MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***February 4, 2014***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, February 4, 2014 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, Veronica T. Frazier, B.R. Hall, Sr., Jerry Hall, W. Todd Henry, and Richard M. Riebeling.

Others present: Justin Stack, 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 January 7, 2014**.** With no corrections, nothing further was noted and Tom Curtis moved for approval. Stephanie Bailey seconded and the Board approved without objection.

### B. APPEAL ANNOUNCEMENT:

Justin Stack announced the process and timeframe for appealing a decision made by this Board.

Edna Jones informed the Board that there was a request by Dr. Celia Goodson to take the Pension Committee report out of order, however, that will not be necessary.

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

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

Edna Jones reviewed the layout of the disability pensions spreadsheets with the Board.

Dr. Celia Goodson reported to the Board that the medical recommendations are included on the individual staff reports. She also reiterated that she does not believe that it is her position to give a recommendation as to whether or not the Board should approve or deny a request for a medical pension because of all the factors involved other than the medical issues. She also stated that her not making a recommendation to approve or deny may result in her facing disciplinary action and or termination. She stated that her role is to tell the Board whether or not they medically meet the definition of disability.

Edna Jones reviewed the Civil Service Medical Examiner’s job description.

Edna Jones reported to the Board that item 1 has been withdrawn at the request of the employee.

Dr. Celia Goodson reported to the Board that for the disability pension new requests, items 2 through 4, she stated they are not medically able to perform the duties of their job and meet the medical definition of disability. She recommended a date for re-exam of the medical records with vocational case management for item 3. Jerry Hall moved for approval of the disability pension new requests, items 2 through 4, with vocational case management for item 3, for the length of time as recommended. Stephanie Bailey seconded.

There was discussion of assigning case management assistance for items 2 and 4 and the recommended dates to re-examine the medical records. A vote was taken on the motion to approve the disability pension new requests items 2 through 4, for the length of time as recommended, with vocational case management for item 3 and was approved by the Board without objection.

Dr. Celia Goodson reported to the Board that for the disability pension reexaminations, items 5 through 20, her medical recommendation is that they are not medically able to return to the duties of their former job and recommended a date for re-exam of the medical records, with the exclusion of item 18. Todd Henry moved for approval of continuing the disability pension reexaminations, items 5 through 20, with the exclusion of item 18,

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

based on the medical recommendation that they are not medically able to return to the duties of their former job for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

Dr. Celia Goodson reported that on item 18, the medical recommendation is that the individual is medically capable of performing the duties of their former job, however, there are other issues that will affect the Board’s decision.

\*Denotes the arrival of Christine Bradley.

On item 18, Harold Finch, Metropolitan Nashville Public Schools, (MNPS), was present and addressed the Board regarding the individual’s former job. He stated that they were a part of the custodial staff and those positions were contracted out and placement has become an issue due to credentialing for other positions within MNPS.

There was discussion of returning the individual to work and the department becoming responsible for paying the pension if not returned to work after 60 days and what is the Board’s obligation when someone is deemed medically capable to perform the duties of their former job and that position no longer exists.

Nicki Eke, Legal Department, stated that the Code addresses the Board determining whether the person is able to resume work with Metro based on the medical condition and skills. She stated that it does not take into consideration the fact that there may not be a vacant position.

The Board discussed the requirements for the individual to be able to reapply for a position and having the educational or minimum requirements for another position that does exist.

There was discussion of possibly referring the individual to the vendor that has the contract for their previous position and if placed on the return to work list that would not relieve MNPS from being liable for paying the pension if not returned to work with the Metropolitan Government.

The Board discussed placement for those in this type of situation and if someone took a position outside of Metro, they may still be eligible for that pension and that is when outside allowable earnings would apply.

There was also discussion that once the individual is returned to work the Board or MNPS should not be obligated to pay the pension because the position is no longer there and others in that position that were not hired by the contracted vendor were just out of a job.

