

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

May 6, 2014

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, May 6, 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: Christina Hickey and Justin Stack, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Susan L. Warner, 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 April 1, 2014 and the April 15, 2014 Special Called meeting . With no corrections, nothing further was noted and Stephanie Bailey moved for approval of the April 1, 2014 regular meeting minutes. Christine Bradley seconded and the Board approved without objection.

B. APPEAL ANNOUNCEMENT:

Christina Hickey announced the process and timeframe for appealing a decision made by this Board.

Christine Bradley moved for approval of the April 15, 2014 Special Called meeting minutes. Stephanie Bailey seconded and the Board approved without objection.

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. Susan Warner reported to the Board that she recommends approval of the disability pension new requests, items 1 through 8, for the length of time as recommended, with vocational case management on item 5. Doug Clariday moved for approval of the recommendation to approve the disability pension new requests, items 1 through 8 for the length of time as recommended. Todd Henry seconded.

After some discussion of input from the individual's physicians assisting in determining the recommended re-exam dates a vote was taken on the motion to approve the disability pension new requests, items 1 through 8, for the length of time as recommended, with vocational case management on item 5 and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends denial of the disability pension new request, item 9, based on the lack of medical to support the claim. Christine Bradley moved to deny the disability pension new request item 9. Jerry Hall seconded and the Board approved without objection.

On item 10, Dr. Susan Warner handed out additional medical information.

The individual was present.

Dr. Susan Warner reported to the Board that on the disability pension new request, item 10, she recommends denial. She did note that the information presented today does not change her recommendation.

The individual addressed the Board and indicated that when they had their last physical, the previous Civil Service Medical Examiner gave them restrictions of not driving a vehicle or carrying a firearm, which is essential to their duties. The individual also addressed the Board regarding their current condition.

After Dr. Susan Warner further explained the basis for the denial, Stephanie Bailey moved to deny the disability pension new request item 10. Veronica Frazier seconded.

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

After discussion of the physician's statement presented today that says the individual is unable to perform and the individual's restrictions of not driving a car or carrying a firearm, Todd Henry suggested that the individual see Dr. Warner for an updated physical to see if they will be able to perform their job.

After further discussion of the individual's medical condition, what the Code states regarding disability, and how the individual is managing their condition, Richard Riebeling requested that the motion be withdrawn and this item deferred pending examination by the Civil Service Medical Examiner.

Stephanie Bailey withdrew her motion to deny item 10 and Veronica Frazier withdrew her second.

Richard Riebeling moved to defer the disability pension new request, item 10, pending review by the Civil Service Medical Examiner. Jerry Hall seconded and the Board approved without objection.

There was some discussion of assessing fitness for duty on a regular basis so that it does not necessarily end up in the benefits arena.

Edna Jones informed that Board that staff has received a request on the disability pension new request, item 11 from the individual's attorney requesting a deferral. Christine Bradley moved to defer the disability pension new request, item 11. Todd Henry seconded.

After some discussion of the basis for the request to defer, a vote was taken on the motion to defer the disability pension new request item 11 and was approved without objection.

Dr. Susan Warner reported to the Board that on the disability pension new request, item 12, she recommends denial of the request.

The individual's parents were present and handed out additional medical information. They also addressed the Board regarding the request for a disability pension.

Dr. Susan Warner addressed the information that was presented today and indicated that does not change her decision to deny the request.

There was some discussion of the individual being capable of working, the Americans with Disabilities Act, stressors on the job, and possible placement and retraining in another position.

After some discussion of a representative from the Hospital Authority not being present to address this issue, Richard Riebeling moved to defer the disability pension new request, item 12. Veronica Frazier seconded and the Board approved with Stephanie Bailey opposing and Jerry Hall abstaining.

Dr. Susan Warner reported to the Board that on the disability pension new request, item 13, she recommends denial of the request.

After noting that a representative from the department was not present, Jerry Hall moved to deny the disability pension new request item 13. Stephanie Bailey seconded and the Board approved with B.R. Hall opposing.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 14 through 23 for the length of time as recommended with the exclusion of items 14, 15 and 22. Jerry Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 14 through 23 for the length of time as recommended, with the exclusion of items 14, 15 and 22. Doug Clariday seconded.

After discussion of the basis for the recommended re-exam date on items 16, 17, and 21 a vote was taken on the motion to continue the disability pension reexaminations, items 14 through 23 for the length of time as recommended with the exclusion of items 14, 15 and 22 and the Board approved without objection.

