MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***January 4, 2013***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Friday, January 4, 2013 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., W. Todd Henry, 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 December 4, 2012**.** With two 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)

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

Edna Jones noted that there is an addition/late item to the disability pensions.

Dr. Celia Goodson reported to the Board that she recommends approval of the disability pension new requests, items 1 through 4, for the length of time as recommended. On item 4, there was a question regarding a notation in the medical record. After clarification, Ann Butterworth moved for approval of the recommendation to approve the disability pension new requests, items 1 through 4 for the length of time as recommended. 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 5 through 13 for the length of time as recommended. There was some additional medical information presented on item 11 and some discussion regarding vocational case management. After the case manager from Eckman/Freeman, addressed the Board’s questions, Rita Roberts-Turner moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 13 for the length of time as recommended. Clyde Smith seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on items 14 through 17, she is requesting a deferral for one month. Christine Bradley moved for approval of deferring items 14 though 17 for one month. Ann Butterworth seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board on item 18, she recommends that the individual be returned to work.

Shannon Hall noted that the individual was present.

After some discussion of the status of the return to work, Clyde Smith moved for approval of the return to work on item 18. Charles Clariday seconded and the Board approved without objection.

On the addition/late item, Dr. Celia Goodson reported to the Board that she recommends approval of the disability pension new request for the length of time as recommended. Ann Butterworth moved for approval of the recommendation to approve the disability pension new request for the length of time as recommended. Charles Clariday seconded and the Board approved without objection.

### NEW REQUESTS:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 1. | Carolyn R. Beaird | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (July 2013), with re-exam at that time. |
| 2. | Timothy H. Bennett | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (May 2013), with re-exam at that time. |
| 3. | Camella J. Gammons | General Hospital | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (May 2013), with re-exam at that time. |
| 4. | Martha J. Lingley | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for four months, (May 2013), with re-exam at that time. |

**REEXAMINATIONS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 5. | Kevin W. Blanton, Sr. | Public Works | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (July 2013), with re-exam at that time. |
| 6. | William E. Dotson | General Services | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (January 2014), with re-exam at that time. |
| 7. | James W. Johnson | General Hospital | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (January 2014), with re-exam at that time. |
| 8. | Thomas H. Kiesling | Metropolitan Nashville Public Schools | Medical | As moved seconded and approved, this disability pension was continued for three months, (April 2013), with re-exam at that time.  |
| 9. | Robert W. Malley | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (January 2014), with re-exam at that time. |
| 10. | Melissa N. Pinkelton | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (January 2014), 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. | Jamal Sharif | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (July 2013), with re-exam at that time. |
| 12. | Kevin D. Steele | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for four months, (May 2013), with re-exam at that time.  |
| 13. | Ricky G. Weatherly | Public Works | In Line of Duty | As moved seconded and approved, this disability pension was continued for three months, (April 2013), with re-exam at that time.  |
| 14. | Robert L. Chitwood | Police | In Line of Duty | As moved seconded and approved, this disability pension was deferred for one month, (February 2013) with re-exam at that time.  |
| 15. | Wade T. Hales | Sheriff | Medical | As moved seconded and approved, this disability pension was deferred for one month, (February 2013) with re-exam at that time.  |
| 16. | Billy J. Marlowe, Jr. | Police | Medical | As moved seconded and approved, this disability pension was deferred for one month, (February 2013) with re-exam at that time.  |
| 17. | Abdullah Sindy | Metropolitan Nashville Public Schools | In Line of Duty | As moved seconded and approved, this disability pension was deferred for one month, (February 2013) with re-exam at that time.  |

**RETURN TO WORK:**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 18. | Robert L. Simmons | Police | In Line of Duty | As moved, seconded and approved, this return to work request was approved. |

**LATE ITEM(S):**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 19. | Mary D. Krantz | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (May 2013), 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. Christine Bradley moved for approval of the referrals. Ann Butterworth seconded and the Board approved without objection.

