

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

February 7, 2012

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, February 7, 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: *Ann V. Butterworth, Charles D. Clariday, Sr., **G. Thomas Curtis, B.R. Hall, Sr., James H. Johnson, Richard M. Riebeling, Rita Roberts-Turner and Clyde D. Smith.

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 January 3, 2012. 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 8, for the length of time as recommended. Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, items 1 through 8 for the length of time as recommended. Clyde Smith seconded and the Board approved without objection.

Item 9 was deferred at the request of the individual.

On the disability pension new request item 10, Clarissa Weathers, attorney, requested a referral back to the In Line of Duty Committee on behalf of the individual. Clyde Smith moved to refer this item back to the Committee and also noted that all recent medical information needs to be submitted. Richard Riebeling seconded the motion.

*Denotes the arrival of Ann Butterworth.

There was some discussion of the notices that are sent to individuals making them aware of meetings.

**Denotes the arrival of G. Thomas Curtis.

After some discussion of the recommendation from the In Line of Duty Committee on this disability pension new request and the medical information to be reviewed, a vote was taken on the motion and was approved without objection.

Christine Bradley moved to defer the disability pension new request, item 9. Clyde Smith seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 11 through 18 for the length of time as recommended. Clyde Smith moved for approval of the recommendation to continue the disability pension reexaminations, items 11 through 18 for the length of time as recommended. Rita Roberts-Turner seconded and the Board approved without objection.

On items 19 through 21, Dr. Celia Goodson reported to the Board that she is requesting a deferral for one month. Ann Butterworth moved for approval of the request to defer items 19 through 21 for one month. Christine Bradley seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that she recommends approval of the return to work request, item 22. Ann Butterworth moved for approval of the return to work request, item 22. Clyde Smith seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that item 23 is a request for vocational case management to assist with the return to work process. Ann Butterworth moved for approval of vocational case management. Clyde Smith seconded and the Board approved without objection.

Shannon Hall reported to the Board that item 24, which was a request by the department, has been withdrawn.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
1.	Jeremy M. Davis	Fire	In line of duty	As moved, seconded and approved, this disability pension request was approved for four months, (June 2012), with re-exam at that time.
2.	Eric O. Duncan	Sheriff	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (August 2012), with re-exam at that time.
3.	Tina C. Frazier	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (August 2012), with re-exam at that time.
4.	Wade T. Hales	Sheriff	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (June 2012), with re-exam at that time.
5.	Eddie W. Johnson	Health	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (June 2012), with re-exam at that time.
6.	Debra L. Matthews	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (August 2012), with re-exam at that time.
7.	Diane M. Nesbitt	Emergency Communications Center	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (June 2012), with re-exam at that time.
8.	Dennis J. Pike	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for six months, (August 2012), with re-exam at that time.

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

NEW REQUESTS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
9.	Mary S. Leath	Public Defender	Medical	As moved seconded and approve, this disability pension request was deferred.
10.	Howard Wright, Jr.	Parks	In line of duty	As moved seconded and approve, this disability pension request was referred back to the In Line of Duty Committee.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
11.	Kenneth D. Barnes	Fire	In line of duty	As moved, seconded and approved, this disability pension was continued for one year, (February 2013), with re-exam at that time.
12.	Phyllis Y. Boyd	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for four months, (June 2012), with re-exam at that time.
13.	Richard T. Foley, III	Police	Medical	As moved, seconded and approved, this disability pension was continued for four months, (June 2012), with re-exam at that time.
14.	Dennis L. Head	Metropolitan Nashville Public Schools	In line of duty	As moved, seconded and approved, this disability pension was continued for four months, (June 2012), with re-exam at that time.
15.	Pamela A. Love	Metropolitan Nashville Public Schools	In line of duty	As moved, seconded and approved, this disability pension was continued for four months, (June 2012), with re-exam at that time.
16.	Tiwana G. Lumpkin	Metropolitan Nashville Public Schools	In line of duty	As moved, seconded and approved, this disability pension was continued for four months, (June 2012), with re-exam at that time.
17.	J.C. Walton, Jr.	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for six months, (August 2012), with re-exam at that time.
18.	Rita White	Police	Medical	As moved, seconded and approved, this disability pension was continued for one year, (February 2013), with re-exam at that time.

