MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***August 6, 2013***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, August 6, 2013 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:30 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Stephanie Bailey, Charles D. Clariday, Sr., \*G. Thomas Curtis, B.R. Hall, Sr., Jerry Hall, 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 July 2, 2013 and the July 16, 2013 special called meeting**.** With no corrections, nothing further was noted and Christine Bradley moved for approval. Rita Roberts-Turner 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.

\*Denotes the arrival of G. Thomas Curtis.

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

Edna Jones introduced new Board member Stephanie Bailey.

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 6, for the length of time as recommended. Rita Roberts-Turner moved for approval of the recommendation to approve the disability pension new requests, items 1 through 6 for the length of time as recommended. Todd Henry seconded.

There was some discussion of the rationale for approving a disability pension if the condition/diagnosis could allow the individual to work. Dr. Celia Goodson described the review process of the medical records and being deemed disabled according to Metro’s standards.

There was also some discussion of the applicant being placed in another position versus being approved for a disability pension and Dr. Celia Goodson described the review process and vocational case management.

After some discussion of the processes, it was noted that there were two items a Board member was uncomfortable voting for as a group and the motion was withdrawn.

On the disability pension new request item 1, Rita Roberts-Turner moved for approval of the recommendation to approve the request for the length of time as recommended. B.R. Hall seconded.

There was further discussion of the job description, the condition/diagnosis and the individual being able to do other duties versus a disability pension. There was also some discussion of having more detailed medical information, consideration of other job related factors and information from the department regarding the job duties.

Nicki Eke reviewed the option of a recommendation with the stipulation of return to work and what the Code states regarding disability pensions and return to work.

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

A vote was taken on the motion to approve the disability pension new request, item 1, for the length of time as recommended and was approved with Stephanie Bailey and Tom Curtis opposed and Richard Riebeling abstaining.

After some discussion of the condition/diagnosis on the disability pension new request item 2, Stephanie Bailey moved for approval of the recommendation on the disability pension new request, item 2, for the length of time as recommended. Todd Henry seconded.

There was also some discussion of the individual returning to another position within the recommended re-exam date and assigning vocational case management.

The Board took a vote on the motion to approve the disability pension new request item 2, for the length of time as recommended and was approved without objection.

Dr. Celia Goodson reported to the Board that she recommends approval of the disability pension new requests, items 3 through 6, for the length of time as recommended. Jerry Hall moved for approval of the recommendation to approve the disability pension new requests, items 3 through 6 for the length of time as recommended. Charles Clariday 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 7 through 15 for the length of time as recommended, with the exclusion of item 10. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 7 through 15 for the length of time as recommended with the exclusion of item 10. Todd Henry seconded.

After some discussion on the recommendation on item 7, a vote was taken on the motion to continue the disability pension reexaminations items 7 through 15, for the length of time as recommended, with the exclusion of item 10, and was approved without objection.

On item 10, Todd Henry moved to defer and have an independent psychological evaluation conducted. Rita Roberts-Turner seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on items 16 and 17, she requests a deferral for one month. Jerry Hall moved for approval of the request to defer items 16 and 17 for one month. Rita Roberts-Turner seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on item 18 she is requesting case management. Christine Bradley moved for approval of the request for case management. B.R. Hall seconded and the Board approved without objection.

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 1. | Deborah A. Bruton-Reed | Metro Action Commission | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for four months, (December 2013), with re-exam at that time. |
| 2. | Connie S. Galbreath | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (December 2013), with re-exam at that time. |

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

**NEW REQUESTS: (continued)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 3. | Danny R. McNeil | Public Works | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (August 2014), with re-exam at that time. |
| 4. | James C. Medley | Fire | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for six months, (February 2014), with re-exam at that time. |
| 5. | Derrick Moore | Juvenile Court | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (February 2014), with re-exam at that time. |
| 6. | Christina P. Trammel | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (February 2014), with re-exam at that time. |

**REEXAMINATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 7. | Patrick D. Armstrong | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (February 2014), with re-exam at that time. |
| 8. | Michael W. Baltz | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for three months, (November 2013), with re-exam at that time. |
| 9. | Kenneth D. Barnes | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (August 2014), with re-exam at that time. |
| 10. | Roy J. Dunaway | Police | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for two months, (October 2013), with re-exam at that time. |
| 11. | Wade T. Hales | Sheriff | Medical | As moved, seconded and approved, this disability pension was continued for four months, (December 2013), 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** |
| 12. | Teresa R. Kemper | Juvenile Court | Medical | As moved, seconded and approved, this disability pension was continued for three months, (November 2013), with re-exam at that time. |
| 13. | Johnny R. Mercer | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (February 2014), with re-exam at that time. |
| 14. | Matthew A. Nixon | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (August 2014), with re-exam at that time. |
| 15. | Roy L. Tanksley | Fire | Medical | As moved, seconded and approved, this disability pension was continued for one year, (August 2014), with re-exam at that time. |
| 16. | Johnny W. Jones | Public Works | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (September 2013) |
| 17. | Diane M. Nesbitt | Emergency Communications Center | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (September 2013) |

**OTHER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 18. | Curtis E. Bush | Parks | In Line of Duty | As moved, seconded and approved, vocational case management was approved for this individual. |

**SOCIAL SECURITY REFERRALS:**

Dr. Celia Goodson reported to the Board that she concurs with the case management recommendations on the Social Security referrals. Rita Roberts-Turner moved for approval of the referrals. Jerry Hall seconded and the Board approved without objection.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Recommendation for Referral** | **Comments** |
| 1 | Brown, Lamondo | Sheriff | Pension Approval | No | No | Younger Worker |
| 2 | Corman, Rickie | Police | Pension Approval | No | No | Younger Worker |

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

**SOCIAL SECURITY REFERRALS: (continued)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Recommendation for Referral** | **Comments** |
| 3 | Duff-Smith, Virpi | MNPS | Pension Approval | No | No | Younger Worker |
| 4 | Head, Dennis | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 5 | Krantz, Mary | MNPS | Pension Approval | No | No | Impairment does not meet SSDI guidelines |
| 6 | Ladd, Katherine | Sheriff | Pension Approval | Yes | Yes | Evaluation |
| 7 | Lakota, Melinda | Parks/Rec | Pension Approval | Yes | Yes | Evaluation |
| 8 | Lane. Shauna | MNPS | Pension Approval | No | No | Younger Worker |
| 9 | McCrary, Samuel | Fire | Pension Approval | No | No | Younger Worker |
| 10 | Mullican, Joe | ECC | Pension Approval | Yes | Yes | Evaluation |
| 11 | Pearce, James | Police | Pension Approval | No | No | Younger Worker |
| 12 | Phillips, Mary Ellen | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 13 | Rogers, Patrice | Bordeaux | Pension Approval | No | No | Younger Worker |
| 14 | Sessions, Scott | Fire | Pension Approval | No | No | Younger Worker |
| 15 | Sessions, Syretha | Sheriff | Pension Approval | Yes | Yes | Evaluation |

In regards to the disability pensions, information was requested on the percentage of disability pensions that are mental health related.

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

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

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Jesse Licup \* | BLTC | LPN | A | 07/10/2013 | 09/01/2013 |
| Sulers Chaisree \* | MNPS | Senior Custodian | B | 07/10/2013 | 01/01/2013 |
| Robert W. Rhodes Sr. | Health | Office Support Rep 2 | B | 07/10/2013 | 09/01/2013 |
| Joan C. Anderson | MNPS | Charter School | B | 07/10/2013 | 07/01/2013 |
| Sandra Smithson | MNPS | Charter School | B | 07/10/2013 | 07/01/2013 |
| Caroline Muirhead | MNPS | Special Ed. Asst | B | 07/10/2013 | 07/01/2013 |
| Betty J. Webb | MNPS | Education Asst. | B | 07/10/2013 | 07/01/2013 |
| Judy E. Hoyt | MNPS | Asst.- General School | B | 07/10/2013 | 08/02/2013 |
| Henry C. Adams Jr. | Library | Human Resources Mgr | B | 07/16/2013 | 09/01/2013 |
| Jack Norman Jr. | St. Trial Court | Deputy Court Admin | B | 07/16/2013 | 09/16/2013 |
| Janice M. Bass | MNPS | Secretary/Bookkeeper | B | 07/19/2013 | 08/10/2013 |

