MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***July 1, 2014***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, July 1, 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, 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 June 3, 2014**.** With grammatical corrections, nothing further was noted and Stephanie Bailey moved for approval. Jerry Hall 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.

Christina Hickey informed the Board that Edna Jones was re-elected for three more years.

### 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 3, for the length of time as recommended. Christine Bradley 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.

On the disability pension new request item 4, Dr. Susan Warner reported to the Board that she recommends denial of the request. She stated that she did receive a statement from a nurse practioner indicating restrictions however, they have not received any medical information from the treating physician(s) that would prohibit this individual from returning to work. She stated that both the treating cardiologist and surgeon cleared the individual to return to duty without any restrictions.

Susan Drye, Library, reported to the Board that the individual is currently an active employee and questioned whether or not their current position would allow them to return to work with restrictions.

After some discussion of the treating physicians stating that the individual can return to work, the individual seeking another opinion because they were not satisfied with the treating physicians recommended, and whether or not the statement received from the nurse practioner was from the same group as the treating physician(s) and no medical information to support the restrictions, B.R. Hall moved to defer the disability pension new request item 4, for one month. Doug Clariday seconded.

After some discussion of the employees current status, being released by the treating physician, possible conflicting medical information, and evaluating what the treating physician states versus another physician, a vote was taken on the motion to defer the disability pension new request item 4, for one month and failed with Edna Jones, Christine Bradley, Veronica Frazier, Stephanie Bailey and Tom Curtis opposing and Richard Riebeling abstaining.

On the disability pension new request item 4, Christine Bradley moved to return to work without restrictions.

Nicki Eke, Legal Department, stated that this is an initial application for a pension, so the issue is, is the Board going to approve the pension or deny the pension.

Christine Bradley moved to deny the disability pension new request item 4. Stephanie Bailey seconded and the Board approved with Jerry Hall, Todd Henry, Doug Clariday and B.R. Hall opposing.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 5 through 15 for the length of time as recommended. Stephanie Bailey moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 15 for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on items 16 through 19, she requests a deferral for one month. Christine Bradley moved for approval of the request to defer items 15 through 19 for one month. Stephanie Bailey seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 20 she recommends approval of return to work with vocational case management. She also stated that Paula Krebs has identified some positions which could be a possible fit for the individual.

The individual was present and declined to address the Board.

Paula Krebs, Eckman/Freeman and a representative from Metro Action Commission were also present.

Todd Henry moved for approval of the recommendation on item 20 of return to work. Doug Clariday seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 21 she recommends approval of return to work with restrictions. Dr. Warner stated that she received information prior to the meeting from the primary care treating physician which indicates restrictions in the psychological domain as indicated by their psychiatrist. She stated this information does not change her recommendation, however, she would recommend a restricted return to work.

The individual was present and stated they feel that they are not able to return to work due to their medical condition(s) and flare ups from that condition.

Byron Grizzle, Sheriff’s Office, was present and stated that it would be hard to accommodate the individual based on the restrictions as recommended. He stated that the position requires social interaction and they do not have any position in the agency that has no social interaction or potential conflict.

After some discussion of assigning vocational case management, the individual’s medical conditions and current treatments, B.R. Hall moved to continue item 21. Doug Clariday seconded.

Christine Bradley offered an amendment to the motion of vocational case management with review in four months.

There was also discussion of whether or not case management could offer some type of conditioning services for item 21.

A vote was taken on the motion to continue the disability pension, item 21, with vocational case management and re-exam in four months and was approved with Stephanie Bailey abstaining.

Dr. Susan Warner reported to the Board that on item 22 she recommends approval of return to work with minimal restrictions. Dr. Warner stated that there is no documentation from the treating physician of an impairment that would warrant continuing the disability.

The individual was present.

William Coleman, Water Services, was present and stated that they can accommodate the individual’s restrictions.

The individual reviewed their medical conditions and stated that they would not go back to work.

After discussion of the medical record and the statement from the treating physician that states the individual can return to work and the department being able to accommodate them, Jerry Hall moved to return the individual to work, item 21. Stephanie Bailey seconded and the Board approved with Doug Clariday opposing.

