MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***March 5, 2013***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, March 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.

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 February 5, 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.

Dr. Celia Goodson reported to the Board that she recommends approval of the disability pension new requests, items 1 through 9, 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 9 for the length of time as recommended. Rita Roberts-Turner seconded and the Board approved without objection.

On item 10, Dr. Celia Goodson reported to the Board that she recommends approval of the disability pension new request with a return to work. Rita Roberts-Turner moved for approval of the recommendation to approve the disability pension new request, item 10 with a return to work. Ann Butterworth seconded.

After it was noted that the individual’s department has been notified and they will be receiving vocational case management assistance with the return to work process, a vote was taken on the motion to approve the disability pension new request, item 10, with a return to work and was approved without objection.

Dr. Celia Goodson reported to the Board that there are two changes in her recommendations. She stated that she is recommending no reexamination on items 11 and 18 due to being approved for Social Security Disability Income (SSDI). She stated that she recommends approval for continuing the disability pension reexaminations, items 11 through 19, for the length of time as recommended.

There was some discussion regarding how re-exam dates are determined. Dr. Goodson stated that the recommendations are based on the medical condition and medical records/doctors notes. She indicated no re-exam date is typically used when the problem is chronic and the individual probably will not be returning to work. There was also some discussion regarding the policy from 1992 associated with an individual currently on a disability pension not having to be re-examined upon being approved for SSDI. There was discussion of the SSDI guidelines being held to a higher standard and that being the rational behind Metro using that policy and how it affects return to work status.

Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 11 through 19 for the length of time as recommended. Thomas Curtis seconded and the Board approved with Ann Butterworth abstaining.

On items 20 through 24, Dr. Celia Goodson reported to the Board that she requests a deferral for one month, with the exclusion of item 21, which is being changed to no reexamination due to the receipt of SSDI. Rita Roberts-Turner moved for approval of the request to defer the disability pension reexaminations, items 20 through 24, with the exclusion of item 21, which is being changed to no reexamination. Thomas Curtis seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on the disability pension reexaminations, items 25 and 26, she recommends a return to work, with item 25 returning to a non-sworn position. Todd Henry moved for approval of the recommendation of a return to work on items 25 and 26, with item 25 returning to a non-sworn position.

Dr. Celia Goodson reported to the Board that on the return to work request, item 27, she recommends approval of the return to work in a non-sworn position. Christine Bradley moved for approval of the recommendation on the return to work request, item 27 in a non-sworn position. Ann Butterworth seconded and the Board approved without objection.

**NEW REQUESTS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 1. | Donazaleigh C. Artis | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for four months, (July 2013), with re-exam at that time. |
| 2. | Eric L. Batts | Bordeaux | Medical | As moved, seconded and approved, this disability pension request was approved for six months, September 2013, with re-exam at that time. |
| 3. | Joann Bentley | Bordeaux | Medical | As moved, seconded and approved, this disability pension request was approved for six months, September 2013, with re-exam at that time. |
| 4. | Richard Davidson | Public Works | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (March 2014), with re-exam at that time. |
| 5. | Rose M. Floyd | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for nine months, (December 2013), with re-exam at that time. |
| 6. | James K. Pearce | Police | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for four months, (July 2013), with re-exam at that time. |
| 7. | Susie A. Rogers | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (July 2013), with re-exam at that time. |
| 8. | Daniel P. Schager | Police | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for one year, (March 2014), with re-exam at that time. |

**NEW REQUESTS: (continued)**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 9. | Syretha D. Sessions | Sheriff | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (July 2013), with re-exam at that time. |
| 10. | ShaRhonda D. Cartwright | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension request was approved and the individual placed on the return to work list. |

**REEXAMINATIONS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 11. | JoAnne Alford | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time. |
| 12. | Nartasha L. Bacon | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for nine months, (December 2013), with re-exam at that time. |
| 13. | Kimberly E. Goff | Library | Medical | As moved, seconded and approved, this disability pension was continued for one year, (March 2014), with re-exam at that time. |
| 14. | Wade T. Hales | Sheriff | Medical | As moved, seconded and approved, this disability pension was continued for four months, (July 2013), with re-exam at that time. |
| 15. | Kimberly D. Jackson | Metro Action Commission | Medical | As moved, seconded and approved, this disability pension was continued for one year, (March 2014), with re-exam at that time. |
| 16. | Pamela A. Love | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (March 2014), with re-exam at that time. |
| 17. | Cheryl L. Nunley | Water | Medical | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time. |
| 18. | Nancy G. Starnes | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time. |

