

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**April 3, 2012**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, April 3, 2012 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 9:34 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 March 6, 2011. With no corrections, nothing further was noted and James Johnson moved for approval. Clyde Smith 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 10, for the length of time as recommended. Clyde Smith moved for approval of the recommendation to approve the disability pension new requests, items 1 through 10 for the length of time as recommended. Christine Bradley 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 25 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 11 through 25 for the length of time as recommended. Rita Roberts-Turner seconded and the Board approved without objection.

\*Denotes the arrival of G. Thomas Curtis.

On the disability pension re-exam/review, item 26, Dr. Celia Goodson reported to the Board that the individual has been approved for a medical disability pension or is currently on a disability pension, however, from a medical standpoint it is her opinion that the person does not meet the standards for disability.

Shannon Hall reviewed the previous action taken by the Board for this individual. She stated that the disability pension was continued for six months, (April 2012), with re-exam and review of possible job availability at that time.

The Board discussed the individual's current status and being deemed disabled by the Board based on no job availability.

After confirmation of the status/lack of job availability within the individual's abilities, Richard Riebeling moved to continue the disability pension, item 26, for one year, with re-exam at that time. Tom Curtis seconded.

There was some discussion of meeting the disability guidelines and not being able to perform the duties of any position.

Nicki Eke, Legal Department, indicated that if you are not able to perform the duties of your prior position and are able to perform duties of another position, you are no longer disabled, but you remain on pension until such

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

time as you are placed in a position. Ms. Eke stated that one option would be to place the individual on the return to work list.

The Board discussed the individual's condition, the restrictions and probability/inability of the individual returning to work and the pension being charged back to the department.

After clarification on the re-exam date, a vote was taken on the motion to continue the disability pension, item 26 for one year, with re-exam at that time and was approved without objection.

Dr. Celia Goodson reported to the Board that she is requesting a deferral for the disability pension re-exams, items 27 through 29 for one month. Christine Bradley moved for approval of the request to defer the disability pension re-exams, items 27 through 29 for one month. Thomas Curtis seconded and the Board approved without objection.

On item 30, Dr. Celia Goodson reported to the Board that she recommends approval of the return to work.

The individual was present and addressed the Board on their condition and pending test results/treatments regarding the condition.

After some discussion of the condition being related to an injury on duty and further review of the record, Dr. Celia Goodson requested a deferral on item 30 for one month. Clyde Smith moved for approval of the request to defer item 30 for one month. Charles Clariday seconded and the Board approved without objection.

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
1.	Johnnie M. Biddix	Bordeaux	In line of duty	As moved, seconded and approved, this disability pension request was approved for seven months, (November 2012), with re-exam at that time.
2.	Dorothy L. Boleyjack	Library	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (August 2012), with re-exam at that time.
3.	Robert L. Chitwood	Police	In line of duty	As moved, seconded and approved, this disability pension request was approved for four months, (August 2012), with re-exam at that time.
4.	Hilda E. Cobb	Health	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (April 2013), with re-exam at that time.
5.	Neil M. Cook	Police	In line of duty	As moved, seconded and approved, this disability pension request was approved for four months, (August 2012), with re-exam at that time.
6.	Marshall E. Hammond	Health	In line of duty	As moved, seconded and approved, this disability pension request was approved for four months, (August 2012), with re-exam at that time.

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

**NEW REQUESTS:**

7.	Freda R. McDaniel	Hospital Authority	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (April 2013), with re-exam at that time.
8.	Piroz E. Omer	Metropolitan Nashville Public Schools	In line of duty	As moved, seconded and approved, this disability pension request was approved for four months, (August 2012), with re-exam at that time.
9.	Kimberly A. Towers	Police	In line of duty	As moved, seconded and approved, this disability pension request was approved for one year, (April 2013), with re-exam at that time.
10.	Lisa M. White	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (April 2013), with re-exam at that time.

**REEXAMINATIONS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
11.	Deborah A. Berryhill	Police	In line of duty	As moved, seconded and approved, this disability pension was continued for six months, (October 2012), with re-exam at that time.
12.	Michael Bunch	Fire	In line of duty	As moved, seconded and approved, this disability pension was continued for four months, (August 2012), with re-exam at that time.
13.	Johnathan D. Collins	Metro Action Commission	In line of duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
14.	Vivian C. Dean	Health	Medical	As moved, seconded and approved, this disability pension was continued for four months, (August 2012), with re-exam at that time.
15.	William B. Hitchcox	Police	In line of duty	As moved, seconded and approved, this disability pension was continued for six months, (October 2012), with re-exam at that time.
16.	Robert C. Hooberry	Water	In line of duty	As moved, seconded and approved, this disability pension was continued for one year, (April 2013), with re-exam at that time.

