MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***February 5, 2013***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, February 5, 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, and Rita Roberts-Turner.

Member Clyde D. Smith was unable to be present.

Others present: Shannon B. Hall, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Lori Meyer for 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 4, 2013**.** With no corrections, nothing further was noted and Ann Butterworth moved for approval. Thomas Curtis 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.

Lori Meyer presented the disability pensions in the absence of Dr. Celia Goodson, Civil Service Medical Examiner.

Lori Meyer reported to the Board that the Civil Service Medical Examiner recommends approval of the disability pension new requests, items 1 through 6, for the length of time as recommended and vocational case management on item 3. Ann Butterworth moved for approval of the recommendation to approve the disability pension new requests, items 1 through 6 for the length of time as recommended and vocational case management on item 3. Thomas Curtis seconded and the Board approved without objection.

On the disability pension new request item 7, Lori Meyer reported to the Board that the Civil Service Medical Examiner is revising her recommendation and recommending a deferral. Ann Butterworth moved for approval to defer the disability pension new request item 7. Rita Roberts-Turner seconded and the Board approved without objection.

Lori Meyer reported to the Board that the Civil Service Medical Examiner recommends approval for continuing the disability pension reexaminations, items 8 through 23 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 8 through 23 for the length of time as recommended. Ann Butterworth seconded and the Board approved without objection.

Lori Meyer reported to the Board that on the disability pension reexaminations, items 24 and 25 the Civil Service Medical Examiner is recommending deferral for one month. Rita Roberts-Turner moved for approval of the recommendation to defer the disability pension reexaminations, items 24 and 25 for one month. Thomas Curtis seconded and the Board approved without objection.

On item 26, Lori Meyer reported to the Board that the Civil Service Medical Examiner is recommending a return to work with restrictions. Thomas Curtis moved for approval of the recommendation of return to work with restrictions. Ann Butterworth seconded and the Board approved without objection.

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

Edna Jones noted that items 27 and 28 should be taken separately as the individual for item 28 is present.

On item 27, Lori Meyer reported to the Board that the Civil Service Medical Examiner is recommending a return to work. Christine Bradley moved for approval of the recommendation of return to work. Thomas Curtis seconded and the Board approved without objection.

Lori Meyer reported to the Board that on item 28 the Civil Service Medical Examiner is recommending a return to work.

Shannon Hall stated that the individual is present and would like to address the Board.

The individual and Paula Krebs, case manager, Eckman/Freeman were present.

The individual addressed the Board regarding the medical information obtained, the nature of their condition and likelihood for reoccurrences. She also expressed concerns with re-employment and what would happen if she became disabled again.

Nicki Eke, Legal Department, stated that the individual can always re-apply for a disability pension in the event the case is such that they are unable to work.

Rita Roberts-Turner moved for approval of the recommendation of return to work. Christine Bradley seconded and the Board approved without objection.

Edna Jones reiterated that the individual would need to speak with their department regarding re-employment and having the right to re-apply for a disability pension if their situation changes.

**NEW REQUESTS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 1. | Yolanda Alfaro | MNPS | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (June 2013), with re-exam at that time. |
| 2. | Donald A. Borgeson, Jr. | Fire  | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for four months, (June 2013), with re-exam at that time. |
| 3. | Stief A. Fuller | Fire | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for one year, (February 2014), with re-exam at that time and assigned vocational case management. |
| 4. | Vanessa D. Greer | Sheriff | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (June 2013), with re-exam at that time. |
| 5. | Johnny W. Jones | Public Works | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (August 2013), with re-exam at that time. |

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

**NEW REQUESTS: (continued)**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 6. | Rita Murphy | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (August 2013), with re-exam at that time. |
| 7. | Eric L. Batts | Bordeaux | Medical | As moved, seconded and approved, this item was deferred. |

**REEXAMINATIONS:**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 8. | Kenneth D. Barnes | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (August 2013), with re-exam at that time. |
| 9. | James M. Burns | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2014), with re-exam at that time.  |
| 10. | Robert L. Chitwood | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for four months, (June 2013), with re-exam at that time. |
| 11. | Vivian C. Dean | Health | Medical | As moved, seconded and approved, this disability pension was continued for six months, (August 2013), with re-exam at that time. |
| 12. | William A. Hitchcox | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (February 2014), with re-exam at that time. |
| 13. | Karen D. Holder | Water  | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (February 2014), with re-exam at that time. |
| 14. | LV Jackson | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for eight months, (November 2013), with re-exam at that time. |
| 15. | Teresa R. Kemper | Juvenile Court | Medical | As moved, seconded and approved, this disability pension was continued for four months, (June 2013), with re-exam at that time. |

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

**REEXAMINATIONS: (continued)**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 16. | Melinda W. Lakota | Parks | In Line of Duty | As moved, seconded and approved, this disability pension was continued for three months, (May 2013), with re-exam at that time. |
| 17. | Tiwana G. Lumpkin | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for five months, (July 2013), with re-exam at that time. |
| 18. | Billy J. Marlowe, Jr. | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2014), with re-exam at that time. |
| 19. | Johnny R. Mercer | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (August 2013), with re-exam at that time. |
| 20. | Piroz E. Omer | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (February 2014), with re-exam at that time. |
| 21. | Billy W. Osteen | Parks | Medical | As moved, seconded and approved, this disability pension was continued for six months, (August 2013), with re-exam at that time. |
| 22.  | Jeffrey K. Rueger | Finance | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2014), with re-exam at that time. |
| 23. | Abdullah T. Sindy | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (February 2014), with re-exam at that time. |
| 24. | Wade T. Hales | Sheriff | Medical | As moved, seconded and approved, this disability pension was deferred for one month, (March 2013), with re-exam at that time. |
| 25. | Ronald S. Kenney | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was deferred for one month, (March 2013), with re-exam at that time. |

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

**RETURN TO WORK:**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 26. | Darin W. Gardner | Health | In Line of Duty | As moved, seconded and approved, the individual was placed on the return to work list. |
| 27. | Sherrie R. Davids | State Trial Courts | Medical | As moved, seconded and approved, the individual was placed on the return to work list. |
| 28. | Patricia A. Grissom | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, the individual was placed on the return to work list. |

**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 referrals. Rita Roberts-Turner seconded and the Board approved without objection.

