MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***June 3, 2014***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, June 3, 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; Members: Stephanie Bailey, Charles D. Clariday, Sr., Veronica T. Frazier, Jerry Hall, W. Todd Henry, and Richard M. Riebeling.

Vice-Chair Christine Bradley and Members G. Thomas Curtis and B.R. Hall, Sr. were unable to be present.

Others present: Christina Hickey, 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 May 6, 2014**.** With one correction, nothing further was noted and Doug Clariday moved for approval. Stephanie Bailey 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.

### 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 some additional information related to the disability pensions.

Dr. Susan Warner reported to the Board that she recommends approval of the disability pension new requests, items 1 through 5, for the length of time as recommended. Doug Clariday moved for approval of the recommendation to approve the disability pension new requests, items 1 through 5 for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

On item 6, Dr. Susan Warner reported to the Board that she recommends approval of the disability pension and that the individual be returned to work.

The individual and their attorney, Joe Haynes, were present. Mr. Haynes discussed the individual’s injury on duty, returning the individual to work and their restrictions.

Susan Drye, Library, informed the Board that they can not accommodate the individual’s restrictions, however, they may qualify for other positions within the Library with training.

Dr. Susan Warner suggested offering vocational case management.

There was discussion that returning the individual to work without a vocational assessment may hinder the return to work process and the responsibility of the Board.

After discussion of the department not being able to accommodate the individual and them having the necessary skills for other positions, Jerry Hall moved for approval of the disability pension for three months and a vocational assessment for item 6. Todd Henry seconded.

After discussion of the department’s attempts to accommodate the individual, a vote was taken on the motion to approve item 6 for three months with vocational assessment and was approved without objection.

On item 7, Edna Jones informed the Board that the individual has not been approved for a pension nor have they signed a compliance agreement agreeing to be in compliance with their medications.

The individual was present and addressed the Board regarding taking their medications, their condition and being able to perform the duties of a police officer. The individual also stated that some of the statements made by the Civil Service Medical Examiner related to non-treatment of their condition are not true and does not know how she made her determination by looking at their medical record. The individual further stated that they are working on lifestyle changes and wants to work, however, they feel that they can not do their job safely with their current medical conditions. The individual also reviewed what the Tennessee Code Annotated (TCA) states regarding disability, questioned what medical guidelines or standards are being used, other medical conditions and being taken off of work.

Dr. Susan Warner stated that her opinions are based upon the physicians statements and objective findings in the medical record.

There was discussion of approving the disability pension, assigning case management and the individual not being able to perform the duties of their job.

After discussion of assigning case management and being compliant with treatment, Jerry Hall moved for approval of the disability pension request, item 7, for three months, with case management. Todd Henry seconded.

After Edna Jones reiterated that the individual will be signing a compliance agreement and non-compliance could result in termination of the disability pension, a vote was taken on the motion on item 7 to approve the disability pension for three months, with case management and was approved without objection.

Dr. Susan Warner reported to the Board that on the disability pension request, item 8, she recommends denial of the request.

The individual’s father was present.

Deborah Tulloss, Hospital Authority, (Bordeaux), was also present.

The individual’s father addressed the Board regarding the request and the individual’s medical conditions.

Deborah Tulloss, Hospital Authority, informed the Board that there is not a position for the individual within Metro as their previous position was privatized, however, the individual is working for that company.

After discussion of whether or not the individual was still a Metro employee at the time of their application for a disability pension, the individual being able to work in another position within Metro, and their current employment, Richard Riebeling moved to approve the disability pension request, item 8, for three months, with vocational case management. Todd Henry seconded and the Board approved with Stephanie Bailey opposing and Jerry Hall abstaining.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 9 and 10 for the length of time as recommended. Jerry Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 9 and 10 for the length of time as recommended. Doug Clariday seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, item 11 for the length of time as recommended and obtain a functional capacity examination. Jerry Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 11 for the length of time as recommended with a functional capacity examination. Doug Clariday seconded and the Board approved with Stephanie Bailey abstaining.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 12 through 20, for the length of time as recommended with the exception of item 15. Doug Clariday moved for approval of the recommendation to continue the disability pension reexaminations, items 12 through 20 for the length of time as recommended, with the exception of item 15. Jerry Hall seconded and the Board approved without objection.