**REEXAMINATIONS: (continued)**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 19. | William K. Stone | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (March 2014), with re-exam at that time. |
| 20. | Bryan A. Doersam | Police | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2013), with re-exam at that time. |
| 21. | Brenda F. Dowell | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time. |
| 22. | Edward R. Horn | Public Works | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2013), with re-exam at that time. |
| 23. | Ronald S. Kenney | Fire | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2013), with re-exam at that time. |
| 24. | Stephany R. Wilson | Police | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 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** |
| 25. | Jeremy W. Stricklin | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued and the individual placed on the return to work list. |
| 26. | William A. Summerlin | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued and the individual placed on the return to work list. |
| 27. | Michael G. Bunch | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued and the individual placed on the return to work list. |

**SOCIAL SECURITY REFERRALS:**

Dr. Celia Goodson reported to the Board that she concurs with the case management recommendations on the Social Security referrals. She noted that on item 10, it was not beneficial for the individual to apply for SSDI according to some of the SSDI rules.

**SOCIAL SECURITY REFERRALS: (continued)**

Rita Roberts-Turner 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 | Alfaro, Yolanda | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 2 | Greer, Vanessa | Sheriff | Pension Approval | No | No | Receives SSDI |
| 3 | Hitchcox, William B | Police | Pension Approval | No | No | Younger Worker |
| 4 | Holder, Karen D | Water | Pension Approval | Yes | Yes | Evaluation |
| 5 | Jackson, L V | Fire | Pension Approval | No | No | Younger Worker |
| 6 | Jones, Johnny W | Public Works | Pension Approval | Yes | Yes | Evaluation |
| 7 | Mercer, Johnny | Fire | Pension Approval | No | No | Younger Worker |
| 8 | Murphy, Rita R | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 9 | Osteen, Billy W | Parks & Recreation | Pension Approval | No | No | Younger Worker |
| 10 | Rueger, Jeffrey | Finance | Pension Approval | No | No | SSA Windfall Elimination Provisions (WEP) apply |

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

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

###### Service

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| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Linda Graham | BLTC | LPN | B | 01/30/2013 | 02/01/2013 |
| Tylette Crosby | BLTC | Cert Nursing Asst 1 | A | 01/30/2013 | 03/29/2013 |
| Jesse R. Warren | General Hospital | Env Svc Tech | B | 01/30/2013 | 03/28/2013 |
| Marquinta D. Grissette | BLTC | Info Desk Operator | B | 01/30/2013 | 02/08/2013 |
| Dorrine Chumley | BLTC | Cert Nursing Asst 1 | B | 01/30/2013 | 02/22/2013 |
| Carolyn Parker-Newson | BLTC | Env Svc Sup | B | 01/30/2013 | 03/16/2013 |
| Karen Smith | General Hospital | Medical Technologist | B | 01/30/2013 | 03/20/2013 |
| Brenda Covington | BLTC | LPN | B | 01/30/2013 | 03/29/2013 |
| Lora Carr | BLTC | Info Desk Operator | B | 01/30/2013 | 03/30/2013 |
| Delores Seay | General Hospital | RN Team Leader | B | 01/30/2013 | 03/29/2013 |
| Sandra D. Holt | BLTC | LPN | B | 01/30/2013 | 02/21/2013 |
| Barbara M. Snow | General Hospital | Radiologic Tech | B | 01/30/2013 | 03/01/2013 |
| Deborah Waters | General Hospital | RN | B | 01/30/2013 | 02/09/2013 |