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| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Rec for Referral** | **CSME Rec for Referral** | **Comments** |
| 1 | Beaird, Carolyn | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 2 | Bennett, Timothy | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 3 | Blanton, Kevin | Public Works | Pension Approval | No | No | Younger Worker |
| 4 | Dotson, William | General Services | Pension Approval | Yes | Yes | Evaluation |
| 5 | Gammons, Camella | MNGH | Pension Approval | No | No | Impairment does not meet SSDI guidelines |
| 6 | Krantz, Mary | MNPS | Pension Approval | No | No | Impairment does not meet SSDI guidelines |
| 7 | Lingley, Martha | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 8 | Malley, Robert | Fire | Pension Approval | No | No | Younger Worker |
| 9 | Pinkleton-Schultz, Melissa | Police | Pension Approval | Yes | Yes | Evaluation |
| 10 | Steele, Kevin | Police | Pension Approval | No | No | Younger Worker |

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

B.R. Hall moved for approval of the pensions. Charles Clariday seconded and the Board approved without objection.

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

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| John M. Binkley | Fire | Captain | B | 12/20/2012 | 02/28/2013 |
| Sheron Huddleston | MAC | Headstart Teacher | B | 01/02/2013 | 03/02/2013 |
| Marian T. Maxwell | MNPS | Education Asst. | B | 01/02/2013 | 02/01/2013 |
| Ella M. Boyland | MNPS | Spec. Ed. Life Skills Asst | B | 01/02/2013 | 01/03/2013 |
| Lynne Wells | Health | Office Support Rep 3 | B | 01/02/2013 | 03/01/2013 |
| Rodger Vassar | Public Works | Equipment Operator 3 | B | 01/02/2013 | 01/14/2013 |
| Catherine L. Jarrell | Health | Public Health Nurse 2 | B | 01/02/2013 | 01/05/2013 |
| Michael D. Reasonover | Fire | Captain | B | 01/02/2013 | 02/18/2013 |
| Larry D. Abbott | Fire | Captain | B | 01/02/2013 | 01/15/2013 |
| Floyd N. Murrell Sr. | Fire | Assistant Chief | B | 01/02/2013 | 02/28/2013 |
| Vernon W. Frye | Water | Special Projects Mgr | B | 01/02/2013 | 01/09/2013 |
| Christine Hewitt | Police | Sergeant | B | 01/02/2013 | 03/01/2013 |
| Mickey S. Brooks | Water | Compliance Inspector 2 | B | 01/02/2013 | 03/01/2013 |
| Larry R. Leigh | Water | Indust Mechanic 2 | B | 01/02/2013 | 02/18/2013 |
| Gloria J. Nance | Social Services | Office Support Spec 1 | B | 01/02/2013 | 03/01/2013 |
| Douglas L. Pillow | Fire | Captain | B | 01/02/2013 | 03/01/2013 |
| Gail C. Lankford | Fire | Admin Svcs Officer 3 | B | 01/02/2013 | 02/28/2013 |
| Larry D. Darvin | Public Works | Equipment Operator 3 | B | 01/02/2013 | 01/26/2013 |
| Calvin B. Hatcher | Parks | Recreation Center Mgr | B | 01/02/2013 | 03/01/2013 |
| Ricky L. Lockhart | Fire | Fire Engineer | B | 01/02/2013 | 02/28/2013 |
| David D. Gaines | Fire | Captain | B | 01/02/2013 | 01/31/2013 |
| Jerry B. Russell Jr. | ITS | Info Systems Adv 1 | B | 01/02/2013 | 04/06/2013 |
| Charles R. Brock | Police | Sergeant | B | 01/02/2013 | 01/21/2013 |
| Thomas D. Melton | Water | Treatment Plant Mgr | B | 01/02/2013 | 03/01/2013 |
| Shirley H. Blackburn | Parks | Spec Skills Supv | B | 01/03/2013 | 03/01/2013 |
| Robert G. Connelly | Fire | District Chief | B | 01/03/2013 | 02/01/2013 |
| Donald R. Fuqua | Fire | Firefighter 3 | B | 01/03/2013 | 03/01/2013 |
| Wayne L. Erickson | Water | Treatment Plant Tech 2 | B | 01/03/2013 | 03/01/2013 |
| Charles M. Davis | Fire | Fire Engineer | B | 01/03/2013 | 03/01/2013 |
| William A. Trotter | Parks | Maint & Repair Leader 1 | B | 01/03/2013 | 03/01/2013 |
| Roger W. Battle | Fire | Captain | B | 01/03/2013 | 03/01/2013 |
| David C. Doughton | Fire | Captain | B | 01/03/2013 | 03/01/2013 |
| Lue E. McCain | Social Services | Program Supervisor | B | 01/03/2013 | 03/01/2013 |
| Brenda R. Fuqua | Water | Admin Assistant | B | 01/03/2013 | 03/01/2013 |
| Gary R. Clements | Police | Police Officer 3 | B | 01/03/2013 | 02/23/2013 |
| Dorothy F. Ballenger | Library | Library Associate 1 | B | 01/03/2013 | 02/28/2013 |
| Edward K. Williams | Fire | Firefighter 3 | B | 01/03/2013 | 02/28/2013 |
| Louise Kelton | Police | Deputy Chief | B | 01/04/2013 | 01/12/2013 |
| Bernice M. Washington | MNPS | Lead-Mechanic | B | 01/07/2013 | 02/18/2013 |
| Clara D. Sales | MNPS | Staffing/Certifi. Spec | B | 01/07/2013 | 01/25/2013 |
| Yvonne Winters | Gen. Hospital | Info Desk Operator | B | 01/07/2013 | 03/29/2013 |
| Phillip E. Kittrell | Sheriff | Program Coordinator | B | 01/07/2013 | 02/01/2013 |
| Paul E. Cothern Jr. | Public Works | Equipment Operator 3 | B | 01/07/2013 | 01/11/2013 |
| Vicki L. Cothern | Juvenile Ct. | Office Support Rep 3 | B | 01/07/2013 | 01/08/2013 |
| Terry Uselton | Fire | Firefighter 3 | B | 01/07/2013 | 03/01/2013 |
| Mary E. Sisemore | Fire | Emerg Medical Tech 2 | B | 01/07/2013 | 01/15/2013 |
| William D. Thomas | Fire | Paramedic 2 | B | 01/07/2013 | 02/26/2013 |
| Steven W. Williams | Fire | Firefighter 3 | B | 01/07/2013 | 03/01/2013 |
| Robert E. Russell | Police | Police Officer 2 | B | 01/07/2013 | 03/01/2013 |
| Robert C. Phillips | Water | Engineering Tech 3 | B | 01/07/2013 | 02/18/2013 |

