MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***October 1, 2013***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, October 1, 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, and Richard M. Riebeling.

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 September 3, 2013**.** With no corrections, nothing further was noted and Stephanie Bailey moved for approval. Jerry Hall 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 reviewed the disability pension recommendations with the Board.

On item 1, Dr. Celia Goodson reported to the Board that she recommends approval of the disability pension new request for the length of time as recommended. Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, item 1 for the length of time as recommended. Charles Clariday seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on item 2, she recommends approval of the disability pension new request for the length of time as recommended.

Shannon Hall stated that the individual was present if there were any questions.

Todd Henry moved for approval of the recommendation to approve the disability pension new request, item 2, for the length of time as recommended. Charles Clariday seconded. A vote was taken on the motion to approve item 2, for the length of time as recommended and was approved without objection.

Dr. Celia Goodson reported to the Board that on item 3, she recommends approval of the disability pension new request for the length of time as recommended. Charles Clariday moved for approval of the recommendation to approve the disability pension new request, item 3, for the length to time as recommended. Stephanie Bailey seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on item 4, she recommends denial of the disability pension new request. Richard Riebeling moved for approval of the recommendation to deny the disability pension new request item 4. Jerry Hall seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 5 through 11 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through11 for the length of time as recommended. Tom Curtis seconded.

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

After some discussion of exploring vocational rehab on item 9 and the standard of disability that applies to this individual, Todd Henry moved to amend the motion to include exploring vocational rehab services. Stephanie Bailey seconded.

There was some discussion on assigning case management and it was also noted that the individual is not obligated or required to participate nor would the department return them to work unless they were able to do their sworn classification.

A vote was taken on the motion to continue the disability pension re-exams, items 5 through 11, for the length of time as recommended, along with vocational case management assistance on item 9 and was approved without objection.

Dr. Celia Goodson reported to the Board that on items 12 through 17, she requests a deferral for one month. Jerry Hall moved for approval of the request to defer items 12 through 17 for one month. Tom Curtis seconded and the Board approved without objection.

On item 18, Dr. Celia Goodson reported to the Board that she recommends approval of the request to return to work.

The Board discussed whether or not a position was available that would accommodate the individual’s restrictions.

James Gray, Parks & Recreation, was present and addressed the Board regarding the request to return to work. He stated that based on the restrictions, requirements for their position and qualifications, there is not a position available at this time.

There was also some discussion of case management assistance.

Paula Krebs, Eckman/Freeman, addressed the Board regarding the individual’s case file. She stated that the individual currently works part-time, however, they are eager to return to full time employment based on the last functional capacity evaluation.

There was discussion of returning the individual to work in another department.

After some discussion of placing the individual that has restrictions on the return to work list and the department becoming responsible for paying the pension if they are not returned to work in six months, and being offered a different position within the department, B.R. Hall moved to deny the request to return to work. Jerry Hall seconded.

There was discussion of the individual’s re-exam status, assigning a re-exam date and the result of this motion precluding them from seeking other positions within Metro Government.

B.R. Hall also suggested his motion include having the Human Resources staff work with the individual in seeking a position and then bring them back with a return to work request.

Paula Krebs reviewed the individual’s classroom training, progress towards returning to work and noted again that they currently have a part-time job that accommodates their restrictions.

After clarification of a reexamination date of six months, a vote was taken on the motion to deny the return to work request and was approved with Stephanie Bailey abstaining.

Dr. Celia Goodson reported to the Board that in item 19, she recommends approval of the request to return to work. Stephanie Bailey moved for approval of the recommendation to approve the request to return to work. Thomas Curtis seconded and the Board approved without objection.

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

Dr. Celia Goodson reported to the Board that on item 20, she recommends approval of the request to return to work.

Byron Grizzle, Sheriff’s Office, was present and addressed the Board regarding the request to return to work. He stated that at the present time, the individual can not work in their current capacity with those restrictions, as it would be unsafe to return them to that position. He also stated that there is not a position available that meets the restrictions as listed.

B.R. Hall moved to deny the request to return to work. Charles Clariday seconded.

There was some discussion of placing an individual that has restrictions on the return to work list and the department becoming responsible for paying the pension if they are not returned to work in 60 days. It was also noted that there is no incentive for the departments to find a position if this Board continues to bail out the departments.

Shannon Hall noted that this individual is up for their reexamination period and if there is a motion to deny the request to return to work, another re-examination period needs to be set for the individual.