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

Dr. Susan Warner reported to the Board that on item 14, she recommends continuing the disability pension re-exam for the length of time as recommended with a physical conditioning program/case management. Todd Henry moved for approval of the recommendation to continue the disability pension re-exam, item 14, for the length of time as recommended with a physical conditioning program/case management. Stephanie Bailey seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 15, she withdraws her request for a functional capacity examination and recommends continuing the disability pension re-exam for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension re-exam, item 15, for the length of time as recommended. Doug Clariday seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 22, the individuals physician has released them from the in line of duty injury, however there are other medical conditions that warrant a disability. Dr. Warner stated she recommends continuing the disability pension re-exam for the length of time as recommended as a medical disability pension. Jerry Hall moved for approval of the recommendation to continue the disability pension re-exam, item 22, for the length of time as recommended. Stephanie Bailey seconded and the Board approved without objection.

On item 24, Dr. Susan Warner reported to the Board that she would like to change the re-exam date to without stipulation, as they have been approved for Social Security disability benefits. Todd Henry moved for approval of the recommendation to continue the disability pension re-exam, item 24, for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that staff has received the results of the functional capacity examination on item 25 and she would like to change the recommendation from deferral to continue for one year. B.R. Hall moved for approval of the recommendation on item 25 for the length of time as recommended. Doug Clariday 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 with restrictions. Stephanie Bailey moved for approval of the recommendation of return to work. Jerry Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 27 she is changing her recommendation of return to work based on a conversation with a department representative.

Michael Finch, Metropolitan Nashville Public Schools, (MNPS), requested a vocational case management to assist with placement as the restrictions can not be accommodated with the current position.

Dr. Susan Warner stated that she recommends obtaining a vocational assessment and continue the pension for two months. Christine Bradley moved for approval of the recommendation on item 27 to obtain vocational assessment and continue the pension for two months. Stephanie Bailey seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 28 she recommends approval of return to work with restrictions.

After noting that a representative from the Hospital Authority was not present and how that makes it difficult to make a decision on a return to work recommendation B.R. Hall moved to defer item 28. Doug Clariday seconded.

Dr. Susan Warner stated that she did reach out to the Hospital Authority seeking information regarding the individual's job duties.

After discussions of the department being well aware of having a representative in attendance at the meeting, Christine Bradley requested that the motion to defer be withdrawn.

B.R. Hall withdrew his motion to defer item 28. Doug Clariday withdrew his second.

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

Stephanie Bailey moved for approval of the recommendation of return to work on item 28. Veronica Frazier seconded.

It was requested that HR staff send a memo/letter to the Hospital Authority advising them of the action taken today and reiterating the request made by the Board that a representative be present at these meetings. It was also requested to remind them of the policy that if they are not returned to work within 60 days the department is responsible for paying the pension.

A vote was taken on the motion of return to work on item 28 and was approved without objection.

Dr. Susan Warner reported to the Board that on item 29 she recommends approval of return to work.

Evin Baylis, Sheriff's Office, stated that they are prepared to return the individual to work.

Todd Henry moved for approval of the recommendation of return to work on item 29. Jerry Hall seconded and the Board approved without objection.

Edna Jones informed the Board that the remaining items are reconsiderations and will be addressed by Legal.

Nicki Eke, Legal Department, stated that items 30 through 33 and 35 are requests for reconsideration. She stated that when a pension application has been denied by the Board the applicant can seek reconsideration of the Board's decision. She also stated that when the Board votes to place a pensioner on the return to work list the pensioner can also seek reconsideration of the Board's decision. Ms. Eke stated that under the Benefit Board by-laws a majority vote on a motion to reconsider is required by a member who voted on the prevailing side. She stated that items 30 and 35, (items 1 and 5 under Benefit Board items), have unique legal issues present. She stated that the individual were notified prior to the meeting that the Civil Service Medical Examiner (CSME) would be recommending approval of their pension application, however, at the meeting the CSME changed the recommendation to deny and the individuals were not notified of that recommendation prior to the meeting. She stated that from a legal standpoint, to avoid any due process issues the Legal Department recommends that the Board reconsider items 30 and 35, (items 1 and 5 under Benefit Board items). Ms. Eke further noted that even though the Legal Department is specifically making a recommendation on those two items to address the legal due process issues that is not to say that the Legal Department has any opinion on the other items as to whether they should or should not be reconsidered. She stated that is for the Board to determine.