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| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Recommendation for Referral** | **Comments** |
| 1 | Baltz, Michael | Fire | Pension Approval | No | No | Younger Worker |
| 2 | Brown, John | Water | Pension Approval | No | No | Impairment does not meet SSDI VOC rules |
| 3 | Crumpler, David | MNGH | Pension Approval | Yes | Yes | Advanced Age |
| 4 | Gardner, Darin | Health | Pension Approval | No | No | Younger Worker |
| 5 | Johnson, Eddie | Health | Pension Approval | Yes | Yes | Impairment meets SSDI VOC rules |
| 6 | Longmire, Vernon | General Services | Pension Approval | Yes | Yes | Evaluation |
| 7 | Nesbitt, Diane | ECC | Pension Approval | No | No | Impairment does not meet SSDI duration |
| 8 | Richards, Robert | Police | Pension Approval | Yes | Yes | Evaluation |
| 9 | Sampson, Tammy | Circuit Court | Pension Approval | Yes | Yes | Impairment meets SSDI VOC rules |
| 10 | Sloan, Julie | Fire | Pension Approval | No | No | Younger Worker |
| 11 | Smith, Carol | MNPS | Pension Approval | No | No | Impairment does not meet SSDI VOC rules |
| 12 | Whitley, William | Police | Pension Approval | Yes | Yes | Impairment meets SSDI VOC rules |

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

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

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Jewel L. Wright | MNPS | Cashier | B | 11/28/2012 | 01/11/2013 |
| Mabel K. Butler | MNPS | School Bus Monitor | B | 11/28/2012 | 01/11/2013 |

