MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***March 4, 2014***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, March 4, 2014 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 10:00 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Stephanie Bailey, G. Thomas Curtis, Veronica T. Frazier, Jerry Hall, W. Todd Henry, and Richard M. Riebeling.

Members Charles D. Clariday, Sr., and B.R. Hall, Sr., were unable to be present.

Others present: Justin Stack, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Susan L. Warner, Interim 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 4, 2014**.** With no corrections, nothing further was noted and Christine Bradley 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 welcomed the interim Civil Service Medical Examiner, Dr. Susan Warner to the 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.

Edna Jones noted that there is a revised spreadsheet for the Board’s review and items 4, 7, and 8 will be discussed individually.

Dr. Susan Warner reported to the Board that she recommends approval of the disability pension new requests, items 1 through 3, for the length of time as recommended based on not being medically able to perform the duties of their current position. After discussion of changing item 2 from an in line of duty to a medical disability pension, Jerry Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 3 for the length of time as recommended. Stephanie Bailey seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends approval of the disability pension new requests, items 5 and 6, for the length of time as recommended based on not being medically able to perform the duties of their current position. She also stated that they have received receipt of Social Security benefits on item 6. After discussion of the recommended re-exam date on item 6, Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, items 5 and 6 for the length of time as recommended. Stephanie Bailey seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends denial of the disability pension new request, item 4, based on the medical information that shows being released to full duty with no restrictions. She also stated that she requested medical information related to other medical conditions that may warrant a disability, but they did not submit that information. Dr. Warner also noted that there are issues with the job description and being able to do the job.

Harold Finch, Metropolitan Nashville Public Schools, (MNPS), informed the Board that the individual has requested Americans with Disabilities Act, (ADA) accommodations for unpaid leave through June. He also stated that per the employee, it is his understanding that they cannot perform the job.

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

There was discussion of the release from the treating physician, the individual’s job description and accommodations. It was noted that if a person is a qualified individual with a disability, they can request a reasonable accommodations, however, in this case there seems to be no disability and an accommodation would not be necessary, but something the department may want to look at to help prevent aggravation of a condition.

Harold Finch, MNPS, stated that the ADA request is under review.

Jerry Hall moved for approval of the recommendation to deny the disability pension new request, item 4. Christine Bradley seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends denial of the disability pension new request, item 7, based on being medically able to perform the duties of their current position. She reviewed the medical record, job description and minimal restrictions.

Harold Finch, MNPS, stated that he is aware of the individual’s situation.

Jerry Hall moved for approval of the recommendation to deny the disability pension new request, item 7. Stephanie Bailey seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends denial of the disability pension new request, item 8, based on being medically able to perform the duties of their current position. She reviewed the medical record, job description and minimal restrictions.

Stephanie Bailey moved for approval of the recommendation to deny the disability pension new request, item 8. Jerry Hall seconded.

There was some discussion regarding the individual’s job description.

Harold Finch, MNPS, addressed the job description and stated that MNPS staff are reviewing and updating some job descriptions.

After discussion regarding providing more detailed/updated job descriptions, a vote was taken on the motion to deny the disability pension new request, item 8 and was approved without objection.

Edna Jones stated that on the disability pension re-exams items 9 and 13 will be discussed separately.

On item 10, Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexamination, with a functional capacity evaluation (FCE), for the length of time as recommended based on not being medically able to perform the duties of their current position. She also recommended a functional capacity evaluation (FCE) on item 10 and asked for guidance on the results from a urinary drug screening (UDS). Edna Jones stated that the issues with the UDS will be discussed at a Committee meeting on compliance. Christine Bradley moved for approval of the recommendation to continue the disability pension reexamination, item 10 with an FCE. Jerry Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on items 11 and 12, she recommends approval for continuing the disability pension reexaminations for the length of time as recommended based on not being medically able to perform the duties of their current position. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations for the length of time as recommended. Jerry Hall seconded and the Board approved with Stephanie Bailey opposing.

On item 12, Dr. Susan Warner stated that she is also requesting an FCE and changing it to a medical disability pension.