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

###### Service (continued)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Walter L. Lawhorn Jr. | Trans. License Com. | Trans Licensing Insp 2 | B | 01/07/2013 | 03/01/2013 |
| Keith L. Brown | Public Works | Equipment Operator 3 | B | 01/07/2013 | 03/01/2013 |
| Donnie L. Hughes | General Services | Equip Shop Supervisor | B | 01/07/2013 | 03/01/2013 |
| Mary E. Johnston | Legal | Attorney 3 | B | 01/07/2013 | 03/01/2013 |
| Barbara L. Lane | Health | Public Health Nurse 2 | B | 01/07/2013 | 03/01/2013 |
| Belinda J. Shea | Police | ID Analyst 1 | B | 01/07/2013 | 03/01/2013 |
| Richard C. Simmons | General Services | Master Tech | B | 01/07/2013 | 03/01/2013 |
| Julia F. Christopher | General Sessions Ct. | Deputy Clerk | B | 01/07/2013 | 03/01/2013 |
| Bruce A. Sharpe | Public Works | Maint & Repair Leader 1 | B | 01/07/2013 | 02/01/2013 |
| Vickie L. Keeton | MNPS | Bus Driver | B | 01/04/2013 | 01/23/2013 |
| Violet M. Dawson | MNPS | Gen School Assistant | B | 01/04/2013 | 12/20/2012 |
| Terrance W. Evans | General Hospital | Registered Nurse – CC | B | 01/02/2013 | 01/22/2013 |
| Vincent A. Archuleta | Police | Police Officer 2 | B | 01/09/2013 | 01/10/2013 |
| Jeffrey M. Porter | Police | Police Officer 2 | B | 01/09/2013 | 03/01/2013 |
| David R. Farris Sr. | ITS | Info System Adviser 1 | B | 01/09/2013 | 03/01/2013 |
| Steve C. Cruse | General Services | Master Tech | A | 01/09/2013 | 03/01/2013 |
| Deborah L. Gober | Police | Office Support Rep 2 | B | 01/09/2013 | 03/01/2013 |
| Ricky H. Wilson | Fire | Paramedic 2 | B | 01/09/2013 | 02/02/2013 |
| Claudia D. Curtis | Health | Office Support Rep 3 | B | 01/09/2013 | 03/01/2013 |
| Robert AK. Walker | Assessor’s  | Appraiser 2 | B | 01/09/2013 | 02/28/2013 |
| Pamela D. Webb | Public Works | Office Support Spec 1 | B | 01/09/2013 | 02/01/2013 |
| Ann M. Green | Sheriff | Program Coord | B | 01/09/2013 | 03/01/2013 |
| Marshall L. Stanton | Police | Police Officer 2 | B | 01/09/2013 | 03/01/2013 |
| Patricia A. Bryant | Health | Office Support Rep 3 | B | 01/09/2013 | 01/11/2013 |
| Patricia A. Dixon | Public Works | Office Support Spec 2 | B | 01/09/2013 | 02/28/2013 |
| David W. Perry | Fire | Captain | A | 01/09/2013 | 03/01/2013 |
| William L. Bryant | Fire | Fire Engineer | B | 01/09/2013 | 02/28/2013 |
| Richard L. Norris | General Sessions Ct | Judicial Asst 2 | B | 01/09/2013 | 02/28/2013 |
| Rose A. Adcock-Selby | County Clerk | Deputy Clerk 3 | B | 01/09/2013 | 02/28/2013 |
| William M. Coats | Water | Water Quality Analyst 2 | B | 01/09/2013 | 02/28/2013 |
| James V. Simmons III | Fire | Fire Engineer | B | 01/09/2013 | 03/01/2013 |
| Brenda C. Russell | Police | Police Ident Analyst 1 | B | 01/09/2013 | 02/16/2013 |
| Jack E. Pardon | Sheriff | Security Officer 1 | B | 01/09/2013 | 02/01/2013 |
| Juanita M. Cartwright | County Clerk | License Inspector 1 | B | 01/09/2013 | 02/28/2013 |
| David E. Achord | Police | Polie Officer 2 | B | 01/09/2013 | 02/28/2013 |
| Sheila D. McCloskey | Health | Medical Admin Asst 2 | B | 01/09/2013 | 02/28/2013 |
| Betty J. White | Parks | Recreation Center Mgr | B | 01/09/2013 | 02/28/2013 |
| Arthur Harris Jr | Assessors | Appraiser 3 | B | 01/09/2013 | 02/28/2013 |
| Peyton D. Donoho Jr. | Fire | Captain | B | 01/09/2013 | 02/04/2013 |
| Ronald E. Sweeney | Water | Admin Svcs Officer 4 | B | 01/09/2013 | 02/27/2013 |
| John T. Zipperer | Library | Circulation Asst 2 | B | 01/09/2013 | 02/28/2013 |
| Syed N. Huda | Health | Outreach Worker | B | 01/09/2013 | 02/28/2013 |
| Kerry M. Fowler | Police | Sergeant | B | 01/09/2013 | 02/28/2013 |
| Roy Michael Lee | Police | Police Officer 2 | B | 01/09/2013 | 01/31/2013 |
| William H. Dobson | Parks | Specialized Skills Inst | B | 01/09/2013 | 02/28/2013 |
| Harry A. Morris | Fire | Emerg Medical Tech 2 | B | 01/09/2013 | 02/28/2013 |
| Judy A. Cooper | Assessors | Admin Asst | B | 01/09/2013 | 02/28/2013 |
| Marvin L. Chavous | Police | Police Officer 2 | B | 01/09/2013 | 02/28/2013 |
| Paul D. Hunter | Water | Treatment Plant Shft Sup | B | 01/09/2013 | 01/18/2013 |
| Dwight W. Toedter | Fire | Firefighter 3 | B | 01/09/2013 | 02/28/2013 |