The Board discussed the option of terminating the pension and Nicki Eke stated that the Board can not terminate a pension until the pensioner has been returned to work or unless the pensioner refuses a position that is offered. She stated that until the pensioner is returned to work, their pension will continue.

After further discussion of returning the individual to work and the department assuming payment for the pension if not returned to work after 60 days for item 18, B.R. Hall moved to return the individual to work based on the medical recommendation that the individual is medically capable of performing the duties of their former job. Jerry Hall seconded and the Board approved without objection.

Dr. Celia Goodson noted that on items 8 and 12 she is also requesting that vocational case management be assigned.

Todd Henry rescinded the previous motion on items 5 through 20, and moved to continue the disability pension reexaminations, items 5 through 20, with the exclusion of item 18, and assign vocational case management on items 8 and 12, based on the medical recommendation that they are not medically able to return to the duties of their former job for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on items 21 through 27, she requests a deferral for one month pending collection and review of additional medical information. B.R. Hall moved for approval of the request to

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

defer items 21 through 27 for one month. Christine Bradley seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on item 28 she recommends placement on the return to work list, as they are medically able to return to the duties of their former job with restrictions.

Byron Grizzle, Sheriff’s Office, reported to the Board that there is currently not a position available, but the department is working on placement.

Christine Bradley moved for approval of placement on the return to work list for item 28. Tom Curtis seconded and the Board approved without objection.

On items 29 and 30, Dr. Celia Goodson reported to the Board that she recommends placement on the return to work list, as they are medically able to return to the duties of their former job.

Harold Finch, MNPS, indicated that the department is working on placement.

Sue Bibb, Police Department, reported to the Board that the department is working on placement.

Todd Henry moved for approval of placement on the return to work list for items 29 and 30. B.R. Hall seconded and the Board approved without objection.

On item 31, Edna Jones stated this request stems from a policy that was approved by the last Study and Formulating Committee that allows for providing a salary supplement prior to the individual being placed on a pension.

Byron Grizzle, Sheriff’s Office, reviewed the difference in salary with their current salary and the top out of the position they are currently working in.

The Board discussed who pays the supplement and if there are any other cases.

Nicki Eke, Legal Department, reviewed the ordinance that was passed by Council regarding this and stated that it is codified in the Code.

Jerry Hall moved for approval of the salary supplement for item 31. Todd Henry seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on the late item, item 32, she recommends placement on the return to work list, as they are medically able to return to the duties of their former job with restrictions.

Harold Finch, MNPS, indicated that the department is working on placement.

Jerry Hall moved for approval of placement on the return to work list for item 32. Doug Clariday seconded and the Board approved without objection.

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 1. | Wanda G. Eddlemon | General Hospital | Medical | This disability pension request was withdrawn. |
| 2. | Barry L. Morris | Fire | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for six months, (August 2014), with re-exam at that time. |

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

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 3. | Vicki A. Neltner | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (June 2014), with re-exam at that time. |
| 4. | Zachery K. Phillips | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for six months, (August 2014), with re-exam at that time. |

**REEXAMINATIONS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 5. | Beverly A. Anderson | Parks | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (August 2014), with re-exam at that time. |
| 6. | Patrick D. Armstrong | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for four months, (June 2014), with re-exam at that time. |
| 7. | Pamela Foxx | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time. |
| 8. | Mary D. Krantz | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for four months, (June 2014), with re-exam at that time. |
| 9. | Michelle Lampkin | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for six months, (August 2014), with re-exam at that time. |
| 10. | Billy J. Marlowe, Jr. | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2015), with re-exam at that time. |
| 11. | William A. McNeill, Jr. | Assessor of Property | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2015), with re-exam at that time. |