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

###### Service (continued)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Stephenson Shepherd | General Hospital | Storeroom Clerk | B | 01/30/2013 | 03/28/2013 |
| Pamela J. Eden | General Hospital | LPN | B | 01/30/2013 | 02/22/2013 |
| Rita Stewart | General Hospital | Unit Secretary | B | 01/30/2013 | 03/29/2013 |
| Thomas V. Cooper | General Hospital | Dire of Mat Mgt/Purch | B | 01/30/2013 | 03/30/2013 |
| Deborah Williams | Knowles | LPN | B | 01/30/2013 | 03/29/2013 |
| Dennis F. Johnson Sr. | Airport Authority | Mechanic | B | 01/30/2013 | 03/30/2013 |
| Cheryl Arlington \* | MNPS | Bus Driver | B | 01/30/2013 | 01/01/2013 |
| Patricia C. Farmer \* | Mayor’s Office | Exec. Assist- Office | B | 02/01/2013 | 03/01/2013 |
| Sharon Claybrooks | BLTC | Cert Nursing Asst 1 | B | 02/06/2013 | 03/29/2013 |
| Mary Cause | General Hospital | Envir Svcs Tech | B | 02/06/2013 | 03/30/2013 |
| Coletta Tolliver | General Hospital | LPN | B | 02/06/2013 | 03/30/2013 |
| Robbie Newlin | General Hospital | Med. Staff Svc Coord | B | 02/06/2013 | 07/01/2013 |
| Deborah Herring | General Hospital | Ctrl Svc IC Coord | B | 02/06/2013 | 03/30/2013 |
| Deborah Gore | BLTC | Patient Acct Spec | B | 02/06/2013 | 07/01/2013 |
| Cortland Rogers | Knowles | Social Worker 1 | B | 02/06/2013 | 03/28/2013 |
| Nancy Stephen | BLTC | Cert Nurse Asst 1 | B | 02/06/2013 | 02/26/2013 |
| Phillip M. Peck | Knowles | Participant Asst | B | 02/06/2013 | 03/29/2013 |
| Marie Jackson | General Hospital | Cert Nursing Asst 1 | B | 02/06/2013 | 02/15/2013 |
| Shirley Biggs | BLTC | Hospital Exec Secretary | B | 02/06/2013 | 06/29/2013 |
| Linda Myles | Knowles | LPN | B | 02/06/2013 | 03/29/2013 |
| Juliet Cambridge | BLTC | Laundry Tech | B | 02/06/2013 | 03/30/2013 |
| Robbie Reese | BLTC | Cert Nursing Asst 1 | B | 02/06/2013 | 02/28/2013 |
| Thomas T. Barnes | BLTC | Bldg Ops Mechanic | B | 02/06/2013 | 02/09/2013 |
| Virgilio Lumakin | General Hospital | Registered Nurse | B | 02/06/2013 | 07/01/2013 |
| Rose Defend | MNPS | Secretary/Clerk | B | 02/06/2013 | 04/02/2013 |
| Nancy S. Apple | MNPS | Workplace Safety Asst | B | 02/06/2013 | 02/15/2013 |
| Yvonne L. Franklin | MNPS | Accounting Tech | B | 02/06/2013 | 03/29/2013 |
| Onna V. Parker Jr. \* | MNPS | ISS Monitor | B | 02/06/2013 | 03/01/2013 |
| Sanetta Whitelow | Police | Police Operations Supv | B | 02/06/2013 | 02/04/2013 |
| Ann Piersall | BLTC | Cert Nursing Asst | B | 02/08/2013 | 03/30/2013 |
| Elroy Johnson | General Hospital | Medical Tech | B | 02/08/2013 | 03/30/2013 |
| Benita Fairley | BLTC | Cert Nursing Asst 1 | B | 02/08/2013 | 03/30/2013 |
| Wanda J. Christion | General Hospital | LPN | B | 02/08/2013 | 03/30/2013 |
| Sandra L. Johnson | General Hospital | Registered Nurse | B | 02/08/2013 | 03/30/2013 |
| Gillian G. Jacobs | General Hospital | Secretary-Unit | B | 02/08/2013 | 03/30/2013 |
| Laura Swang | General Hospital | Pharmacist | B | 02/08/2013 | 03/01/2013 |