There was some discussion of the basis for the Legal Department recommending that items 30 and 35, (items 1 and 5 under Benefit Board items), be reconsidered being based on the due process issues that the individuals can argue appeal that they did not have information to enable them to appear before the Board to make their case.

B.R. Hall moved to reconsider items 30 and 35, (items 1 and 5 under Benefit Board items). Richard Riebeling seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 30, her opinion has not changed and that the individual return to work.

Michael Finch, MNPS, indicated that they can return the individual to work.

The individual was present and addressed the Board regarding their current condition.

Richard Riebeling moved for approval of the recommendation on item 30 (item 1 under Benefit Board items), to return the individual to work. Jerry Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 35, (item 5 under Benefit Board items), she recommends that the request be denied based on the injury on duty being at maximum medical improvement and the other conditions are not related to an injury on duty.

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

Michael Finch, MNPS, stated that they are aware that the injury on duty situation has been resolved, however, they would need to review the restrictions to determine whether or not they will be able to accommodate them and is requesting this item be deferred.

Richard Riebeling moved to defer item 35, (item 5 under Benefit Board items), for one month pending review of the restrictions. Jerry Hall seconded.

It was clarified that the individual was on an in line of duty pension, however, there is no longer an injury on duty and this pension request should be denied as this individual is not eligible for a medical disability because they do not have 10 years of service.

Dr. Susan Warner did note that there are other medical conditions which may prevent them from working, however, they were not related to the injury on duty and they do not have 10 years of service.

There was discussion that the appropriate action on item 35, (item 5 under Benefit Board items) would be to withdraw the motion to defer and make a motion to deny the request.

Richard Riebeling moved to deny item 35, (item 5 under Benefit Board items). Stephanie Bailey seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 31, she recommends approval of the disability pension request for the length of time as recommended. Stephanie Bailey moved for approval of the recommendation to approve item 31, for the length of time as recommended. B.R. Hall seconded.

Nicki Eke, Legal Department, stated that procedurally since this is a request for reconsideration, the Board has to make a motion to reconsider and then reconsider on the merits so that there is consistency in handling all the requests for reconsideration.

It was also noted that the recommendation on item 31, (item 2 under Benefit Board items) is different from what was voted on previously.

Stephanie Bailey withdrew her motion on item 31, (item 2 under Benefit Board items) to approve the disability pension request for the length of time as recommended and moved to reconsider item 31. Christine Bradley seconded and the motion to reconsider item 31, (item 2 under Benefit Board items) was approved without objection.

Stephanie Bailey moved for approval of the recommendation to approve item 31, (item 2 under Benefit Board items) for the length of time as recommended. Christine Bradley seconded.

After discussion of the previous action to deny this request and the basis for the approval, a vote was taken on the motion to approve item 31, (item 2 under Benefit Board items) for the length of time as recommended and was approved without objection.

Christine Bradley moved to reconsider item 32, (item 3 under Benefit Board items). Doug Clariday seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 32, (item 3 under Benefit Board items), she recommends denial.

After noting that the individual nor a department representative was present, Dr. Warner informed the Board that the Hospital Authority did indicate that they could accommodate the individual

Richard Riebeling moved for approval of the recommendation to deny item 32, (item 3 under Benefit Board items) and return the individual to work. Jerry Hall seconded and the Board approved without objection.

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

On item 33, (item 4 under Benefit Board items), there was discussion as to whether or not the opinion or recommendation of the Civil Service Medical Examiner has changed.

Dr. Susan Warner stated that she has received a request from the individual for a medical disability pension, as the in line of duty was denied previously. She stated that there is no new medical information related to the request.

There was discussion if this is really a reconsideration or a new process since the request is being made for a medical disability pension.

Nicki Eke, Legal Department, stated that when someone does apply for an in line of duty disability pension, if the medical record indicates that they're eligible for a medical pension, it can be recommended that the in line of duty be denied and a medical be granted. Ms. Eke stated that in this case the CSME can make a recommendation whether to reaffirm a denial of the in line of duty request and also indicate whether a medical pension is appropriate in this case.

Dr. Susan Warner stated that on item 33, (item 4 under Benefit Board items) her recommendation is that no medical pension be granted.

Sue Bibb, Police Department, stated that after review of the latest restrictions, the department can accommodate the individual.

Richard Riebeling asked for clarification on the original request.