Dr. Susan Warner reported to the Board that on item 23 she recommends approval of return to work as the injury on duty is at maximum medical improvement.

Jamie Summers, Fire Department, was present and stated they can return the individual to work.

The individual was present and addressed the Board regarding their condition and restrictions. They also reviewed qualifications of the Fire Department and NFPA standards.

The individual’s father, Jeremy Davis, was also present and addressed the medical record, restrictions and lifting that restriction.

It was noted that the individual is currently working as a security guard.

Dr. Susan Warner stated that the individual has had several on the job injuries and reviewed them with the Board. She noted that the individual requested their current restrictions and there are no treatment notes associated with the injury on duty related to the disability pension and that any subsequent problems are not related to that injury.

It was also noted that all injury on duty claims are closed and there will be a fitness for duty examination.

Jeremy Davis reviewed the NFPA standards for the EMT with the Board. He stated that these are the same standards that the Nashville Fire Department adheres to.

After discussion of the lack of medical information to make a decision and obtaining an independent medical examination, Todd Henry moved to have an independent medical examination on item 23. Jerry Hall seconded and the Board approved with Stephanie Bailey abstaining.

The Board also assigned case management to assist in facilitating the independent medical examination.

Dr. Susan Warner reported to the Board that on item 24 she recommends approval of return to work with vocational case management.

Harold Finch, Metropolitan Nashville Public Schools, (MNPS), was present and stated that they can return the individual to work.

Todd Henry moved for approval of the recommendation of return to work on item 24. Doug Clariday seconded and the Board approved without objection.

On item 25, Dr. Susan Warner reported to the Board that she is requesting the disability pension be changed from in line of duty to a medical disability pension. B.R. Hall moved for approval of the recommendation on item 24 to change from a in line of duty to a medical disability pension. Doug Clariday seconded and the Board approved without objection.

Christina Hickey reported to the Board that item 26 is item 1 under Benefit Board items. Ms. Hickey stated the individual is asking to be reconsidered based on new medical.

Nicki Eke, Legal Department, stated that any member that voted on the prevailing side can make a motion for reconsideration.

Doug Clariday moved to reconsider item 26, (item 1 under Benefit Board items). Todd Henry seconded and the motion failed with a vote of 4/4/2.

Johnny Ellis, attorney, stated that the individual did not receive timely notice of the meeting.

Christina Hickey reviewed the process for mailing out notices to disability pensioners in addition to being notified of their re-exam date.

Nicki Eke, Legal Department, stated this does raise a due process issue, as the pensioner was not aware nor did not receive notice of the meeting.

The Board discussed due process and setting a precedent based on an allegation of not receiving a notice and requested more information from HR staff regarding sending out Board notices. Richard Riebeling moved to defer item 26, (item 1 under Benefit Board items) for one month. Veronica Frazier seconded.

After noting that the holiday may have contributed to a delay in the mail, a vote was taken on the motion to defer item 26, (item 1 under Benefit Board items) and was approved without objection.

The individual and their attorney were informed that this item will be deferred to the next Board meeting, which is the first Tuesday in August.

On item 27, Dr. Susan Warner reported to the Board that she recommends the individual be removed from the return to work list and assign vocational case management. B.R. Hall moved for approval of the recommendation to remove the individual from the return to work list and assign case management. Doug Clariday seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 28, she is recommending continuing the disability pension for the length of time as recommended and requesting an independent psychological examination to assess the potential of return to work. Doug Clariday moved for approval of the recommendation on item 28 to continue the disability pension for the length of time as recommended and requesting an independent psychological examination to assess the potential of return to work. Jerry Hall seconded and the Board approved without objection.