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

###### Service (continued)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Marion Lavender | MNPS | Manager III Food Svc | B | 11/28/2012 | 01/11/2013 |
| Daad Jabbour | Library | Circulation Supervisor | B | 11/28/2012 | 12/31/2012 |
| Alisa Haushalter | Health | Bureau Director | B | 11/28/2012 | 02/28/2013 |
| Melissa Gregory | Public Works | Admin Specialist | B | 11/28/2012 | 01/01/2013 |
| George R. Russell | Fire | Captain | B | 11/28/2012 | 03/01/2013 |
| Ronny L. Sandlin | Parks | Greenskeeper 2 | B | 11/28/2012 | 07/01/2013 |
| Ralph E. Jenkins | Water | Inspector | B | 11/28/2012 | 03/15/2013 |
| Robert Zervas | Fire | Paramedic | B | 11/28/2012 | 01/15/2013 |
| Kathleen F. Russell | Sheriff | Customer Svc Rep 2 | B | 11/28/2012 | 01/05/2013 |
| Carlon W. Gray | ITS | Info. Sys Advisor 2 | B | 11/28/2012 | 01/01/2013 |
| Mary E. Cartwright | MNPS | Senior Bookkeeper | B | 12/05/2012 | 07/01/2013 |
| Melba J. Hibdon | MNPS | Spec. Ed. Life Skills Asst | B | 12/05/2012 | 01/09/2013 |
| Bobbye L. Sherrell | MNPS | Senior Mechanic | B | 12/05/2012 | 01/07/2013 |
| Vivian L. Roach | MNPS | Library Clerk | B | 12/05/2012 | 01/09/2013 |
| Lloyd C. Crawford Jr. | Fire | EMT | B | 12/05/2012 | 03/01/2013 |
| Harvey Perry | Fire | Captain | B | 12/05/2012 | 03/01/2013 |
| Olin L. North | Water | Trtmt Plant Asst. Mgr. | B | 12/05/2012 | 01/05/2013 |
| Alfred G. Spurlock | Fire | Engineer | B | 12/05/2012 | 01/02/2013 |
| Judi D. Hamley | Fire | Captain | B | 12/05/2012 | 03/01/2013 |
| Jimmy W. Clark | Fire | Engineer | B | 12/05/2012 | 02/05/2013 |
| Charles McNeil Jr. | Public Works | M & R Leader 2 | B | 12/05/2012 | 01/01/2013 |
| Connie S. Colley | Circuit Ct | Cashier | B | 12/05/2012 | 03/01/2013 |
| Karen H. Brown | Circuit Ct | Chief Deputy Clerk | B | 12/05/2012 | 03/01/2013 |
| Jana Herrera | Clerk & Master | Deputy Clerk Master | B | 12/05/2012 | 02/01/2013 |
| Leonard Mattingley | Water | Engineering Tech 3 | B | 12/06/2012 | 03/01/2013 |
| Donnie L. Crosslin | Public Works | Signal Tech 2 | B | 12/06/2012 | 12/15/2012 |
| Herman Gaebler | Parks | Laborer | B | 12/06/2012 | 01/22/2013 |
| Karen Sutherly | Gen Sessions Ct. | Admin Assistant | B | 12/06/2012 | 03/01/2013 |
| Arlene McMillin | Finance | Application Tech 3 | B | 12/06/2012 | 03/01/2013 |
| Charles A. Scott Sr. | Fire | Deputy Fire Marshall | B | 12/06/2012 | 03/01/2013 |
| Sandra E. Ortegon | Public Works | Engineering Tech 2 | B | 12/06/2012 | 03/01/2013 |
| Curtis Glasgow Jr. | Fire | Captain | B | 12/06/2012 | 03/01/2013 |
| Larry D. Poole | Fire | Deputy Chief | B | 12/06/2012 | 07/01/2013 |
| Dewey M. Brewer | Water | Water Quality Analyst 3 | B | 12/06/2012 | 03/01/2013 |
| Craig Gibson | Water | Office Support Spec 2 | B | 12/06/2012 | 01/06/2013 |
| Larry J. Farnow | Police | Police Ident Analyst 2 | B | 12/06/2012 | 03/01/2013 |
| Ruby C. Fields | Health | Office Support Rep 3 | B | 12/06/2012 | 03/01/2013 |
| Mackovis Peebles III | Police | Police Officer 2 | B | 12/06/2012 | 01/16/2013 |
| Angelyn C. McDonald | Finance | Finance Officer 3 | B | 12/10/2012 | 03/01/2013 |
| Milton L. Walker | General Services | Bldg Maitn Lead Mech. | B | 12/10/2012 | 02/01/2013 |
| Ronnie W. Winton Sr. | General Services | Info Syst. Mgr | B | 12/10/2012 | 03/01/2013 |
| Ronald G. Biddle | Assessor’s Office | Info Sys. App. Analyst 3 | B | 12/10/2012 | 02/15/2013 |
| Wallace H. Taylor Jr. | Police | Police Officer 2 | B | 12/10/2012 | 03/01/2013 |
| Mary A. Edgin | Library | Library Associate 1 | B | 12/10/2012 | 03/01/2013 |
| Edward W. Hannah | Parks | Maint & Repair Worker 2 | B | 12/10/2012 | 03/01/2013 |
| Terry W. Davis | Police  | Police Officer 3 | B | 12/10/2012 | 03/01/2013 |
| Donald D. Woody | General Services | Office Support Spec 2 | B | 12/10/2012 | 03/01/2013 |
| Thomas G. Wooldridge | Water | Environ. Tech | B | 12/10/2012 | 02/01/2013 |
| Michael J. Smith | Water | Water Quality Analyst 2 | B | 12/10/2012 | 02/01/2013 |
| Linda D. Hall \* | Sheriff | Admin Svc Officer 3 | B | 12/07/2012 | 09/01/2012 |