There was discussion of the medical record showing that the injury on duty has been resolved and even though there are other medical conditions that could support a medical disability, the individual is not eligible based on

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

years of service. Based on that discussion, it was indicated that items 11 and 12 should be voted upon separately. Christine Bradley moved to rescind her motion to approve items 11 and 12. Jerry Hall seconded and the motion was rescinded without objection.

On item 11, Stephanie Bailey moved for approval of the recommendation to continue the disability pension reexam for the length of time as recommended based on not being medically able to perform the duties of their current position. Christine Bradley seconded and the Board approved without objection.

Edna Jones stated that on item 12, they do not have 10 years of service to be eligible for a medical disability. She informed the Board that the options are to either continue the in line of duty disability pension or to discontinue that pension.

Dr. Susan Warner stated that on item 12 she is not sure as to whether the person can perform their current duties based on a medical condition, however, as far as the in line of duty injury, it appears these conditions have resolved and they are able to.

Jerry Hall moved for approval of the recommendation on item 12 to discontinue the in line of duty disability pension. Stephanie Bailey seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on items 14 through 20, she recommends approval for continuing the disability pension reexaminations for the length of time as recommended based on not being medically able to perform the duties of their current position, with the exclusion of item 18. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 14 through 20, with the exclusion of item 18, for the length of time as recommended. Jerry Hall seconded.

After discussion of the prognosis for item 19, a vote was taken on the motion to continue the disability pension reexaminations, items 14 through 20, with the exclusion of item 18 and was approved without objection.

After discussion of Dr. Warner’s request for Social Security and vocational case management assistance on item 9 and how they engage in two separate goals, Dr. Susan Warner recommended to defer item 9 pending information regarding their Social Security status. Jerry Hall moved for approval of the recommendation to defer item 9. Veronica Frazier seconded and the Board approved without objection.

It was noted that item 13 also had a request for Social Security and vocational case management assistance and that this item should be deferred as well. Jerry Hall moved to defer item 13. Veronica Frazier seconded.

Dr. Susan Warner requested clarification on the process of applying for Social Security disability and how the Board would want to proceed on cases during that period of time. Edna Jones stated that can be discussed at a Pension Committee meeting.

A vote was taken on the motion to defer item 13 and was approved by the Board without objection.

The Board discussed the medical record on item 18 that shows the physician indicated they could be returned to work.

Dr. Susan Warner stated that based on the conflicting medical information she is requesting a functional capacity evaluation (FCE) and recommended a deferral.

After discussion of the process for approving functional capacity examinations, Edna Jones noted that a functional capacity examination does not have to be approved by the Board, where independent medical examinations do. Jerry Hall moved to defer item 18 pending the results of an FCE. Veronica Frazier seconded and the Board approved without objection.

The Board discussed counseling for item 10 and it was reiterated that the Pension Committee will be convened to review compliance.

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

Dr. Susan Warner reported to the Board that she requests a deferral on items 21 through 25 for the length of time as recommended. Todd Henry moved for approval of the request to defer items 21 through 25 for one month. The motion was seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 26 she recommends approval of return to work.

Harold Finch, MNPS, stated that they would not be returning to their current position.

Paula Krebs, case manager, Ekman/Freeman, stated that they are seeking to return to work in an administrative position.

Richard Riebeling moved for approval of the recommendation of return to work on item 26. Stephanie Bailey seconded and the Board approved without objection.

Paula Krebs, Eckman/Freeman addressed some of the challenges with returning MNPS pensioners to work.

Edna Jones stated that may along with the current job descriptions, there also needs to be discussions on returning MNPS pensioners to work.

Dr. Susan Warner reported to the Board that on item 27 she recommends approval of return to work. Christine Bradley moved for approval of the recommendation on item 27 of return to work. Jerry Hall seconded and the Board approved without objection.

Harold Finch, MNPS, reported to the Board that item 28 was requested by the department. He stated that MNPS is requesting deferral on this item. Jerry Hall moved to defer item 28. The motion was seconded and the Board approved without objection.