**NEW REQUESTS:**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 1. | Maurice Bessire | Water | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (July 2015), with re-exam at that time. |
| 2. | Tracy L. Davis | General Hospital | Medical | As moved, seconded and approved, this disability pension request was approved for one month, (August 2014), with re-exam at that time. |
| 3. | Deborah McCord | State Trial Court | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (July 2015), with re-exam at that time. |
| 4. | Oscar L. Markham | Library | Medical | As moved, seconded and approved, this disability pension was denied.  |

**REEXAMINATIONS:**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 5. | Kevin W. Blanton, Sr. | Public Works | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (July 2015), with re-exam at that time. |

**REEXAMINATIONS: (continued)**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 6. | Robert L. Chitwood | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (July 2015), with re-exam at that time. |
| 7. | Kimberly E. Goff  | Library | Medical | As moved, seconded and approved, this disability pension was continued for one year, (July 2015), with re-exam at that time. |
| 8. | Marshall E. Hammond | Health | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two months, (September 2014), with re-exam at that time.  |
| 9. | Jennifer L. Kee | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (July 2015), with re-exam at that time. |
| 10. | Samuel H. McCrary, III | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (July 2015), with re-exam at that time. |
| 11. | James K. Pearce | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two years, (July 2016), with re-exam at that time. |
| 12. | Scott C. Sessions | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (July 2015), with re-exam at that time. |
| 13.  | Syretha D. Sessions | Sheriff | Medical | As moved, seconded and approved, this disability pension was continued for four months, (November 2014), with re-exam at that time. |
| 14. | William K. Stone | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (July 2015), with re-exam at that time. |
| 15. | Kimberly A. Towers | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two months, (September 2014), with re-exam at that time.  |
| 16. | Tammy L. Binkley | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was deferred for one month, (August 2014), with re-exam at that time. |
| 17. | John M. Hatcher | State Trial Courts | Medical | As moved, seconded and approved, this disability pension was deferred for one month, (August 2014), with re-exam at that time. |

**REEXAMINATIONS: (continued)**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 18. | Diantha S. McLeod | Nashville Career Advancement Center | Medical | As moved, seconded and approved, this disability pension was deferred for one month, (August 2014), with re-exam at that time. |
| 19. | Jamal Sharif | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was deferred for one month, (August 2014), with re-exam at that time. |

**RETURN TO WORK:**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 20. | Deborah A. Bruton-Reed | Metro Action Commission  | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list |
| 21. | Katherine D. Ladd | Sheriff | Medical | As moved, seconded and approved, this disability pension was continued for four months, (November 2014), with re-exam at that time. |
| 22. | Cynthia McCullough | Water | Medical | As moved, seconded and approved, this individual was placed on the return to work list |
| 23. | Jeremy M. Davis  | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued pending the results of an independent medical examination. |
| 24. | Tiwana G. Lumpkin | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list |

**OTHER:**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 25. | Jack E. Copeland | Sheriff | In Line of Duty/Medical | As moved, seconded and approved, this disability pension was changed to a medical disability pension and continued for three months, (October 2014), with re-exam at that time. |
| 26. | Wade T. Hales | Sheriff | Medical | As moved, seconded and approved, this item was deferred for one month. |
| 27. | Mary D. Krantz | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this individual was removed from the return to work list and the disability pension was continued for two months, (September 2014), with re-exam at that time.  |

**OTHER:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 28. | Richard D. Rowe | Convention Center | Medical | As moved, seconded and approved, this disability pension was continued for two months, (September 2014), with re-exam at that time and a psychological evaluation. |

**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 exception of item 10.

Doug Clariday moved for approval of the referrals. The motion was 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 | Armstrong, Patrick | Fire | Pension Approval | No | No | Cl has filed for SSDI and has an attorney |
| 2 | Borgeson, Donald | Fire | Pension Approval | No | No | Younger Worker |
| 3 | Burk, Barry | Police | Pension Approval | No | No | Younger Worker |
| 4 | Doersam, Bryan | Police | Pension Approval | No | No | Younger Worker |
| 5 | Foley, Richard | Police | Pension Approval | No | No | Younger Worker |
| 6 | Galbreath, Connie | MNPS | Pension Approval | No | No | Younger Worker |
| 7 | Harrell, John Michael | Police | Pension Approval | No | No | Younger Worker |
| 8 | Majors, Erick | General Services | Pension Approval | Yes | Yes | Cl meets SSDI guidelines |
| 9 | McLeod, Diantha | Career Adv. Ctr. | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 10 | Nelter, Vickie | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 11 | Pippin, Pamela | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 12 | Schager, Daniel | Police | Pension Approval | No | No | Younger Worker |
| 13 | Sims, Rhonda | Bordeaux | Pension Approval | Yes | Yes | Evaluation |
| 14 | Taylor, Lawrence | Police | Pension Approval | Yes | Yes | Evaluation |

