

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

May 1, 2012

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, May 1, 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, *G. Thomas Curtis, B.R. Hall, Sr., **Rita Roberts-Turner and Clyde D. Smith.

Members Charles Clariday, James H. Johnson and Richard M. Riebeling were unable to be present.

Others present: Shannon B. Hall, Metro Human Resources and Nicki Eke, Attorney, Metro Legal Department.

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 April 7, 2012. With no corrections, nothing further was noted and Ann Butterworth 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)

Lori Meyer presented the disability pensions in Dr. Celia Goodson's absence.

*Denotes the arrival of G. Thomas Curtis.

The terms of the approval or extension of the items listed in the motions are specifically stated in these minutes.

Lori Meyer reported to the Board that Dr. Celia Goodson recommends approval of the disability pension new requests, items 1 through 5, 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 5 for the length of time as recommended. Clyde Smith seconded and the Board approved without objection.

Lori Meyer reported to the Board that Dr. Celia Goodson recommends approval for continuing the disability pension reexaminations, items 6 through 14 for the length of time as recommended. Ann Butterworth moved for approval of the recommendation to continue the disability pension reexaminations, items 6 through 14 for the length of time as recommended. Christine Bradley seconded and the Board approved without objection.

Lori Meyer reported to the Board that Dr. Celia Goodson is requesting a deferral for the disability pension re-exams, items 15 and 16 for one month. Clyde Smith moved for approval of the request to defer the disability pension re-exams, items 15 and 16 for one month. Ann Butterworth seconded and the Board approved without objection.

Lori Meyer reported to the Board that Dr. Celia Goodson recommends deferral for the disability pension re-exams, items 17 through 21 for one month, along with the suspension of vocational case management on item 18. Christine Bradley moved for approval of the request to defer the disability pension re-exams, items 17 through 21 for one month. Christine Bradley seconded and the Board approved without objection.

On item 22, Lori Meyer reported to the Board that this is a request by Human Resources to remove this individual from the return to work list and approve vocational case management assistance. Clyde Smith moved for approval of removing the individual from the return to work list and vocational case management assistance. Rita Roberts-Turner seconded and the Board approved without objection.

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

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
1.	Sierra D. Lewis	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (May 2013), with re-exam at that time.
2.	Suzanne H. McCloud	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (May 2013), with re-exam at that time.
3.	Jearline Robertson	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (May 2013), with re-exam at that time.
4.	Roy L. Tanksley	Fire	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (November 2012), with re-exam at that time.
5.	Cathy S. Zoccola	District Attorney Office	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (May 2013), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
6.	Idell W. Clay	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (May 2013), with re-exam at that time.
7.	Beverly C. Hall	Parks	Medical	As moved, seconded and approved, this disability pension was continued for one year, (May 2013), with re-exam at that time.
8.	Karen D. Holder	Water	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (August 2012), with re-exam at that time.
9.	Jennifer L. Kee	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (May 2013), with re-exam at that time.
10.	Jerry D. Lee, Jr.	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for five months, (October 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
11.	William A. McNeill, Jr.	Assessor of Property	Medical	As moved, seconded and approved, this disability pension was continued for six months, (November 2012), with re-exam at that time.
12.	Geraldine Reed	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (May 2013), with re-exam at that time.
13.	Donald D. Richer	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for four months, (September 2012), with re-exam at that time.
14.	Larry L. Riley	General Services	In Line of Duty	As moved, seconded and approved, this disability pension was continued for four months, (September 2012), with re-exam at that time.
15.	Kevin W. Blanton, Sr.	Public Works	In Line of Duty	As moved, seconded and approved, this disability pension was deferred for one month, (June 2012), with re-exam at that time.
16.	LV Jackson	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was deferred for one month, (June 2012), with re-exam at that time.
17.	Michael W. Baltz	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was deferred for one month, (June 2012), with re-exam at that time.
18.	Sylvia S. Cobbins	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was deferred for one month, (June 2012), with re-exam at that time.
19.	Trudy R. Graves	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was deferred for one month, (June 2012), with re-exam at that time.
20.	Lawrence Taylor, Jr.	Police	Medical	As moved, seconded and approved, this disability pension was deferred for one month, (June 2012), with re-exam at that time.
21.	Ricky G. Weatherly	Public Works	In Line of Duty	As moved, seconded and approved, this disability pension was deferred for one month, (June 2012), with re-exam at that time.

