

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

January 3, 2012

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, January 3, 2012 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 9:30 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Charles D. Clariday, Sr., *G. Thomas Curtis, B.R. Hall, Sr., James H. Johnson, Richard M. Riebeling, Rita Roberts-Turner and Clyde D. Smith.

Member Ann V. Butterworth was unable to be present.

Others present: Shannon B. Hall, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Celia Goodson, 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 December 6, 2011. With no corrections, nothing further was noted and Clyde Smith moved for approval. Christine Bradley seconded and the Board approved without objection.

B. APPEAL ANNOUNCEMENT:

Shannon Hall 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. Celia Goodson reported to the Board that she recommends approval of the disability pension new requests, items 1 through 3, for the length of time as recommended and requested vocational case management on items 1 and 2. Rita Roberts-Turner moved for approval of the recommendation to approve the disability pension new requests, items 1 through 3 for the length of time as recommended. Clyde Smith seconded and the Board approved without objection.

On the disability pension new request, item 4, Dr. Celia Goodson reported to the Board that she recommends denial. After some discussion on the basis for the denial of the in line of duty request and lack of medical information to support a medical disability, Clyde Smith moved for approval of the recommendation to deny item 4. Christine Bradley seconded and the Board approved without objection.

*Denotes the arrival of G. Thomas Curtis.

Dr. Celia Goodson reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 5 through 7 and 9 through 20 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 7 and 9 through 20 for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that she is requesting a deferral on items 8, and 21 through 23 for one month. B.R. Hall moved for approval of the recommendation to defer on items 8, and 21 through 23. Rita Roberts-Turner seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that she recommends approval of the return to work requests, items 24 and 25. Richard Riebeling moved for approval of the return to work requests, items 24 and 25. Clyde Smith seconded and the Board approved without objection.

On item 26, Dr. Celia Goodson reported that she is requesting a functional capacity evaluation based on the conflicting medical information. Clyde Smith moved for approval of the functional capacity evaluation for item 26.

Thomas Curtis seconded. After clarification of the individual's job description/classification, a vote was taken on the motion and was approved without objection.

Dr. Celia Goodson reported to the Board that on the late item, she recommends approval of the disability pension request for the length of time as recommended. B.R. Hall moved for approval of the late item for the length of time as recommended. Clyde Smith seconded and the Board approved without objection.

On item 27, Dr. Celia Goodson reported that she is requesting that the individual be removed from the return to work list with re-exam with scheduled re-exam as recommended. B.R. Hall moved for approval of the recommendation to remove the individual from the return to work list with scheduled re-exam. Charles Clariday seconded and the Board approved without objection.

Shannon Hall reported to the Board that item 28 is a request from the department regarding the individual's return to work status. Ms. Hall requested a deferral on this item to allow staff to speak with the department regarding this item. After discussion of the individual's return to work status, B.R. Hall moved to defer item 28. Thomas Curtis seconded. It was also requested that the department report on any positions that may have been filled. A vote was taken on the motion to defer item 28 and was approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
1.	Kevin W. Blanton, Sr.	Public Works	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (May 2012), with re-exam at that time.
2.	LV Jackson	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (May 2012), with re-exam at that time.
3.	Larry D. Rivers	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam.
4.	Sharon I. Horton	County Clerk	In Line of Duty	As moved, seconded and approved, this disability pension request was denied.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
5.	Roberta Bowden	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
6.	Suzanne W. Butler	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (July 2012), with re-exam at that time.
7.	Mark Chestnut	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.

REEXAMINATIONS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
8.	Bryan A. Doersam	Police	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (February 2012).
9.	William E. Dotson	General Services	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (January 2013), with re-exam at that time.
10.	Melissa G. Fauscette	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (January 2013), with re-exam at that time.
11.	Trudy R. Graves	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for four months, (May 2012), with re-exam at that time.
12.	Harold E. Harding	Water	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
13.	Karen D. Holder	Water	In Line of Duty	As moved, seconded and approved, this disability pension was continued for four months, (May 2012), with re-exam at that time.
14.	Jerry D. Lee, Jr.	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for four months, (May 2012), with re-exam at that time.
15.	Robert W. Malley	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (January 2013), with re-exam at that time.
16.	Billy J. Marlowe, Jr.	Police	Medical	As moved, seconded and approved, this disability pension was continued for one year, (January 2013), with re-exam at that time.
17.	Melissa Pinkelton-Shultz	Police	Medical	As moved, seconded and approved, this disability pension was continued for one year, (January 2013), with re-exam at that time.
18.	Jamal Sharif	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (July 2012), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
19.	Abdullah T. Sindy	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (January 2013), with re-exam at that time.
20.	Almita E. Wells	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for six months, (July 2012), with re-exam at that time.
21.	Thomas R. Jones, Jr.	Police	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (February 2012).
22.	Tiwana G. Lumpkin	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (February 2012).
23.	Jozetta Shaw	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (February 2012).