**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 |
| Patricia Grissom | MNPS | Occupational Therapist | B | 05/29/2014 | 06/01/2014 |
| Walter Fisher | MNPS | In School Suspension Monitor | B | 05/29/2014 | 05/31/2014 |
| Debra Burns | MNPS | Asst- Food Svc | B | 05/29/2014 | 05/24/2014 |
| James Paulus | Water | Engineer 3 | B | 05/29/2014 | 05/30/2014 |
| Lisa Mays | Police | Police Operations Supv | B | 05/29/2014 | 05/31/2014 |
| Mike Spore | Finance | Finance Admin | B | 05/29/2014 | 07/01/2014 |
| Donnie Benton | Public Works | Maint & Repair Worker 1 | B | 05/29/2014 | 05/31/2014 |
| Melinda Barnes | MNPS | Asst- Data | B | 06/02/2014 | 06/20/2014 |
| Tina Fitzsimmons | MNPS | Therapist-Occupational | B | 06/05/2014 | 06/01/2014 |
| Wayne Jennings | MNPS | Plumber Sr. | B | 06/05/2014 | 08/01/2014 |
| Janis Poff | MNPS | Analyst-Bus Intel Data | B | 06/05/2014 | 07/01/2014 |
| Anita Wilson | Health | Program Specialist 2 | B | 06/05/2014 | 06/12/2014 |
| Deborah Jackson | MAC | Teacher Asst | B | 06/05/2014 | 07/30/2014 |
| Bertha Harris | Assessor’s Office | Admin Asst | B | 06/05/2014 | 08/01/2014 |
| Deborah Dumas | Knowles | CNT Medication Tech | B | 06/05/2014 | 07/01/2014 |
| Vincent Moran \* | Sheriff | Asst Chief Deputy | A | 06/05/2014 | 09/01/2014 |
| Patricia Ryder | St. Trial Ct. | Group Care Worker Sr. | B | 06/05/2014 | 06/02/2014 |
| Georgia Braden | MNPS | Educational Asst | B | 06/06/2014 | 05/24/2014 |
| Charisse Kulp | MNPS | Secretary/Clerk | B | 06/12/2014 | 05/31/2014 |
| Teresa Brown | MNPS | Mgr- Food Service II | B | 06/12/2014 | 06/03/2014 |
| Cassie Birdwell | MNPS | Bus Driver | B | 06/12/2014 | 06/04/2014 |
| James Schwarz | MNPS | Supv-Group Testing | B | 06/12/2014 | 07/01/2014 |
| Waymon C. Edmondson | MAC | Custodian 1 | B | 06/12/2014 | 06/14/2014 |
| Melvin Brown Jr. | Police | Lieutenant | B | 06/12/2014 | 07/01/2014 |
| Laura Bratten | Knowles Home | Medical Secretary | B | 06/12/2014 | 07/01/2014 |
| Vince Hicks | Fire | Fire Captain | B | 06/17/2014 | 06/13/2014 |
| Linda F. Shaw | Health | Public Health Nurse 3 | B | 06/17/2014 | 07/01/2014 |
| Clarice Luckey | MNPS | Bus Monitor | B | 06/19/2014 | 05/31/2014 |
| Pamela Matthews | MAC | Dir Prog Des, Res & Comp | B | 06/19/2014 | 07/01/2014 |
| Josefina Bruninga | MNPS | Supv-Program ISRC | B | 06/19/2014 | 06/28/2014 |
| Linda S. Barber | MNPS | Bus Driver | B | 06/19/2014 | 05/31/2014 |
| Steven Rosenberg \* | MNPS | Video Technician | B | 06/19/2014 | 08/01/2014 |
| Vanda Hamlett | MNPS | Ed Asst Pre-K | B | 06/19/2014 | 05/31/2014 |
| James Petre Jr. | Police | Police Operations Asst 3 | B | 06/20/2014 | 06/17/2014 |
| Michael J Miller \* | Social Services | Director | B | 06/20/2014 | 08/01/2013 |
| John Cantwell \* | Water | Indus Main Tech Supv | B | 06/18/2014 | 08/01/2014 |
| Anita Kennedy \* | MNPS | Educational Asst | B | 06/24/2014 | 07/01/2013 |
| Charles T. Wallace | St. Trial Ct | Judicial Asst 2 | B | 06/24/2014 | 10/01/2014 |
| Robert Brown | Police | Police Officer 2 | B | 06/24/2014 | 07/21/2014 |
| E Jane Woodall | Sheriff | Program Manager 1 | B | 06/24/2014 | 08/01/2014 |
| Randy Davis | Sheriff | Correctional Officer 2 | B | 06/24/2014 | 07/01/2014 |
| Timothy Adgent | Juvenile Court | Court Administrator | B | 06/24/2014 | 08/06/2014 |
| Rebecca Anderson | MNPS | Secretary/Bookkeeper | B | 06/24/2014 | 07/19/2014 |