On item 15, Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension re-exam, item 15, for the length of time as recommended, however, she would like to note that if the individual returns to work she would like to request a psychological examination prior to the return to work. Jerry Hall moved for approval of the disability pension re-exam, item 11, 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 21, she has received the results of the independent medical examination, which indicates that the individual’s condition is not a work related injury. Dr. Warner stated that she recommends that the individual be returned to work.

The individual was present and addressed the Board regarding their condition and returning to work.

There was some discussion of the individual’s injury on duty and a subsequent motor vehicle accident.

William Colman, Water Department, stated that there is a position available for the individual in which they can be accommodated.

After some discussion of the individual’s restrictions and results of the independent medical examination, Jerry Hall moved for approval of the recommendation on item 21, to return the individual to work. Richard Riebeling seconded.

The individual discussed their restrictions and the department being able to accommodate them.

After further discussion of the individual’s restrictions and returning them to work, a vote was taken on the motion on item 21 to return the individual to work and was approved without objection.

Dr. Susan Warner reported to the Board that on item 22 she requests a deferral for one month. Doug Clariday moved for approval of the request to defer item 22 for one month. Stephanie Bailey seconded and the Board approved without objection.

Edna Jones noted that on item 23, Byron Grizzle, Sheriff Office, wants to address the return to work with restrictions.

Byron Grizzle stated that the individual can not work in their current position due to their restrictions.

Dr. Susan Warner stated that on item 23 she recommends that the individual be returned to work with restrictions, however, she is not sure that they would be capable of returning to their current position even after they reach maximum medical improvement.

After some discussion of the individual currently having a case manager and setting a re-exam date close to their approximate time of maximum medical improvement, Jerry Hall moved to continue item 23 for six months, (September 2014), with re-exam at that time. Doug Clariday seconded and the Board approved with Stephanie Bailey opposing and Richard Riebeling abstaining.

Dr. Susan Warner reported to the Board that on item 24 she is requesting a deferral pending clarification on the job description. Stephanie Bailey moved for approval of the recommendation to defer item 24. Doug Clariday seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 25 she recommends approval of return to work and assign vocational case management.

Michael Finch, Metropolitan Nashville Public Schools, (MNPS), stated that they anticipate being to accommodate the individual.

Todd Henry moved for approval of the recommendation of return to work on item 25. Stephanie Bailey seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 26 she is requesting a deferral. Todd Henry moved for approval of the recommendation to defer item 26 for one month. Jerry Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 27 she recommends approval of return to work with restrictions.

Velvet Hunter, General Services, stated that they do have a position available and can accommodate their restrictions.

Todd Henry moved for approval of the recommendation of return to work on item 27. Doug Clariday seconded and the Board approved without objection.

On item 28, Dr. Susan Warner reviewed a statement received from the treating physician regarding a return to work, however, she stated that does not change her recommendation of return to work without any restrictions.

Byron Grizzle, Sheriff Office, stated that they can return the individual to work.

Stephanie Bailey moved for approval of the recommendation of return to work on item 28. Jerry Hall seconded and the Board approved without objection.

Christina Hickey informed the Board that item 29 is also item 1 under Board items.

Nicki Eke, Legal Department, stated that anyone who voted with the prevailing side when action was initially taken on this item may make a motion to reconsider.

After discussion of what the previous action was, Richard Riebeling moved to reconsider item 29, (item 1 under Board items). Doug Clariday seconded and the Board approved to reconsider item 29.