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

###### Service (continued)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Richard. B. Harrison | Codes | Zoning Examiner | B | 12/10/2012 | 01/04/2013 |
| Nancy R. Dromgoole | Library | Library Associate 1 | B | 12/10/2012 | 03/01/2013 |
| Bobby R. Craft | Water | Engineering Tech 2 | B | 12/10/2012 | 03/01/2013 |
| Gloria L. Coleman | Library | Library Mgr 3 | B | 12/10/2012 | 01/01/2013 |
| Joseph P. Bianconi | Police | Sergeant | B | 12/10/2012 | 03/01/2013 |
| Gregory A. Lewis | Parks | Maint & Repair Leader1 | B | 12/10/2012 | 03/01/2013 |
| Charles E. Rachel Jr. | Public Works | Engineering Tech 3 | B | 12/10/2012 | 03/01/2013 |
| Ronnie L. Gilley | Parks | Maint & Repair Dis Supv | B | 12/10/2012 | 03/01/2013 |
| Robert M. Cantrell Jr. | Public Works | Equip Operator 2 | B | 12/10/2012 | 03/01/2013 |
| Anthony W. Mickle Sr. | Water | Indust Tech Master | B | 12/10/2012 | 03/01/2013 |
| Randall L. Fowler | Police | Police Officer 2 | A | 12/10/2012 | 03/01/2013 |
| Linda R. Bowers | Health | Office Support Rep 3 | B | 12/10/2012 | 03/01/2013 |
| Herbert E. Bradley | Parks | Custodian 1 | B | 12/10/2012 | 02/23/2013 |
| Stanley Black | Police | Sergeant | B | 12/10/2012 | 03/01/2013 |
| Marsha L. Starkey | Health | Office Support Spec 1 | B | 12/10/2012 | 03/01/2013 |
| Beverlyn C. Jordan | Police | Police Operations Supv | B | 12/10/2012 | 03/01/2013 |
| David J. McDonald | Police | Sergeant | B | 12/10/2012 | 02/01/2013 |
| Joseph Ladnier | Police | Police Officer 2 | B | 12/10/2012 | 03/01/2013 |
| Harold Taylor | Police | Police Officer 2 | B | 12/10/2012 | 03/01/2013 |
| Ronald E. Cleveland | General Services | Auto Shop Supervisor | B | 12/10/2012 | 01/26/2013 |
| Katie M. Majors | Library | Circulation Asst 2 | B | 12/10/2012 | 03/01/2013 |
| Rebecca S. Meyer | MNPS | Gen Assistant | B | 12/12/2012 | 01/01/2013 |
| Joann Brown | MNPS | Cafeteria Assistant | B | 12/12/2012 | 05/31/2013 |
| Marcella McClain \* | MNPS | Cashier | B | 12/12/2012 | 01/01/2013 |
| Andre’ S. Johnson | Police | Police Officer 2 | B | 12/12/2012 | 12/07/2012 |
| Joseph L. Cooper | Police | Police Officer 2 | B | 12/12/2012 | 03/01/2013 |
| Sharon D. Mayo | Legal | Admin Asst | B | 12/12/2012 | 02/23/2013 |
| Robin T. Kirby | Police | Police Officer 2 | B | 12/12/2012 | 03/01/2013 |
| Robert R. Taylor | Fire | Fire District Chief | B | 12/12/2012 | 01/02/2013 |
| Michael W. Lamb | Water | Maint Leader 1 | B | 12/12/2012 | 03/01/2013 |
| Deborah O. Cox | Library | Archive Asst. 2 | B | 12/12/2012 | 01/12/2013 |
| Ricky E. Beshearse | Public Works | Waste Mgmt Supv | B | 12/12/2012 | 03/01/2013 |
| Charles Bozarth III | Sheriff | Correctional Officer Sgt | B | 12/12/2012 | 02/25/2013 |
| Robert S. McClanahan | Fire | Engineer | B | 12/13/2012 | 03/01/2013 |
| Thomas N. Jennings | Fire | Captain | B | 12/13/2012 | 03/01/2013 |
| Shirley A. Gooch | Fire | Fire Inspector | B | 12/13/2012 | 03/01/2013 |
| Nicholas S. Campanali | Fire | EMT 2 | B | 12/13/2012 | 03/01/2013 |
| Larry W. Gilbert | Fire | District Chief | B | 12/13/2012 | 03/01/2013 |
| Ray Mundy | Fire | Captain | B | 12/13/2012 | 03/01/2013 |
| Walter J Simmons | Fire | Lieutenant | B | 12/13/2012 | 03/01/2013 |
| Larry J. Adkins | Fire | Captain | B | 12/13/2012 | 02/28/2013 |
| Wade D. Story | Fire | Engineer | B | 12/13/2012 | 01/02/2013 |
| Dorothy L. Eden | Assessor’s Office | Office Support Spec 1 | B | 12/13/2012 | 12/21/2012 |
| Tony L. Constant | Police | Police Officer 2 | B | 12/13/2012 | 03/01/2013 |
| Faye Murphy | Gen Sessions Ct | Probation Officer 4 | B | 12/13/2012 | 02/08/2013 |
| Paul D. Harper | Water | Water Quality Analyst 2 | B | 12/13/2012 | 01/01/2013 |
| Kurtis D. Frankenfield | ITS | Info Systems Advisor 1 | B | 12/17/2012 | 12/21/2012 |
| Patricia A. Wilkerson | Human Resources | Application Tech 3 | B | 12/18/2012 | 03/01/2013 |
| Timothy E. Durham | Police | Lieutenant | A | 12/18/2012 | 03/01/2013 |
| Jerry W. James | Fire | Fire Engineer | B | 12/18/2012 | 03/01/2013 |