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

**REEXAMINATIONS: (continued)**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
17.	Joe S. Hurt, Jr.	Circuit Court	Medical	As moved, seconded and approved, this disability pension was continued for one year, (April 2013), with re-exam at that time.
18.	Laura L. Jones	Health	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
19.	Leonard O. Keeler	Police	In line of duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
20.	Teresa R. Kemper	Juvenile Court	Medical	As moved, seconded and approved, this disability pension was continued for four months, (August 2012), with re-exam at that time.
21.	James W. McDerman	Police	In line of duty	As moved, seconded and approved, this disability pension was continued for one year, (April 2013), with re-exam at that time.
22.	Lynette L. Oaks	General Hospital	Medical	As moved, seconded and approved, this disability pension was continued for one year, (April 2013), with re-exam at that time.
23.	Gregory S. Sullivan	Fire	In line of duty	As moved, seconded and approved, this disability pension was continued for one year, (April 2013), with re-exam at that time.
24.	Jackie P. Vaughn, Sr.	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (April 2013), with re-exam at that time.
25.	Andrea D. Whitelow	Metropolitan Nashville Public Schools	In line of duty	As moved, seconded and approved, this disability pension was continued for four months, (August 2012), with re-exam at that time.
26.	William A. Willey	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for one year, (April 2013), with re-exam at that time.
27.	Michael W. Baltz	Fire	In line of duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (May 2012), 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
28.	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, (May 2012), with re-exam at that time.
29.	Jennifer L. Kee	Metropolitan Nashville Public Schools	In line of duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (May 2012), with re-exam at that time.

**RETURN TO WORK:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
30.	Karen D. Holder	Water	In line of duty	As moved, seconded and approved, this return to work request was deferred for one month, (May 2012), with review 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. Clyde Smith moved for approval of the referrals. Charles Clariday seconded and the Board approved without objection.

**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
Leon Pardue Jr. *	Public Works	Sanitation Leader	A	02/29/2012	05/01/2012
Carrie M. Grimes *	Bordeaux	LPN	B	02/29/2012	04/01/2012
James F. Eriamiatoe *	Caring for Children	Program Specialist 3	B	02/29/2012	04/01/2012
Howell M. Townes Jr.	State Fair Board	Finance Admin.	B	02/29/2012	02/29/2012
Karen J. Greene	Health	Public Health Nurse 2	B	02/29/2012	03/31/2012
Steve G. Underwood	Police	Police Officer 2	B	02/29/2012	03/23/2012
Norman D. Milligan	Finance	Finance Officer 2	B	02/29/2012	04/10/2012
John F. Landers	Criminal Ct. Clerk	Deputy Criminal Ct. Clk 2	B	02/29/2012	02/17/2012
Preston B. Walden	Police	Police Officer 2	B	02/29/2012	03/23/2012
Michael J. Brothers	MNPS	Bus Driver	B	02/29/2012	04/10/2012
Janice C. Fleisher	Register of Deeds	Deputy Register	B	03/07/2012	04/07/2012
Dorothy H. Wilson	General Hospital	Info Desk Operator	B	03/07/2012	04/01/2012
Rodney A. Lansdown*	Fire	Firefighter 2	B	03/07/2012	02/01/2012
George D. Murray	ECC	Emer Tele Supervisor	B	03/07/2012	05/01/2012
Elizabeth Maxen	General Hospital	Registered Nurse	B	03/07/2012	04/01/2012
Cathy T. Rader	Parks	Special Skills Supv	B	03/07/2012	04/12/2012