Christina Hickey stated that the original pension request was for a medical disability pension, however it was changed by Dr. Warner to be denied for in line of duty. Ms. Hickey stated that the individual is wanting a reconsideration on medical, but Dr. Warner has denied in line of duty and medical as well.

After clarification that the individual did apply for a medical disability pension and action needs to be taken on that request, Richard Riebeling moved to deny item 33 (item 4 under Benefit Board items), and return the individual to work. Stephanie Bailey seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 34, she recommends removing the individual from the return to work list, with review in six months, (November 2014), to determine compliance (progress with English as a second language, (ESL) classes), case management.

Richard Riebeling moved for approval of the recommendation on item 34 to remove the individual from the return to work list, with review in six months, (November 2014).

There was some discussion of reviewing the individual in three months versus six and whether or not this item is a reconsideration.

Nicki Eke, Legal Department, stated that the Board had previously voted to return the individual to work, so now the CSME is recommending that they be removed from that list and that is actually changing the prior decision that the Board had made. Ms. Eke stated that the difference here is that the reconsideration is being sought by a member of the staff via the CSME based on additional or new information so the Board can handle it in the same manner.

Paula Krebs, Eckman/Freeman, informed the Board that a three month review would verify compliance, however, to get a good sense of progress, six months would be better from a vocational perspective.

The Board discussed receiving notification on compliance in three months and a projected cost analysis of the classes.

There was discussion of others in a similar position (not being able to return to work due to position being abolished or privatized).

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

A vote was taken on the motion on item 34 to remove the individual from the return to work list, with review in six months, (November 2014) and was approved without objection.

On the late item, Dr. Susan Warner reported to the Board that she recommends denial of the disability pension new request.

Sue Bibb, Police Department, addressed the Board regarding injury on duty leave and status for the next training class.

Todd Henry moved to deny the late item disability pension new request. Stephanie Bailey seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Kenneth M. Blackwell	Parks	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (May 2015), with re-exam at that time.
2.	Tami D. Cantwell	Legal	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (November 2014), with re-exam at that time.
3.	Clifford C. Copeland	General Services	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (May 2015), with re-exam at that time.
4.	Travis D. Craig	Police	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (May 2015), with re-exam at that time.
5.	Marshall E. Hammond	Health	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for two months, (July 2014), with re-exam at that time.
6.	Richard D. Rowe	Convention Center	Medical	As moved, seconded and approved, this disability pension request was approved for two months, (July 2014), with re-exam at that time.
7.	Horace J. Temple, Jr.	Police	Lieutenant	As moved, seconded and approved, this disability pension request was approved for six months, (November 2014), with re-exam at that time.
8.	Connie L. Whitley	Police	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (September 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	Board Action Taken
9.	Ursula Babb	Metropolitan Nashville Public Schools	Medical	As moved seconded and approved, this disability pension request was denied.
10.	Johnny R. Crumby	Police	Medical	As moved seconded and approved, this disability pension request was deferred.
11.	Gary E. Daniel	Library	In Line of Duty	As moved seconded and approved, this disability pension request was deferred.
12.	Tracey A. Griffin	Bordeaux	Medical	As moved seconded and approved, this disability pension request was deferred.
13.	Dionna N. Wilson	General Sessions Court	Medical	As moved seconded and approved, this disability pension request was denied.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
14.	Deborah A. Berryhill	Police	In line of duty	As moved, seconded and approved, this disability pension was continued for three months, (August 2014), with re-exam at that time.
15.	Idell W. Clay	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for two months, (July 2014), with re-exam at that time.
16.	Barbara W. Dale	Juvenile Court	Medical	As moved seconded and approved, this disability pension was continued for one year, (May 2015), with re-exam at that time.
17.	Brenda C. Hall	Metropolitan Nashville Public Schools	In Line of Duty	As moved seconded and approved, this disability pension was continued for one year, (May 2015), with re-exam at that time.
18.	Beverly D. Hardeman	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for eight months, (January 2015), with re-exam at that time.
19.	Richard L. Honeycutt	Fire	Medical	As moved seconded and approved, this disability pension was continued for one year, (May 2015), with re-exam at that time.
20.	Robert C. Hooberry	Water	Medical	As moved seconded and approved, this disability pension was continued for one year, (May 2015), with re-exam at that time.