Dr. Susan Warner reported to the Board that after review of additional medical information on item 29, (item 1 under Board items), her recommendation remains unchanged and she still recommends the individual be returned to work.

Deborah Tullos, Hospital Authority, (Bordeaux), stated that the positions at the facility have been privatized. She stated that the only facility left within the Hospital Authority is General Hospital, where there is currently no position available.

The Board discussed placing the individual on the return to work list, the department becoming responsible for the pension after 60 days and other positions within Metro.

Nicki Eke, Legal Department, stated that when an individual is returned to work they will remain on a pension until they are actually assigned work. She also stated that the department the individual worked for prior to going on pension will bear the cost of their pension going forward after 60 days.

Jerry Hall moved for approval of the recommendation on item 29, (item 1 under Benefit Board items), to return the individual to work. Todd Henry seconded.

Dr. Susan Warner also requested vocational case management on item 29.

A vote was taken on the motion on item 29 to return the individual to work and assign case management and the Board approved without objection.

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 1. | John M. Harrell | Police | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (June 2015), with re-exam at that time. |

**NEW REQUESTS: (continued)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 2. | Erick L. Majors | General Services | Medical | As moved, seconded and approved, this disability pension was approved without stipulation of scheduled re-exam. |
| 3. | Diantha S. McLeod | Nashville Career Advancement Center | Medical | As moved, seconded and approved, this disability pension was approved for one month, with re-exam at that time. |
| 4. | Pamela A. Pippin | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (June 2015), with re-exam at that time. |
| 5. | Rhonda R. Sims | Knowles | Medical | As moved, seconded and approved, this disability pension was approved for seven months, (January 2015), with re-exam at that time. |
| 6. | Gary E. Daniel | Library | In Line of Duty | As moved seconded and approved, this disability pension was approved for three months, (September 2014), with re-exam at that time. |
| 7. | Johnny R. Crumby, Jr. | Police | Medical | As moved seconded and approved, this disability pension was approved for three months, (September 2014), with re-exam at that time. |
| 8. | Tracey A. Griffin | Bordeaux | Medical | As moved seconded and approved, this disability pension was approved for three months, (September 2014), with re-exam at that time. |

**REEXAMINATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 9. | Patrick D. Armstrong | Fire | In Line of Duty/Medical | As moved, seconded and approved, this disability pension was continued for one year, (June 2015), with re-exam at that time. |
| 10. | Carolyn R. Beaird | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for six months, (December 2014), with re-exam at that time. |
| 11. | Stephen E. Beck | Police | In Line of Duty | As moved seconded and approved, this disability pension was continued for three months, (September 2014), with re-exam at that time. |

**REEXAMINATIONS: (continued)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 12. | Donald G. Borgeson, Jr. | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (June 2015), with re-exam at that time. |
| 13. | Barry L. Burk | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (June 2015), with re-exam at that time. |
| 14. | Bryan A. Doersam | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (June 2015), with re-exam at that time. |
| 15. | Richard T. Foley, III | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (June 2015), with re-exam at that time. |
| 16. | Connie S. Galbreath | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for one year, (June 2015), with re-exam at that time. |
| 17. | Vicki A. Neltner | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for one year, (June 2015), with re-exam at that time. |
| 18. | Daniel P. Schager | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (June 2015), with re-exam at that time. |
| 19. | Bonnie J. Shaw | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (June 2015), with re-exam at that time. |
| 20. | Lawrence Taylor, Jr. | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (June 2015), with re-exam at that time. |
| 21. | Karen D. Holder | Water | In Line of Duty | As moved, seconded and approved, this individual was returned to work. |
| 22. | Kimberly A. Towers | Police | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (July 2014), with re-exam at that time. |