Harold Finch, MNPS, reported to the Board that item 29 was requested by the department. He stated that this individual’s request for a disability pension was denied based on MNPS being able to accommodate the individual. He stated that since then, it has been determined that she is not able to perform the functions of the job based on their permanent restrictions and MNPS is requesting that the Board reconsider the denial.

Dr. Susan Warner informed the Board that she would like to defer item 29, pending review of the file. Richard Riebeling moved to defer item 29 for one month. Jerry Hall seconded and the Board approved with Stephanie Bailey abstaining.

There was some discussion regarding how to handle those individuals whose positions have been eliminated and are not returned to work.

Nicki Eke, Legal Department, stated that if someone is on a pension and the Board determines that they are able to resume work, the person remains on a pension until they are actually returned to work. She stated that if there is no position for them in Metro, they will remain on the return to work list until they are actually placed in a position within Metro and it’s after they have been placed in a position, that the pension can be terminated.

**NEW REQUESTS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 1. | Steven D. Archey | Public Works | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (September 2014), with re-exam at that time. |
| 2. | Tammy L. Binkley | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (July 2014), with re-exam at that time. |

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

**NEW REQUESTS: (continued)**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 3. | Mary H. Collins | Health | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (March 2015), with re-exam at that time. |
| 4. | Linda M. Craft | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was denied. |
| 5. | Claudia Crockett | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (March 2015), with re-exam at that time. |
| 6. | Janet A. Oglesby | State Trial Court | Medical | As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time. |
| 7. | Karron Pointer | Metropolitan Nashville Public Schools | In Line of Duty/Medical | As moved, seconded and approved, this disability pension request was denied. |
| 8. | Wilma J. Williams | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension request was denied. |

**REEXAMINATIONS:**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 9. | Carolyn Beaird | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2014), with re-exam at that time. |
| 10. | Kevin W. Blanton | Public Works | In Line of Duty | As moved, seconded and approved, this disability pension was continued for three months, (June 2014), with re-exam at that time. |
| 11. | Kimberly E. Goff | Library | Medical | As moved, seconded and approved, this disability pension was continued for four months, (July 2014), with re-exam at that time. |
| 12. | Karen D. Holder | Water | In Line of Duty/Medical | As moved, seconded and approved, this disability pension was terminated. |
| 13. | Kimberly D. Jackson | Metro Action Commission | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2014), with re-exam at that time. |

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

**REEXAMINATIONS: (continued)**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 14. | Shauna L. Lane | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for six month, (September 2014), with re-exam at that time. |
| 15. | Pamela A. Love | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six month, (September 2014), with re-exam at that time. |
| 16. | Tiwana G. Lumpkin | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six month, (September 2014), with re-exam at that time. |
| 17. | James C. Medley | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six month, (September 2014), with re-exam at that time. |
| 18. | Sung Jun Park | Police | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2014), with re-exam at that time. |
| 19. | William K. Stone | Police | Medical | As moved, seconded and approved, this disability pension was continued for four months, (July 2014), with re-exam at that time. |
| 20. | Troy S. Turner | General Services | In Line of Duty | As moved, seconded and approved, this disability pension was continued for three months, (June 2014), with re-exam at that time. |
| 21. | Robert L. Chitwood | Police | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2014), with re-exam at that time. |
| 22. | Bryan A. Doersam | Police | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2014), with re-exam at that time. |
| 23. | William B. Hitchcox | Police | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2014), with re-exam at that time. |
| 24. | Joe T. Mullican | Emergency Communications Center – 911 | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2014), with re-exam at that time. |

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

**REEXAMINATIONS: (continued)**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 25. | Daniel P. Schager | Police | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (April 2014), with re-exam at that time. |

**RETURN TO WORK:**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 26. | ShaRhonda D. Cartwright | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pensioner was placed on the return to work list. |
| 27. | Ricky Temple, Sr. | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pensioner was placed on the return to work list. |

**OTHER:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 28. | Abdullah T. Sindy | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was deferred for one month, (April 2014), with re-exam at that time. |
| 29. | Cheryl L. Tisdale | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was deferred for one month, (April 2014). |