| Portia D. Wilson | General Hospital | Secretary – Clinic | B | 02/08/2013 | 03/30/2013 |
| Kenneth Warren | General Hospital | HA Dir, Facility Mgt | B | 02/08/2013 | 03/29/2013 |
| Margaret Jarrett | General Hospital | Credential Specialist | B | 02/08/2013 | 03/30/2013 |
| Lisa L. Patrino | BLTC | Dietician | B | 02/08/2013 | 07/01/2013 |
| Glenda Wyer | BLTC | LPN | B | 02/08/2013 | 03/22/2013 |
| Debbie Neill | BLTC | LPN | B | 02/08/2013 | 03/30/2013 |
| Robert Leslie | MNPS | Bus Driver | B | 02/13/2013 | 02/01/2013 |
| Belinda Weathers \* | MNPS | School Library Clerk | B | 02/13/2013 | 02/01/2013 |
| Susan C. Evans | Gen Hospital | Supv, Nurse Admin | B | 02/13/2013 | 03/30/2013 |
| Margaret Young | Gen Hospital | Registered Nurse | B | 02/13/2013 | 03/30/2013 |
| Renita Eddings | Gen Hospital | Dietary Tech | B | 02/13/2013 | 03/30/2013 |
| Mae Smith | Gen Hospital | Unit Secretary | B | 02/13/2013 | 03/01/2013 |
| Francis Coplen | Knowles | Patient Activity Coord. | B | 02/13/2013 | 03/30/2013 |
| Charlene P. Smith | Gen Hospital | OR Support Coord | B | 02/13/2013 | 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 |
| Phyllis Alexander | BLTC | Payroll Coordinator | B | 02/13/2013 | 03/30/2013 |
| Kevin R. White | Gen Hospital | Radio Specials Tech | B | 02/13/2013 | 07/01/2013 |
| Brenda Wair | Gen Hospital | Housekeeping | B | 02/13/2013 | 03/30/2013 |
| Carlotta Mendez | Gen Hospital | Dietary Tech | B | 02/13/2013 | 03/30/2013 |
| Tamara Westmoreland | Gen Hospital | Dietary Specialist | B | 02/13/2013 | 03/30/2013 |
| Sharon C. Dye | Knowles | Prog Coord | B | 02/13/2013 | 03/30/2013 |
| John R. Kennedy | BLTC | Envir Svc Tech | B | 02/15/2013 | 03/30/2013 |
| Brenda J. Haynes | Gen Hospital | Phlebot. Spec Proc Tech | B | 02/15/2013 | 03/30/013 |
| Elizabeth Fletcher | Gen Hospital | OR Support Tech | B | 02/15/2013 | 03/30/2013 |
| Decelia Goins | Gen Hospital | Phlebot Spec Proc Tech | B | 02/15/2013 | 03/30/2013 |
| Roni Lang | Gen Hospital | LPN | B | 02/15/2013 | 03/30/2013 |
| Vickie Tuberville | BLTC | Medical Data Specialist | B | 02/15/2013 | 03/30/2013 |
| Harold Q. Taylor | Gen Hospital | Environ Svs Tech | B | 02/15/2013 | 03/30/2013 |
| Deborah B. Fleming | Gen Hospital | Registered Nurse | B | 02/15/2013 | 07/01/2013 |
| Willie Mae Lee | BLTC | Dietary Specialist | B | 02/15/2013 | 03/30/2013 |
| Wanda E. Christian | BLTC | Environ Svcs Tech | B | 02/15/2013 | 05/16/2013 |
| John W. High | Gen Hospital | Clin Co-Sch Radio Tech  | B | 02/15/2013 | 03/28/2013 |
| Margarita G. Licon | Gen Hospital | Dietary Tech | B | 02/15/2013 | 03/30/2013 |
| Deborah E. Robinson | Gen Hospital | Certif Nursing Asst | B | 02/15/2013 | 03/30/2013 |
| Kelly W. Price | Gen Hospital | Building Op Mechanic | B | 02/15/2013 | 03/30/2013 |
| John W. Mielke Jr. \* | State Fair Board | Custodian | B | 02/12/2013 | 08/01/2011 |
| Byrd Crowder | Gen Hospital | Chief Nursing Officer | B | 02/20/2013 | 06/01/2013 |
| William T. Boleyjack \* | Public Works | M & R Leader 1 | B | 02/08/2013 | 05/01/2013 |