**REEXAMINATIONS: (continued)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 23. | Lamondo V. Brown | Sheriff | In Line of Duty | As moved seconded and approved, this disability pension was continued for three months, (September 2014), with re-exam at that time. |
| 24. | Jeremy M. Davis | Fire | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (July 2014), with re-exam at that time. |
| 25. | Mary D. Krantz | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this individual was returned to work. |
| 26. | Cynthia McCullough | Water | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (July 2014), with re-exam at that time. |
| 27. | Troy S. Turner | General Services | In Line of Duty | As moved, seconded and approved, this individual was returned to work. |
| 28. | Wade T. Hales | Sheriff | Medical | As moved, seconded and approved, this individual was returned to work. |
| 29. | Rose M. Miller | Bordeaux | Medical | As moved, seconded and approved, this individual was returned to work. |

**SOCIAL SECURITY REFERRALS:**

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Rec for Referral** | **CSME Rec for Referral** | **Comments** |
| 1 | Berryhill, Deborah | Police | Pension Approval | No | No | Younger Worker |
| 2 | Blackwell, Kenneth | Parks and Rec | Pension Approval | Yes | Yes | Evaluation |
| 3 | Cantwell, Tami | Legal | Pension Approval | Yes | Yes | Evaluation |
| 4 | Clay, Idell | MNPS | Pension Approval | No | No | Cl has been approved for SSDI disability benefits |
| 5 | Copeland, Clifford | Gen Services | Pension Approval | Yes | Yes | Cl meets SSDI disability guidelines |

**SOCIAL SECURITY REFERRALS:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Rec for Referral** | **CSME Rec for Referral** | **Comments** |
| 6 | Craig, Travis | Police | Pension Approval | Yes | Yes | Evaluation |
| 7 | Dabney, Janie | MNPS | Pension Approval | No | No | Younger Worker |
| 8 | Hardeman, Beverly | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 9 | Honeycutt, Richard | Fire | Pension Approval | No | No | Younger Worker |
| 10 | Hooberry, Robert | Water | Pension Approval | No | No | Cl recives SSA RIB |
| 11 | Park, Sun Jung | Police | Pension Approval | No | No | Cl does not meet SSDI disability guidelines |
| 12 | Roberts, Devita | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 13 | Rogers, Patrice | Bordeaux | Pension Approval | Yes | Yes | Evaluation |
| 14 | Rowe, Richard | Convention Center | Pension Approval | No | No | Cl does not meet SSDI disability or durational guidelines |
| 15 | Sindy, Abdullah | MNPS | Pension Approval | No | No | Cl does not meet SSDI disability guidelines |
| 16 | Temple, Horace | Police | Pension Approval | No | No | Cl does not meet SSDI disability or durational guidelines |
| 17 | Whitley, Connie | Police | Pension Approval | No | No | Cl does not meet SSDI disability or durational guidelines |

**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.

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| John R. Lawrence Jr. | Fire | Fire Fighter 2 | B | 04/30/2014 | 04/30/2014 |
| Connie Humphreys | NCAC | Career Development Mgr | B | 04/30/2014 | 05/28/2014 |
| Ronald Word | Sheriff | Pretrial Case Mgr | B | 04/30/2014 | 07/01/2014 |
| Sandra Fielder | General Hospital | Registered Nurse – CC | B | 04/30/2014 | 05/01/2014 |
| Robert Hubbard | Fire | Fire Suppression Capt | B | 04/30/2014 | 05/20/2014 |
| Richard Bain | Police | Police Officer 2 | B | 04/30/2014 | 05/31/2014 |
| Donald McLeod | Sheriff | Lieutenant | B | 04/30/2014 | 05/06/2014 |