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

REEXAMINATIONS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
19.	Sylvia S. Cobbins	Metropolitan Nashville Public Schools	In line of duty	As moved seconded and approved, this disability pension re-exam was deferred for one month, (March 2012), with re-exam at that time.
20.	Bryan A. Doersam	Police	In line of duty	As moved seconded and approved, this disability pension re-exam was deferred for one month, (March 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, (March 2012), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
22.	Jozetta Shaw	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
23.	Thomas H. Kiesling	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, vocational case management was assigned for this individual.
24.	Dionna N. Wilson	General Sessions	Medical	No action was taken on this item, as the request was withdrawn by the individual's department.

SOCIAL SECURITY REFERRALS:

Dr. Celia Goodson reported to the Board that she concurs with the case management recommendations on the Social Security referrals. Christine Bradley moved for approval of the referrals. Rita Roberts-Turner seconded and the Board approved without objection.

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

James Johnson moved for approval of the pensions. Charles Clariday seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Sharonda L. Davis	MNPS	Cashier Cluster Lead Wrkr	B	01/04/2012	01/28/2012
Janice D. Cole	MNPS	Bus Driver	B	01/04/2012	01/05/2012

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

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
William E. Sawyer	Fire	Firefighter 3	B	01/04/2012	02/23/2012
Kenneth F. McAlister Jr.	Police	Police Officer 2	B	01/04/2012	01/07/2012
Mark S. Fielden	Police	Police Operations Asst. 3	B	01/04/2012	02/01/2012
James W. Patterson	Juvenile Court	Warrant Officer 1	B	01/04/2012	02/01/2012
Sylvia F. Carl	Health	Office Support Rep 3	B	01/11/2012	02/11/2012
Charles A. Drew	Police	Police Officer 2	B	01/11/2012	02/01/2012
Joyce E. Chandler	Social Services	Program Coordinator	B	01/11/2012	04/01/2012
Edgar Ingram Jr.	Parks	Custodial Svc Supervisor	B	01/11/2012	03/01/2012
Michael R. Hutchison *	Parks	Rec Leader	B	01/11/2012	12/01/2011
Clinton B. Carpenter	MNPS	Energy Mgmt. Spec. 1	B	01/11/2012	01/01/2012
Howard E. Bolton	Fire	Engineer	B	01/19/2012	02/21/2012
Wade E. Maxwell	Public Works	Equipment Operator 3	B	01/19/2012	02/01/2012
Charles Townsend	MNPS	Bus Driver	B	01/19/2012	01/13/2012
Cheryl K. Vaughan	MNPS	Bus Driver	B	01/19/2012	02/20/2012
Norma J. Cook	MNPS	Library Catalog Clerk	B	01/19/2012	03/02/2012
Patricia A. Maynard	MNPS	Cafeteria Assistant	B	01/19/2012	02/04/2012
Norma G. Butler *	General Hospital	Registered Nurse	B	01/15/2012	02/01/2012
Sandra G. Shaffer *	BLTC	Dietary Tech	B	01/26/2012	03/01/2012
Larry A. Carter	Police	Police Officer 2	B	01/26/2012	03/01/2012
Sandra P. Bivens	Social Services	Program Coordinator	B	01/26/2012	03/31/2012
Ruth H. Lewis	Social Services	Social Work Associate	B	01/26/2012	03/30/2012
Kevin J. Hooper	General Services	Technical Specialist 2	B	01/26/2012	04/29/2012
Forrest E. Johnson Jr.	MNPS	Bus Driver	B	01/26/2012	03/01/2012
Sadie H. Scott	MNPS	Bus Driver	B	01/30/2012	01/24/2012
Ernestine Harlan	MNPS	Educational Asst.	B	01/27/2012	01/10/2012