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

###### Service (continued)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| John P. Wall | Water | Engineering Tech 2 | B | 12/18/2012 | 03/01/2013 |
| Mary A. Harris | Health | Office Support Rep 2 | B | 12/18/2012 | 03/01/2013 |
| Ron L. Patterson | Fire | Captain | B | 12/18/2012 | 01/31/2013 |
| Brenda E. T. Scott | Health | Office Support Rep 3 | B | 12/18/2012 | 03/01/2013 |
| Terry H. Wills | Police  | Sergeant | B | 12/18/2012 | 01/06/2013 |
| Jennifer Haag | County Clerk | Deputy Clerk IV | B | 12/18/2012 | 03/01/2013 |
| James E. Holt | Health | Custodian 1 | B | 12/18/2012 | 02/22/2013 |
| Alvin D. Wilson | Water | Customer Svc Rep 3 | B | 12/18/2012 | 03/01/2013 |
| Ronald L. Birdine | Water | Indust Tech Master | B | 12/18/2012 | 03/01/2013 |
| Ronald S. Moore | Water | Water Maint Tech 3 | B | 12/18/2012 | 01/11/2013 |
| Byron E. McMillan | Public Works | Maint & Repair Worker 2 | B | 12/18/2012 | 03/01/2013 |
| Herman L. Peters | Public Works | Maint & Repair Worker 1 | B | 12/18/2012 | 03/01/2013 |
| Stephen F. Swenson | ITS | Info Sys Oper Analyst 3 | B | 12/18/2012 | 01/04/2013 |
| Josephine E. Wright | Parks | Recreation Cntr Manager | B | 12/18/2012 | 03/01/2013 |
| Claude W. Mann | Police | Police Officer 2 | B | 12/18/2012 | 03/01/2013 |
| John S. Sparks | Assessor’s Office | Appraiser 2 | B | 12/18/2012 | 03/01/2013 |
| Clarence L. Crawley | Sheriff | Correct. Officer Sergeant | B | 12/18/2012 | 01/24/2013 |
| Alonzo L. Jones Sr. | Sheriff | Correctional Officer 2 | B | 12/18/2012 | 12/21/2012 |
| Missouria A. McClain | Police | Police Ops Coord 2 | B | 12/18/2012 | 02/22/2013 |
| Barbara L. Eden | Circuit Ct | Deputy Court Clerk | B | 12/18/2012 | 03/01/2013 |
| Martin T. Goodwin | Parks | Maint & Repair Worker 3 | B | 12/18/2012 | 03/01/2013 |
| Denise M. Carr | Parks | Spec. Skills Instructor | B | 12/18/2012 | 01/28/2013 |
| Betty D. Hardison | State Trial Ct. | Transportation | B | 12/18/2012 | 01/28/2013 |
| Frederick L. Huggins Jr. | Health | Vehicle Inspection Dir | B | 12/18/2012 | 01/31/2013 |
| Larry E. Cole | Health | Environmentalist 4 | B | 12/18/2012 | 03/01/2013 |
| Velma L. Sexton | Sheriff | Prisoner Processor 1 | B | 12/18/2012 | 03/01/2013 |
| Myles W. Scott Jr. | Library | Library Assoc 2 | B | 12/18/2012 | 03/01/2013 |
| James W. Trotter | Sheriff | Admin Svcs Officer 1 | B | 12/18/2012 | 02/04/2013 |
| Susan K. Davenport | Codes | Application Tech 3 | B | 12/18/2012 | 12/14/2012 |
| Charles E. Foster | Water | Indust Maint Supv 1 | B | 12/18/2012 | 02/01/2013 |
| Larry C. Norman | ITS | Info Sys Oper Anal 2 | B | 12/18/2012 | 01/04/2013 |
| Lionel Barrett | Election Commission | Admin Svcs Officer 4 | B | 12/18/2012 | 03/01/2013 |
| Stephen J Karponai | Parks | Maint & Repair Worker 3 | B | 12/18/2012 | 03/01/2013 |
| Betty J. Wright | MNPS | Senior Secretary | B | 12/19/2012 | 03/01/2013 |
| Ann Hammond | Planning | Special Projects Mrg | B | 12/19/2012 | 03/01/2013 |
| John A. Smith | Gen Sessions Ct. | Probation Officer 3 | B | 12/19/2012 | 03/01/2013 |
| Carl D. McKinney | Fire | Firefighter 3 | B | 12/19/2012 | 01/02/2013 |
| Lana Orgeron | Juvenile Ct. | Office Support Spec. 1 | B | 12/19/2012 | 02/01/2013 |
| Joe Wordlaw | Water | Treatment Plant Tech 3 | B | 12/19/2012 | 03/01/2013 |
| Linda L. Brooks | Library | Library Associate 1 | B | 12/19/2012 | 01/01/2013 |
| Marlin O. Mayo | Fire | Fire Engineer | B | 12/19/2012 | 01/03/2013 |
| William H. Hendrickson | Public Works | Maint & Repair Worker 2 | B | 12/19/2012 | 03/01/2013 |
| George A. Williamson | Water | Finance Officer 3 | B | 12/19/2012 | 03/01/2013 |
| Larry J. Adams | Library | Radio Announcer | B | 12/19/2012 | 03/01/2013 |
| Edward Howell | Sheriff | Correctional Officer Sgt | B | 12/19/2012 | 02/15/2013 |
| James M. Gore | General Services | Equip & Supply Clerk 2 | B | 12/19/2012 | 03/01/2013 |
| Anita G. Curtis | MNPS | Contract Specialist | B | 12/19/2012 | 01/18/2013 |
| Clyde D. Smith  | Water | Fleet Mgr-Heavy Equip | B | 12/20/2012 | 03/01/2013 |
| Lawrence P. Rainey | Fire | Fire Engineer | B | 12/20/2012 | 02/27/2013 |

