MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***August 5, 2014***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, August 5, 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: \*G. Thomas Curtis, Veronica T. Frazier, B.R. Hall, Sr., Jerry Hall, W. Todd Henry, and Richard M. Riebeling.

Members Stephanie Bailey and Charles D. Clariday, 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 July 1, 2014 and the July 15, 2014 Special Called meeting**.** With two corrections, nothing further was noted and Jerry Hall moved for approval. Todd Henry 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.

Dr. Susan Warner reported to the Board that she recommends approval of the disability pension new request, item 1 through for the length of time as recommended with case management. Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, item 1 for the length of time as recommended with case management. Jerry Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends approval of the disability pension new request, item 2 for the length of time as recommended with an independent medical examination. Richard Riebeling moved for approval of the recommendation to approve the disability pension new request, item 2 for the length of time as recommended with an independent medical examination. Veronica Frazier seconded and the Board approved without objection.

On item 3, Dr. Susan Warner reported to the Board that she recommends approval of the disability pension new request, item 3 as a medical disability pension for the length of time as recommended with vocational case management.

The individual was present and addressed the Board regarding the disability pension request.

There was some discussion of the initial request for an in line of duty disability pension, the condition related to the injury on duty being resolved and other medical issues that support a medical disability pension.

\*Denotes the arrival of Tom Curtis.

After further discussion of the condition, aggravation of that condition versus degenerative changes, Jerry Hall moved for approval of the recommendation to approve the disability pension new request, item 3 as a medical disability pension for the length of time as recommended with vocational case management. Richard Riebeling seconded and the Board approved with B.R. Hall opposed and Tom Curtis abstaining.

Dr. Susan Warner reported to the Board that she recommends denial of the disability pension new request, item 4, as the individual’s restrictions are being accommodated.

The individual and their attorney, Mark Honeycutt were present. Mr. Honeycutt addressed the Board regarding the individual’s condition, job duties and restrictions.

Evan Bayliss, Sheriff’s Office, was present and addressed the Board regarding being accommodated.

After some discussion of the individual’s accommodations, Todd Henry moved for approval of the recommendation to deny the disability pension new request, item 4. Tom Curtis seconded.

After discussion of the individual’s ability to be able to reapply for a disability pension a vote was taken on the motion to deny the disability pension new request, item 4 and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 5 through 9 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 9 for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

On the disability pension re-exam, item 10, Dr. Susan Warner reported to the Board that she recommends continuing the disability pension for the length of time as recommended. She also stated that the individual wants to return to work, however, there are findings in the medical record that does not meet the qualifications by the Fire Department.

The individual was present and addressed the Board regarding the condition, being released by their physician’s and returning to work.

Mark Young, union representative, addressed the Board on the individual’s behalf and returning to work.

After some discussion of returning the individual to work, the guidelines for firefighters and the rules of the fire department, which prohibit the individual’s classification from entering a hot zone B.R. Hall moved to allow the individual take the physical agility test to see if they are able to return to work.

Dr. Susan Warner addressed her concerns regarding the physical agility test.

Jamie Summers, Fire Department, was present and stated that the department is prepared to put the individual through the physical fitness test once they are returned to work.

Jerry Hall seconded the motion to allow the individual take the physical agility test to see if they are able to return to work.

There was discussion of what the individual’s status would be if they do not pass the physical fitness test.

There was clarification that the motion should be to place the individual on the return to work list.

Nicki Eke, Legal Department, stated that once the Board releases someone to return to work, the person stays on a pension until they actually assigned work. She stated that they will continue to be on a pension while going through the qualification process and if that is unsuccessful, they will remain on a pension. She also stated that they may come back before the Board to determine whether or not they be removed from the return to work list.

After the makers of the motion were in agreement with the clarification, a vote was taken on the motion to place the individual on the return to work list and was approved without objection.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexamination, item 11 for the length of time as recommended. Todd Henry moved for approval of the recommendation to continue the disability pension reexamination, item 11 for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexamination, item 12 for the length of time as recommended with an independent psychological evaluation.

Evan Bayliss, Sheriff Office, was present.