**SOCIAL SECURITY REFERRALS:**

Dr. Susan Warner reported to the Board that she concurs with the case management recommendations on the Social Security referrals. Jerry Hall moved for approval of the referrals. Veronica Frazier 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 | Anderson, Beverly | Parks and Recreation | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 2 | Krantz, Mary | MNPS | Pension Approval | No | No | Cl does not meet SSDI guidelines |

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

**SOCIAL SECURITY REFERRALS: (continued)**

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| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Recommendation for Referral** | **Comments** |
| 3 | Lampkin, Michelle | MNPS | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 4 | Marlowe, Billy | Police | Pension Approval | No | No | Younger Worker |
| 5 | Mercer, Johnny | Fire | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 6 | Morris, Barry | Fire | Pension Approval | Yes | Yes | Evaluation |
| 7 | Neltner, Vicki | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 8 | Omer, Piroz | MNPS | Pension Approval | No | No | Younger Worker |
| 9 | Parker, Chris | Sheriff | Pension Approval | No | No | Younger Worker |
| 10 | Phillips, Zachery | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 11 | Pinkelton, Melissa | Police | Pension Approval | Yes | Yes | Evaluation |
| 12 | Ragland, Steve | Public Works | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 13 | Rueger, Jeffrey | Finance | Pension Approval | No | No | Cl receives Federal Pension |

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

Doug Clariday 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 |
| Jerome W. Streeter | Fairgrounds | Main & Repair Worker 1 | B | 01/30/2014 | 03/16/2014 |
| Robert A. Haught II | Police | Sergeant | B | 01/30/2014 | 04/17/2014 |
| Michael T. Cooper | Water | Water Quality Analyst 2 | B | 01/30/2014 | 03/01/2014 |
| Barry C. Bannister | MNPS | Mechanic-Auto Transp | B | 01/30/2014 | 02/07/2014 |
| Cleveland B. Johnson | MNPS | Tech- Mail Center | B | 01/30/2014 | 07/01/2014 |
| Ronnie Woodard | MNPS | Skill Laborer-HVAC 1 | B | 01/30/2014 | 03/01/2014 |
| Keith Webster \* | BLTC | Environ Svc Technician | B | 01/30/2014 | 04/01/2014 |
| Herschel Adams \* | Public Works | Sanitation Worker | B | 01/30/2014 | 09/01/2013 |
| Rollow Mickle | Election Commission | Office Support Rep 2 | B | 02/06/2014 | 01/15/2014 |
| George M. Gordon | MNPS | Skill Laborer- Painter | B | 02/06/2014 | 07/01/2014 |