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

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
22.	Thomas H. Kiesling	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this individual was removed from the return to work list, assigned case vocational case management and scheduled for re-exam in four months, (September 2012).

SOCIAL SECURITY REFERRALS:

Lori Meyer reported to the Board that Dr. Celia Goodson concurs with the case management recommendations on the Social Security referrals. Christine Bradley moved for approval of the social security referrals. Ann Butterworth seconded and the Board approved without objection.

Item	Name	Department	Review Originated From	Case Mgmt Rec for Referral	CSME Rec for Referral	Comments
1	Boleyjack, Dorothy	Library	Pension Approval	No	No	Does not meet SSDI listings
2	Cobb, Hilda	Health	Pension Approval	Yes	Yes	Evaluation
3	McDaniel, Freda	Knowles Home	Pension Approval	Yes	Yes	Meets SSDI listings
4	Stasiak-Towers, Kimberly	Police	Pension Approval	No	No	Younger Worker
5	White, Lisa	MNPS	Pension Approval	No	No	Younger Worker
6	Berryhill, Deborah	Police	Pension Approval	No	No	Younger Worker
7	Dean, Vivian	Health	Pension Approval	No	No	Does not meet SSDI listings
8	Hitchcox, William	Police	Pension Approval	No	No	Younger Worker
9	Hooberry, Robert	Water	Pension Approval	No	No	FCE indicates can perform medium work
10	Hurt, Joe	Circuit Court	Pension Approval	No	No	Younger Worker
11	Keeler, Leonard	Police	Pension Approval	No	No	Client working above SSA SGA limits
12	Willey, William	Public Works	Pension Approval	No	No	Work restrictions do not preclude other work
13	McDerman, James	Police	Pension Approval	No	No	Younger Worker
14	Oaks, Lynette	MNGH	Pension Approval	No	No	Eligible for other SSA benefit

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

SOCIAL SECURITY REFERRALS: (continued)

Item	Name	Department	Review Originated From	Case Mgmt Rec for Referral	CSME Rec for Referral	Comments
15	Sullivan, Gregory	Fire	Pension Approval	No	No	Younger Worker
16	Vaughn, Jackie	MNPS	Pension Approval	No	No	Filed SSDI Atty
17	Kemper, Teresa	Juvenile Court	Pension Approval	No	No	Younger Worker

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

Clyde Smith 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
Susan E. Parsons	MNPS	Educational Asst.	B	03/28/2012	05/27/2012
Jay L. Nelson	MNPS	Dir. of Food Svc	B	03/28/2012	07/01/2012
Linda P. Center	Library	Archive Asst. 3	B	03/28/2012	07/01/2012
Robert W. Weithofer	Public Works	Engineer 2	B	03/28/2012	05/08/2012
Julia A. Ridings	Health	PH Nurse	B	03/28/2012	05/01/2012
James M. Holzemer	Fire	Asst. Chief- EMS	B	03/28/2012	05/01/2012
James W. Moore Jr.	Finance	Application Tech 1	B	03/28/2012	05/05/2012
Jerry W. Ford	Police	Sergeant	B	03/30/2012	04/01/2012
James D. Harber	Police	Sergeant	B	04/04/2012	05/01/2012
Ernest E. Manning	Library	Radio Announcer	B	04/04/2012	05/01/2012
Linda M. Parker	MNPS	Library Clerk	B	04/04/2012	05/25/2012
Anna B. Wallace	Health	Public Health Nurse 2	B	04/04/2012	05/25/2012
Shirley J. Gulley	MNPS	Pre-K Asst.	B	04/04/2012	05/25/2012
June A. Foster	MNPS	Gen School Asst.	B	04/04/2012	05/26/2012
Mary J. Terry	MNPS	Cafeteria Asst.	B	04/04/2012	05/25/2012
Samuel E. McKeever	MNPS	Bus Driver	B	04/04/2012	05/26/2012
Sarah A. Baker	MNPS	Cafeteria Asst.	B	04/04/2012	04/05/2012
William F. Kirby	Police	Police Officer 2	B	04/11/2012	08/15/2012
Renate Stasiunas	MNPS	School Clerk/Secretary	B	04/11/2012	07/03/2012
William W. Hedels	Sheriff	Class. Counselor	B	04/11/2012	04/27/2012
Michael L. Werner	General Hospital	Supv., Laboratory Sec	B	04/11/2012	07/01/2012
Linder R. Howard	MNPS	Mgr. III Food Svc.	B	04/11/2012	05/25/2012
Edith E. Hips	MNPS	Cafeteria Assistant	B	04/11/2012	05/25/2012
Michael L. Helton	Police	Police Officer 2	B	04/18/2012	05/23/2012
Ivan L. Buford	Public Works	Maint & Repair Wrkr 2	B	04/18/2012	07/24/2012
Ramona E. Wade	BLTC	Nursing Ast-Certified 1	B	04/18/2012	04/16/2012
James R. Thompson	Farmer's Market	Maint & Repair Wrkr 1	B	04/18/2012	05/03/2012
Frances J. Wilcox	MNPS	Spec. Ed. Ed. Asst.	B	04/18/2012	05/24/2012
Lorraine E. Campbell	MNPS	Spec. Ed. Ed. Asst.	B	04/18/2012	05/24/2012
Judith D. Todd	MNPS	Bus Driver	B	04/18/2012	05/31/2012
James R. Smith Jr. *	MNPS	Campus Supervisor	B	04/23/2012	07/01/2012

