

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

July 6, 2021

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, July 6, 2021 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:38 a.m.

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

Members Stephanie Bailey and Kevin Crumbo were 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 welcomed new member Jonathan Puckett 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 June 1, 2021. With no corrections, nothing further was noted and Christine Bradley moved for approval. Jeremy Moseley 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.

Chair Edna Jones noted that items 1 and 2 will be discussed separately.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, item 1 as a medical disability pension for the length of time as recommended. He also stated that he has not been evaluated for the injury on duty by Davies. Christine Bradley 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. Shannon Hall seconded.

After some discussion regarding the employee going through the injury on duty process, the criteria for injury on duty has not been met, and the appeal process, a vote was taken on the motion to approve the recommendation to approve the disability pension new request, item 1 as a medical disability pension for the length of time as recommended and the Board approved without objection.

On the disability pension new request, item 2, there was a request to defer this item for one month. Tom Curtis moved to defer the disability pension new request item 2 for one month. Shannon Hall 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 3 through 7 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 3 through 7 for the length of time as recommended. Tom Curtis seconded.

After some discussion regarding potentially returning to work and the re-exam date on item 7, a vote was taken on the recommendation to continue the disability pension reexaminations, items 3 through 7 for the length of time as recommended 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 a deferral for the length of time as recommended. B.R. Hall moved for approval of the request to defer items 8 and 9 for the length of time as recommended. Tom Curtis seconded.

*Denotes the arrival of Harold Finch.

A vote was taken on the request to defer items 8 and 9 for the length of time as recommended and the Board approved with Harold Finch abstaining.

Dr. Gill Wright reported to the Board that on item 10 he recommends approval of return to work.

Byron Grizzle, Sheriff's Office was present.

After some discussion of the return to work provisions, salary supplement, and the restrictions, Tom Curtis moved for approval of the recommendation of return to work on item 10. Jeremy Moseley seconded, and the Board approved with B.R. Hall opposed.

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

Aaron Shelton, Parks, was present and stated they are prepared to return the individual to work.

Tom Curtis moved for approval of the recommendation of return to work on item 11. Christine Bradley seconded, and the Board approved without.

Dr. Gill Wright reported to the Board that on items 12 and 13 he recommends removing them from the return to work list and to continue the disability pensions for the length of time as recommended. Harold Finch moved for approval of the recommendation of removing them from the return to work list and to continue the disability pensions for the length of time as recommended. 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.	Scott T. Nichols	Fire	Medical	As moved, seconded, and approved, this disability pension request was approved as a medical disability pension for five months, (December 2021), with re-exam at that time.
2.	Justin L. Shelby	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was deferred.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
3.	Erica L. Bruce	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (July 2022), with re-exam at that time.
4.	Michelle N. Harris	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for four 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
5.	Tabitha K. Peach	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for five months, (December 2021), with re-exam at that time.
6.	Jason W. Pierpoint	Police	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
7.	Casey D. Stupka	Police	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (July 2022), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
8.	Rodney J. Clark	Police	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for four months, (November 2021), with re-exam at that time.
9.	Dereck T. Smith	Parks	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (September 2021), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Alyson H. Ruluked	Sheriff	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.
11.	Richard L. Otazu	Parks	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.

OTHER – REMOVE FROM RETURN TO WORK LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
12.	Ruth A. Harris	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this individual was removed from the return to work list and the disability pension continued for four months, (November 2021), with re-exam at that time.

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

OTHER – REMOVE FROM RETURN TO WORK LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Brian S. McAfee	Fire	Medical	As moved, seconded, and approved, this individual was removed from the return to work list and the disability pension continued for three months, (October 2021), 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. Jeremy Moseley moved for approval of the referrals. Shannon Hall seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM	CSME	Comments
1	Hentz, Chris A.	Water	Pension Approval	Yes	Yes	Likely to Meet SSA Guidelines
2	Lowe, Jonathan S.	MNPS	Pension Approval	No	No	Younger Worker, Does Not Meet SSA Guidelines
3	Murray, James D.	Fire	Pension Approval	No	No	Does Not Meet SSA Guidelines

At this time, Dr. Gill Wright gave an update on COVID-19 and vaccines.