Todd Henry moved for approval of the recommendation to continue the disability pension reexamination, item 12 for the length of time as recommended with an independent psychological evaluation. Jerry Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 13 through 16 for the length of time as recommended with independent psychological evaluations on items 13 and 16 and vocational case management on item 15. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 13 through 16 for the length of time as recommended with independent psychological evaluations on items 13 and 16 and vocational case management on item 15. Todd Henry seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on items 17 and 18, she requests a deferral for one month. Christine Bradley moved for approval of the request to defer items 17 and 18 for one month. Tom Curtis seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 19 she recommends approval of return to work. Tom Curtis 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 20 she recommends approval of return to work. Todd Henry moved for approval of the recommendation of return to work. Jerry Hall seconded and the Board approved without objection.

Christina Hickey informed the Board that item 21 is also item 1 under Benefit Board items.

The individual and his attorney, Johnny Ellis, were present.

Evan Bayliss, Sheriff’s Office, was also present.

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

Todd Henry moved to reconsider item 21, (item 1 under Benefit Board items). Jerry Hall seconded and the Board approved to reconsider item 21.

Johnny Ellis discussed the individual’s work history and medical history/conditions.

Dr. Susan Warner reviewed the medical information supplied and indicated that the current medical conditions do not support a disability pension.

There was discussion of positions available within the Sheriff’s Office and whether or not the department could accommodate the individual if there were any restrictions.

The individual addressed the Board regarding his medical conditions.

There was discussion of the medical information received and possible conflicting statements made by the treating physician regarding the individual’s condition(s) and returning to work.

There was discussion of the individual’s duties and possibly accommodating the individual in another position.

Evan Bayliss, Sheriff’s Office, stated that in order to accommodate the individual the department would need clarification of what the restrictions are.

Dr. Susan Warner stated that the medical record does not give any clear information or diagnosis to support any the medical condition in question and restrictions.

There was discussion of obtaining an independent medical examination and returning the individual to work in another classification pending the results of an independent medical examination.

Nicki Eke, Legal Department, stated that the Board can not specify the position the person is to be placed in. She stated that it is the Boards decision to decide whether or not to place the individual on the return to work list.

Christine Bradley moved to defer for two months, (October) item 21, (item 1 Under Benefit Board items), pending the results of an independent medical examination. Jerry Hall seconded.

Edna Jones requested case management services and Richard Riebeling requested information on positions that could accommodate the individual.

A vote was taken on the motion to defer item 21, (item 1 Under Benefit Board items), for two months, (October) item 21, pending the results of an independent medical examination and was approved without objection.

Edna Jones informed the Board that item 22 is also a reconsideration.

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.

B.R. Hall moved to reconsider item 22, (item 2 under Benefit Board items).

The motion for reconsideration died for lack of a second.

Edna Jones stated that item 22 was an employee that was returned to work and the department indicated that they can accommodate the individual.

The individual was present and stated that she has new information from her doctor.

Dr. Susan Warner stated that on item 22, (item 2 under Benefit Board items), her recommendation remains unchanged and she still recommends the individual be returned to work.

William Coleman, Water Department, was also present and stated they can accommodate the individual.

Edna Jones stated that item 23 is also a reconsideration.

The individual and his wife were present.

Susan Drye, Library, was also present.

The individual addressed the Board.

Dr. Susan Warner stated that on item 23, (item 3 under Benefit Board items), her recommendation remains unchanged and she still recommends to deny the disability pension request.

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

After discussion of the previous action taken on item 23, (item 3 under Benefit Board items), which was to deny the request for a disability pension, there was no motion to reconsider item 23, (item 3 under Benefit Board items).

Christina Hickey stated that item 24, is also item 4 under Benefit Board items and it correlates with item 8.-f.

Edna Jones stated that this individual has failed to complete the assigned rehab program and has become non-compliant.

Jerry Hall moved to terminate the disability pension on item 24, (item 4 under Benefit Board items) for non-compliance. Veronica Frazier seconded and the Board approved without objection.