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

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
21.	Devita M. Roberts	Metropolitan Nashville Public Schools	Medical	As moved seconded and approved, this disability pension was continued for one year, (May 2015), with re-exam at that time.
22.	Patrice A. Rogers	Bordeaux	In Line of Duty/Medical	As moved, seconded and approved, this disability pension was changed to medical and continued for three months, (August 2014), with re-exam at that time.
23.	Lisa M. White	Metropolitan Nashville Public Schools	Metropolitan Nashville Public Schools	As moved seconded and approved, this disability pension was continued for one year, (May 2015), with re-exam at that time.
24.	Cathy S. Zoccola	District Attorney Office	Medical	As moved, seconded and approved, this disability pension was continued, without stipulation of re-exam at that time.
25.	Sung Jun Park	Police	Medical	As moved seconded and approved, this disability pension was continued for one year, (May 2015), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
26.	Leon M. Corder	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this individual was placed on the return to work list.
27.	Jennifer L. Kee	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for two months, (July 2014), with re-exam at that time.
28.	Rose M. Miller	Bordeaux	Medical	As moved, seconded and approved, this individual was placed on the return to work list.
29.	Garfield L. Thomas, Jr.	Sheriff	Medical	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
30.	Linda M. Craft	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was denied.

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

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
31.	Janie M. Dabney	Metropolitan Nashville Public Schools	In Line of Duty	As moved seconded and approved, this disability pension request was approved for four months, (September 2014), with re-exam at that time.
32.	Lynette L. Oaks	General Hospital	Medical	As moved seconded and approved this individual was placed on the return to work list.
33.	James A. Petre	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was denied.
34.	Abdullah T. Sindy	Metropolitan Nashville Public Schools	In Line of Duty	As moved seconded and approved, this individual was removed from the return to work list with review in six months, (November 2014).
35.	Wilma J. Williams	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension request was denied.

**LATE ITEM
 NEW REQUEST(S):**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
36.	Britton A. Mawk	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was denied.

SOCIAL SECURITY REFERRALS:

Dr. Susan Warner reported to the Board that she concurs with the case management recommendations on the Social Security referrals with the exclusion of number 11. Richard Riebeling moved for approval of the referrals. Veronica Frazier seconded and the Board approved without objection.

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Bruton-Reed, Deborah	MAC	Pension Approval	No	No	CI recommended for RTW by CSME
2	Chitwood, Robert	Police	Pension Approval	No	No	CI does not meet SSDI guidelines
3	Doersam, Bryan	Police	Pension Approval	No	No	Younger Worker
4	Duff-Smith, Virpi	MNPS	Pension Approval			

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

SOCIAL SECURITY REFERRALS:

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
5	Galvin, Bridget	General Services	Pension Approval	Yes	Yes	Evaluation
6	Hitchcox, William	Police	Pension Approval	No	No	Younger Worker
7	Mullican, Joe	ECC	Pension Approval	Yes	Yes	CI meets SSDI guidelines
8	Pointer, Karron	MNPS	Pension Approval	No	No	Younger Worker
9	Schager, Daniel	Police	Pension Approval	No	No	Younger Worker
10	Sindy, Abdullah	MNPS	Pension Approval	No	No	CI does not meet SSDI guidelines
11	Thomas, Garfield		Pension Approval	Yes	No	Evaluation
12	Tisdale, Cheryl	MNPS	Pension Approval	Yes	Yes	Evaluation
13	Williams, Vera	MNPS	Pension Approval	No	No	CI does not meet SSDI duration guidelines

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

B.R. Hall moved for approval of the pensions. Christine Bradley seconded and the pensions were approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
John C. Richards	Police	Police Officer 2	B	03/27/2014	04/01/2014
Rickie L. Brown	MNPS	Skill Laborer-Electric Sr	B	03/27/2014	07/01/2014
Deborah Fulghum	MNPS	Secretary	B	03/27/2014	07/01/2014
Darlene Gentry	MNPS	Secretary/Bookkeeper	B	03/27/2014	07/07/2014
Sue P. Bryson	MNPS	Educational Asst	B	03/27/2014	05/31/2014
Carolyn Ferguson	MNPS	Asst-Food Svc	B	03/27/2014	04/05/2014
Steve N. Ide	MNPS	Mgr- Project RMO	B	03/27/2014	07/01/2014
Brenda Pittman	BLTC	Environ Svcs Tech	B	03/27/2014	05/01/2014
Alice Graffread	BLTC	Medical Data Specialist	B	03/27/2014	05/01/2014
Karen L. Todd	BLTC	Dietician-Hospital	B	03/27/2014	05/01/2014
Terry P. Carroll *	MNPS	Bus Driver	B	04/01/2014	07/01/2014
Margaret Travis	MNPS	Bus Driver	B	04/01/2014	05/06/2014
Valerie Jones	BLTC	LPN	B	04/01/2014	05/01/2014
Patricia Oatsvall	BLTC	Unit Assess Coord LPN	B	04/01/2014	05/01/2014
Lisa Collier	BLTC	Supv, Food Svc	B	04/01/2014	05/01/2014