###### Service (continued)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Lynda Beach | MNPS | Clerical | B | 04/30/2014 | 05/31/2014 |
| George Vardaman | Public Works | Maint & Repair Worker 1 | B | 05/01/2014 | 08/01/2014 |
| Donna Sumners | Health | Medical Admin Asst 1 | B | 05/01/2014 | 05/31/2014 |
| David Brice | Sheriff | Correctional Officer 2 | B | 05/01/2014 | 06/17/2014 |
| Ronnie Lawson | Fire | Fire Engineer | B | 05/01/2014 | 06/08/2014 |
| Polly Wilson-Walker | BLTC | CNT 2 | B | 05/01/2014 | 05/01/2014 |
| Travis D. Newman | MNPS | Tech- Roofing II | B | 05/01/2014 | 07/01/2014 |
| Eva L. Carter | MNPS | Educational Asst | B | 05/01/2014 | 05/31/2014 |
| Ruth Young | MNPS | Bus Monitor | B | 05/01/2014 | 05/31/2014 |
| Michael Moss | Police | Police Officer 2 | B | 05/08/2014 | 05/16/2014 |
| Bennett Dicke | Police | Captain | B | 05/08/2014 | 06/02/2014 |
| Carl Veach | MAC | Custodian | B | 05/08/2014 | 06/28/2014 |
| Cecilia Stanford | MNPS | Trainer-Applications LD | B | 05/08/2014 | 07/01/2014 |
| Barbara Darks | MNPS | Bus Monitor | B | 05/08/2014 | 05/31/2014 |
| William E Howard Jr. | MNPS | Supv- Campus | B | 05/08/2014 | 06/01/2013 |
| Kathy Wantland | MNPS | Mgr-Food Service Field | B | 05/08/2014 | 06/24/2014 |
| Earl Street | MNPS | Security Officer | B | 05/08/2014 | 07/01/2014 |
| Kandice Wilson \* | Circuit Ct | Deputy Clerk | B | 05/06/2014 | 02/01/2011 |
| William Crook \* | MNPS | Ass Dir- School Safety & Security | B | 04/24/2014 | 03/01/2014 |
| Virginia Wall | MNPS | Secretary | B | 05/20/2014 | 05/07/2014 |
| Greta Greer | MAC | Headstart Teacher 2 | B | 05/22/2014 | 07/01/2014 |
| Charles McAdoo | MNPS | Campus Supervisor | B | 05/22/2014 | 05/25/2014 |
| John Merriweather\* | Public Works | Sanitation QWorker | B | 05/22/2014 | 05/01/2014 |
| Gloria Campbell | Water | Administrative Services Manager | B | 05/22/2014 | 05/31/2014 |
| Ronnie D Cook | Water | Industrial Technician Master | B | 05/22/2014 | 06/21/2014 |
| Mary Freeman | General Hospital | Patient Accounts Specialist | B | 05/22/2014 | 06/01/2014 |

# \* Deferred Benefit

***Disability to Service – None to report***

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Baxter, William | Water Services | Service | B | 3/1/2013 | Normal |  |
| Bittner Sr, Robin R | MNPS | Service | B | 4/15/2014 | Option E |  |
| Brooks, Frederick A | MNPS | Early Service | B | 4/26/2014 | Option F |  |
| Cornsilk, Carol | MNPS | Service | B | 7/1/2011 | Normal |  |
| Garlits, Carolyn J | General Hospital | Service | B | 9/1/2012 | Normal |  |
| Gentry, Charles W. | Sheriff | Service | B | 2/1/2014 | Normal |  |
| Grissim, Terry B. | Public Works | Service | B | 4/23/2014 | Normal |  |
| Hackett, Janet Dene | MNPS | Service | B | 4/1/2014 | Option E |  |
| Haught Ii, Robert A. | Police | P&F Service | B | 4/17/2014 | Option E |  |
| Hicklen Jr, Nathaniel | Fire | P&F Service | B | 4/29/2014 | Option B | 3 |
| Irvin, John R | Finance | Service | B | 5/1/2014 | Option D |  |
| Lawrence Jr, John R. | Fire | P&F Service | B | 4/29/2014 | Option E | 3 |
| Lawrence, Ella C | Knowles Home | Service | B | 4/1/2014 | Normal |  |
| Lawson, Kimberly H. | Fire | P&F Service | B | 5/1/2014 | Option D | 3 |
| Merrill, Deborah L | County Clerk | Service | B | 5/1/2014 | Normal |  |
| Patton, Burl H. | Water Services | Service | B | 4/16/2014 | Option E |  |
| Pegg, Patricia T | Social Services | Service | B | 5/1/2014 | Normal |  |