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

###### Service (continued)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| James L. Lee Jr. | Finance | Finance Officer 3 | B | 01/09/2013 | 02/28/2013 |
| Brenda Steinbrecher | Police | Sergeant | B | 01/09/2013 | 02/28/2013 |
| John S. Frierson | Water | Indust Tech Master | B | 01/09/2013 | 02/22/2013 |
| Robert N. Carnahan | Water | Admin Svcs Mgr | B | 01/09/2013 | 02/28/2013 |
| Edward L. Shreeve | Social Services | Van Driver | B | 01/09/2013 | 02/28/2013 |
| Betty J. Gilbert | Election Commission | Admin Svcs Officer 3 | B | 01/09/2013 | 02/28/2013 |
| Ronnie D. Cowherd | Fire | Fire Maint Worker 1 | B | 01/09/2013 | 02/28/2013 |
| Elton C. Hall Jr | Public Works | Traffic Control Mgr | B | 01/09/2013 | 03/01/2013 |
| Mark A. Carson | BLTC | Bldg Operations Mech | B | 01/09/2013 | 01/31/2013 |
| Viretta A. Jones | Gen Hospital | Patient Accounts Rep | B | 01/09/2013 | 03/29/2013 |
| Howard S. Berry | Gen Hospital | Bldg Operations Mech | B | 01/09/2013 | 03/29/2013 |
| Kevin E. Johnson | Fire | Captain | B | 01/14/2013 | 02/01/2013 |
| Victor R. Hanvy | Fire | Engineer | B | 01/14/2013 | 03/01/2013 |
| Greg E. Snow | Fire | Paramedic 2 | B | 01/14/2013 | 02/28/2013 |
| Richard W. Perkins | Fire | Fire Inspector 2 | B | 01/14/2013 | 02/28/2013 |
| James T. Walkden Jr. | Parks | Recreation Leader | B | 01/14/2013 | 03/01/2013 |
| George E. Hodges | Public Works | Sanitation Leader | B | 01/14/2013 | 03/01/2013 |
| Hural L. Johnson Jr. | Gen Services | Welder | B | 01/14/2013 | 03/01/2013 |
| Mitchell J. Soard | Parks | Greenskeeper 2 | B | 01/14/2013 | 02/28/2013 |
| Albert D. Gordon | Police | Police Officer 2 | B | 01/14/2013 | 02/28/2013 |
| Delia N. Belcher | Public Defender | Admin Assistant | B | 01/14/2013 | 03/01/2013 |
| Sherra Baxter | Sheriff | Prisoner Processor 1 | B | 01/14/2013 | 03/01/2013 |
| Pamela Belford | Library | Library Associate 1 | B | 01/14/2013 | 03/01/2013 |
| William Dews | Codes | Property Inspector 1 | B | 01/14/2013 | 03/01/2013 |
| Walter Holloway | Police | Police Officer 2 | B | 01/14/2013 | 02/16/2013 |
| Robert L. Davenport | Police | Police Officer 2 | B | 01/14/2013 | 03/01/2013 |
| Delilah C. Tuck | Parks | Admin Assistant | B | 01/14/2013 | 03/01/2013 |
| Larry L. Martin | Water | Water Maint Leader 1 | B | 01/14/2013 | 03/01/2013 |
| Patti S. Chambers | Metro Council | Admin Svc Officer 2 | B | 01/14/2013 | 02/28/2013 |
| Linda D. Oaks | Fire | Paramedic 2 | B | 01/14/2013 | 01/16/2013 |
| Mildred L. Snell\* | Gen Hospital | Nurse Practitioner | A | 01/11/2013 | 02/01/2013 |
| Doretha P. Ramsey | Library | Library Associatie | B | 01/15/2013 | 02/01/2013 |
| Gary Layda | General Services | Technical Specialist 1 | B | 01/15/2013 | 03/01/2013 |
| Maurice E. Tidwell | Fire | Paramedic 2 | B | 01/15/2013 | 03/01/2013 |
| William R. Jones | Fire | Paramedic | B | 01/15/2013 | 02/01/2013 |
| Linda J. Bobbitt | Library | Office Support Mgr | B | 01/15/2013 | 03/01/2013 |
| Richard W. Cruz | Police | Police Officer 2 | B | 01/15/2013 | 04/02/2013 |
| Shari L. Cronkhite | State Fairgrounds | Office Support Spec 1 | B | 01/15/2013 | 03/01/2013 |
| Charles E. Ward | Juvenile Court | Probation Officer Chief | B | 01/15/2013 | 03/01/2013 |
| John A. Gregor | Public Works | Engineer 3 | B | 01/15/2013 | 03/01/2013 |
| Thomas S. Wilson | Library | Circulation Supervisor | B | 01/15/2013 | 01/15/2013 |
| Clarence M. Fayne | Police | Police Officer 2 | B | 01/15/2013 | 03/01/2013 |
| Glenn L. Hatch | ECC | Emerg. Telecom. Mgr | B | 01/15/2013 | 03/01/2013 |
| Charles L. Hasty | Public Works | Engineer 3 | B | 01/15/2013 | 03/01/2013 |
| Archie Spain | Police | Police Officer 3 | A | 01/15/2013 | 03/01/2013 |
| Garry W. Baker | Police  | Police Officer 3 | B | 01/15/2013 | 03/01/2013 |
| Patricia D. Brown | Water | Admin Svc Officer 2 | B | 01/15/2013 | 03/01/2013 |
| Jennie B. Young | Public Defender | Legal Secretary 2 | B | 01/15/2013 | 03/01/2013 |
| Edna Adams | Health | Office Support Rep 3 | B | 01/16/2013 | 02/15/2013 |