# \* Deferred Benefit

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Janet Martin | Police-cv | A | 02/01/2013 |
| Donald Andress | Police | A | 01/01/2013 |
| Roberta Bowden | MNPS | B | 02/01/2013 |
| Harold Y Smith Jr | Register of Deeds | A | 02/01/2013 |
| Charles E Howse Sr | Police | A | 02/01/2013 |
| Phillip L George | Parks | B | 02/01/2013 |
| Arthur J Winnett | Public Works | B | 02/01/2013 |
| Rhonda L Dickens | Police | B | 09/01/2012 |
| Barbara Johnson | MNPS | B | 03/01/2013 |
| James W McDerman | Police | B | 03/01/2013 |
| Abdul Kareem Luqman | MNPS | B | 03/01/2013 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Allen Jr, Harold | Health | Service | B | 2/2/2013 | Option B |  |
| Arlington, Cheryl D | MNPS | Service | B | 1/1/2013 | Normal |  |
| Arnold, Deborah A | MNPS | Service | B | 1/12/2013 | Normal |  |
| Boyd, William R | Fire | P&F Service | B | 1/5/2013 | Option F | 1 |
| Boyland, Ella Mcneal | MNPS | Early Service | B | 12/6/2012 | Normal |  |
| Brent, Twila K. | Information Technology Service | Service | B | 2/1/2013 | Option E |  |
| Brown, Teresa J | Mayor's Office | Service | B | 1/26/2013 | Normal |  |

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

###### Options Elected (continued)

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| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Bryant, Patricia A. | Health | Service | B | 1/12/2013 | Normal |  |
| Buchanan, Joseph Michael | Fire | P&F Service | B | 1/15/2013 | Option F |  |
| Bustillos, Luis A | General Sessions Court | Service | B | 1/19/2013 | Option F |  |
| Butler, Mabel K | MNPS | Service | B | 1/12/2013 | Normal |  |
| Cantarutti, Ralph W. | Fire | P&F Service | B | 1/16/2013 | Option A | 1 |
| Connelly, Robert G. | Fire | P&F Service | B | 2/1/2013 | Option A | 3 |
| Cothern Jr, Paul E | Public Works | Service | B | 1/12/2013 | Option A |  |
| Cothern, Vicki L | Juvenile Court | Service | B | 1/8/2013 | Option A |  |
| Cox, Deborah O. | Public Library | Service | B | 1/12/2013 | Option D |  |
| Crawley, Clarence L | Sheriff | P&F Service | B | 1/26/2013 | Option F |  |
| Curtis, Anita G | MNPS | Service | B | 1/18/2013 | Normal |  |
| Daniels, Jackie G | Police | P&F Service | B | 2/1/2013 | Normal | 1 |
| Darvin, Larry D. | Public Works | Service | B | 1/26/2013 | Option F |  |
| Davidson, Sheila R. | Bordeaux Long Term Care | Service | A | 1/30/2013 | Normal |  |
| Dawson, Violet Martin | MNPS | Service | B | 12/22/2012 | Normal |  |
| Doughten, David C | Fire | P&F Service | B | 1/6/2013 | Normal | 3 |
| Durham. Timothy E | Police | P&F Service | A | 1/12/2013 | Option A | 3 |
| Evans, Terrance W | General Hospital | Service | B | 1/23/2013 | Normal |  |
| Foster, Charles E | Water Services | Service | B | 2/1/2013 | Option A |  |
| Frye, Vernon Wes | Water Services | Service | B | 1/10/2013 | Normal | 3 |
| Gordon, Albert D | Police | P&F Service | B | 12/28/2012 | Option E |  |
| Hardison, Betty D. | State Trial Courts | Service | B | 1/26/2013 | Normal |  |
| Harrison, Richard B. | Codes Administration | Service | B | 1/24/2013 | Option D | 3 |
| Herrera, Jana L | Clerk and Master | Service | B | 2/1/2013 | Normal | 3 |
| Hibdon, Melba J | MNPS | Early Service | B | 1/10/2013 | Normal |  |
| Holt, James E | Health | Service | B | 2/1/2013 | Normal |  |
| Hunter, Paul D. | Water Services | Service | B | 1/19/2013 | Option F | 3 |
| Jarrell, Catherine L | Health | Service | B | 1/15/2013 | Normal | 3 |
| Johnson, Kevin E. | Fire | P&F Service | B | 1/30/2013 | Option E |  |
| Keeton, Vickie L | MNPS | Early Service | B | 1/25/2013 | Option B |  |
| Kelton, Louise | Police | P&F Service | B | 1/12/2013 | Normal | 3 |
| Ladnier, Joseph Earl | Police | P&F Service | B | 2/1/2013 | Option E |  |
| Lankford, Steven W. | Public Works | Service | B | 1/12/2013 | Option F |  |
| Lavender, Marion E | MNPS | Service | B | 1/12/2013 | Normal | 2 |
| Mayo, Marlin O | Fire | P&F Service | B | 1/2/2013 | Option E | 3 |
| McDonald, David J. | Police | P&F Service | B | 2/1/2013 | Normal | 1 |
| McKinney, Carl D | Fire | P&F Service | B | 1/2/2013 | Option F | 3 |
| McNeil Jr, Charles E. | Public Works | Service | B | 1/1/2013 | Option F |  |
| McWright, Richard G. | Emergency Communication Center | Service | B | 2/2/2013 | Option F | 3 |
| Meyer, Rebecca S | MNPS | Service | B | 12/30/2012 | Normal |  |
| Miller, Kathleen R. | Health | Service | B | 1/26/2013 | Option E |  |
| Moore, Ronald S | Water Services | Service | B | 1/12/2013 | Option A |  |
| Norman, Larry C | Information Technology Service | Service | B | 1/5/2013 | Option A |  |
| Oaks, Linda D | Fire | P&F Service | B | 1/16/2013 | Normal |  |