###### Options Elected (continued)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Turnbo, Mary D | Public Works | Early Service | B | 4/5/2014 | Option C |  |
| Walker, Michael Ray | MNPS | Service | B | 3/15/2014 | Option A |  |
| Williams, Anna Maria | Police | P&F Service | B | 4/23/2014 | Option E | 3 |
| Wilson, Kandice | Circuit Court Clerk | Service | B | 2/1/2011 | Option E |  |
| Woelk Jr, George W. | Water Services | Service | B | 4/26/2014 | Option F | 1 |

|  |
| --- |
| **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 E. Wakefield | Hospitals | Sandra Wakefield | B | 05/05/2014 |
| Marvin T. Brown | Fire | Priscilla Gaines | A | 05/02/2014 |
| Latricia Goodman | MNPS | Aniya Goodman | B | 05/07/2014 |
| Gwendolyn Sohl | MNPS | Louis Sohl | B | 04/19/2014 |
| Willie Neely | MNPS | Mary Neely | B | 5/25/2014 |

## BENEFIT BOARD ITEMS

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

1. Disability pension return to work request for reconsideration – Applicant from Hospitals.

This item was acted upon accordingly with Section C.

1. In line of duty death benefit for Michael Petrina.

Christina Hickey reported to the Board that some additional information was supplied in accordance with the Board approved IOD Death Benefit policy, however, some of that information may not be applicable as this is not a presumption case.

Todd Henry moved for approval of the in line of duty death benefit for Michael Petrina. Doug Clariday seconded and the Board approved without objection.

1. Cost of living adjustments for closed plans.

Christina Hickey reported to the Board that this cost of living adjustment is pursuant to Resolution No. RS2001-659 and applies to the plans references in Section 2 of the resolution – the Former City of Nashville Pension Plan and the former Davidson County Pension Plan. She stated this increase is built into the Metro Code and cannot be adjusted without a change to the Code. As a result of the 1.51% increase in the Consumer Price Index, a cost of living adjustment increase of 1.50% should be granted to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2014.

3. Cost of living adjustments for closed plans. (continued)

Richard Riebeling moved for approval of a cost of living adjustment increase of 1.50% to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2014. Veronica Frazier seconded and the Board approved without objection.

1. In Line of Duty Committee report.

Christina Hickey reported to the Board that the In Line of Duty Committee met on Tuesday, April 29, 2014 to deliberate on 5 in line of duty (IOD) medical care requests. She stated that the minutes from this meeting are attached for approval.

Committee Chair Jerry Hall asked if there were any amendments, corrections or questions of the minutes from the In Line of Duty Committee meeting. With no corrections Jerry Hall moved for approval of the April 29, 2014 In Line of Duty Committee meeting minutes. Doug Clariday seconded and the minutes were approved without objection.

Jerry Hall reported to the Board that two items (item 1, IOD medical care request – Retiree from the Fire Department and item 2, IOD medical care request – Retiree from the Police Department) were deferred to the next Committee meeting and the Committee has the following recommendations for the Board:

Stephanie Bailey moved to defer item 1, the IOD medical care request – Retiree from the Fire Department to the next Committee meeting. Doug Clariday seconded and the Board approved without objection.

Doug Clariday moved to defer item 2, the IOD medical care request – Retiree from the Police Department to the next Committee meeting. Stephanie Bailey seconded and the Board approved without objection.

Item 4, the IOD medical care request for the pensioner from the Police Department was taken out of order as the individual’s for items 3 and 5 were present.