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

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 1. | Suzanne J. Catignani | Assessor’s Office | Medical | As moved, seconded and approved, this disability pension request was approved with case management for three months, (November 2014), with re-exam at that time. |
| 2. | David J. Freistuhler | Water | Medical | As moved, seconded and approved, this disability pension request was approved with an independent medical examination for three months, (November 2014), with re-exam at that time. |
| 3. | James K. Rice | Knowles | In line of duty/**Medical** | As moved, seconded and approved, this disability pension request was approved as a medical disability pension with vocational case management for three months, (November 2014), with re-exam at that time. |
| 4. | Garfield L. Thomas, Jr. | Sheriff | Medical | As moved, seconded and approved this disability pension request was denied. |

**REEXAMINATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 5. | Beverly A. Anderson | Parks | In Line of Duty | As moved, seconded and approved, this disability pension was continued with vocational case management for two months, (October 2014), with re-exam at that time. |
| 6. | Kenneth D. Barnes | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two years, (August 2016), with re-exam at that time. |
| 7. | Deborah A. Berryhill | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two months, (October 2014), with re-exam at that time. |
| 8. | Tammy L. Binkley | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for one year, (August 2015), with re-exam at that time. |
| 9. | John M. Hatcher | State Trail Courts | Medical | As moved, seconded and approved, this disability pension was continued for three months, (November 2014), with re-exam at that time. |

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

**REEXAMINATIONS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 10. | Barry L. Morris | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (August 2015), with re-exam at that time. |
| 11. | Matthew A. Nixon | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (August 2015), with re-exam at that time. |
| 12. | Chris D. Parker | Sheriff | In Line of Duty | As moved, seconded and approved, this disability pension was continued, with an independent psychological evaluation, for two months, (October 2014), with re-exam at that time. |
| 13. | Zachery K. Phillips | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued, with an independent psychological evaluation, for two months, (October 2014), with re-exam at that time. |
| 14. | Patrice A. Rogers | Bordeaux | Medical | As moved, seconded and approved, this disability pension was continued for one year, (August 2015), with re-exam at that time. |
| 15. | Jamal Sharif | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued, with vocational case management, for six months, (February 2015), with re-exam at that time. |
| 16. | Roy L. Tanksley | Fire | Medical | As moved, seconded and approved, this disability pension was continued, with an independent psychological evaluation, for two months, (October 2014), with re-exam at that time. |
| 17. | Tracy L. Davis | General Hospital | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (September 2014). |
| 18. | Diantha S. McLeod | Nashville Career Advancement Center | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (September 2014). |

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

**RETURN TO WORK:**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 19. | Virpi E. Duff-Smith | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this individual was returned to work. |
| 20. | Michelle R. Lampkin | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this individual was returned to work. |

**OTHER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 21. | Wade T. Hales | Sheriff | Medical | As moved, seconded and approved, this disability pension return to work reconsideration was deferred for two months, (October 2014), pending the results of an independent medical examination. |
| 22. | Cynthia D. McCullough | Water | Medical | As moved, seconded and approved, this individual was placed on the return to work list. |
| 23. | Oscar L. Markham | Library | Medical | As moved, seconded and approved, this disability pension request for reconsideration was denied. |
| 24. | Abdullah T. Sindy | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was terminated. |

**SOCIAL SECURITY REFERRALS:**

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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 |

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

**SOCIAL SECURITY REFERRALS:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Recommendation for Referral** | **Comments** |
| 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 |

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

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

Christine Bradley 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 |
| Sue McKnight | General Sessions Ct | Judge | B | 06/25/2014 | 09/01/2014 |
| Veronica Long-Woods | Knowles Home | Custodian 1 | B | 06/25/2014 | 07/01/2014 |
| Gailrena DeHarde | Sheriff | Correctional Office | B | 06/25/2014 | 07/01/2014 |
| Clarence A. Ewing Sr | Fire | Fire Engineer | B | 06/26/2014 | 10/16/2014 |
| Gregory Lee | Police | Police Officer 2 | B | 06/26/2014 | 08/01/2014 |
| Karen A. Rollins | Water | Application Tech 1 | B | 06/26/2014 | 06/26/2014 |
| Cheryl Gervais | Knowles Home | CNT Medication Tech | B | 06/26/2014 | 07/01/2014 |
| Shelia Watkins | Knowles Home | Soc Services Coordinator | B | 06/26/2014 | 07/01/2014 |
| Deborah Neal | Knowles Home | Office Support Spec 1 | B | 06/26/2014 | 07/01/2014 |
| Pamela Gant | St. Trial Ct. | Group Care Aide | B | 06/26/2014 | 06/19/2014 |
| Robert W. White III \* | Police | Captain | B | 06/26/2014 | 08/01/2014 |
| Phyllis Hickman \* | Police | IS Sys App Analyst 3 | B | 06/24/2014 | 12/01/2011 |
| Calvin Jackson | Water | Water Maint Leader 1 | B | 07/10/2014 | 09/01/2014 |
| Viorel Galea | MAC | General Maint Worker | B | 07/10/2014 | 08/01/2014 |