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

Options elected (continued)

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| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Orgeron, Lana B | Juvenile Court | Service | B | 2/1/2013 | Option A |  |
| Patterson, Ron L | Fire | P&F Service | B | 2/1/2013 | Option A | 3 |
| Ramsey, Doretha P. | Public Library | Service | B | 2/1/2013 | Option D |  |
| Roach, Vivian L | MNPS | Service | B | 1/9/2013 | Option B |  |
| Rogers, Terry P | Fire | P&F Service | B | 1/22/2013 | Option E | 3 |
| Sales, Clara Duff | MNPS | Service | B | 1/26/2013 | Normal | 3 |
| Sharpe, Bruce A. | Public Works | Service | B | 2/1/2013 | Option C |  |
| Sherrell, Bobbye L | MNPS | Service | B | 1/5/2013 | Normal | 3 |
| Shoemake, Richard C | Fire | P&F Service | B | 1/4/2013 | Option A |  |
| Sisemore, Mary E | Fire | P&F Service | B | 1/13/2013 | Option F |  |
| Spangler, David W | Fire | P&F Service | B | 1/5/2013 | Normal | 2 |
| Spurlock, Alfred G | Fire | P&F Service | B | 1/2/2013 | Option E | 3 |
| Stewart, Larry | Fire | P&F Service | B | 1/4/2013 | Option E | 3 |
| Story, Wade D | Fire | P&F Service | B | 1/2/2013 | Option A | 3 |
| Swenson, Stephen F | Information Technology Service | Service | B | 1/5/2013 | Option E |  |
| Taylor, Robert R. | Fire | P&F Service | B | 1/2/2013 | Option E | 3 |
| Temple, Ronnie W | Sheriff | P&F Service | B | 2/1/2013 | Option A |  |
| Tomlinson Sr, Ronald T | Water Services | Service | B | 1/18/2013 | Option A |  |
| Tucker, Pamela N | Water Services | Service | B | 2/1/2013 | Normal | 3 |
| Vassar, Rodger M. | Public Works | Service | B | 1/15/2013 | Option F |  |
| Walker, Joyce C | MNPS | Service | B | 1/1/2013 | Normal | 3 |
| Walker, Milton L | General Services | Service | B | 2/1/2013 | Normal | 3 |
| Williams, Frankie Jean | MNPS | Early Service | B | 1/5/2013 | Option C |  |
| Wills, Terry H | Police | P&F Service | B | 1/5/2013 | Option E |  |
| Wilson, Thomas S. | Public Library | Service | B | 1/16/2013 | Normal | 1 |
| Wooldridge, Thomas G. | Water Services | Service | B | 1/29/2013 | Normal |  |
| Wright, Jewell L | MNPS | Service | B | 1/11/2013 | Normal |  |
| Zervas, Robert H | Fire | P&F Service | B | 1/16/2013 | Option C | 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 |
| Gaylord Ayers | BOE | Brenda Ayers | B | 01/28/2013 |
| Larry Bingham | Police  | Shirley Bingham | A | 01/30/2013 |
| Sam Milligan Jr | BOE | Mary Miligan | A | 02/07/2013 |
| Harold Conatser | General Services | Wilma Conatser | Closed | 02/08/2013 |
| Jerry Gary | Police | Norma Gary | A | 02/10/2013 |
| Ruby Swinger | BOE | Joe Swinger | B | 02/14/2013 |
| John Calvo | Police | Rosemary Calvo | Closed | 02/20/2013 |
| Dorothy Black | Hospital | Ronald Black | B | 02/18/2013 |