There was some discussion of a way to monitor availability of positions that may be offered to those wanting to return to work.

It was also noted that this individual has an active case manager and recommended re-exam in three months.

There was further discussion of more pressure being put on the departments to return people back to work.

Byron Grizzle also stated that in this case, it is simply that there is not a position available for the individual today.

After further discussion of the department placing the individual in a position if one becomes available, a vote was taken on the motion to deny the return to work request and schedule re-exam in three months and was approved without objection.

On item 21, Dr. Celia Goodson reported to the Board that she recommends approval of a return to work and assign vocational case management. B.R. Hall moved for approval of the recommendation on item 21 of return to work and assign vocational case management. Stephanie Bailey seconded and the Board approved without objection.

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 1. | Pamela G. Foxx | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (February 2014), with re-exam at this time. |
| 2. | Roger D. Moore, Sr. | Water | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (October 2014), with re-exam at that time. |
| 3. | Steven Ragland | Public Works | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (February 2014), with re-exam at this time. |

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

**REEXAMINATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 4. | Suzanne J. Catignani | Assessor | In Line of Duty | As moved, seconded and approved, this disability pension request was denied. |
| 5. | Sylvia Cobbins | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for one year, (October 2014), with re-exam at that time. |
| 6. | Ronald S. Kenny | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two months, (December 2013), with re-exam at that time. |
| 7. | Chris D. Parker | Sheriff Office | In Line of Duty | As moved, seconded and approved, this disability pension was continued for four months, (February 2014), with re-exam at that time. |
| 8. | Kevin D. Steele | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for four months, (February 2014), with re-exam at that time.  |
| 9. | Rebecca L. Taylor | Fire | Medical | As moved, seconded and approved, this disability pension was continued for one year, (October 2014), with re-exam at that time. |
| 10. | J.C. Walton, Jr. | Sheriff Office | Medical | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.  |
| 11. | Nancy E. Young | Information Technology Systems | Medical | As moved, seconded and approved, this disability pension was continued for six months, (April 2014), with re-exam at that time.  |
| 12. | Deborah A. Berryhill | Police | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (November 2013), with re-exam at that time.  |
| 13. | Robert L. Chitwood | Police | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (November 2013), with re-exam at that time. |
| 14. | Roy J. Dunaway | Police | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (November 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** |
| 15. | Thomas R. Jones, Jr. | Police | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (November 2013), with re-exam at that time. |
| 16. | Jerry D. Lee, Jr. | Fire | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (November 2013), with re-exam at that time. |
| 17. | David Vanderpool | Fire | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (November 2013), with re-exam at that time. |

**RETURN TO WORK:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **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, this return to work request was denied and re-exam scheduled in six months, (April 2014). |
| 19. | Greta H. Greer | Metro Action Commission | Medical | As moved, seconded and approved, this return to work request was approved. |
| 20. | Jack Copeland, Jr. | Sheriff Office | In Line of Duty | As moved, seconded and approved, this return to work request was denied and re-exam scheduled in three months, (January 2013). |
| 21. | DeAnna Y. Jones-Hill | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this return to work request was approved. |

**SOCIAL SECURITY REFERRALS:**

Dr. Celia Goodson reported to the Board that she concurs with the case management recommendations on the Social Security referrals. Charles Clariday moved for approval of the referrals. Stephanie Bailey seconded and the Board approved without objection.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Recommendation for Referral** | **Comments** |
| 1 | Doersam, Bryan | 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** |
| 2 | Henry, Jesse | Health | Pension Approval | No | No | Younger Worker |
| 3 | Itoh, Carol | MNPS | Pension Approval | No | No | Cl filed for SSDI and has Atty |
| 4 | Knight, Randall | Public Works | Pension Approval | Yes | Yes | Client meets SSDI guidelines |
| 5 | Lampkin, Michelle | MNPS | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 6 | Park, Sung Jun | Police | Pension Approval | No | No | Younger Worker |
| 7 | Richer, Donald | Police | Pension Approval | No | No | Younger Worker |
| 8 | Sampson, Tammy | Circuit Court | Pension Approval | No | No | Cl filed for SSDI and has Atty |
| 9 | White, Victoria | Parks and Rec | Pension Approval | Yes | Yes | Evaluation |
| 10 | Wilson, Stephany | 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. Christine Bradley seconded and the Board approved without objection.

