:

- a. Cigna correspondence.

Item 6.-a. was for information only.

7. Reports for your information:

- a. Return to work.
- b. Repayment of pension contributions.
- c. Denial log from ASC.
- d. Benefit Board budget reports.

Items 7.-a. through 7.-d. was for information only.

8. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 12:32 p.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board