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

###### Survivor (continued)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee Name** | **Department** | **Survivor Name** | **Plan Membership** | Effective Date |
| Zellburge Gleaves | Public Works | Linda Gleaves | B | 02/20/2013 |
| Blanche Anthony | MNPS | Hylos Anthony | B | 02/20/2013 |
| Ronald Lewis | Water | Katherine Lewis | B | 02/22/2013 |
| Charles Hay | Police | Wanda Hay | A | 02/16/2013 |

## BENEFIT BOARD ITEMS

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

It was noted that the in line of duty death benefit from the previous month has been deferred to the April agenda.

1. Return to work appeal(s): Disability pensioner from Sheriff’s Office.

Shannon Hall reported to the Board that at the December 2012 meeting, this in line of duty disability pensioner was cleared to return to work. She stated that although this disability pensioner has been cleared to return to work from the in line of duty injury, they are appealing the return to work decision and wants to be removed from the return to work list and switch to a medical disability pension. She stated that the Civil Service Medical Examiner has reviewed the medical information submitted and does not have any medical information that would support the request to switch to a medical disability pension. Ms. Hall stated that the Board needs to determine whether this individual should continue in the return to work process or be removed from the return to work list with an appropriate reexamination date for review as a medical disability pensioner.

Dr. Celia Goodson stated that there is nothing in the current medical record that would support a medical disability pension and recommends continuing with the return to work process as previously stated.

Ann Butterworth moved to continue with the return to work process. Rita Roberts-Turner seconded.

After clarification that the motion should be to deny the appeal because the individual is already in the return to work process, a vote was taken on the motion to deny the appeal and was approved without objection.

1. Return to work appeal(s): Disability pensioner from Metro Nashville Public Schools.

Shannon Hall reported to the Board that at the July 2012 meeting, the Board cleared this disability pensioner to return to work. She stated that the department has not been able to return this disability pensioner to work and has become financially responsible for the disability pension in accordance with the Metro Code. Ms. Hall stated that this disability pensioner is requesting to appeal this decision and be removed from the return to work list because they have been approved for Social Security Disability benefits. Ms. Hall also reviewed the disability pensioner’s appeal request, Social Security Disability award notice, the 1992 Board approved policy related to the receipt of SSDI and noted no new medical information was supplied.

Dr. Celia Goodson noted that she has not received any additional medical information related to the request to remove her from the return to work list.

B.R. Hall moved to remove the individual from the return to work list in accordance with the SSDI policy. Charles Clariday seconded.

There was some discussion regarding the 1992 policy and relying on a decision made by another entity (SSDI) regarding an individual’s disability and the individual working and staying under the threshold to

1. Return to work appeal(s): Disability pensioner from Metro Nashville Public Schools. (continued)

receive SSDI benefits and whether that consistent with Metro’s policy. There was some discussion regarding the questionnaires that are sent out every year and the Board’s ability to reexamine a disability pensioner at any time.