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Teresa M. Wain | MNPS | Bus Driver | B | 08/28/2013 | 08/31/2013 |
| Sherrie G. Taylor | MNPS | Cashier-Food Service | B | 08/28/2013 | 08/31/2013 |
| Linda E. Stratton | MNPS | Supervisor- Campus | B | 08/28/2013 | 08/22/2013 |
| Peggy A. Miles | MNPS | Asst-School General | B | 08/28/2013 | 09/07/2013 |
| Mary Prime-Couch \* | General Hospital | Scrub Nurse/Tech 2 | B | 08/28/2013 | 09/01/2013 |
| Diane Massey\* | Public Works | Spec. Asst to Director | B | 08/26/2013 | 11/01/2011 |
| Evagelie Hayes \* | Social Services | Program Coordinator | A | 09/04/2013 | 11/01/2013 |
| Felix O. Omoregie \* | Caring for Children  | Program Specialist 3 | B | 09/04/2013 | 11/01/2013 |
| Jacky R. Davis | Sheriff | Warrant Officer 1 | B | 09/04/2013 | 09/21/2013 |
| Alton D. Hollis \* | Sheriff | Security Officer 1 | B | 09/04/2013 | 10/01/2013 |
| Flavel Readus | MNPS | Mgr- Print Shop | B | 09/11/2013 | 11/01/2013 |
| Barbara Gardner | MNPS | Secretary/Bookkeeper | B | 09/11/2013 | 10/03/2013 |
| Donna Hinshaw | MNPS | Asst- School General | B | 09/11/2013 | 10/31/2013 |

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

###### Service (continued)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Phillip Draper | Assessor’s Office | Admin Svc Manager | B | 09/11/2013 | 10/19/2013 |
| Turley Peek | MNPS | Mechanic-Automotive | B | 09/18/2013 | 09/21/2013 |
| Judy D. Barrera\* | Police | Police Officer 2` | B | 09/17/2013 | 11/01/2013 |