# \* Deferred Benefit

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

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| James H Russell Jr | MNPS | B | 06/01/2014 |
| Susie Anna Rogers | MNPS | B | 06/01/2014 |
| Gary M McCanless | General Hospital | B | 06/01/2014 |
| James H Morehead | MNPS | B | 06/01/2014 |
| Lynnette Oaks | General Hospital | B | 06/01/2014 |
| Elias Fletcher | Public Works | B | 07/01/2014 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Alderson, Deborah T | Bordeaux  | Early Service | B | 5/1/2014 | Normal |  |
| Ballard, Paul J. | MTA | Early Service | B | 5/7/2014 | Option A |  |
| Barrett, Juanita | MNPS | Service | B | 5/31/2014 | Option F | 1 |
| Batson, Geraldine A. | Bordeaux  | Early Service | B | 5/1/2014 | Normal |  |
| Beach, Lynda Faye | MNPS | Early Service | B | 5/31/2014 | Option D |  |
| Bennett, Mary B. | Bordeaux  | Early Service | B | 5/1/2014 | Option E |  |
| Boulie, James W. | Public Library | Service | B | 5/10/2014 | Option A |  |
| Bryson, Sue P | MNPS | Service | B | 5/31/2014 | Option E |  |
| Burns, David M | MNPS | Service | B | 5/31/2014 | Option E |  |
| Burns, Debra Tyler | MNPS | Early Service | A | 5/24/2014 | Option F |  |
| Carter, Eva Louise | MNPS | Service | B | 5/31/2014 | Normal | 3 |
| Crook, William C | MNPS | Service | B | 3/1/2014 | Option A |  |
| Cumming, Barbara | MNPS | Service | B | 5/31/2014 | Option D |  |
| Denton, Frances E | MNPS | Service | B | 5/31/2014 | Normal |  |
| Drury, Jo Ann | MNPS | Service | B | 5/31/2014 | Option F | 2 |
| Felts, Loretta B | MNPS | Service | B | 5/31/2014 | Normal |  |
| Fentress, Delores | MNPS | Service | B | 5/31/2014 | Normal | 1 |
| Fesler, Geannine S | MNPS | Service | B | 5/30/2014 | Option F | 3 |
| Fielder, Sandra A | General Hospital | Service | B | 5/1/2014 | Normal |  |
| Fisher, Walter Howard | MNPS | Service | B | 5/31/2014 | Option A |  |
| Fox, Leslie B. | Bordeaux | Early Service | B | 5/1/2014 | Normal |  |
| Frazier, Karen M | MNPS | Service | B | 5/31/2014 | Option B |  |
| Goslee, Carolann | Public Library | Service | B | 6/1/2014 | Normal |  |
| Graffread, Alice M. | Bordeaux  | Service | B | 5/1/2014 | Normal |  |
| Graves, Mary E. | Bordeaux  | Early Service | B | 5/1/2014 | Option A |  |
| Green, John E | Fire | P&F Service | B | 5/17/2014 | Option A | 3 |
| Grissom, Patricia A | MNPS | Early Service | B | 6/13/2014 | Normal |  |
| Haynie, Carolyn J. | Health | Service | B | 5/1/2014 | Option A | 3 |
| Head, Donna G. | Bordeaux  | Early Service | B | 5/1/2014 | Normal |  |
| House, Earlene H. | Bordeaux  | Early Service | B | 5/1/2014 | Normal |  |
| Howard, Deborah M | MNPS | Service | B | 5/17/2014 | Option E |  |
| Hubbard, Robert W | Fire | P&F Service | B | 5/19/2014 | Option A |  |
| Johns, Rose E | MNPS | Service | B | 5/31/2014 | Option F | 2 |
| Jones, Teresa D. | Bordeaux  | Early Service | B | 5/1/2014 | Normal |  |
| Jones, Valerie L. | Bordeaux  | Early Service | B | 5/1/2014 | Option D |  |
| Kennedy, John R | Bordeaux  | Early Service | B | 5/1/2014 | Normal |  |
| Laster, Sandra L. | Bordeaux  | Early Service | B | 5/1/2014 | Normal |  |
| Lee, Willie Mai | Bordeaux  | Early Service | B | 5/1/2014 | Option D |  |
| Lewis, Patsy J | MNPS | Service | B | 5/31/2014 | Option F | 1 |
| Lowe, Judy A | Bordeaux  | Service | B | 5/1/2014 | Normal |  |
| Mann, Lois | MNPS | Service | B | 5/31/2014 | Option F |  |
| Mays, Lisa D | Police | Early Service | B | 6/1/2014 | Normal |  |