Nicki Eke, Legal Department, stated that the fact that someone has been granted SSDI benefits should not be the sole basis to award a Metro disability pension. She stated that ultimately it is the duty of the Board to determine whether or not an individual meets the criteria for disability benefits based on the Metro Code, using the medical records and the opinion of the Civil Service Medical Examiner. She also noted that it is not clear if the policy is intended to apply in cases where the individual has already been on a disability pension and cleared to return to work. She further stated that it is the Legal Department’s advice to review the medical information and recommendation from the Civil Service Medical Examiner to determine whether or not the facts have changed that will justify changing the prior decision made by the Board. She reiterated that receipt of SSDI should not be the sole basis.

Shannon Hall reviewed what the Social Security disability benefits policy states: “when an individual has been approved for Social Security Disability benefits, the Board Office automatically be allowed to place that individual on the Board Agenda to be approved with no stipulation of scheduled reexamination, and that the individual be brought before the Board when notification is received that Social Security Disability benefits have ceased.” She also stated that the Board needs to determine whether the return to work decision from July 2012 should be upheld or whether this disability pensioner should be removed from the return to work list with no scheduled reexamination date while on SSDI.

There was some discussion of the process once someone has been approved for SSDI and how they typically do not come back up for re-exam. Dr. Celia Goodson noted that if it is the Board’s preference, it would not be difficult to obtain medical records for review and make a recommendation to the Board.

There was discussion of different scenarios where someone may have been approved for SSDI and returned to work, and vice versa.

There was discussion regarding the applicability of the SSDI policy and changes to the SSDI guidelines and the Metro’s policy.

 After further discussion, Ann Butterworth recommended obtaining additional medical information.

Edna Jones noted that there is a motion on the floor and that the Board has already voted for no re-exams for other applicants that have been approved for SSDI during the course of this meeting.

After Edna Jones restated the motion to remove the individual from the return to work list, it was asked as to why this case is being handled in this manner versus being on the spreadsheet.

Shannon Hall stated that the Board has already made a determination and they are appealing that decision. The prior disability cases have already been deemed disabled and still are. She stated that the both return to work appeals have been deemed no longer disabled by the Board and they are appealing that decision.

There was also some discussion regarding the department not having a position available and whether or not the individual has restrictions.

Paula Krebs, case manager with Eckman/Freeman, reported to the Board that the individual does have restrictions and could not return to the current classification. She stated that they have obtained some on the job training with Goodwill Industries to update their skills and has applied for several positions within Metro. Ms. Krebs also noted that Social Security reviewed all of the individual’s medical records, not just the records related to the injury on duty.

After some discussion of the type of pension individual is currently on (in line of duty) and review of additional medical information that may qualify the individual for a medical disability pension, a vote was taken on the motion to remove the individual from the return to work list and failed with Richard Riebeling, Ann Butterworth, Christine Bradley, Rita Roberts-Turner and Thomas Curtis opposed.

Ann Butterworth moved to defer pending review of additional medical information by the Civil Service Medical Examiner. Christine Bradley seconded.

After some discussion of the return to work being based on improvement of the injury on duty, a review of all the medical information, and eligibility for a medical disability pension, a vote was taken on the motion to defer pending review of additional medical information and was approved with Charles Clariday opposed and B.R. Hall abstaining.

Richard Riebeling stated that relying on the receipt of SSDI is only a factor and not the sole basis for making a determination regarding disability and needs to be reviewed by this Board.

There was some discussion of obtaining the records that were reviewed by Social Security.

1. Correspondence:
2. Utilization report from Blue Cross Blue Shield.
3. Utilization report from CIGNA.
4. Utilization report from Alternative Service Concepts. (reported quarterly)

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

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

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

Shannon Hall made note of the Legal Department supplying the Board with updated copies of Metro Code that have all of the new benefit changes incorporated into it.

At this time, Richard Riebeling stated that it would be appropriate to go on record thanking Clyde D. Smith for his service to the Board.

Shannon Hall reported to the Board that the Human Resources staff is in the process of coordinating an election to replace his position.

1. Late item(s):

There were no late items reported at the meeting.

 With nothing further presented, the meeting adjourned at 10:30 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board