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. Jonathan Puckett seconded, and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Tammy Vaughn *	MNPS	Accountant - Sr	B	06/21/2021	08/01/2021
Daniel Coble	MNPS	Spec - Family Involvement Sch	B	04/24/2021	05/27/2021
Lillian Frey	MNPS	Admin - Records Sch Fin Pay I	B	05/14/2021	06/26/2021
Van Ingram	Convention Center Authority	Convention Ctr Sales Manager	B	06/22/2021	06/19/2021
Charlene Pirtle	MNPS	Asst - Food Svc	B	05/15/2021	05/27/2021
Diane Whitley	MNPS	Cashier - Food Svc	B	06/11/2021	05/15/2021
Carol Bayless	MNPS	Driver - Bus	B	05/25/2021	05/26/2021
Steven Webb	MNPS	Driver - Truck	B	06/10/2021	05/21/2021
Shelia Osborne	MNPS	Admin - Records Sch Fin Pay I	B	05/26/2021	05/15/2021
Candy Gentry	MNPS	Supervisor - Campus	B	05/25/2021	05/26/2021
Adora Ross	MNPS	Admin - Records Sch Fin Pay I	B	06/02/2021	07/01/2021
Roberta Wair	MNPS	Secretary-Clerk	A	05/24/2021	05/27/2021
Donna Carson	MNPS	Admin - Records Sch Fin Pay I	B	06/01/2021	07/01/2021
Michelle Miles	MNPS	Spec - Data Quality	B	06/01/2021	07/22/2021
Lee Stewart	Social Services	Contract Admin	B	05/02/2021	07/01/2021
Eric Karnes	Parks	Maintenance & Repair Leader	B	06/11/2021	09/08/2021
Marcus Rice	Sheriff	Correctional Officer 1	B	06/18/2021	07/01/2021
Mary Love	Finance	Admin Services Manager	B	06/22/2021	07/17/2021
Charles Grantham	Parks	Maintenance & Repair Worker	B	06/18/2021	07/20/2021

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
Joyce Tibbs	General Hospital	Respiratory Therapist (RPT)	B	06/02/2021	06/01/2021
Elizabeth Cox	MNPS	Secretary-Clerk	B	05/18/2021	05/29/2021
Theresa Overstreet	Assessor of Property	Office Support Spec 2	B	06/04/2021	07/31/2021
Karen Brown	Police	Police Operations Coord 1	B	06/15/2021	07/03/2021
Tony Stokes	Police	Police Operations Asst Sr	B	06/01/2021	06/05/2021
John Jeffers	Sheriff	Sheriff Warrant Officer 1	B	05/21/2021	07/01/2021
Hubert Byers Jr	Fire	Fire District Chief	B	06/07/2021	06/29/2021
Sam Thompson Jr	Fire	Fire Engineer	B	06/11/2021	06/15/2021
Quinetta Bartley	Fire	Fire Inspector 2	B	06/15/2021	06/27/2021
Terry Secrest	Fire	Fire District Chief	B	06/03/2021	07/01/2021
Luis Morales	Fire	Fire Captain	B	06/11/2021	06/28/2021
Kimberly McDoniel	Finance	Finance Deputy Dir	B	05/19/2021	07/31/2021
Carlton Lewis	Juvenile Court	Juvenile Court Magistrate 2	B	06/22/2021	08/28/2021
Curtis Rich	Police	Police Officer 2	B	04/15/2021	05/21/2021
Brian Gregory	Police	Police Officer 2	B	06/01/2021	06/01/2021
Christopher Blackwell	Police	Police Lieutenant	B	06/01/2021	06/15/2021
Wesley Paine	Parks	Museum Manager	B	05/24/2021	07/01/2021
Kathy Halbrooks	Water Services	Office Support Spec 2	B	05/28/2021	07/10/2021
Ruthie Sadler	District Attorney	Victim Advocate 1	B	05/28/2021	07/31/2021
Gloria Phelps	MNPS	Driver - Bus	B	05/23/2021	05/27/2021
Dawana McAfee *	MNPS	Driver - Bus	B	05/13/2021	07/01/2021
Clark Garrett *	MNPS	Substitute - Ed Asst	B	05/19/2021	08/01/2021
Shannon Vick *	Caring for Children	Program Spec 3	B	05/27/2021	10/01/2019
Deborah Hawkins *	General Hospital	Dir Restorative & Skilled Services	B	06/15/2021	08/01/2021
Dean Nelson *	Social Services	Specialized Skills Instructor	B	05/19/2021	06/01/2021
Michael Rainey *	MNPS	Driver - Bus	B	06/09/2021	06/01/2021
John Bowers *	General Sessions Court	Office Support Spec 1	B	06/15/2021	10/01/2020
Thelma Bigham *	Bordeaux Long Term Care	HR Director	B	06/01/2021	08/01/2021
Brenda Jones *	Metro Action Commission	Teacher Asst	B	05/25/2021	05/01/2021