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

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Randall Weaver	Fire	A	02/01/2012
Michael W. Nichols	Police	B	04/01/2012
Mark D. Denny	Police	B	047/01/2012

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
ALBRITTON, GREGORY E	Sheriff	P&F Service	B	2/24/2012	Option B	
BEARD, LINDA GAYLE	MNPS	Service	B	3/2/2012	Normal	
BOHANNON JR, ROY T	Circuit Court Clerk	Service	A	3/14/2012	Normal	2
BOLTON, HOWARD E	Fire	P&F Service	B	2/21/2012	Option A	
BRIDGES, JACK	General Hospital	Service	B	3/3/2012	Option E	
BRUCE, CHARLES P	MNPS	Service	B	3/31/2012	Option F	
CARTER, LARRY A.	Police	P&F Service	B	3/1/2012	Option A	3
COOK, NORMA J	MNPS	Service	B	3/3/2012	Normal	
DANNER JR, ARTHUR W	Police	P&F Service	B	3/1/2012	Normal	3
DEADERICK, MARQUENTAS A	MNPS	Service	B	3/1/2010	Option F	
DEMUMBRA, RANDALL D	Fire	P&F Service	B	3/30/2012	Option E	3
ERIAMIA TOE, JAMES F	MNPS	Service	B	4/1/2012	Option B	
FORD, JERRY W	Police	P&F Service	B	4/1/2012	Option A	3
GRADY, MARY H	MNPS	Service	B	2/25/2012	Normal	
GRIMES, CARRIE M.	Bordeaux	Service	B	4/1/2012	Option D	
HICKS JR, EDGAR FREEMAN	Social Services	Service	B	2/25/2012	Option A	3
HUDDLESTON, VONCILLE S	Election Commission	Service	B	4/1/2012	Normal	
JOHNSON JR, FORREST E	MNPS	Service	B	3/3/2012	Option E	
KING, EDWARD E.	Fire	P&F Service	B	3/1/2012	Option E	1
LANDERS, JOHN F	Criminal Court Clerk	Early Service	B	3/1/2012	Normal	
LEE, MARY E.	Police	P&F Service	B	3/16/2012	Option C	3
MALONE, JOYCE E.	General Hospital	Service	B	3/19/2012	Option D	3
MAXEN, ELIZABETH L	General Hospital	Service	B	4/1/2012	Option F	
MEREDITH, JOAN L	Bordeaux	Early Service	B	2/28/2012	Option F	
NOVOTNY, PATRICIA W	Election Commission	Service	B	3/1/2012	Option B	
OFFUTT, JOHN C.	Clerk and Master	Service	B	2/4/2012	Normal	
PARKER, DAVID P	Fire	P&F Service	B	2/25/2012	Option F	
PATTERSON, JAMES W	Juvenile Court	Service	B	3/10/2012	Option F	
PERRY, ROBERT W	Water Services	Service	B	3/3/2012	Option A	1
RICHEY, REBECCA J.	Health	Early Service	B	2/18/2012	Option F	
ROBINSON JR, WILLIAM I	MNPS	Service	B	2/18/2012	Normal	3
ROBINSON, WINFIELD	Police	P&F Service	B	3/31/2012	Normal	1
RUCKER, PATRICIA A.	Bordeaux	Early Service	B	2/29/2012	Normal	
SAWYER, WILLIAM E	Fire	P&F Service	B	2/23/2012	Option E	
SAWYERS, KENNETHA	Police	Early Service	B	3/16/2012	Option E	
SAWYERS, MICHAEL R.	Police	P&F Service	B	4/1/2012	Option F	2
SMOTHERMAN, WILLIAM	Fire	P&F Service	B	3/1/2012	Option A	