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Susan Spainhour	Health	Public Health Nurse 2	B	04/01/2014	07/01/2014
Anna-Maria Williams	Police	Sergeant	B	04/01/2014	04/29/2014
Carol Cornsilk *	MNPS	WDCN Sr. Producer	B	04/01/2014	07/01/2011
Thomas Hatfield	MNPS	Dir-Facility Grounds & Maint	B	04/03/2014	07/01/2014
Mary Woodcock	MNPS	Assistant Administrative	B	04/03/2014	07/01/2014
Debra Taylor	MNPS	Mgr- IT Resources	B	04/03/2014	07/01/2014
Christopher Calvin	Fire	Firefighter 3	B	04/03/2014	05/06/2014
Christine Cleveland	Knowles	LPN-Supervisor	B	04/03/2014	07/01/2014
Marvin Brewer	Knowles	Facility Maintenance Supv	B	04/03/2014	07/01/2014
Debra Moton	BLTC	Nursing Asst-Certified 1	B	04/03/2014	05/01/2014
William M. Baxter *	Water	Treatment Plant Tech 1	B	04/03/2014	03/01/2013
JoAnn Drury	MNPS	Cashier-Food Svc	B	04/08/2014	05/29/2014
William Covington	MNPS	ISS Supervisor	B	04/08/2014	05/31/2014
Barbara Cumming	MNPS	Educational Asst	B	04/08/2014	05/31/2014
Frances Denton	MNPS	Library Clerk	B	04/08/2014	05/31/2014
Lois Mann	MNPS	Monitor-School Bus	B	04/08/2014	05/31/2014
Janet Hackett	MNPS	Cashier-Cluster Lead	B	04/08/2014	04/21/2014
Leslie Fox	BLTC	Patient Accts Specialist	B	04/08/2014	05/01/2014
Shirley Mullins	BLTC	Nursing Asst-Certified 1	B	04/08/2014	05/01/2014
George W. Woelk Jr.	Water	Masonry Worker	B	04/09/2014	04/26/2014
Linda J. Gorrell	MNPS	Mgr-Food Svc IV	B	04/10/2014	06/02/2014
Raymond Brooks	MNPS	Operator-Delivery	B	04/10/2014	05/31/2014
David Burns	MNPS	Bus Driver	B	04/10/2014	05/31/2014
Nathaniel Hicklen Jr.	Fire	Firefighter 3	B	04/10/2014	05/01/2014
Gail Scott	Gen Sessions Ct	Judicial Asst 2	B	04/10/2014	07/05/2014
Constance Williams	BLTC	Licensed Practical Nurse	B	04/10/2014	05/01/2014
Donna Head	BLTC	Nursing Asst-Certificated 2	B	04/10/2014	05/01/2014
John Irvin *	Finance	Bus. Development Officer	B	04/10/2014	05/01/2014
Carolann Goslee *	Library	Librarian 2	B	04/11/2014	06/01/2014
Laurisa Williams	BLTC	Licensed Practical Nurse	B	04/15/2014	05/01/2014
Samuel Page	Library	Custodian	B	04/15/2014	07/25/2014
Rosalind Champlin	Knowles Home	CNT Medication Technician	B	04/15/2014	07/01/2014
Deborah Alderson	BLTC	Patient Activities Coord	B	04/15/2014	05/01/2014
Deborah J. Smith	Water	Treatment Plant Tech 3	B	04/15/2014	06/01/2014
David Friedlander	Finance	Admin Svc Manager	B	04/15/2014	07/01/2014
Juanita Barrett	MNPS	Clerk-Library	B	04/15/2014	05/31/2014
Mark Steele *	Police	Sergeant	B	04/15/2014	06/01/2014
Carolyn Garlits *	General Hospital	Licensed Practical Nurse	B	04/01/2014	09/01/2012
Patsy J. Lewis	MNPS	Educational Asst	B	04/16/2014	05/31/2014
Constance Madry	MNPS	Asst- Food Svc	B	04/17/2014	05/31/2014
Kenneth Brown	MNPS	Skilled Laborer-Carpentry Sr	B	04/17/2014	07/01/2014
Beverly Knox	MNPS	Educational Asst	B	04/17/2014	05/31/2014
Avia E. Howse	Knowles Home	Admission Liaison	B	04/17/2014	07/01/2014
Willie M. Lee	BLTC	Dietary Specialist	B	04/17/2014	05/01/2014
Geraldine Batson	BLTC	Clinical –Supv Nursing	B	04/17/2014	05/01/2014
Terry Grissim	Public Works	Signal Tech 2	B	04/22/2014	04/23/2014
Charles W. Gentry *	Sheriff	Sheriff Warrant Officer 3	B	04/22/2014	02/01/2014