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

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Donald Summers | Police | Police Crisis Counselor 2 | B | 07/10/2014 | 08/02/2014 |
| Debra Word | MNPS | Secretary/Clerk | B | 07/10/2014 | 08/07/2014 |
| Inez Nelson | MNPS | Asst- Food Svc | B | 07/10/2014 | 08/07/2014 |
| Gwendolyn Lipscomb | MNPS | Asst- Food Svc | B | 07/10/2014 | 08/07/2014 |
| William Dyer | Police | Captain | B | 07/10/2014 | 07/17/2014 |
| Lannie Holland | Finance | Metro Treasurer | B | 07/11/2014 | 10/01/2014 |
| John P. Wall | Water | Engineering Tech 2 | B | 07/14/2014 | 07/01/2014 |
| Daniel B. Eisenstein | Gen Sessions Ct | Judge | B | 07/16/2014 | 09/01/2014 |
| Suyapa Faulk | MNPS | Library Clerk | B | 07/17/2014 | 08/08/2014 |
| James P. Newman \* | Public Defender | Asst Pub Defender 3 | A | 07/17/2014 | 09/01/2014 |
| Gita Singh | County Clerk | Deputy Clerk 3 | B | 07/17/2014 | 08/01/2014 |
| David M. Woods | Police | Sergeant | B | 07/17/2014 | 08/01/2014 |
| Dinah Williams | Gen Sessions Ct | Admin Asst | B | 07/17/2014 | 09/01/2014 |
| Wilbur Scales | Water | Water Maint Leader 2 | B | 07/17/2014 | 08/08/2014 |
| Edward S. Ryan \* | Gen Sessions Ct | Judge | B | 07/15/2014 | 07/01/2012 |
| Ann A. Watkins | MNPS | Supervisor-Campus | B | 07/21/2014 | 05/31/2014 |
| George Thomas | Assessor’s Office | Appraiser 3 | B | 07/24/2014 | 08/18/2014 |
| Sandra K. Campbell | Gen Sessions Ct | Admin Specialist | B | 07/24/2014 | 09/01/2014 |
| Sherry McGee | Knowles | CNT Medication Tech | B | 07/24/2014 | 07/01/2014 |
| William Brown | Sheriff’s Office | Correctional Officer 2 | B | 07/24/2014 | 09/01/2014 |
| Lorraine Simpson | MNPS | Interpreter-Language | B | 07/24/2014 | 08/07/2014 |
| Gloria Smith | MNPS | Bus Driver | B | 07/24/2014 | 08/07/2014 |
| Shirley Long | MNPS | Education Asst | B | 07/24/2014 | 09/25/2014 |
| David B. Hayes \* | Finance | Finance Officer 3 | B | 07/11/2014 | 02/01/2013 |
| Jackie Tarkington \* | Codes | Plans Examiner 2 | B | 07/25/2014 | 09/01/2014 |
| Roberta Otis | MNPS | Asst- Gen School | B | 07/24/2014 | 08/07/2014 |
| Billy Gibson | Knowles Home | Custodian 1 | B | 07/29/2014 | 07/01/2014 |

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Randolph Muir | Parks | A | 08/01/2014 |
| Elias Fletcher | Public Works | B | 07/01/2014 |
| Opal Jackson | Bordeaux | A | 07/01/2014 |
| Walter Irwin | Public Works | B | 06/01/2014 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| BAIN, RICHARD O | Police | P&F Service | B | 6/1/2014 | Option C | 3 |
| BARBER, LINDA S | MNPS | Early Service | B | 6/4/2014 | Normal |  |
| BARNES, MELINDA ANN | MNPS | Service | B | 6/20/2014 | Normal |  |
| BENTON, DONNIE | Public Works | Service | B | 5/31/2014 | Option D |  |
| BIRDWELL, CASSIE | MNPS | Service | B | 6/4/2014 | Normal |  |
| BRADEN, GEORGIA | MNPS | Early Service | B | 5/24/2014 | Option D |  |
| BRICE, DAVID R | Sheriff | P&F Service | B | 6/21/2014 | Option D | 3 |
| BROOKS, RAYMOND | MNPS | Service | B | 6/28/2014 | Option F |  |
| BROWN JR, MELVIN S. | Police | P&F Service | B | 7/1/2014 | Option A | 3 |
| BROWN, TERESA LYNN | MNPS | Early Service | B | 6/4/2014 | Normal |  |
| BRUNINGA, JOSEFINA O | MNPS | Early Service | B | 6/28/2014 | Option A |  |
| CALVIN, CHRISTOPHER F | Fire | P&F Service | B | 6/16/2014 | Normal |  |