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

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Deborah M. Howard | MNPS | Ed Asst- Pre-K | B | 02/06/2014 | 05/31/2014 |
| Stephen A. Brown | MNPS | Worker-Warehouse Sr | B | 02/06/2014 | 07/01/2014 |
| Randy D. Martin | Police | Police Officer 2 | B | 02/06/2014 | 02/15/2014 |
| Bernadine W. Peaks | Police | Admin Assistant | B | 02/06/2014 | 05/01/2014 |
| Marvin E. Keith | Police | Sergeant | B | 02/06/2014 | 02/15/2014 |
| Kenneth W. Cox | Water | Treatment Plant Supt | B | 02/06/2014 | 03/15/2014 |
| Wanda F. Lance \* | BLTC | Acct Rec/Pay Clerk | B | 02/05/2014 | 11/01/2010 |
| Stephen Guy | MNPS | Skill Laborer-Plumber | B | 02/13/2014 | 04/01/2014 |
| Lee Roy Pedigo | MNPS | Skill Laborer –Carpentry Sr. | B | 02/13/2014 | 06/28/2014 |
| Mary R. Suggs | MNPS | Auditor | B | 02/13/2014 | 07/01/2014 |
| Michael R. Walker | MNPS | Bus Driver | B | 02/13/2014 | 03/29/2014 |
| Carolyn Haynie | Health | Office Support Rep 3 | B | 02/13/2014 | 05/01/2014 |
| Ronald E. Neely Jr. | Fire | Fire Engineer | B | 02/13/2014 | 02/11/2014 |
| Marilyn Parisi | BLTC | Senior Accountant | B | 02/13/2014 | 05/01/2014 |
| Teresa Jones | BLTC | Executive Secretary | B | 02/13/2014 | 05/01/2014 |
| Clifford Bates | BLTC | Bldg Operations Mechanic | B | 02/13/2014 | 05/01/2014 |
| Judith K. Lord \* | Library | Library Associate 2 | B | 02/10/2014 | 11/01/2013 |
| Harold Gorrell | Water | Treatment Plant Tech 2 | B | 02/20/2014 | 02/28/2014 |
| David M. Woods | Police | Sergeant | B | 02/20/2014 | 02/28/2014 |
| Barbara Ferguson | MNPS | Bus Driver | B | 02/20/2014 | 06/05/2014 |
| Patricia Gentry | MNPS | Admin Asst | B | 02/20/2014 | 07/01/2014 |
| Teresa V. Street | MNPS | Secretary/Clerk | B | 02/20/2014 | 06/05/2014 |
| Renee Gaines | MNPS | Bus Monitor | B | 02/20/2014 | 02/19/2014 |
| Roy E. Wilson \* | Parks | Parks & Rec. Director | B | 02/20/2014 | 09/01/2013 |
| Virginia Sullivan \* | General Hospital | Secretary | B | 02/20/2014 | 09/01/2013 |
| Richard K. McIntyre | Fire | Captain | A | 02/24/2014 | 03/01/2014 |

###### \* Deferred Benefit

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Marcella B Hudson | Police | B | 02/01/2014 |
| Roseanne A Taylor | Police-cv | A | 11/01/2013 |
| Betty McWhirter-McGee | Sheriff | B | 02/01/2014 |
| Carol Itoh | MNPS | B | 02/01/2014 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Adams Jr, Hershel G. | Public Works | Service | B | 9/1/2013 | Option D |  |
| Ball, Jeffrey Scott | Police | P&F Service | B | 2/1/2014 | Option F |  |
| Batey Jr, Andrew J | Parks | Service | B | 8/4/2012 | Option A | 3 |
| Brantley, Janet R | Police | Service | B | 1/25/2014 | Option F | 3 |
| Brown, Robert Gene | MNPS | Early Service | B | 1/25/2014 | Option B |  |
| Carr, Vincent L | Sheriff | Early Service | B | 1/18/2014 | Option A |  |
| Goodman, Brenda J | Water Services | Service | B | 2/1/2014 | Option D |  |
| Lampkin, Richard W | Fire | P&F Service | B | 2/1/2014 | Option A |  |
| Merritt, Chetika P | Metro Action Commission | Service | B | 1/11/2014 | Normal | 1 |