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| James H Murff | Police-cv | B | 09/01/2013 |
| Raymone W Runnels | Police | A | 09/01/2013 |
| Russell J Harris | Public Works | A | 10/01/2013 |
| Ora L Day | Water | B | 10/01/2013 |
| James F Richards | Police | B | 10/01/2013 |
| C Jerry Davids | Police-cv | B | 10/01/2013 |
| Teresa A Curtis | MNPS | B | 10/01/2013 |
| Lillian D Tucker | Circuit Court | B | 10/01/2013 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Adams Jr, Henry C. | Public Library | Service | B | 8/31/2013 | Option E | 3 |
| Alexander, Phyllis E | Bordeaux Long Term Care | Early Service | B | 6/29/2013 | Option F |  |
| Anderson, Joan Carol | MNPS | Early Service | B | 7/1/2013 | Normal |  |
| Bass, Janice Marie | MNPS | Service | B | 8/10/2013 | Option A |  |
| Beasley, Glenda S | MNPS | Service | B | 8/2/2013 | Option E |  |
| Berry, Howard S. | General Hospital | Service | B | 6/29/2013 | Normal | 2 |
| Biggs, Shirley A. | Bordeaux Long Term Care | Early Service | B | 6/29/2013 | Option E |  |
| Campbell, Bessie | Health | Service | A | 9/1/2013 | Normal |  |
| Chaiseree, Sulers | MNPS | Service | B | 1/1/2013 | Option A |  |
| Christion, Wanda Jean | General Hospital | Early Service | B | 6/29/2013 | Normal |  |
| Clark, Donna K | MNPS | Early Service | B | 8/2/2013 | Normal |  |
| Claybrooks, Sharon E. | Bordeaux Long Term Care | Early Service | B | 7/1/2013 | Normal |  |
| Collier, William Alexander | MNPS | Service | B | 8/2/2013 | Option D |  |
| Coplen, Francis T | Knowles Home | Early Service | B | 7/1/2013 | Option F |  |
| Dejarnette, Susan | Health | Service | B | 9/1/2013 | Option E |  |
| Dougherty, John A | Public Works | Service | B | 8/31/2013 | Option E |  |
| Dye, Sharon C | Knowles Home | Early Service | B | 7/1/2013 | Option D |  |
| Espinoza, Valda V | MNPS | Early Service | B | 8/2/2013 | Normal |  |
| Estes Jr, James H | Information Technology Service | Early Service | B | 8/24/2013 | Normal |  |
| Fleming, Deborah B. | General Hospital | Early Service | B | 6/29/2013 | Option E |  |
| Fletcher, Elizabeth A. | General Hospital | Service | B | 6/29/2013 | Option C |  |
| Gaston, Mary E. | General Hospital | Service | B | 6/29/2013 | Option F | 1 |
| Goins, Decelia A. | General Hospital | Early Service | B | 7/1/2013 | Normal |  |
| Gore, Deborah G | Bordeaux Long Term Care | Early Service | B | 7/1/2013 | Option D |  |
| Graham, Lola B | Caring for Children | Service | B | 8/1/2013 | Normal |  |
| Guess, James K | Fire | Early Service | B | 6/13/2013 | 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 |
| Hall, Dorothy E | MNPS | Early Service | B | 5/28/2013 | Normal |  |
| Hea, Mary Ann | Public Defender | Early Service | B | 8/31/2013 | Normal |  |
| High, John W | General Hospital | Service | B | 6/23/2013 | Option E |  |
| Hodges Jr, Thomas E | Fire | P&F Service | B | 7/6/2013 | Option B | 3 |
| Holden, Joyce Elaine | MNPS | Early Service | B | 8/2/2013 | Normal |  |
| Hoyt, Judy E | MNPS | Service | B | 8/2/2013 | Option F |  |
| Hudson, Terry | MNPS | Early Service | B | 8/2/2013 | Option E |  |
| Hyde, Marva R | Social Services | Service | B | 7/20/2013 | Normal |  |
| Jarrett, Margaret V. | General Hospital | Early Service | B | 6/29/2013 | Normal |  |
| Johnson, Billie Jo | Bordeaux Long Term Care | Early Service | B | 6/29/2013 | Option E |  |
| Johnson, Elroy D. | General Hospital | Service | B | 7/1/2013 | Option E | 3 |
| Jurnett, Tommy D | Police | P&F Service | B | 7/20/2013 | Option D |  |
| Licup, Jesse D | Bordeaux Long Term Care | Service | A | 9/1/2013 | Option E |  |
| Lillard, Evelyn D | MNPS | Service | B | 6/29/2013 | Option F | 2 |
| Lumakin, Virgilio O | General Hospital | Early Service | B | 6/29/2013 | Option A |  |
| Lyon, Dana M | Police | Early Service | B | 7/1/2013 | Option D |  |
| Manuel, Ramon N. | General Hospital | Early Service | B | 7/1/2013 | Option B |  |
| Martin, Linda Lou | MNPS | Service | B | 8/2/2013 | Normal |  |
| McCorkle, Margaret | Health | Service | B | 6/1/2013 | Normal |  |
| McGee, Jane E | MNPS | Early Service | B | 8/2/2013 | Option F |  |
| Merritt, Lynn C | MNPS | Early Service | B | 8/9/2013 | Option E |  |
| Mitchell, Ray E. | Bordeaux Long Term Care | Service | B | 6/29/2013 | Option F | 1 |
| Muirhead, Caroline A | MNPS | Early Service | B | 8/2/2013 | Option D |  |
| Myles, Linda A. | Knowles Home | Early Service | B | 7/1/2013 | Normal |  |
| Newlin, Robbie S | General Hospital | Early Service | B | 6/29/2013 | Option A |  |
| Patrino, Lisa L. | Bordeaux Long Term Care | Early Service | B | 6/29/2013 | Option F |  |
| Patterson-Holt, Debra  | MNPS | Early Service | B | 8/2/2013 | Normal |  |
| Pearson, Linda L | MNPS | Service | B | 8/1/2013 | Normal |  |
| Peck, Phillip M. | Knowles Home | Early Service | B | 6/29/2013 | Option E |  |
| Pedersen, Carl N | Library | Service | B | 11/1/2010 | Option E |  |
| Phillips, Steve | Public Works | Service | B | 8/1/2013 | Option F |  |
| Reding, Phillip E | Water Services | Service | B | 8/9/2013 | Option F | 3 |
| Rhodes Sr, Robert W. | Health | Early Service | B | 8/29/2013 | Option D |  |
| Robinson, Deborah E. | General Hospital | Early Service | B | 6/29/2013 | Normal |  |
| Rogers, Cortland | Knowles Home | Service | B | 7/1/2013 | Normal | 3 |
| Simmons, Emily J | General Hospital | Service | B | 9/1/2013 | Option E |  |
| Singer, Barbara | MNPS | Early Service | B | 5/28/2013 | Option B |  |
| Smith, Clare A | MNPS | Service | B | 8/2/2013 | Normal |  |
| Smithson, Sandra O | MNPS | Service | B | 7/1/2013 | Option D |  |
| Spurlock, Deborah J. | General Hospital | Early Service | B | 6/29/2013 | Option F |  |
| Stephens, Karen D | MNPS | Early Service | B | 8/2/2013 | Option E |  |
| Stephens, Peggy E | MNPS | Service | B | 8/3/2013 | Option F |  |
| Stratton, Linda E | MNPS | Service | B | 8/2/2013 | Normal | 2 |
| Swang, Laura S. | General Hospital | Service | B | 6/29/2013 | Option E |  |
| Sweat, Opal | MNPS | Service | B | 7/31/2013 | Normal | 1 |
| Tuberville, Vickie L | Bordeaux Long Term Care | Early Service | B | 6/29/2013 | Normal |  |