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

Options elected

TARKINGTON, NORRIS G.	Police	P&F Service	B	4/1/2012	Option E	1
UNDERWOOD, STEVE	Police	P&F Service	B	3/23/2012	Option F	3
VALDEZ, PHILIP J	MNPS	Service	B	3/3/2012	Normal	
VAUGHAN, CHERYL K	MNPS	Early Service	B	2/18/2012	Option F	
WALDEN, PRESTON B.	Police	Early Service	B	3/23/2012	Option F	
WHITE, ARNOLD L	Sheriff	P&F Service	B	4/1/2012	Option A	2
WILSON, GARY W	Fire	P&F Service	B	1/4/2012	Option E	3

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	

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
David Leaver	Police	Rhonda Leaver	A	03/30/2012
Roger Davis	Fire	Stella James	A	03/27/2012
Charles Hall	Police	Mildred Hall	Closed	04/05/2012
Thomas Wright	Water	Toni Wright	B	04/10/2012

BENEFIT BOARD ITEMS

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

1. Study and Formulating Committee final report.

Shannon Hall reported to the Board that at the April Study Session, the Board indicated interest in referring the report to the appropriate forum for deliberations. She stated that the Board needs to determine whether or not to continue discussions through Study Sessions or utilize the Committee system. She noted that if the Board chooses the Committee system and creates a special Committee, the Board will need to determine the members of that special Committee.

After some discussion, Clyde Smith moved that the Chair and Vice-Chair appoint a special Committee in accordance with the Boards By-Laws, consisting of 3 appointed and 3 elected members, with that Committee making a recommendation back to the Board or for discussion at a Study Session.

Nicki Eke, Legal Department, stated that any recommendations made by the special Committee will have to go to the Board at a regular Board meeting.

Rita Roberts-Turner seconded.

After some discussion of the make-up, timeframe for the Committee and being able to make individual recommendations on items versus the report as a whole, a vote was taken on the motion to appoint a special Committee and was approved without objection.

2. In line of duty death benefit for David G. Blankenship.

**Denotes Rita Roberts-Turner leaving the meeting.

Shannon Hall reported to the Board that David G. Blankenship was an active employee classified as an EMS Fire District Chief with the Fire Department who died February 26, 2012. She reviewed the immediate cause of death and other significant conditions listed on the death certificate. Ms. Hall also reviewed the Metro Code section related to this in line of duty death benefit, the Tennessee Code Annotated (TCA) presumption and the Code section adopted by Metro regarding the presumption(s). She also noted the 101 Forms on file for the individual.

Ellis Marshall, attorney, was present on behalf of the family.

After some discussion of the information presented, Christine Bradley moved to grant the in line of duty death benefit. Clyde Smith 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. (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.

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

On item 4.-h. denial log from Alternative Service Concepts, there was some discussion on discrepancies between the department and Alternative Service Concepts, (ASC).

Tracy Petty, ASC, addressed the Board regarding discrepancies and some departments not responding to ASC regarding decisions claims.

There was discussion of the correct wording to be used regarding the department's decision when they have not yet responded regarding a claim and providing a report detailing departments with no responses.

5. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 9:52 a.m.

ATTEST:

APPROVED:

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

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