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

**Service: (continued)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Marva Hyde | Social Services | Nutrition Site Coord. | B | 07/24/2013 | 07/19/2013 |
| Tommy Jurnett | Police | Police Officer 2 | B | 07/24/2013 | 07/20/2013 |
| Terry L. Hudson | MNPS | Supervisor Campus | B | 07/24/2013 | 08/02/2013 |
| Debra Patterson-Holt | MNPS | Bus Driver | B | 07/24/2013 | 08/02/2013 |
| Karen Stephens | MNPS | Cashier-Food Svc | B | 07/24/2013 | 08/02/2013 |
| Valda V. Espinoza | MNPS | Bus Driver | B | 07/24/2013 | 08/02/2013 |
| Opal Sweat | MNPS | Library Clerk | B | 07/24/2013 | 08/02/2013 |
| Wanda F. Walker | MNPS | Educational Asst | B | 07/24/2013 | 07/20/2013 |
| Lola B. Graham \* | MNPS | Program Specialist | B | 07/19/2013 | 08/01/2013 |

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Connie L Murff | Circuit Court | B | 07/01/2013 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Armstrong, Johnnie Ruth | MNPS | Service | B | 7/1/2013 | Normal |  |
| Beddoe, Jason Eric | Police | Early Service | B | 6/1/2013 | Option E |  |
| Bush, Judy A | Social Services | Service | B | 6/29/2013 | Normal |  |
| Bussell, Jane H. | Human Resources | Service | B | 7/6/2013 | Option A |  |
| Cartwright, Mary E | MNPS | Service | B | 6/29/2013 | Normal |  |
| Cole, Jane C | MNPS | Service | B | 6/4/2013 | Normal |  |
| Craig, Marsha Lee | Juvenile Court | Early Service | B | 6/1/2013 | Normal |  |
| Crowder, Byrd | General Hospital | Service | B | 6/1/2013 | Normal |  |
| Foard, Virginia | Public Defender | Early Service | B | 6/8/2013 | Normal |  |
| Gates, Linda S | MNPS | Service | B | 6/29/2013 | Normal |  |
| Gilbert, Betty J. | Election Commission | Service | B | 6/22/2013 | Option D |  |
| Huddleston, Sheron D | Metro Action Commission | Early Service | B | 6/29/2013 | Normal |  |
| Hurley, Jonathan S | General Sessions Court | Early Service | B | 6/19/2013 | Option E |  |
| Jacobs, Gladys | General Hospital | Service | B | 5/29/2013 | Option D |  |
| Jones, Deborah Delores | MNPS | Service | B | 6/29/2013 | Option D | 3 |
| Kaylor, Sandra B. | Health | Early Service | B | 6/1/2013 | Normal |  |
| Lewis, Adrienne A | Metro Action Commission | Early Service | B | 6/29/2013 | Option D |  |
| Mastin, Felecia Anne | Metro Action Commission | Early Service | B | 6/29/2013 | Option E |  |
| Maynard, Paul D | Water Services | Service | B | 7/1/2013 | Option E |  |
| Mccoy, Minnie Elizabeth | MNPS | Early Service | B | 6/1/2013 | Normal |  |
| Miller, Priscilla J | Metro Action Commission | Early Service | B | 6/29/2013 | Normal |  |
| Murphy, Hilda D | MNPS | Service | B | 6/1/2013 | Option C | 3 |
| Norris, Christina | Clerk and Master | Service | A | 7/1/2013 | Option F |  |
| Nunn, Stephen O. | Public Works | Service | B | 6/1/2013 | Option A |  |
| Oatneal, Patricia I | General Hospital | Service | B | 6/1/2013 | Option F |  |
| Odom, Peggy A. | Bordeaux Long Term Care | Service | B | 7/1/2013 | Normal |  |
| O'hara, Alexis M | MNPS | Service | B | 5/29/2013 | Option E |  |