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

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Winfield S. Robinson	Police	Sergeant	B	03/07/2012	03/07/2012
Charlotte Vanderschoor	Mayor's Office	Office support	B	03/08/2012	04/01/2012
Eileen R. Hosking *	Public Defender	Admin Svc Manager	B	03/06/2012	05/01/2012
Ralph D. Jones	Police	Sergeant	B	03/14/2012	04/16/2012
Cherie J. Robinson	MAC	Headstart Teacher	B	03/14/2012	05/01/2012
Gregory E. Albritton	Sheriff	Correctional Officer 2	B	03/14/2012	02/23/2012
Bonnie J. Keough	Library	Circulation Asst. 1	B	03/14/2012	05/01/2012
Vernon D. Criswell	Public Works	M & R Worker 1	B	03/14/2012	06/04/2012
Charles A. Counts	MNPS	Carpenter	B	03/14/2012	06/24/2012
Tony R. Stubblefield	Fire	Engineer	B	03/22/2012	05/05/2012
Henry Booker Jr.	Fire	Fire District Chief	B	03/22/2012	04/16/2012
Sheila D. McCloskey	Health	Medical Admin Asst 2	B	03/22/2012	08/10/2012
Judy W. Kelly	MNPS	Secretary/Bookkeeper	B	03/22/2012	05/29/2012
Barbara P. Ferguson	MNPS	Bus Driver	B	03/22/2012	04/20/2012
Peter G. Condiles	General Hospital	Registered Nurse	B	03/22/2012	04/14/2012
Susie C. Jarrett	MNPS	Senior Control Clerk	B	03/22/2012	04/15/2012

\* Deferred Benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Gary Henderson	Fire	A	02/01/2012
Ralph R. Langston	Police	A	03/01/2012
Lillie A. Vester	MNPS	B	03/01/2012
Douglas E. Hagood	Police	A	03/01/2012
Deborah Clark	General Hospital	B	03/01/2012
Barbara Foster	MNPS	B	03/01/2012
Ann Avrit Bessee	MNPS	B	03/01/2012

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Butler, Norma G	General Hospital	Service	A	2/1/2012	Normal	
Choat, Martha C	Parks	Service	B	2/18/2012	Normal	
Drew, Charles A	Police	P&F Service	B	2/1/2012	Normal	3
Edwards, Patrick L*	Finance	Service	B	1/3/2012	Option A	1
Jacobs, Jinnette G	General Sessions Court	Service	B	2/8/2012	Normal	
Maynard, Patricia A	MNPS	Service	B	2/4/2012	Option B	
Scruggs, Jerry L.	Public Works	Early Service	B	2/11/2012	Option B	
Shaffer, Sandra G	Bordeaux	Service	B	3/1/2012	Option E	
Thompson, Cynthia L	MNPS	Early Service	B	2/8/2012	Normal	
Watkins, Jack	Water Services	Service	B	1/21/2012	Option D	3

Key Codes	Drop Elections
Options	
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) (continued)**

**Survivor**

<b>Employee Name</b>	<b>Department</b>	<b>Survivor Name</b>	<b>Plan Membership</b>	<b>Effective Date</b>
David Blankenship	Fire	Sherrell Blankenship	B	02/27/2012
Frank Credie	Parks	Eva Credie	B	02/15/2012
Lonnie Hudson	Fire	Dorothy Hudson	B	02/27/2012
Willie Cobble	Fire	Arlene Cobble	B	03/04/2012
Denise Phillips	BOE	Michael Phillips	B	02/03/2012
John Garland	MNPS	Mary Garland	A	03/12/2012
John Ankenbauer	Public Works	Myrtle Ankenbauer	A	03/12/2012
Nelda McMackin	BOE	Joseph McMackin	B	02/16/2012
Leo Kerrigan	Public Works	Betty Kerrigan	B	03/16/2012
Gary Chapman	Parks	Pamela Chapman	B	03/23/2012
James Roberts	Police	Carolyn Roberts	A	03/20/2012

**BENEFIT BOARD ITEMS**

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

1. Benefit Board budget.

Shannon Hall reported to the Board that this item was discussed at the March Study Session and the proposed budget for fiscal year 2013 is being presented for approval.

Lannie Holland, Treasury, was present to address any questions regarding the budget.

Christine Bradley moved for approval of the Benefit Board budget for fiscal year 2013. James Johnson seconded and the Board approved without objection.

2. Study & Formulating Committee final report.

Shannon Hall reported to the Board that the Mayor appointed Study and Formulating Committee has concluded their appointment and issued their final report. She stated the report is attached for the Board's review and deliberation.

Clyde Smith moved to refer the Study and Formulating Committee report to the next available Study Session. B.R. Hall 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)
- d. Medco to manage pharmacy benefits
- e. Michigan Group letter – Metro
- f. Narcotics and psychiatric medication therapy programs
- g. Blue Cross Blue Shield hard drive data theft update.
- h. CMS regulation for MedAdvantage Groups with Part D.
- i. Letter from pensioner.

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

Shannon Hall made note of items 3.-d. through 3.-i.

4. Reports for your information:
- a. Return to work.
  - b. Social Security approvals.
  - c. Refund of pension contributions.
  - 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):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at \_\_\_\_\_ a.m.

ATTEST:

APPROVED:

---

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

---

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