| Grace Sawyers | General Sessions Ct | Probation Officer 2 | B | 01/16/2013 | 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 |
| Sandra D. Bivens | Parks | Parks & Rec Supt | B | 01/16/2013 | 03/01/2013 |
| James Himes | Public Works | Assistant Director | B | 01/16/2013 | 03/01/2013 |
| Abdulla Rahsingeda | Library | Circulation Asst 2 | B | 01/16/2013 | 03/01/2013 |
| Robert L. Parrish | Park | Parks & Rec Supt | B | 01/16/2013 | 03/01/2013 |
| Tarver L. Smith | Social Services | Program Mgr 2 | B | 01/16/2013 | 03/01/2013 |
| Mack H. Cox | General Services | Radio Tech 2 | B | 01/16/2013 | 03/01/2013 |
| Frederick C. Bryant | Parks | Golf Course Mgr | B | 01/16/2013 | 03/01/2013 |
| Marsha L. Craig | Juvenile Court | Office Support Rep 2 | B | 01/16/2013 | 03/01/2013 |
| Stephen A. Wright III | Fire | Fire Engineer | B | 01/16/2013 | 03/01/2013 |
| Jack L. Wedekind | County Clerk | License Inspector 1 | B | 01/16/2013 | 03/01/2013 |
| Bobby J. Fitzgerald | Police | Police Officer 2 | B | 01/16/2013 | 03/01/2013 |
| Howard R. Newman Jr. | Fire | Captain | B | 01/16/2013 | 03/01/2013 |
| Bernice Lynch | Fire | Engineer | B | 01/16/2013 | 03/01/2013 |
| Arthur R. McNeese | Fire | Captain | B | 01/16/2013 | 03/01/2013 |
| Cecil E. Hill | Police | Sergeant | B | 01/16/2013 | 03/01/2013 |
| Merri L. Puckett | Police | Sergeant | B | 01/16/2013 | 03/01/2013 |
| Willard Fletcher Jr. | Fire | District Chief | B | 01/16/2013 | 03/01/2013 |
| Robert F. Hampton | Fire | Captain | B | 01/16/2013 | 03/01/2013 |
| Herman T. Richards Jr. | Sheriff | Correctional Off. Sgt | B | 01/17/2013 | 02/28/2013 |
| Billy R. Stapleton | County Clerk | License Inspector 1 | B | 01/17/2013 | 03/01/2013 |
| Joel K. Waltenbaugh | ITS | Info Sys App Analyst 3 | B | 01/17/2013 | 03/01/2013 |
| John C. Knight Jr. | Convention Center | Lead Maint Mech | B | 01/17/2013 | 02/28/2013 |
| Roy Morris | Police | Police Officer 2 | B | 01/17/2013 | 03/01/2013 |
| Mabel O. Osemwegie | Police | Police Officer 2 | B | 01/17/2013 | 03/01/2013 |
| Carey Harris | Police | Lieutenant | B | 01/17/2013 | 02/01/2013 |
| Patricia Hilton | Trustee’s Office | Deputy Tax Accounting | B | 01/17/2013 | 03/01/2013 |
| Carl D. Evans | Fire | District Chief | B | 01/17/2013 | 03/01/2013 |
| Joann Brown | Water | Office Support Spec 2 | B | 01/17/2013 | 03/01/2013 |
| Marjorie S. Parker | Parks | Sp Program Coordinator | B | 01/17/2013 | 02/28/2013 |
| Phillip W. Crawford | Water | Admin Officer 4 | B | 01/17/2013 | 02/25/2013 |
| Vickie Ingram | Public Works | Program Specialist 3 | B | 01/17/2013 | 03/01/2013 |
| Maurice Thornton | Public Works | M & R Worker 3 | B | 01/17/2013 | 03/01/2013 |
| Ecil J. Bailey Jr.  | Water | Technical Specialist 2 | B | 01/17/2013 | 02/28/2013 |
| Ricky D. Taylor | Water | Maint Leader 1 | B | 01/17/2013 | 02/28/2013 |
| Charles D. Sharp | Water | Skilled Craft Worker 1 | B | 01/17/2013 | 02/28/2013 |
| Benjamin Thorne | Water | Bldg Maint Leader | B | 01/17/2013 | 02/28/2013 |
| Malia C. Stanton | Human Resources | Application Tech 3 | B | 01/17/2013 | 03/01/2013 |
| William A Sharer III | Police | Police Officer 2 | B | 01/17/2013 | 02/28/2013 |
| Randy V .Eatherly | Police | Police Officer 2 | B | 01/17/2013 | 02/28/2013 |
| Rose B. Loring | Police | Admin Spec. | B | 01/18/2013 | 02/28/2013 |
| Russell S. Chaffin | Codes | Property Stand Insp 2 | B | 01/18/2013 | 03/01/2013 |
| Rebecca L. Yablonski | Water | CAD/GIS Analyst 2 | B | 01/18/2013 | 03/01/2013 |
| Teresa J. Brown | OEM | Application Tech 3 | B | 01/18/2013 | 01/25/2013 |
| Hershell A. Warren | Mayor’s Office | Counselor to the Mayor | B | 01/18/2013 | 03/01/2013 |
| Randall E. Covington | Public Works | Tech Svc Coordinator | B | 01/18/2013 | 03/01/2013 |
| Kimberlyn Mason | Finance | Finance Specialist | B | 01/18/2013 | 03/01/2013 |
| Freddie L. Hardison | Water | Engineering Tech 2 | B | 01/18/2013 | 02/22/2013 |
| James D. Pollard | Fire | Paramedic 2 | B | 01/18/2013 | 03/01/2013 |
| Patrick Postiglione | Police | Sergeant | B | 01/18/2013 | 03/01/2013 |
| Brenda A Carothers | Police | Police Op Coord 2 | B | 01/18/2013 | 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 |