###### Options Elected (continued)

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| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Mcadoo, Charles | MNPS | Service | B | 5/29/2014 | Normal |  |
| Mccorkle, Joseph E | Finance | Service | B | 6/1/2014 | Option A |  |
| Mccutcheon, Margaret | Bordeaux  | Early Service | B | 5/1/2014 | Normal |  |
| Mcleod, Donald N. | Sheriff | Early Service | B | 5/7/2014 | Option D |   |
| Merriweather, John | Public Works | Service | B | 5/1/2014 | Option A |   |
| Moss, Michael R | Police | Early Service | B | 5/17/2014 | Option C |   |
| Moton, Debra D. | Bordeaux  | Early Service | B | 5/1/2014 | Option E |   |
| Mullins, Shirley J. | Bordeaux  | Early Service | B | 5/1/2014 | Normal |   |
| Oatsvall, Patricia L. | Bordeaux  | Early Service | B | 5/1/2014 | Option D |   |
| Oglesby-Williams, Veverly  | MNPS | Service | B | 5/31/2014 | Normal |   |
| Owens, Michael E | MNPS | Service | B | 5/24/2014 | Normal | 3 |
| Parisi, Marilyn E. | Bordeaux  | Service | B | 5/1/2014 | Normal |   |
| Parker, Barbara A | MNPS | Service | B | 5/31/2014 | Option A |   |
| Patterson, Sandra | MNPS | Early Service | B | 5/30/2014 | Option F |   |
| Peaks, Bernadine W. | Police | Service | B | 5/1/2014 | Option F |   |
| Perry, Walisha | MNPS | Early Service | B | 5/31/2014 | Option F |   |
| Philpot, Victoria L | MNPS | Service | B | 5/17/2014 | Option F |   |
| Pittman, Brenda L. | Bordeaux  | Early Service | B | 5/1/2014 | Option D |   |
| Proehl, Susan M | Bordeaux  | Early Service | B | 5/1/2014 | Option F |   |
| Reese, Robbie P. | Bordeaux  | Early Service | B | 5/1/2014 | Option D |   |
| Richards, John C | Police | Early Service | B | 4/1/2014 | Option D |   |
| Roberson, Dorothy | MNPS | Early Service | B | 5/31/2014 | Option F |   |
| Rucker, Jerry W | MNPS | Early Service | B | 5/31/2014 | Option B |   |
| Scarborough, Sheila R | MNPS | Service | B | 5/31/2014 | Normal | 1 |
| Todd, Karen Lynn | Bordeaux  | Early Service | B | 5/1/2014 | Normal |   |
| Travis, Margaret L | MNPS | Service | B | 5/6/2014 | Option E |   |
| Wall, Virginia A | MNPS | Service | B | 5/7/2014 | Option E |   |
| Williams, Constance E. | Bordeaux  | Early Service | B | 5/1/2014 | Normal |   |
| Williams, Laurisa C. | Bordeaux  | Early Service | B | 5/1/2014 | Normal |   |
| Wilson, Polly I. | Bordeaux  | Early Service | B | 5/1/2014 | Option D |   |
| Woodard, Billy J. | Bordeaux  | Early Service | B | 5/1/2014 | Normal |   |
| Young, Ruth Ella | MNPS | Service | B | 5/31/2014 | Normal |   |
| **Key Codes** |
| **Options** | **Drop Elections** |
| Normal Form - life annuity, no payments guaranteed | 1 - 1 year drop |
| Option A - Joint and 100% to Survivor | 2 - 2 year drop |
| Option B - Joint and 50% to Survivor | 3 - 3 year drop |
| Option C - Level Social Security option |   |
| Option D - Life Income, 120 payments guaranteed  |   |
| Option E - Joint and 100% to Survivor with popup |   |
| Option F - Joint and 50% to Survivor with popup |   |