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Barbara Parker	MNPS	Cashier- Food Svc	B	04/24/2014	05/31/2014
Anthony Lawrence	MNPS	Lead Painter	B	04/24/2014	07/01/2014
Geannine Fesler	MNPS	Asst-School General	B	04/24/2014	05/31/2014
Linda G. Tribue-Barbee	MNPS	Clerk –Sr	B	04/24/2014	07/01/2014
Annie W. Smith	Health	Public Health Nurse	B	04/24/2014	05/31/2014
Gerald Bright	Knowles	Bldg Maint Worker	B	04/24/2014	07/01/2014
Earlene House	BLTC	Dietary Specialist	B	04/24/2014	05/01/2014
Sandra Laster	BLTC	Cert Occup Therapist Asst	B	04/24/2014	05/01/2014
Michael Hasselbrink	Airport Authority	Captain	B	04/29/2014	06/20/2014
Barbara Mech	Health	Public Health Nurse	B	04/29/2014	07/29/2014
Kimberly Lawson	Fire	Fire Chief	B	04/29/2014	05/01/2014
Margaret McCutcheon	BLTC	Dir. Food Svs & Nutrition	B	04/29/2014	05/01/2014
Sheryl A. Sawyers	MNPS	Bus Driver	B	04/29/2014	05/31/2014
Dorothy Roberson	MNPS	Gen Asst	B	04/29/2014	05/31/2014
Marilyn Overstreet *	BLTC	Patient Acct. Specialist	B	04/29/2014	07/01/2014
Brian McQuiston	Trans. & Licensing Comm.	Director	B	04/29/2014	07/01/2014

* *Deferred Benefit*

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Bobby Neely Sr	General Sessions	B	03/01/2014
Larry McCutcheon	Water	B	03/01/2014
Marvin Presley	Water	B	04/01/2014
Randy Tidwell	Public Works	B	01/01/2014
Leonard Keeler	Police	B	04/01/2014
Palmer Dobbs	Fire	A	04/01/2014
Melvin J Curtis	Police	B	05/01/2014

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Bottom, Jerry L.	Police	P&F Service	B	3/19/2014	Normal	
Callis, Gary	MNPS	Early Service	B	3/22/2014	Option E	
Cantrell, Dennis M	MNPS	Early Service	B	3/15/2014	Normal	
Cox, Kenneth W	Water Services	Service	B	3/15/2014	Option E	
Feng, Suliang	Public Library	Service	B	3/1/2014	Option A	
Ferguson, Carolyn	MNPS	Service	B	4/2/2014	Normal	
Fowler, Mary L.	Health	Service	B	3/1/2014	Option F	3
Guy, Stephen R	MNPS	Early Service	B	4/1/2014	Option D	
Harvey, Byron K	MNPS	Service	B	3/1/2014	Option B	
Holbrook N William	State Trial Courts	Service	B	3/1/2011	Normal	
Hudson, Carmen Elaine	MNPS	Early Service	B	2/26/2014	Normal	
Keith, Angela M	MNPS	Service	B	2/22/2014	Normal	
Lord, Judith K.	Public Library	Service	B	11/1/2013	Normal	
Mickle, Rollow P.	Election Commission	Service	B	1/15/2014	Normal	
Polk, Karlene C	Social Services	Service	B	4/1/2014	Option A	