| Sherry L. Flemings | Police | Police Op Coord 1 | B | 01/18/2013 | 03/01/2013 |
| William B. Balthrop | Fire | Engineer | B | 01/18/2013 | 03/01/2013 |
| Allen L. Willis | Airport Authority | Public Safety Officer 3 | B | 01/23/2013 | 04/07/2013 |
| Davis Garner | MNPS | Painter | B | 01/23/2013 | 02/23/2013 |
| Gladys I. Mallard | MNPS | Pre-K Education Asst | B | 01/23/2013 | 02/23/2013 |
| Ronnie Temple | Sheriff | Sheriff Case Worker 2 | B | 01/23/2013 | 02/01/2013 |
| Audrey E. Holmes\* | Sheriff | Customer Svc Rep 2 | B | 01/23/2013 | 02/01/2013 |
| Judy Harlan | BLTC | Info Desk Operator | B | 01/23/2013 | 03/20/2013 |
| Ursula Woods | BLTC | Clin. App Supp. Analyst  | B | 01/23/2013 | 03/30/2013 |
| Elizabeth A. Williams | General Hospital | Secretary | B | 01/23/2013 | 03/29/2013 |
| Sandra K. Myers | General Hospital | Emp. Hlth/Safety Coord | B | 01/23/2013 | 03/04/2013 |
| Myrtle Williamson | BLTC | Housekeeper Evn Tech | B | 01/23/2013 | 03/30/2013 |
| Linda Ewell | General Hospital | Secretary | B | 01/23/2013 | 03/30/2013 |
| William R. Scruggs | BLTC | Physical Therapist Asst | B | 01/23/2013 | 02/04/2013 |
|  Melissa K. Fedele | General Hospital | Fac. Division Asst. | B | 01/23/2013 | 03/30/2013 |
| Joseph S. Johnson III | Knowles | Custodian 1 | B | 01/23/2013 | 02/14/2013 |
| Tammy A. Wiseman | General Hospital | Clin. App Supp. Analyst | B | 01/23/2013 | 03/30/2013 |
| Mary Lou Vantrease | General Hospital | HRIS Apps Analyst | B | 01/23/2013 | 07/01/2013 |
| Karen A. Swisher  | General Hospital | Registered Nurse | B | 01/23/2013 | 02/24/2013 |
| Avia E. House | Knowles | Admission Liaison | B | 01/23/2013 | 03/29/2013 |
| Janice Abernathy | General Hospital | Monitor Tech | B | 01/25/2013 | 03/01/2013 |
| Linda M. Williams | BLTC | LPN | B | 01/25/2013 | 03/30/2013 |
| Nettie B. Watkins | BLTC | Dietary Tech | B | 01/25/2013 | 01/31/2013 |
| Brenda L. Lake | BLTC | Medical Data Spec. | B | 01/25/2013 | 02/28/2013 |
| Sharlyn L. Spicer | BLTC | Registered Nurse | B | 01/25/2013 | 03/30/2013 |
| Eartha R. Hayes | BLTC | Accts Rec/Paybl Clerk | B | 01/25/2013 | 03/29/2013 |
| Renita S. Douglas | General Hospital | Health Info Specialist | B | 01/25/2013 | 03/29/2013 |
| Dorothy Powell | BLTC | Medical Data Spec. | B | 01/25/2013 | 03/30/2013 |
| Sandra Cooper | BLTC | Cert. Nurse Asst 1 | B | 01/25/2013 | 03/29/2013 |
| Billie J. Johnson | BLTC | Patient Clothing Coord | B | 01/25/2013 | 03/30/2013 |
| Bobby J. Waters | BLTC | Cook | B | 01/25/2013 | 03/30/2013 |
| Patricia A. Rote | BLTC | Physical Therapy Tech | B | 01/25/2013 | 03/30/2013 |
| Tyrone O’Hara | BLTC | Laundry Tech | B | 01/25/2013 | 03/30/2013 |
| Deborah Bratten | General Hospital | Medical Secretary | B | 01/25/2013 | 03/30/2013 |
| Joseph C. Williams | General Hospital | Env Svcs Tech | B | 01/25/2013 | 03/30/2013 |
| Cecilia D. Cannon | MNPS | Cafeteria Worker | B | 01/14/013 | 03/01/2013 |
| Ramona H. Pulce \* | General Hospital | Employee Relations Mgr | B | 01/16/2013 | 04/01/2013 |
| Janice Ferguson | BLTC | Laundry Tech | B | 01/29/2013 | 03/01/2013 |
| Catherine Fitzwater | General Hospital | Registered Nurse | B | 01/29/2013 | 03/30/2013 |
| Samuel Gregory | General Hospital | Supervisor Env Svcs | B | 01/29/2013 | 03/29/2013 |
| Shirley Hicks | General Hospital | Envir. Svcs. Tech | B | 01/29/2013 | 03/30/2013 |
| Mary Gaston | General Hospital | Registered Nurse | B | 01/29/2013 | 03/30/2013 |
| Deborah Spurlock | General Hospital | LPN | B | 01/29/2013 | 03/30/2013 |
| Brenda L. King | General Hospital | Med Lab Tech | B | 01/29/2013 | 03/30/2013 |
| Olivia Reynolds | General Hospital | Registered Nurse | B | 01/29/2013 | 03/30/2013 |
| Barbara Rumble | BLTC | Cert Nursing Asst  | B | 01/29/2013 | 03/30/2013 |
| Thomas Fortner | BLTC | Chaplain | B | 01/29/2013 | 03/30/2013 |
| Gloriastine Bozeman | BLTC | CNT | B | 01/29/2013 | 03/30/2013 |
| Teresa Ridley | BLTC | Workflow Tech | B | 01/29/2013 | 02/22/2013 |
| Margaret Pirtle | BLTC | Cert Nursing Asst 2 | B | 01/29/2013 | 03/30/2013 |