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

**REEXAMINATIONS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 12. | Johnny R. Mercer | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (February 2015), with re-exam at that time. |
| 13. | Piroz Omer | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (February 2015), with re-exam at that time. |
| 14. | Chris D. Parker | Sheriff | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (August 2014), with re-exam at that time. |
| 15. | Melissa N. Pinkelton | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2015), with re-exam at that time. |
| 16. | Steve D. Ragland | Public Works | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2015), with re-exam at that time. |
| 17. | Jeffrey K. Rueger | Finance | Medical | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time. |
| 18. | Abdullah T. Sindy | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list. |
| 19. | Paris M. Spraggins | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (February 2015), with re-exam at that time. |
| 20. | Christina P. Trammel | Metropolitan Nashville Public Schools | Metropolitan Nashville Public Schools | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time. |
| 21. | Carolyn R. Beaird | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (March 2014), with re-exam at that time. |
| 22. | William B. Hitchcox | Police | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (March 2014), with re-exam at that time. |

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

**REEXAMINATIONS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 23. | Karen D. Holder | Water | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (March 2014), with re-exam at that time. |
| 24. | Shauna L. Lane | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (March 2014), with re-exam at that time. |
| 25. | James C. Medley | Fire | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (March 2014), with re-exam at that time. |
| 26. | Joe T. Mullican | Emergency Communications Center | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (March 2014), with re-exam at that time. |
| 27. | Sung Jun Park | Police | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (March 2014), with re-exam at that time. |

**RETURN TO WORK:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 28. | Phyllis Y. Boyd | Sheriff | Medical | As moved, seconded and approved, this individual was placed on the return to work list. |
| 29. | Virpi E. Duff-Smith | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list. |
| 30. | Kevin D. Steele | Police | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list. |

**OTHER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 31. | Michael T. True | Sheriff | In Line of Duty | As moved, seconded and approved, a salary supplement was approved. |

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

**LATE ITEM:**

**RETURN TO WORK:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 32. | Ronald J. Wilson | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this individual was 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. Christine Bradley 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 | Anderson, Beverly | Parks and Rec | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 2 | Brown, Lamondo | Sheriff | Pension Approval | No | No | Younger Worker |
| 3 | Bruton-Reed, Deborah | MAC | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 4 | Hall, Brenda | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 5 | Lakota, Melinda | Parks and Rec | Pension Approval | No | No | Cl has filed for SSDI and has an atty |
| 6 | Malley, Robert | Fire | Pension Approval | No | No | Younger Worker |
| 7 | Pearce, James | Police | Pension Approval | No | No | Younger Worker |
| 8 | Sharif-Norouli, Jamal | MNPS | Pension Approval | No | No | Younger Worker |
| 9 | Shaw, Bonnie | MNPS | Pension Approval | Yes | Yes | Evaluation |

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

Doug Clariday moved for approval of the pensions. Stephanie Bailey 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 |
| Frank Gong-Yu Hsu | Water | Engineer II | B | 01/09/2014 | 12/29/2013 |
| Chetika P. Merritt | MAC | Headstart Teacher 1 | B | 01/09/2014 | 01/11/2014 |
| Steve W. Taylor | Sheriff | Admin Svcs Officer 3 | B | 01/09/2014 | 02/01/2014 |
| Robert L. Charlton Jr. | Water | Customer Svc Field Rep 3 | B | 01/09/2014 | 03/04/2014 |
| Frederick A. Brooks | MNPS | Tech-Furniture Repair | B | 01/09/2014 | 04/26/2014 |
| Felton L. Ward | MNPS | Skill Laborer-Electrician | B | 01/09/2014 | 04/12/2014 |
| William R. Brown | MNPS | Tech- Facility | B | 01/16/2014 | 02/22/2014 |
| Glenn S. Brown | MNPS | Foreman-Electronic | B | 01/16/2014 | 02/21/2014 |
| Debbie J. Pugh | MNPS | Driver-Bus | B | 01/16/2014 | 06/04/2014 |
| Richard W. Lampkin | Fire | Captain | B | 01/16/2014 | 02/01/2014 |
| Jeffrey S. Ball Sr. | Police | Police Officer 2 | B | 01/16/2014 | 01/31/2014 |
| Deborah J. Scruggs \* | Health | Program Specialist 3 | B | 01/16/2014 | 02/01/2014 |
| Jesse O. Adcox | Fire | Fire Captain | B | 01/16/2014 | 02/22/2014 |
| Kenneth A. Jones | Fire | Fire Fighter 2 | B | 01/16/2014 | 02/27/2014 |
| Byron Harvey | MNPS | Officer-Security | B | 01/23/2014 | 03/01/2014 |
| Eleanor Summers | MNPS | Educational Asst | B | 01/23/2014 | 03/01/2014 |
| Robert Brown | MNPS | Skill Laborer-Painter | B | 01/23/2014 | 01/24/2014 |
| Jerry Rucker | MNPS | Campus Supervisor | B | 01/23/2014 | 04/05/2014 |
| David Belcher | MNPS | Supv-Furniture Repair | B | 01/23/2014 | 07/01/2014 |
| Karen Frazier | MNPS | Educational Asst | B | 01/23/2014 | 05/31/2014 |
| Linda L. Webster \* | MNPS | Educational Asst | B | 01/23/2014 | 04/01/2011 |
| Margaret Sherrill | Library | Library Associate 2 | B | 01/23/2014 | 03/14/2014 |
| Dewitt Pullen | Water | Indus Tech Master | B | 01/23/2014 | 02/25/2014 |