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
24.	Christopher L. Clark	Police	In Line of Duty	As moved, seconded and approved, this return to work request was approved.
25.	Thomas Kiesling	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this return to work request was approved.

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
26.	Robert C. Hooberry	Water	In Line of Duty	As moved, seconded and approved, additional testing was approved for this individual.
27.	Patrice A. Rogers	Bordeaux	In Line of Duty	As moved, seconded and approved, this individual was removed from the return to work list, with re-exam in six months, (July 2012).
28.	Dionna N. Wilson	General Sessions	Medical	As moved, seconded and approved, this request was deferred for one month, (February 2012).

LATE ITEM:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
29.	William A. McNeill, Jr.	Assessor of Property	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (May 2012), with re-exam at that time.

SOCIAL SECURITY REFERRALS:

Dr. Celia Goodson reported to the Board that she concurs with the case management recommendations on the Social Security referrals. B.R. Hall moved for approval of the deferrals. Charles Clariday seconded and the Board approved without objection.

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Karen T. Beadle	Health	Pension Approval	Yes	Yes	
2	John H. Brown	Water	Pension Approval	Yes	Yes	
3	Jose M. Diaz, Jr.	Police	Pension Approval	No	No	
4	Joe E. Hurt, Jr.	Circuit Court	Pension Approval	No	No	Review 4/12
5	Teresa R. Kemper	Juvenile Court	Pension Approval	No	No	Review 4/12
6	Claudia L. Powell	MNPS	Pension Approval	No	No	
7	Robert B. Richards	Police	Pension Approval	No	No	
8	William D. Whitley	Police	Pension Approval	No	No	Review 12/12
9	Victoria R. Windoloski	Sheriff	Pension Approval	No	No	

D. PENSIONS: (service, disability to service, options elected and survivor)

Christine Bradley moved for approval of the pensions. Rita Roberts-Turner seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Robert A. Bristol	Police	Police Officer 2	B	11/30/2011	01/06/2012
Thomas R. Nabors III	Fire	Captain	B	11/30/2011	01/04/2012
Robert J. Campbell	Police	Police Officer 2	B	11/30/2011	11/19/2011
James E. Seay Jr.	Fire	District Chief	B	11/30/2011	01/16/2012
Milton E. Pirtle	Police	Sergeant	B	11/30/2011	01/01/2012

D. PENSIONS: (service, disability to service, options elected and survivor)

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Linda G. Harper	Police	Police Op. Coord. 1	B	11/30/2011	01/01/2012
Murray L. Tucker	Water	Treatment Plnt Tech 3	B	11/30/2011	02/01/2012
Michael D. Robertson	Public Works	Equipment Operator 3	B	11/30/2011	12/14/2011
Stanley Southall	MNPS	Bus Driver	B	11/30/2011	12/16/2011
Newsom Alexander Jr.	General Svcs	Equip & Supply Clk 2	B	12/02/2011	04/01/2012
Matthew R. Grupke	Health	Chemist 2	B	12/07/2011	01/31/2012
Gary W. Wilson	Fire	Fire Engineer	B	12/07/2011	01/05/2012
Edward C. Reagan	Water	Customer Svc Supv	B	12/07/2011	01/06/2012
John R. Whelan	Library	Librarian 1	B	12/07/2011	12/01/2011
Mary M. Hill	MNPS	Senior Secretary	B	12/07/2011	01/01/2012
Larry L. Scott	MNPS	Spec. Ed. MIP Ed Asst	B	12/07/2011	12/10/2011
*Robert L. Bohnenstiel Jr.	MNPS	Dir. of Business Svcs	B	12/07/2011	02/01/2012
Leigh E. Kahan	ITS	Info Sys. Manager	B	12/08/2011	01/18/2012
Donald S. Townes	Fire	Captain	B	12/14/2011	01/04/2012
Bobby G. McCormack	Fire	Engineer	B	12/14/2011	12/10/2011
Jinnette G. Jacobs	Gen Sessions Ct	Probation Officer 2	B	12/14/2011	02/01/2012
Jerry L. Scruggs	Public Works	Equipment Operator 2	B	12/14/2011	02/10/2012
Rebecca J. Richey	Health	Nurse Practitioner	B	12/14/2011	03/27/2012
Jack Watkins	Water	Engineer Tech 3	B	12/14/2011	01/13/2012
Malcolm W. Ayers	MNPS	Bus Driver	B	12/14/2011	01/04/2012
Willie P. Sales Sr.	MNPS	Senior- Mason	B	12/14/2011	01/28/2012