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

###### Service (continued)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Leroy A. Hobson | BLTC | Env. Svcs. Tech | B | 01/29/2013 | 02/15/2013 |
| Sheila Davidson | BLTC | Cert Nursing Asst 1 | A | 01/29/2013 | 01/29/2013 |
| Ray Etta Mitchell | BLTC | Sr Storeroom Clerk | B | 01/29/2013 | 03/29/2013 |
| Rodney Smotherman | General Hospital | Central Svcs Tech 1 | B | 01/29/2013 | 03/30/2013 |
| Ramon Manuel | General Hospital | Registered Nurse | B | 01/29/2013 | 03/30/2013 |
| Tyrone Ewing | BLTC | Envir. Svc Tech | B | 01/29/2013 | 02/15/2013 |

# \* Deferred Benefit

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Charles Edwards | Codes | B | 01/01/2013 |
| Judy Johnson | Police | A | 01/01/2013 |
| Sharon Adams | MNPS | B | 01/01/2013 |
| Zeno Lowe | Convention Center | A | 01/01/2013 |
| Mattie R Tulloss | MNPS | B | 08/01/2012 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Alvarez, Rosa | Juvenile Court | Service | B | 1/1/2013 | Normal |  |
| Bossing, Janice K. | Police | Service | B | 1/1/2013 | Normal |  |
| Brooks, Linda L. | Public Library | Service | B | 1/2/2013 | Option D |  |
| Coleman, Gloria L. | Public Library | Service | B | 1/1/2013 | Option F | 3 |
| Crosslin, Donnie L. | Public Works | Service | B | 12/15/2012 | Normal | 3 |
| Davenport, Susan K | Codes Administration | Service | B | 12/14/2012 | Normal |  |
| Davis, Patti A. | Emergency Communication Center | Service | A | 12/22/2012 | Option F |  |
| Durbin, Kathryn A | Health | Service | B | 11/24/2012 | Normal |  |
| Eden, Dorothy L | Assessor of Property | Service | B | 12/22/2012 | Normal |  |
| Frankenfield, Kurtis D. | Information Technology Service | Service | B | 12/22/2012 | Normal |  |
| Gibson, Craig W | Water Services | Service | B | 1/5/2013 | Normal |  |
| Gilbert Jr, Thomas L | Sheriff | P&F Service | B | 1/5/2013 | Option E | 3 |
| Goetz, Judy H | Public Library | Service | B | 12/15/2012 | Option B |  |
| Goodwin, Gary L. | Police | P&F Service | B | 12/1/2012 | Option B | 1 |
| Gray, Carlon W. | Information Technology Service | Service | B | 1/1/2013 | Option E |  |
| Gregory, Melissa L. | Public Works | Service | B | 1/1/2013 | Normal |  |
| Hall, Linda D | Sheriff | Service | B | 9/1/2012 | Normal |  |
| Hannah, Willie | General Hospital | Service | B | 12/2/2012 | Normal | 1 |
| Harper, Paul D | Water Services | Service | B | 1/2/2013 | Normal | 3 |
| Hassell Jr, William W | Parks | Service | B | 1/1/2013 | Option B | 2 |
| Holden, Michael | General Hospital | Early Service | B | 12/2/2012 | Option D |  |
| Jabbour, Daad | Public Library | Service | B | 1/1/2013 | Option B |  |
| Jones Sr, Alonzo L. | Sheriff | P&F Service | B | 12/1/2012 | Normal |  |
| Malone, Verlon C | Public Library | Service | B | 12/22/2012 | Option B | 3 |
| McClain, Marcella | MNPS | Service | B | 1/1/2013 | Normal |  |
| McCord, Mary L | Police | Early Service | B | 12/16/2012 | Option A |  |
| Mclain Jr, Arless G | Water Services | Service | B | 1/1/2013 | Normal |  |
| Mitchell, Stanley L. | Police | P&F Service | B | 1/1/2013 | Option B |  |
| Nelson, Corliss F | Social Services | Service | B | 1/1/2013 | Option A |  |

**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 |
| North, Olin L. | Water Services | Service | B | 1/5/2013 | Normal |  |
| Parrish, Rubye C | Sheriff | Service | B | 12/1/2012 | Normal |  |
| Peebles Jr, Mackovis | Police | P&F Service | B | 11/29/2012 | Option E |  |
| Putney, Roth A. | Police | P&F Service | B | 12/1/2012 | Option B | 3 |
| Raney, Robbie L. | Health | Service | B | 12/1/2012 | Normal |  |
| Ray, Sandra K. | Public Defender | Service | B | 12/22/2012 | Normal |  |
| Russell, Kathleen F | Sheriff | Service | B | 1/5/2013 | Option B |  |
| Smith, Linda S | Clerk and Master | Early Service | B | 11/28/2012 | Normal |  |
| Stewart Jr, Henry B | Police | P&F Service | A | 12/11/2012 | Normal |  |
| Sullivan, Timothy B | Police | P&F Service | B | 12/1/2012 | Option F |  |
| Sweatt, Michael D | Parks | Early Service | B | 1/5/2013 | Option B |  |
| Taylor, Fairy J | Water Services | Service | B | 12/15/2012 | Normal |  |
| **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 |
| Marjorie Story | MNPS | Douglas Story | A | 01/01/2013 |
| Herbert Yunker | Codes | Corrine Yunker | B | 01/03/2013 |
| James Stewart | Codes | Clarice Stewart | Closed | 12/27/2012 |
| Bonnelle Cooper | Finance | Floyd Devall | Closed | 01/02/2013 |
| James Blackwell | Water | Alvena Blackwell | B | 01/27/2013 |

## BENEFIT BOARD ITEMS

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

1. In line of duty death benefit for John L. Kelly, Jr.

Shannon Hall reported to the Board that the individual was an active employee classified as a Fire Inspector 2 with the Fire Department and has passed away. Ms. Hall stated that under the benefit system the beneficiaries are entitled to a basic term life policy which has been processed. She stated that Metro Code section 3.20.040 gives the Board the authority to provide an additional in line of duty death benefit to the individual’s estate. She reviewed the Metro Code section related to this benefit and the Tennessee Code Annotated (TCA) that established the presumption for firefighters. She stated the request for this benefit is being made on behalf of the individual’s children. She also noted that the request, legal memorandum regarding this presumption for firefighters, a copy of TCA §7-51-201 (b), a copy of the death certificate and all 101 forms on file for the deceased are being presented for the Board’s review. Ms. Hall stated that the Board will need to determine whether this case qualifies for the benefit afforded under Metro Code Section 3.20.040.