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

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Pullen, Dewitt T	Water Services	Early Service	B	3/15/2014	Option C	
Robinson, Theresa A.	Bordeaux Long Term Care	Service	B	4/1/2014	Normal	
Sherrill, Margaret R	Public Library	Early Service	B	3/15/2014	Normal	
Streeter, Jerome W	State Fair Board	Service	B	3/16/2014	Normal	
Summers, Eleanor M	MNPS	Service	B	3/1/2014	Normal	2
Ward, Felton Lee	MNPS	Service	B	3/29/2014	Option D	1
Webster, Keith	Bordeaux Long Term Care	Service	B	4/1/2014	Option D	

Key Codes

<u>Options</u>	<u>Drop Elections</u>
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
Wesley Harmon	Police	Mary Harmon	closed	03/28/2014
Steven Meador	Fire	Debra Meador	B	03/31/2014
Robert Lane	MNPS	Betty Lane	B	04/02/2014
David Kulp	MNPS	Charisse Kulp	B	04/02/2014
Carolyn Hall	MNPS	Carl Hall	B	04/09/2014
Albert J. Bourgoïn	Police	Sue Bourgoïn	B	04/09/2014
William McCullough	Police	Brenda McCullough	closed	03/30/2014
Donald Beckham	Public Works	Stephanie Beckham	B	04/20/2014
Gwendolyn Sohl	MNPS	Louis Sohl	B	04/19/2014

BENEFIT BOARD ITEMS

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

1. Disability pension request for reconsideration – Applicant from Metro Nashville Public Schools.
 This item was acted upon accordingly with section C.
2. Disability pension request for reconsideration – Applicant from Metro Nashville Public Schools.
3. Disability pension request for reconsideration – Disability pensioner from General Hospital.
 This item was acted upon accordingly with section C.

4. Disability pension request for reconsideration – Applicant from Police Department.

This item was acted upon accordingly with section C.

5. Disability pension request for reconsideration – Applicant from Metro Nashville Public Schools.

This item was acted upon accordingly with section C.

6. Custom Care Solutions Program.

Christina Hickey reported to the Board that at the April Study Session, the Board reviewed the annual review of the Custom Care Solutions (CCS) program offered to eligible members in the PPO plan administered by BlueCross BlueShield of Tennessee. She stated the Board will need to determine whether they want to continue to offer this program as part of Metro's self-insured PPO plan for the 2015 plan year.

Christine Bradley moved to discontinue the Custom Care Solutions (CCS) program at the end of 2014. The motion was seconded and the Board approved without objection.

7. Budget allocation – FTE Health Department.

Christina Hickey reported to the Board that at the April Board meeting the Board passed the fiscal year 2015 Benefit Board budget, which included funding for the administrative position at the Health Department. She stated that since that time, the Health Department has reviewed and revised the functional job description for the position requiring a higher level of qualifications and expectations for the position. Ms. Hickey stated that due to the classification level increasing, the Health Department would like to request additional funding for the position from the current classification of office support specialist 1 to a program specialist 3. The Health Department representative is here to present their request.

Chris Taylor, Health Department, was present and presented the Board with the related job description and budget information for the request.

Stephanie Bailey moved for approval of the budget allocation for the Health Department. Veronica Frazier seconded.

It was noted by one Board member that information such as this needs to be presented prior to the meeting.

A vote was taken on the motion to approve the budget allocation for the Health Department and was approved with B.R. Hall opposing.

8. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Alternative Service Concepts.
- d. Cigna's retail pharmacy realignment.
- e. Blue Cross Blue Shield financial and clinical insight report.
- f. Cigna pharmacy management.
- g. Mayor's Safety Advisory Board.

Items 8.-a. through 8.-g. were for information only and no action was required.

Christina Hickey noted items 8.-d. through 8.-f.

Edna Jones noted there was a late item under correspondence from the Mayor's Safety Advisory Board regarding the Injury on Duty (IOD) Clinic.

9. Reports for your information:
- a. Return to work.
 - b. Social Security approvals. (none to report)
 - c. Refund of pension contributions. (none to report)
 - d. Repayment of pension contributions.
 - e. Reports from Treasury. (reported quarterly)
 - f. Non-compliant disability pensioners. (none to report)
 - g. Pending litigations update.
 - h. Denial log from Alternative Service Concepts.

10. Late item(s):

Items to be listed under this section will be reported at the meeting.

With nothing further presented, the meeting was adjourned accordingly.

ATTEST:

APPROVED:

Veronica T. Frazier, Interim Director
Human Resources

Ms. Edna J. Jones, Chair
Employee Benefit Board