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

###### Service (continued)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Danny Ozment | Fire | Firefighter 3 | B | 12/20/2012 | 03/01/2013 |
| Terry P. Rogers | Fire | Fire Engineer | B | 12/20/2012 | 01/25/2013 |
| Luis A. Bustillos | General Sessions Ct. | Probation Officer 2 | B | 12/20/2012 | 01/12/2013 |
| Harold Allen Jr. | Health | Medical Admin Asst 2 | B | 12/20/2012 | 02/02/2013 |
| Wilford H. Buchanan Jr. | Water | Masonry Worker | B | 12/20/2012 | 03/01/2013 |
| Larry Stewart | Fire | Fire Engineer | B | 12/20/2012 | 03/01/2013 |
| Pamela N. Tucker | Water | Office Support Rep 3 | B | 12/20/2012 | 01/07/2013 |
| Richard G. McWright | ECC | Emer. Telecom. Asst Dri | B | 12/20/2012 | 03/01/2013 |
| Kenneth W. Herrell | Fire | Firefighter 3 | B | 12/20/2012 | 03/01/2013 |
| Felecia Mastin | MAC | Family Svc Spec 2 | B | 12/27/2012 | 03/01/2013 |
| Frankie J. Williams | MNPS | Bus Driver | B | 12/27/2012 | 01/04/2013 |
| Tommy D. Ray Sr. | Convention Center | Safety Officer 2 | B | 12/27/2012 | 02/25/2013 |
| Gloria V. Southall | Police | School Crossing Guard | B | 12/27/2012 | 03/01/2013 |
| Jackie G. Daniels | Police | Police Officer 2 | B | 12/27/2012 | 02/01/2013 |
| Shirley L. Smith | Police | School Crossing Guard | B | 12/27/2012 | 03/01/2013 |
| Henderson Kelly Sr. | Parks | Parks & Recreation Supt | B | 12/27/2012 | 03/01/2013 |
| Kathleen A. Callaghan | Parks | Spec. Skills Instructor | B | 12/27/2012 | 03/01/2013 |
| George E. Mitchell | Parks | Park Police Lieutenant | B | 12/27/2012 | 03/01/2013 |
| David W. Spangler | Fire | Fire Instructor | B | 12/27/2012 | 01/04/2013 |
| Joseph M. Buchanan | Fire | Captain | B | 12/27/2012 | 01/16/2013 |
| William R. Boyd | Fire | Lieutenant | B | 12/27/2012 | 01/05/2013 |
| Charles F. Moyer Jr. | Fire | Captain | B | 12/27/2012 | 03/01/2013 |
| Richard C. Shoemake | Fire | Captain | B | 12/27/2012 | 01/04/213 |
| Ralph W. Cantarutti | Fire | EMT 2 | B | 12/27/2012 | 01/17/2013 |
| Twila K. Brent \* | ITS | Info Sys Advisor 2 | B | 12/27/2012 | 02/01/2013 |