###### Survivor

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee Name** | **Department** | **Survivor Name** | **Plan Membership** | Effective Date |
| George Lanier III | Parks | Angela Lanier | B | 05/26/2014 |
| Lillard Lane Jr. | Water | Ruth E. Lane | Closed | 05/20/2014 |
| Billy Pruett | Fire | Frances Pruett | A | 06/04/2014 |
| Clifford H. Smith | Fire | Brittany Rainey | B | 06/04/2014 |
| Kevin Curd | Fire | Stacy Curd | B | 06/13/2014 |
| Thomas Harris | Police | Lorene Harris | B | 06/13/2014 |
| Robert Watkins | BOE | Kathy Morante | B | 06/11/2014 |
| Michael Hosey | Fire | Charlene Hosey | B | 06/15/2014 |

## 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 Sheriff’s Office.

This item was acted upon accordingly with Section C of the agenda.

1. Pension Committee report.

Christina Hickey reported to the Board that the Pension Committee met on Thursday, May 29, 2014 to discuss and provide feedback on compliance issues. She also stated that the minutes from this meeting are attached for approval.

Committee Chair Todd Henry reviewed the minutes and asked if there were any amendments, corrections or questions of the May 29, 2014 Pension Committee meeting minutes**.** He also reviewed the recommendation from the Committee on compliance issues to have our contracted vendors, ASC and Ekman Freeman, contact the CSME when they have knowledge of compliance issues. The CSME will notify HR who will subsequently notify the Board.

With no corrections on the minutes, Doug Clariday moved for approval of the May 29, 2014 Pension Committee minutes and the recommendation from the Committee on compliance issues to have our contracted vendors, ASC and Ekman Freeman, contact the CSME when they have knowledge of compliance issues. The CSME will notify HR who will subsequently notify the Board. Veronica Frazier seconded and the Board approved without objection.

1. a. Utilization report from Blue Cross Blue Shield.

 b. Utilization report from Cigna.

 c. Utilization report from Alternative Service Concepts. (reported quarterly).

Items 3.-a. through 3.-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. (reported quarterly)
9. Denial log from Alternative Service Concepts.

Items 4.-a. through 4.-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 10:30 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board