Nicki Eke, Legal Department, stated that since this is a presumption case, there are certain prerequisites that must be met before the presumption can be applied. She stated that one of those perquisites is that the

1. In line of duty death benefit for John L. Kelly, Jr. (continued)

claimant has to show that the employee successfully passed a physical exam prior to employment and the exam failed to reveal any evidence of a condition related to the presumption. She also noted that is needed before the presumption can be applied.

There was discussion of having proof of successfully passing a physical exam prior to employment provided by the Health Department or having someone certify that information. There was also some discussion of a hazard in the workplace noted on one of the 101 forms.

There was discussion of the pre-employment physicals, a hazard in the workplace and having the Legal Department provide more direction regarding what information should be reviewed for these types of presumption cases and how to analyze that information.

The Board requested that the Civil Service Medical Examiner provide information regarding the pre-employment physical in addition to information from the estate.

Ann Butterworth moved to defer this item pending additional information regarding having passed the pre-employment physical and additional clarification from the Legal Department. Thomas Curtis seconded and the Board approved with B.R. Hall and Charles Clariday opposed.

There was some discussion of making sure the claimants understand exactly what has to be provided as evidence in support of the request and staff assistance in the event there is information housed by or that Metro can easily obtain.

It was noted that it needs to be clearly outlined what Metro’s duty/role is regarding providing information and what the family needs to provide.

Nicki Eke stated that ultimately the burden is on the claimant and it has to be established through some other competent medical evidence in the event that Metro does not have this information.

There was also some discussion regarding the individual’s job title/duties and Nicki Eke stated that case law has cited that the presumption does apply to inspectors.

1. MetroMax plan appeal – Request to withdraw funds.

Shannon Hall reported to the Board that an employee participating in the MetroMax 457 Deferred Compensation Plan was denied their request to withdraw their funds and “cash out” from this plan. Ms. Hall stated that although the request to withdraw all the funds was denied in accordance with IRS regulations, ING, the plan administrator, worked with the employee to submit a successful Unforeseeable Emergency Withdrawal (UFE) for a portion of these funds from the plan totaling $1,869.81. Ms. Hall stated that the individual has requested to appeal the withdrawal denial of all the funds to the Board. She stated that attached is a letter and related documentation from the individual requesting to appeal the withdrawal denial of all funds from the plan a total of $11,546.81.

Ms. Hall reviewed the IRS regulations related to making distributions under the plan. She also stated that for the Board’s review is the appeal that includes the initial request for a withdrawal and the UFE that has been granted.

Ms. Hall stated that the individual was present and would like to address the Board. She also noted that a representative from ING and Treasury are present to address any questions the Board may have.

The individual indicated that they were not given adequate information regarding the plan, how the plan works and did not want to continue participation in the plan. They also discussed their request to withdraw all the funds in the account.

There was some discussion of the IRS regulations that prohibits a withdrawal from the plan unless it meets the UFE criteria, voluntary signing up for the plan, obtaining copies of the enrollment forms, and the basis for approval of the first UFE.

1. MetroMax plan appeal – Request to withdraw funds. (continued)

There was discussion of the individual submitting information in order to get another UFE approved and whether or not the individual has a situation that meets the criteria versus just wanting the funds in the account as the basis for the request.

Nicki Eke, Legal Department, stated that the Board does not have any discretion to vary from the IRS rules and regulations and the money can only be withdrawn if the individual leaves Metro, ceases to be a Metro employee (retires) or attains the appropriate age or information is provided that shows there is a UFE.

There was further discussion of the Board’s authority, their basis for the withdrawal, and obtaining a copy of the individual’s enrollment form into the plan.

Tom Eddlemon, Treasury, noted that the individual signed up for the plan prior to ING becoming the plan administrator.

Thomas Curtis moved to deny the appeal to withdraw funds from the plan. Ann Butterworth seconded and the Board approved with B.R. Hall and Doug Clariday opposed.

There was discussion of a monitoring process regarding signing up for voluntary plans.

1. Final result of experience study and pension plan valuation.

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

Kevin Sullivan, Bryan, Pendleton, Swats & McAllister, gave an overview of the experience study results and recommended assumption changes and the final valuation results. In reviewing the experience study, he stated that the actuary recommends a decrease in the discount rate to 7.5%. He stated that is based on the blend of returns and expected returns. He stated that they are recommending a change in the cost of living assumptions to 2.5% for Division A and 1.5% for Division B. Mr. Sullivan also recommended revising the assumption tables/scales for salary increases, the retirement rates for general government employees, disability rates for general government and police and fire employees and turnover rates for police and fire.

Kevin Sullivan gave a summary of the plan provisions and employee data statistics of the plans (open and closed) gains and losses and the assets and liabilities of the plan.

Mr. Sullivan reviewed the future trends and projected contribution assumptions.

There was some discussion of how Metro’s pension plan rates compared to other governmental pension plans.

Mr. Sullivan completed his review of the future trends and projected contribution assumptions. He discussed using the surplus in order to provide smoothing in the contribution rate, the current rates and the statutory minimum. Mr. Sullivan stated that the recommended contribution rate is 17.117%.

After some discussion of calculating the contribution rate, Thomas Curtis moved for approval of the recommended assumption changes and the contribution rate of 17.117%. Ann Butterworth seconded and the Board 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.
5. Cigna Choice fund – In-network labs correspondence.
6. Early Retiree Reinsurance Program (ERRP) correspondence.

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

Shannon Hall made note of items 4.-d. and 4.-e. Ms. Hall distributed additional information regarding item 4.-e.

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5. Reports for your information:

1. Return to work. (none to report)
2. Social Security approvals.
3. Refund of pension contributions.(none to report)
4. Repayment of pension contributions.
5. Reports from Treasury. (reported quarterly)
6. Non-compliant disability pensioners. (none to report)
7. Pending litigations. (reported quarterly)
8. Denial log from Alternative Service Concepts.
9. Health insurance portability and accountability act (HIPAA) notice.

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

Shannon Hall made note of item 5.-i.

1. Late item(s):

There were no late items reported at the meeting.

 With nothing further presented, the meeting adjourned at 11:03 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board