###### \* Deferred Benefit

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Lillian A Owens | Social Services | A | 01/01/2014 |
| Annelle B Kiehborth | Health | B | 01/01/2014 |
| Billie S Dunn | General Hospital | B | 02/01/2014 |
| Matthew G England | MNPD | B | 02/01/2014 |
| Beverly Hall | Parks | A | 02/01/2014 |
| Henry Brackman | MNPS | B | 02/01/2014 |
| Douglas Broadston | Police | A | 02/01/2014 |
| Charles L Stevens | Police | A | 02/01/2014 |
| Robert L Meadows | Police | B | 02/01/2014 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Armstrong, James R | Fire | P&F Service | B | 12/14/2013 | Option A | 3 |
| Cathey, James T | Police | Service | B | 1/1/2014 | Normal |  |
| Draper, Joe M | Assessor of Property | Service | B | 12/4/2013 | Option E |  |
| Dunlap, Robert | Bordeaux | Service | B | 1/1/2014 | Normal |  |
| Hamer, Henry L | MNPS | Service | B | 1/1/2014 | Option A |  |
| Haynes, Robert J. | MNPS | Service | B | 1/1/2014 | Normal |  |
| Hight, Avis M | MNPS | Service | B | 12/21/2013 | Option D |  |
| Hodges, Billy R. | Public Works | Early Service | B | 1/1/2014 | Option A |  |
| Hsu, Gong-Yu | Water Services | Early Service | B | 1/1/2014 | Option E |  |

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

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Johnson, Annie S | MNPS | Early Service | B | 12/21/2013 | Normal |  |
| Jordan, William N | General Sessions Court | Service | B | 1/1/2014 | Option A |  |
| Ladebauche, Judy M | Health | Service | B | 12/28/2013 | Option F |  |
| Magness-Lewis, Ethel D. | District Attorney | Service | B | 12/1/2013 | Option A |  |
| Nayyar, Sushil K | Public Library | Early Service | B | 1/1/2014 | Option A |  |
| Short, Linda D | MNPS | Early Service | B | 12/4/2013 | Normal |  |
| Singh, Linda V | Water Services | Service | B | 8/1/2013 | Normal |  |
| Stewart, William D. | Police | P&F Service | B | 12/3/2013 | Option A |  |
| Summers, Douglas M | Water Services | Service | B | 12/21/2013 | Normal |  |
| Venable, Neil T | Criminal Court Clerk | Service | B | 1/1/2014 | Normal | 1 |
| Warren, Terry J. | Bordeaux | Service | B | 12/1/2013 | Option C |  |
| Webb, Mark S. | Police | P&F Service | B | 1/1/2014 | Normal |  |
| Wilson, Howard L | Water Services | Service | B | 12/5/2013 | 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 |
| Charles Graves | Public Works | Lori Graves | B | 12/19/2013 |
| Nancy Anderson | General Hospital | Dorris Anderson | B | 12/20/2013 |
| Terry Demonbreun | Fire | Betty Demonbreun | B | 11/22/2013 |
| William Marshall Jr. | Library | Linda Storie | B | 01/17/2014 |
| Bernard Drake | Water | Brenda Drake | B | 01/15/2014 |
| Michael Malone | Fire | Kimberly Malone | B | 01/20/2014 |
| John Cobbs | Police | Joyce Cobbs |  | 01/14/2014 |
| John Elizer | Sheriff | Tammy Elizer | B | 01/24/2014 |