Jerry Hall reported to the Board that on item 4, the IOD medical care request for the pensioner from the Police Department, the Committee recommends that the Board uphold ASC’s determination to deny this IOD medical care claim. Richard Riebeling moved to uphold ASC’s determination to deny item 4, the IOD medical care request for the pensioner from the Police Department. Stephanie Bailey seconded and the Board approved without objection.

Jerry Hall reported to the Board that on item 3, the IOD medical care request for the employee from the Fire Department, the Committee recommends that the Board uphold ASC’s determination to deny this IOD medical care claim.

The employee was present.

Jamie Summers, Fire Department was present.

The employee stated that they addressed the claim at the Committee meeting and brought up reporting on the investigation regarding the HR issues.

Veronica Frazier stated that HR staff is in the process of reviewing the investigation and the report should be completed soon. She also noted that the report is not relevant to the IOD claim and she will be abstaining from the vote on this issue.

Richard Riebeling moved to uphold ASC’s determination to deny item 3, the IOD medical care request for the employee from the Fire Department. Stephanie Bailey seconded and the Board approved with Veronica Frazier abstaining.

1. In Line of Duty Committee report.

Jerry Hall reported to the Board that on item 5, the IOD medical care request for the former employee from Metro Nashville Public Schools, the Committee recommends that the Board uphold ASC’s determination to deny this IOD medical care claim.

The individual was present and addressed the Board regarding the claim.

Tracy Petty, Alternative Service Concepts, (ASC), reviewed the timeline regarding the injury and medical treatments. She also stated that the claim was denied based on the results of an independent medical examination and that individual had elective surgery after reaching maximum medical improvement.

Michael Finch, MNPS, was present and addressed the claim.

The individual addressed returning to work after the injury and some possible HR issues within MNPS.

Richard Riebeling moved to uphold ASC’s determination to deny item 5, the IOD medical care request for the former employee from Metro Nashville Public Schools. Stephanie Bailey seconded and the Board approved without objection.

1. Study and Formulating Committee initial report.

Christina Hickey reported to the Board that the Mayor-appointed Study & Formulating Committee has concluded their initial appointment and issued their initial report. She stated that the initial report is being presented for the Board’s review and deliberation. Ms. Hickey also stated that Richard Riebeling will be communicating some information from that Committee to the Board.

Richard Riebeling stated that an ordinance regarding the domestic partner benefit is currently before Council at second reading and would like for the Board to approve the Study and Formulating Committee initial report regarding that benefit. He also stated that the Study and Formulating Committee Chair has been in conversations with a non-profit group called the Pew Organization and would like to know that the Benefit Board is agreeable to allowing the organization to study Metro’s benefits.

After some discussion regarding the Pew Organization reviewing Metro’s benefits, Richard Riebeling moved to approve the Study and Formulating Committee initial report regarding domestic partner benefits. Veronica Frazier seconded and the Board approved with Stephanie Bailey abstaining.

There was some discussion of the Pew Organization and their approach to studying Metro’s benefits.

Richard Riebeling moved to allow the Pew Organization to work with the Study and Formulating Committee. Stephanie Bailey seconded.

After clarification that the Pew Organization will consult with the Board during the process and receive input from employee groups a vote was taken on the motion to allow the Pew Organization to work with the Study and Formulating Committee and the Board approved with Doug Clariday opposing.

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

Item 6.-a. through 6.-c. were for information only and no action was required.

1. Reports for your information:
2. Return to work. (none to report)
3. Social Security approvals.

7. Reports for your information: (continued)

1. Refund of pension contributions. (none to report)
2. Repayment of pension contributions.
3. Reports from Treasury. (reported quarterly)
4. Non-compliant disability pensioners. (none to report)
5. Pending litigations. (reported quarterly)
6. Denial log from Alternative Service Concepts.

Items 7.-a. through 7.-h. 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 at 11:20 a.m.

ATTEST: APPROVED:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

#### Human Resources Employee Benefit Board