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Sally D. Faith	General Hospital	A	01/01/2012
Deborah G. Heavener	MNPS	B	01/01/2012
Monty E. Russell	Circuit Court	B	01/01/2012
Claudyne B. Jefferson	Health	B	01/01/2012
Robert V. Overton	Water	B	01/01/2012
Glenda Sue Anderson	MNPS	B	01/01/2012

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Ahmad, Hussein M	MNPS	Early Service	B	12/31/2011	Normal	
Baker, Thomas Wayne	Public Works	Early Service	B	1/7/2012	Option E	
Beasley, Willie L	Social Services	Service	B	12/24/2011	Option D	3
Biddix, Nancy M	MNPS	Service	B	12/17/2011	Normal	2
Blair, Denise M.	General Hospital	Service	B	1/3/2012	Option E	
Bloodworth, Loretta H	MNPS	Early Service	B	12/17/2011	Normal	
Bogle, Raymond D	Fire	P&F Service	B	12/16/2011	Option E	
Buntin, Michael E	Parks	Service	B	12/1/2011	Option E	2
Burns, Helen M.	General Hospital	Service	B	1/4/2012	Normal	
Campbell, Robert J.	Police	P&F Service	B	11/24/2011	Option D	3
Cantrell Jr, James B	Codes	Service	B	12/28/2011	Option E	
Dennis, Carolyn A	MNPS	Service	B	12/17/2011	Normal	

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

Options Elected (continued)

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Dorse, John W	MNPS	Service	B	12/1/2011	Normal	
Edgens, Joe Arthur	MNPS	Service	B	12/31/2011	Option A	
Edwards, Patrick L	Finance	Service	B	1/3/2012	Option A	
Harden, Henrietta	General Hospital	Service	B	1/7/2012	Normal	
Harper, Linda G.	Police	Service	B	12/31/2011	Normal	
Higginbotham, Camella	MNPS	Service	B	12/2/2011	Normal	
Hill, Mary M	MNPS	Service	B	12/31/2011	Option D	
Hoard, Bettie J.	General Hospital	Service	B	1/1/2012	Normal	
Hyde Jr, Joseph D	Water Services	Service	B	1/7/2012	Normal	2
Jones, Lois Paradise	MNPS	Service	B	12/17/2011	Option A	2
Magee, Gilbert R.	Public Library	Early Service	B	12/31/2011	Option E	
Marcus, Rene Juanita	MNPS	Early Service	B	12/31/2011	Normal	
Mccormack, Bobby G	Fire	P&F Service	B	12/12/2011	Normal	
Phillips, David R.	Public Library	Service	B	1/7/2012	Normal	
Pirtle, Milton E	Police	P&F Service	B	12/31/2011	Option E	3
Ricketts, Linda	General Hospital	Early Service	B	1/3/2012	Normal	
Robertson, Michael D.	Public Works	Early Service	B	12/15/2011	Option B	
Scott, Larry L	MNPS	Service	B	12/10/2011	Option A	
Southall, Stanley E	MNPS	Service	B	12/24/2011	Normal	
Stanley, Sandra J	MNPS	Service	B	12/17/2011	Normal	3
Thompson, Taranda Lee	MNPS	Early Service	B	12/7/2011	Normal	
Woelk, Henry W.	Public Works	Service	B	12/17/2011	Option E	

Key codes

Options	Drop Elections
Normal - life annuity (no option elected)	1 - 1 year drop
Option A - Joint & Survivor - 100% to surviving beneficiary	2 - 2 year drop
Option B - Joint & Survivor - 50% to surviving beneficiary	3 - 3 year drop
Option C - Social Security	
Option D - 120 payments certain and life	
Option E - Joint & Survivor - 100% to surviving beneficiary with pop-up feature	
Option F - Joint & Survivor - 50% to surviving beneficiary with pop-up feature	