## BENEFIT BOARD ITEMS

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

1. Extension of existing medical plan contracts.

Justin Stack reported to the Board that the medical contracts with both BlueCross BlueShield and Cigna are set to expire December 31, 2014. He stated that due to the conditions going on in the marketplace and the desire to explore potential plan design changes, both Deloitte and Human Resources recommends the current contracts be extended up to 24 months. He also stated that in the interim, staff and Deloitte will begin working on a medical RFP.

1. Extension of existing medical plan contracts. (continued)

B.R. Hall moved for approval of extending the current medical contracts with Blue Cross Blue Shield and Cigna up to an additional 24 months. Douglas Clariday seconded and the Board approved without objection.

1. Pension plan valuation – final results.

Justin Stack reported to the Board that Bryan, Pendleton, Swats and McAllister (BPSM) will be presenting the final results of the annual actuarial valuation on the pension plans. He stated that in accordance with Metro Code Section 3.16.050, the Board will need to adopt the contribution rate for next year by the end of February.

Kevin Sullivan, Bryan, Pendleton, Swats & McAllister, gave a summary of the plan provisions and employee data statistics of the plans (open and closed). He reviewed the plans assets and liabilities.

Mr. Sullivan reviewed the future trends and projected contribution assumptions and stated that the recommended contribution rate is 17.987%.

After some discussion of future trends and contributions, Richard Riebeling moved for approval of the contribution rate of 17.987%. Christine Bradley seconded and the Board approved without objection.

1. Pension Committee: (Chair: W. Todd Henry; Vice-Chair: Stephanie Bailey; Members: B.R. Hall, Sr., and Richard Riebeling. Alternate member(s): Christine Bradley and Edna J. Jones)

Justin Stack reported to the Board that the Pension Committee met on Tuesday, January 21, 2014 to deliberate on information regarding the disability pension recommendations spreadsheet. He also stated the minutes from this meeting are attached for approval.

Pension Committee Chair Todd Henry asked if there were any amendments, corrections or questions of the minutes from the January 21, 2014 Pension Committee meeting. With no corrections, nothing further was noted and the Pension Committee minutes were approved without objection. Todd Henry reported that the Committee has the following recommendations for the Board:

The Committee recommends that Board include the date of hire to the current information that is provided on the disability pension recommendation spreadsheet.

Doug Clariday moved for approval of the Committee’s recommendation to include the date of hire to the current information that is provided on the disability pension recommendation spreadsheet. Stephanie Bailey seconded and the Board approved without objection.

The Committee also recommends to add a column that identifies “able to perform duties of current position” with a yes or no response to the current spreadsheet.

Stephanie Bailey moved for approval of the Committee’s recommendation to add a column that identifies “able to perform duties of current position” with a yes or no response to the current spreadsheet. B.R. Hall 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. (reported quarterly)
5. Presumption correspondence.

Items 4.-a. through 4.-d. 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. (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 5.-a. through 5.-i. were for information only and no action was required.

1. Late item(s):

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

With nothing further presented, the meeting adjourned at 10:50 a.m.

ATTEST: APPROVED:

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Ms. Veronica T. Frazier, Interim Director Ms. Edna J. Jones, Chair

#### Human Resources Employee Benefit Board