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Jessie Knowles Jr	MNPS	B	04/01/2020
Wendy Warren	Fire	B	06/01/2021
Robert Malley II	Fire	B	06/01/2021
Beneta Polk	Bordeaux Long Term Care	A	05/01/2021

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Anita Johnson	MNPS	Service With Option	B	05/01/2021	Option D	
Sheila Armstrong	MNPS	Service Without Option	B	05/07/2021	Normal	
Michele Calvin	MNPS	Early Service Without Option	B	06/01/2021	Normal	
Joy Markham	MNPS	Early Service With Option	B	01/01/2021	Option F	
Barbara Johnson	MNPS	Service With Option	B	06/01/2021	Option D	1
Glenda Pingley	MNPS	Early Service With Option	B	05/01/2021	Option D	
Lonna Gibbs	MNPS	Service Without Option	B	05/07/2021	Normal	
Phillip Regen	Water Services	Service With Option	B	05/01/2021	Option E	
John McClallen li	Water Services	Service With Option	B	04/17/2021	Option E	
Cathy West	Finance	Service Without Option	B	05/29/2021	Normal	
Bonnie Reimels	Public Library	Service Without Option	B	05/12/2021	Normal	
Doretha Stevens	MNPS	Service With Option	B	05/25/2021	Option A	
Glenn Floyd	Parks	Service With Option	B	02/06/2021	Option D	
Thelma Tate	General Hospital	Service Without Option	B	04/22/2021	Normal	1
Laura Robinson	State Trial Courts	Service Without Option	B	05/01/2021	Normal	3

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

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Robby Scott	Water Services	Service With Option	B	05/08/2021	Option B	3
Kenneth Gann	Water Services	Service With Option	B	05/06/2021	Option E	
Debra Mcknight	Water Services	Service Without Option	B	05/01/2021	Normal	3
Charles True Jr	Water Services	Service With Option	B	05/29/2021	Option B	3
Ted Carnahan	Water Services	Service With Option	B	05/01/2021	Option F	1
Kristine Bailey	Fire	P&F Service Pen Without Option	B	04/24/2021	Normal	
Teresa Johnson	Circuit Court Clerk	Service Without Option	B	04/17/2021	Normal	
John Smith Iv	Sheriff	Service With Option	B	05/01/2021	Option A	
Marck Powers	Information Technology Service	Service With Option	B	05/01/2021	Option A	
John Sanford	Fire	P&F Service Pen With Option	B	04/29/2021	Option E	3
Kenneth Hollis	Fire	P&F Service Pen Without Option	B	06/01/2021	Normal	1
Michael Crum	Fire	P&F Service Pen With Option	B	06/01/2021	Option B	3
Billy Crawford	Fire	P&F Service Pen With Option	B	05/13/2021	Option E	3
Dennis Downey	Fire	P&F Service Pen With Option	B	05/05/2021	Option E	2
Rubert Adair	Fire	P&F Service Pen With Option	B	05/13/2021	Option A	3
Frank Campbell	Police	P&F Service Pen With Option	B	06/01/2021	Option F	
Todd Frye	Police	P&F Service Pen With Option	B	05/01/2021	Option B	2
Kyle Anderson	District Attorney	Early Service With Option	B	01/05/2021	Option E	
Charles Hagar Jr	Police	Service With Option	B	05/26/2021	Option B	3
John Dillard	Water Services	Survivor Option From Service	B	05/15/2021	Normal	3
Terena Hutton-Moore	General Sessions Court	Service Without Option	B	05/20/2021	Normal	
Jerry Cook	Parks	Service With Option	B	05/01/2021	Option A	3
Janice Covington	Metro Action Commission	Service With Option	B	06/01/2021	Option A	
Janice Britt	Water Services	Service Without Option	B	06/01/2021	Normal	
Angela Collins	Fire	P&F Service Pen With Option	B	01/01/2021	Option D	
Dean Nelson	Social Services	Service With Option	B	06/01/2021	Option E	
Sharon Miller	Caring for Children	Service Without Option	B	06/01/2021	Normal	