# \* Deferred Benefit

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Delphia A Selem | General Hospital | B | 12/01/2012 |
| Paul Morrow | MNPS | B | 12/01/2012 |
| Judy Johnson | Police-CV | A | 01/01/2013 |
| Geraldine Reed | MNPS | B | 01/01/2013 |
| Tony Halton | Health | B | 01/01/2013 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Bowling, Ann E | General Hospital | Early Service | B | 10/11/2012 | Option E |   |
| Bowling, Lynda C | Finance | Service | B | 11/1/2012 | Option A |   |
| Bridges, Dorothy I. | General Hospital | Early Service | B | 11/3/2012 | Option C |   |
| Caudle, Donald J. | General Hospital | Service | B | 11/3/2012 | Option F |   |
| Chapman, Joe Glenn | MNPS | Service | B | 12/1/2012 | Normal |   |
| Craft, Debra C. | Bordeaux | Early Service | B | 11/15/2012 | Option F |   |
| Craighead, James R | Police | Service | B | 11/19/2012 | Option A |   |
| Crawford, Vicky | MNPS | Service | B | 12/1/2012 | Normal |   |
| Crutcher, Dorlean | MNPS | Service | B | 12/1/2012 | Normal |   |
| Dukes, Clifton J | MNPS | Service | B | 9/1/2011 | Option A |   |
| Duncan, Darlene C | Sheriff | P&F Service | B | 11/1/2012 | Normal |   |
| Elkins Jr, Kenneth A | Police | Early Service | B | 11/16/2012 | Option D |   |

**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 |
| Hooper, Neal W | MNPS | Service | B | 12/1/2012 | Normal |   |
| Johnson Jr, Joe W | Water Services | Service | B | 12/1/2012 | Option E |   |
| Kennedy, Kevin Jay | Fire | P&F Service | B | 11/1/2012 | Option F |   |
| Krause, Karen S. | Police | Early Service | B | 10/24/2012 | Normal | 1 |
| Langlet, Cheri Lynn | Health | Early Service | B | 10/27/2012 | Normal |   |
| Lavender, Gwendolyn  | General Hospital | Early Service | B | 11/9/2012 | Normal |  |
| Lewis, Arthur Dean | Assessor of Property | Service | B | 11/1/2012 | Option A |  |
| Martindale, Diane | Water Services | Service | B | 10/9/2012 | Normal | 1 |
| Nolen, Rebecca L. | Bordeaux  | Early Service | B | 10/27/2012 | Normal |  |
| Porter, Cheri | MNPS | Service | B | 9/1/2012 | Normal | 3 |
| Ray, Lillian E. | General Hospital | Service | B | 11/2/2012 | Normal | 3 |
| Rayford, Lennell | Health | Service | B | 11/24/2012 | Normal |  |
| Rogers, Sherrie G | MNPS | Early Service | B | 10/11/2012 | Option A |  |
| Rolin, Cary D | Library | P&F Service | B | 7/7/2012 | Normal |  |
| Seay, Fannie Louise | MNPS | Service | B | 12/1/2012 | Normal |  |
| Sneed, Timothy S. | Police | P&F Service | B | 10/31/2012 | Option E |  |
| Stephens, John P | Sheriff | Early Service | B | 11/1/2012 | Option E |  |
| **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 |
| Henry Hagar | General Sessions | Peggy Hagar | B | 11/18/2012 |
| Clarence Hurt | Fire | Mary Hurt | B | 12/05/2012 |
| Larry Ewing | MNPS | Gloria Ewing | B | 12/04/2012 |
| Arthur Love Jr. | Fire | Verilyn Love | Closed | 11/28/2012 |
| Floyd Martin Jr. | Sheriff | Julia Martin | B | 12/06/2012 |
| Junen Campbell | Water | Alice Campbell | B | 12/11/2012 |
| William Ackerman | Sheriff | Beth Kennedy | B | 12/14/2012 |
| Rossie Sherrell | Fire | Kathey Sherrell | B | 12/15/2012 |
| Charles Wilkes | MNPS | Frances Wilkes | A | 12/20/2012 |