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
Ronald Johnson	MNPS	Brenda Johnson	B	12/26/2011
Hugh Galloway	Fire	Tamai Galloway	Closed	12/15/2011
Joanne Martin	Hospital	Edwin Martin	B	12/31/2011
Judy Doughty	MNPS	William Doughty		12/09/2011
James Barbee	BOE	Catherine Barbee	Closed	01/02/2012
Alcie Tice	MNPS	Pamela Penick	B	10/21/2011
James Cook	Public Works	Betty Cook	B	01/20/2012
Charles Castleman	Water	Carol Castleman	B	01/21/2012
David Polhemus	Codes	Walker (Chase) Polhemus	B	05/12/2011
Ronnie Barber	Public Works	Linda Barber	A	01/24/2012
Denise Ingram	MNPS	Alvin (Joe) Ingram		01/24/2012

BENEFIT BOARD ITEMS

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

1. Case management services request for proposal.

Shannon Hall reported to the Board that the Purchasing Department has concluded the procurement process and will reviewing the process and the award for case management services.

Edna Jones noted serving as a representative of the Board and commended all parties involved.

Angie McDonald reported to the Board that two proposals were received and after review, the contract was awarded to Eckman/Freeman and Associates.

After some discussion of the proposals received, Thomas Curtis moved for approval of the contract award to Eckman/Freeman and Associates. James Johnson seconded and the Board approved without objection.

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

Shannon Hall reported to the Board this is a follow up from the last meeting. She stated that one individual whose pension had been adjusted provided staff with documents showing less than what was initially reported as earnings. She stated that staff is adjusting their adjustment in accordance with the Code.

Clyde Smith moved for approval of the adjustment to the adjustment. Thomas Curtis seconded.

After some discussion of self reporting versus the actual earnings from the Internal Revenue Service, a vote was taken on the motion and approved without objection.

3. Pension plan valuation – final results.

Shannon Hall reported to the Board that the actuary will be presenting the final results of the annual actuarial valuation on the pension plans.

Kevin Sullivan, Bryan, Pendleton, Swats & McAllister, gave a summary of the plan provisions and employee data statistics of the plans (open and closed). He reviewed the plans assets and liabilities.

There was some discussion of the experience study, which is conducted every five years, and having the Investment Committee's consultant, (Summitt Strategies), assist with looking at future projections.

Mr. Sullivan reviewed the future trends and projected contribution assumptions and stated that the recommended contribution rate is 15.938%.

After some discussion of future trends and contributions, Richard Riebeling moved for approval of the contribution rate of 15.938%.Christine Bradley seconded and the Board approved without objection.

4. In Line of Duty Committee report: Chair: Christine Bradley; Vice-Chair: James H. Johnson; Members: Richard Riebeling and Clyde D. Smith. Alternate members: B.R. Hall, Sr. and Rita Roberts-Turner)

Shannon Hall reported to the Board the In Line of Duty Committee met on Tuesday, January 31, 2012 to deliberate on an IOD disability request and 11 IOD medical care requests. She also noted that the minutes from this meeting will be presented at the March Board meeting for approval. Ms. Hall stated the Committee deferred action on a few items pending additional information, but does have recommendations for the Board.

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

In reviewing the recommendations, it was noted that it would be better to have the minutes in order to have proper discussions. B.R. Hall moved to have this item deferred until the next Board meeting. Rita Roberts-Turner seconded and the Board approved without objection.

5. Correspondence:

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

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

6. Reports for your information:

- a. Return to work. (none to report)
- b. Social Security approvals.
- c. Refund of pension contributions.
- d. Repayment of pension contributions.
- e. Reports from Treasury.
- f. Non-compliant disability pensioners. (none to report)
- g. Pending litigations. (reported quarterly)
- h. Denial log from Alternative Service Concepts. (not available)
- i. HIPAA notice.

Items 6.-a. through 6.- c. were for information only and no action was required.

Shannon Hall made note of item 6.-i.

There was some discussion regarding disclosure and not disclosing medical information during discussions that can be tied to an individual. There was mention of possibly having individuals that come before the Board to sign a disclosure. It was noted that disclosures are signed by disability applicants during the application process.

Nicki Eke advised the Board that when someone chooses to come before a public forum where the law requires that this forum be a public meeting it is really up to the individual whether they want to come before the forum.

It was also noted that the way the Board handles disclosure is satisfactory with the Legal Department.

7. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:55 a.m.

ATTEST:

APPROVED:

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

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