**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 |
| Vantrease, Mary L | General Hospital | Early Service | B | 6/29/2013 | Normal |  |
| Wair, Brenda G. | General Hospital | Early Service | B | 6/28/2013 | Opiton C |  |
| Walden, Jonell | MNPS | Service | B | 7/13/2013 | Option F | 3 |
| Walker, Wanda F | MNPS | Early Service | B | 7/17/2013 | Normal |  |
| Walls, Emma | MNPS | Service | B | 8/2/2013 | Option D | 3 |
| Warren, Kenneth E. | General Hospital | Early Service | B | 6/22/2013 | Option B |  |
| Webb, Betty Jo | MNPS | Service | B | 8/2/2013 | Normal | 2 |
| Westmoreland, Tamara D. | General Hospital | Early Service | B | 7/1/2013 | Normal |  |
| White, Kevin R. | General Hospital | Early Service | B | 6/29/2013 | Option E |  |
| Winter, Christine M | Fire | P&F Service | B | 8/1/2013 | Normal |  |
| Young, Margaret D. | General Hospital | Early Service | B | 6/22/2013 | 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 |
| Larry Slayden | Public Works | Thomas Slayden | B | 08/22/2013 |
| Eleanor Bledsoe | MNPS | James Bledsoe | B | 08/28/2013 |
| Bobby Mitchell | MNPS | Patricia Mitchell | B | 09/07/2013 |

## BENEFIT BOARD ITEMS

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

1. Actuarial study for Metro Code modifications regarding IOD leave changes.

Shannon Hall reported to the Board that as follow up to the September Board meeting, attached is the actuarial study for the legislation related to the recent IOD leave changes to ensure that the benefit provisions remain the same both before and after these IOD leave changes occur. She stated that this study will be provided to the Metro Council for their review and there is no action needed.

1. Pension Committee report.

Shannon Hall reported to the Board that the Pension Committee met on Friday, September 6, 2013 to discuss and provide feedback on information provided for disability pension items before the Board. She stated the minutes from this meeting are attached for approval and there is no action necessary at this time. She stated that the appropriate parties are incorporating and providing the requested information for disability pension items as outlined in the Committee minutes.

Pension Committee Vice-Chair Todd Henry asked if there were any amendments, corrections or questions of the minutes from the September 6, 2013 Pension Committee meeting. With no additional

1. Pension Committee report. (continued)

corrections, nothing further was noted and B.R. Hall moved for approval. Stephanie Bailey seconded and the Board approved the minutes without objection.

1. Correspondence:
2. Utilization report from Blue Cross Blue Shield.
3. Utilization report from CIGNA.
4. Utilization report from Alternative Service Concepts. (reported quarterly)
5. Blue Cross Blue Shield of Tennessee specialty pharmacy network.

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

Shannon Hall made note of item 3.-d.

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. Voluntary insurance annual reports.

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

Shannon Hall made note of item 4.-i.

1. Late item(s):

There were no late items reported at the meeting.

 With nothing further presented, the meeting was adjourned accordingly.

#### The foregoing minutes were approved by the Metropolitan Employee Benefit Board on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

Shannon B. Hall

Metropolitan Employee Benefit Board Liaison