## BENEFIT BOARD ITEMS

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

1. Employer Group Waiver Plan (EGWP) support.

Shannon Hall reported to the Board that after approving the Board’s budget and moving forward with the EGWP plan change, it is anticipated that there will be ongoing support from the actuary and consultant during the EGWP implementation. She stated that staff is planning on including this in the

1. Employer Group Waiver Plan (EGWP) support. (continued)

budget for the upcoming fiscal year effective July 1, 2013, but is currently requesting an allocation of support funds (approximately $150,000) for the remainder of the current fiscal year for the plan change.

After clarification of the funds being inclusive of the actuary and consultant and that there be status updates to the Board during implementation, Clyde Smith moved for approval of the motion to allocate the funds. Ann Butterworth seconded and the Board approved without objection.

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

Shannon Hall reported to the Board that staff is updating this report and would like to move it to the end of the agenda.

1. Contested case proposed settlement.

Shannon Hall reported to the Board that the Department of Law is presenting the proposed settlement stemming from the outcome of a contested case appeal. She stated that a summary and the agreed initial order of settlement were provided for the Board’s review.

Michael Bligh, attorney for the individual and Alex Dickerson, attorney, Metro Legal Department, were present to address the Board’s questions regarding the settlement.

After discussion of the parties involved being in agreement with the settlement, B.R. Hall moved to accept the settlement on the case. Ann Butterworth seconded and the Board approved without objection.

1. Pension Committee report.

Shannon Hall reported to the Board that the Pension Committee met on December 7, 2012 to deliberate on requested information regarding the pension process. She stated that there are no recommendations from the Committee and the minutes are being presented for approval at this time.

Committee Chair Rita Roberts-Turner asked if there were any amendments, corrections or questions of the minutes from the December 7, 2012 Pension Committee meeting. With no corrections, B.R. Hall moved for approval of the Committee minutes. Ann Butterworth seconded and the Committee minutes were approved without objection.

1. Correspondence:
2. Utilization report from Blue Cross Blue Shield.
3. Utilization report from CIGNA.
4. Utilization report from Alternative Service Concepts. (reported quarterly)
5. Cigna Choice Fund Healthy Awards Incentive program enhancements.
6. Metropolitan Nashville Public Schools correspondence.

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

Shannon Hall made note of items 5.-d. and 5.-e.

1. Reports for your information:
2. Return to work. (none to report)
3. Social Security approvals.
4. Refund of pension contributions. (none to report)
5. Repayment of pension contributions.
6. Reports from Treasury. (reported quarterly)
7. Non-compliant disability pensioners. (none to report)
8. Pending litigations. (reported quarterly)
9. Denial log from Alternative Service Concepts.
10. Reports for your information:

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

1. Late item(s):

Items to be listed under this section were reported at the meeting and have been incorporated into these minutes.

At this time, the Board continued with item 2.

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.

Richard Riebeling moved to have the individuals disability pensions adjusted accordingly. Ann Butterworth seconded.

After noting the effective date for the adjustments and the correction made to the report, a vote was taken on the motion to adjust the disability pensions and was approved without objection.

 With nothing further presented, the meeting adjourned at 9:59 a.m.

ATTEST: APPROVED:

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Mrs. Rita Roberts-Turner, Director Ms. Edna J. Jones, Chair

#### Human Resources Employee Benefit Board