*deferred benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Randall B. Maupin	MNPS	B	12/01/2011
William Carruthers	Public Works	B	12/01/2011
Claudia L. Powell	MNPS	B	12/01/2011
Michael W. Blair	Police	A	12/01/2011

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Cole Jr, James T.	Police	P&F Service	B	11/16/2011	Normal	3
Dias, Judith C.	Health	Service	B	11/12/2011	Normal	
Johnson, Geardean H	MNPS	Service	B	10/29/2011	Normal	3
Morrison, Michael P	MNPS	Early Service	B	11/1/2011	Normal	
Tucker Sr, Charles H	MNPS	Service	B	10/29/2011	Option E	
Van Metre, Hal G.	Sheriff	P&F Service	B	10/28/2011	Option F	
Walker, Donald Barry	MNPS	Early Service	B	10/12/2011	Normal	
Warren, James W	Sheriff	P&F Service	B	10/29/2011	Option A	2

Pension options key:

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	

D. PENSIONS: (service, disability to service, options elected and survivor)

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
Gladys Stamps	MNPS	Elijah Stamps	A	11/23/2011
Buford Justice	Fire	Anita Justice	A	11/29/2011
Henderson Cole Jr.	Fire	Beverly Cole	A	11/29/2011
Joseph Jackson	Fire	Sylvia Jackson	A	12/01/2011
Charles McClain	Fire	Wyelene McClain	B	11/29/2011
Billy Halliburton	County Clerk	Marsha Halliburton	B	12/02/2011
Robert Parker	Fire	Rose Parker	B	11/28/2011
Paul Franklin	Fire	Clara Franklin	B	12/13/2011
Larry Cole	Police	Deborah Cole	B	12/08/2011
Marie Veard	Health	Edward Veard	B	12/09/2011
Bonnie Krantz	Hospital	Dusty Krantz	B	12/14/2011
Beatrice McNeil	Hospital	Robert McNeil	B	12/20/2011

BENEFIT BOARD ITEMS

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

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

Shannon Hall reported to the Board that staff has identified disability pensioners who have exceeded their outside allowable earnings amount and, in accordance with the Code, are to have their disability pensions adjusted accordingly. Ms. Hall stated that the affected members have been notified of the adjustments. Ms. Hall noted that the new method of verifying earnings with the Internal Revenue Service is working fairly well with the exception of approximately 70 due to discrepancies with addresses. She also stated that in the event any of those have exceeded earnings, they will be brought back to the Board.

After some discussion of this process, Christine Bradley moved to have the individual's disability pensions adjusted accordingly. Thomas Curtis seconded and the Board approved without objection.

2. Pension Committee: (Chair: Edna Jones; Vice-Chair Rita Roberts-Turner; Members: Ann V. Butterworth, B.R. Hall, Sr. Alternates: G. Thomas Curtis and Clyde D. Smith)

Shannon Hall reported to the Board that the Pension Committee met on December 12, 2011 to deliberate on a disability pension (employee from Hospital Authority) and the minutes from this meeting are being presented for approval. She stated that the Committee recommends to the Board that the individual be removed from the return work list with review in six months, to continue vocational case management and work with the Hospital Authority and the individual regarding work placement within Metro.

Committee Chair Edna Jones asked if there were any amendments, corrections or questions of the minutes from the Pension Committee meeting held on December 12, 2011. With no corrections, nothing further was noted and Rita Roberts-Turner moved for approval of the Pension Committee minutes. Charles Clariday seconded and the Committee minutes were approved without objection.

Christine Bradley moved for approval of the recommendation to remove the individual from the return work list with review in six months, to continue vocational case management and work with the Hospital Authority and the individual regarding work placement within Metro. Rita Roberts-Turner seconded and the Board approved without objection.

3. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Alternative Service Concepts. (reported quarterly)

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

4. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Refund of pension contributions.(none to report)
- d. Repayment of pension contributions.
- e. Reports from Treasury. (reported quarterly)
- f. Non-compliant disability pensioners. (none to report)
- g. Pending litigations. (reported quarterly)
- h. Denial log from Alternative Service Concepts.

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

5. Late item(s):

Late items reported at the meeting have been incorporated into these minutes.

With nothing further presented, the meeting adjourned at 9:55 a.m.

ATTEST:

APPROVED:

**Mrs. Rita Roberts-Turner, Director
Human Resources**

**Ms. Edna J. Jones, Chair
Employee Benefit Board**