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
Gary Gladney	Brenda Aveary-Gladney	B	06/01/2021

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Barbra Fetzik	MNPS	Henry Fetzik	B	06/14/2021
Christopher Tomlinson	Fire	Melissa Tomlinson	B	06/25/2021
Sylvester Baines	Water Services	Marilyn Baines	B	03/28/2021
Jeffrey Burnette	Police	Malinda Burnette	B	06/21/2021
Myra Agee	Election Commission	Robert Agee	B	06/09/2021
Allen Jones	Fire	Cathy Jones	A	06/02/2021
Mary Terry	MNPS	Eric Holbert	B	05/25/2021
Ysondra Golder	MNPS	Dean Golder	B	05/25/2021

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: (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 the In Line of Duty Committee met on June 23, 2021 to deliberate on 6 IOD medical care requests. She stated that items #2, #3, and #7 were deferred until the next IOD Committee and the Committee's actions are being presented for the Board's action along with the minutes for approval by the Committee members.

Committee Vice-Chair Christine Bradley asked if there were any amendments, corrections, or questions of the minutes from the June 23, 2021 In Line of Duty Committee meeting. With one correction, Edna Jones moved for approval of the In Line of Duty Committee minutes. Jeremy Moseley seconded, and the Committee minutes were approved without objection.

Committee Vice-Chair Christine Bradley stated that even though Committee item #2 was deferred Mark Young, Fire Union, wanted to address the claim.

Mark Young addressed the Board with concerns of the Committee's role, being notified of these cases and the timeline for submitting information.

Shannon Hall reviewed the process and stated that the Board determined that these cases need to go to the Committee for deliberation and a recommendation to the full Board. She also noted that any information related to the case needs to be submitted prior to the meeting.

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

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 was not present.

Edna Jones moved for approval of the recommendation to uphold the denial of the claim. Tom Curtis seconded, and the Board approved with Jonathan Puckett and B.R. Hall opposed.

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

The employee was not present.

Harold Finch moved for approval of the recommendation to uphold the denial of the claim. Tom Curtis seconded.

After some discussion of a positive source for COVID, the employee not being identified, and that civilian employees of the department are not covered, a vote was taken on the recommendation to uphold the denial of this claim and the Board approved with Jonathan Puckett and B.R. Hall opposed.

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

The employee was not present.

Edna Jones moved for approval of the recommendation to uphold the denial of the claim. Harold Finch seconded, and the Board approved with Jonathan Puckett and B.R. Hall opposed.

Shannon Hall discussed item 1: COVID Presumption – Emergency Rescue Workers with the Board. She stated that this was an informational discussion on the new law establishing a COVID presumption for emergency

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

rescue workers, which is defined to include firefighters, paramedics, emergency medical technicians and emergency medical technicians advanced. Please see attached summary and the codified law (T.C.A. § 7-51-209).

2. Humana plan rates.

Christina Hickey reported to the Board that the 2022 Humana plan rates presented by Findley at the June Study Session are being presented for the Board's consideration and approval. She stated these rates will be effective January 1, 2022.

Joe Meyers, Findley, was present for any questions.

Tom Curtis moved for approval of the Humana plan rates for 2022. Christine Bradley seconded, and the Board approved without objection.

3. 457 Metro-Max target date funds recommendation from Investment Committee.

Christina Hickey reported to the Board that at the June Study Session Metro Finance representatives presented information recommending Metro replace the current Wells Fargo Target Date Funds with new investment option(s) that have a similar objective and lower fees. She stated the Board will need to decide if they wish to make this change effective September 15, 2021, or as soon thereafter as administratively feasible.

Fadi Bousamra, Finance, was present for questions.

B.R. Hall moved for approval of replacing the current Wells Fargo Target Date Funds with new investment option(s) that have a similar objective and lower fees effective September 15, 2021, or as soon thereafter as administratively feasible. Shannon Hall seconded, and the Board approved without objection.

4. Reports for your information:

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

Items 4.-a. through 4.-e. were for information only and no action was required.

5. Late item(s):

Items to be listed under this section will be reported at the meeting.

With nothing further presented, the meeting adjourned at 10:29 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board