**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 |
| Parrish, Glendon T | MNPS | Service | B | 6/29/2013 | Option F |  |
| Pewitt, Janice S | MNPS | Early Service | B | 6/4/2013 | Option F |  |
| Pomeroy, Patricia Ann | MNPS | Early Service | B | 6/4/2013 | Option F |  |
| Poole, Larry D | Fire | P&F Service | B | 6/29/2013 | Option A | 3 |
| Powell, David W | Fire | P&F Service | A | 7/1/2013 | Option A | 3 |
| Reeves, Karen M | MNPS | Service | B | 5/28/2013 | Option F | 2 |
| Reid, Kenneth L | MNPS | Service | B | 6/8/2013 | Normal |  |
| Shade, Phillip F | MNPS | Early Service | B | 5/25/2013 | Option E |  |
| Slater, Frances Darlene | Assessor of Property | Early Service | B | 6/12/2013 | Option F |  |
| Smith, Michael J | Water Services | Service | B | 6/6/2013 | Normal |  |
| Spielberg, Tina | MNPS | Early Service | B | 6/4/2013 | Option A |  |
| Taylor, Sharon B | MNPS | Early Service | B | 6/4/2013 | Normal |  |
| Therber, Debbie R | MNPS | Service | B | 6/29/2013 | Normal | 3 |
| Thompson, Mary H | MNPS | Service | B | 5/25/2013 | Option F |  |
| Ward, Charles E | Juvenile Court | Service | B | 6/1/2013 | Option F | 3 |
| Warner, Suzanne | MNPS | Early Service | B | 6/4/2013 | Normal |  |
| Whitney Sr, Ronnie L | Sheriff | Service | A | 7/1/2013 | Normal |  |
| Willis Jr, Charles D | Sheriff | Service | B | 6/8/2013 | Option A | 2 |
| Woodward, Beverly H | MNPS | Early Service | B | 6/29/2013 | Option B |  |

###### Survivor

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee Name** | **Department** | **Survivor Name** | **Plan Membership** | Effective Date |
| Roy Miller | Water | Sandra Miller | A | 06/27/2013 |
| Ernest Johnson | Codes | Marrecco Johnson | B | 06/30/2013 |
| Jerry Boyd | Vested | Patrick Boyd | B | 06/20/2013 |
| Peyton Donoho Jr. | Fire | Connie Donoho | B | 07/10/2013 |
| Tracy Hobson | Fire | Carl Hobson | B | 07/08/2013 |
| Isaac Blackwood Jr. | Fire | Mary Blackwood | B | 06/30/2013 |
| Charles Caldwell | Fire | Virginia Caldwell | Closed | 06/26/2013 |
| Thomas Hall | Water | Ethel Hall | B | 07/09/2013 |
| Delores Stone | Criminal Court | Jack Stone | B | 07/06/2013 |
| Larry Corn | General Sessions | Jobie Corn | B | 07/15/2013 |
| Patricia Stayton | Sheriff | Michele Stayton | B | 07/08/2013 |
| Joe Williams | BOE | Helen Williams | B | 07/19/2013 |
| Clyde Smith | Water | Lonnie McQuiston Jr. | B | 07/15/2013 |
| Bernice McClain | BOE | Milton McClain | A | 06/21/2013 |
| Dana McCutcheon | Water | Marcella McCutcheon | B | 07/08/2013 |
| Ruth Coe | BOE | Carlos Coe | B | 07/23/2013 |
| Bernice Washington | BOE | Carolyn Washington | B | 07/20/2013 |
| Robert Owens Jr. | Fire | Catherine Owens | A | 07/30/2013 |

## BENEFIT BOARD ITEMS

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

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

Items 1.-a. through 1.-c. were for information only and no action was required.

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. Health insurance portability and accountability act (HIPAA) notice.

Items 2.-a. through 2.-i. were for information only and no action was required.

Shannon Hall made note of item 2.-i. the annual HIPAA notice.

The Board discussed having representatives from the departments present at the meetings to address questions related to initial disability pension requests and return to work items.

1. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:15 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board