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

###### Options Elected

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | | **Plan A/B** | | Effective Date | Option | DROP Election |
| Mesiarik, David A. | General Hospital | Service | | B | | 2/1/2014 | Option B |  |
| Norman, Shirley L. | Finance | Service | | B | | 10/1/2013 | Option D | 3 |
| Norward, Wanda P. | Police | Service | | B | | 1/25/2014 | Option D |  |
| Orsbon, James C. | Police | P&F Service | | B | | 1/22/2014 | Option B |  |
| Parmele Jr, Don E | Sheriff | P&F Service | | B | | 1/13/2014 | Option E |  |
| Prime-Couch, Mary K. | General Hospital | Service | | B | | 9/1/2013 | Option D |  |
| Scruggs, Deborah J | Health | Service | | B | | 2/1/2014 | Normal |  |
| Sharp, Diane R. | General Hospital | Service | | B | | 1/1/2014 | Option B |  |
| Sydnor, Willie B | Sheriff | P&F Service | | B | | 2/1/2014 | Option A |  |
| Tamkin, Gary C | Public Defender | Service | | B | | 1/21/2014 | Option E |  |
| Taylor, Steve W | Sheriff | P&F Service | | B | | 2/1/2014 | Option D | 3 |
| Tindall, Robert L. | Police | P&F Service | | A | | 1/8/2014 | Normal | 1 |
| Walden, Judy B | MNPS | Service | | B | | 1/1/2014 | Option A | 3 |
| Webster, Linda L. | MNPS | Service | | B | | 4/1/2011 | Option F |  |
| **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 |
| Ernest Manning | Library | Donna Manning | B | 01/29/2014 |
| Leon Demonbreun | Water | Emma Demonbreun | B | 01/30/2014 |
| Leon Demonbreun | Water | Leon Demonbreun | B | 01/30/2014 |
| Leon Demonbreun | Water | Jon Pickett | B | 01/30/2014 |
| Herbert Nelson | BOE | June Nelson | B | 01/23/2014 |
| Johnny Beasley | Police | Carol Beasley | B | 02/05/2014 |
| Lawrence Dickens | Police | Mary Dickens | Closed | 01/27/2014 |
| Denise Gammons | Police | Kenneth Gammons | B | 02/02/2014 |
| Fred Clinard | Water | Mary Clinard | Closed | 02/08/2014 |
| James Cundiff | Fire | Lou Cundiff | Closed | 02/10/2014 |
| John High | Hospital | Sara High | B | 11/30/2013 |
| William Uselton Jr. | State Fair | Betty Uselton | B | 02/13/2014 |
| Cheryl Hamilton | Hospitals | Haskell Hamilton | B | 02/15/2014 |

## BENEFIT BOARD ITEMS

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

1. In Line of Duty Committee report. (Committee members: (Chair: Jerry Hall; Vice-Chair: Veronica Frazier; Members: Charles D. Clariday and Richard Riebeling. Alternates: Christine Bradley and Edna J. Jones)

Justin Stack reported to the Board that the In Line of Duty Committee met on Tuesday, February 18, 2014 to deliberate on 5 items. He stated that the minutes from this meeting are attached for approval and the Committee has 3 recommendations for the Board.

1. In Line of Duty Committee report. (continued)

Committee Chair Jerry Hall reviewed the recommendations with the Board. On item 1: the IOD medical care request for the former employee from Metro Nashville Public Schools, the Committee recommends that the Board deny this IOD medical care claim. On item 3: the IOD medical care request for the employee from the Transportation Licensing Commission, the Committee recommends that the Board deny this IOD medical care claim.

Richard Riebeling moved to uphold the Committee’s recommendations to deny item 1, the IOD medical care request for the former employee from Metro Nashville Public Schools and item 3, the IOD medical care request for the employee from the Transportation Licensing Commission. Stephanie Bailey seconded.

Edna Jones noted that the attorney for item 3, the IOD medical care request for the employee from the Transportation Licensing Commission is requesting a deferral based on additional medical information. She stated that if such information is made available to the Board it would be a reconsideration.

A vote was taken on the motion to uphold the Committee’s recommendation to deny item 1, the IOD medical care request for the former employee from Metro Nashville Public Schools and item 3, the IOD medical care request for the employee from the Transportation Licensing Commission, and was approved without objection.

Committee Chair Jerry Hall reviewed the recommendation on item 5: the In Line of Duty Death Benefit Policy, the Committee recommends that the Board approve this policy.

After some discussion as to whether or not the Legal Department has reviewed the policy and one modification regarding Human Resources working in conjunction with the Civil Service Medical Examiner, Jerry Hall moved for approval of the in line of duty death benefit policy. Christine Bradley seconded and the Board approved without objection.

Committee Chair Jerry Hall asked if there were any amendments, corrections or questions of the minutes from the February 18, 2014 In Line of Duty Committee meeting. With no corrections, nothing further was noted and Richard Riebeling moved for approval. Veronica Frazier seconded and the Board approved the Committee 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)

Items 2.-a. through 2.-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. (reported quarterly)
7. Non-compliant disability pensioners. (none to report)
8. Pending litigations.
9. Denial log from Alternative Service Concepts.

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

1. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned accordingly.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board