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

**Options Elected**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| CARDWELL, DONNIE R | MNPS | Service | B | 6/28/2014 | Option F | 1 |
| CARROLL, TERRY PHILLIP | MNPS | Service | B | 7/1/2014 | Normal |  |
| CHASTEEN, MARY ANN | MNPS | Service | B | 6/5/2014 | Normal |  |
| DICKE, BENNETT A | Police | P&F Service | B | 6/1/2014 | Option E | 3 |
| EDMONDSON, WAYMON C | Metro Action Commission | Early Service | B | 6/21/2014 | Normal |  |
| FERGUSON, BARBARA P | MNPS | Service | B | 6/5/2014 | Normal | 1 |
| FREEMAN, MARY K. | General Hospital | Early Service | B | 5/28/2014 | Normal |  |
| FRIEDLANDER, DAVID M | Finance | Service | B | 6/18/2014 | Normal |  |
| GANT, PAMELA D. | State Trial Courts | Early Service | B | 6/12/2014 | Normal |  |
| GENTRY, DANNY L | MNPS | Service | B | 6/10/2014 | Option F |  |
| GORRELL, LINDA JOYCE | MNPS | Service | B | 6/3/2014 | Option E | 2 |
| HALL, LINDA G | MNPS | Service | B | 5/31/2014 | Option D |  |
| HAMLETT, VANDA REE | MNPS | Service | B | 5/31/2014 | Normal |  |
| HASSELBRINK, MICHAEL | Airport Authority | Early Service | B | 6/20/2014 | Option F |  |
| HATFIELD, THOMAS W | MNPS | Early Service | B | 6/28/2014 | Option F |  |
| HOWARD JR WILLIAM E | MNPS | Service | B | 6/1/2013 | Normal |  |
| HUMPHREYS, CONNIE F | NCAC | Early Service | B | 5/28/2014 | Normal |  |
| JACKSON-CAMPBELL, GLORIA | Water Services | Service | B | 5/31/2014 | Option F | 2 |
| KENNEDY, ANITA M | MNPS | Service | B | 7/1/2013 | Normal |  |
| KNOX, BEVERLY | MNPS | Service | B | 5/31/2014 | Normal |  |
| KULP, CHARISSE W | MNPS | Early Service | B | 4/2/2014 | Normal |  |
| LAWSON, RONNIE E | Fire | P&F Service | B | 6/8/2014 | Normal | 3 |
| LUCKEY, CLARICE K | MNPS | Service | B | 5/31/2014 | Option D |  |
| MADRY, CONSTANCE B | MNPS | Service | B | 6/3/2014 | Normal |  |
| MATTHEWS, PAMELA S | Metro Action Commission | Service | B | 7/1/2014 | Normal | 1 |
| MCQUISTION, BRIAN E | Transportation Licensing Comm | Service | B | 7/1/2014 | Option E |  |
| **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 |
| Glenda Pursley | BLTC | William Myers | A | 06/30/2014 |
| Thomas H. Coke | Police | Mary J. Coke | A | 06/30/2014 |
| Joyce E. Weiss | Fire | Holly Greene | B | 06/22/2014 |
| Robert V. Smith Jr. | Police | Linda Smith | B | 07/08/2014 |
| Claude D. Dennis | Police | Betty Dennis | A | 07/09/2014 |
| David V. Smith | Police | Pamela Smith | B | 07/09/2014 |
| Johnny Lamb | Public Works | Vickie Lamb | A | 07/15/2014 |

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

###### Survivor

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee Name** | **Department** | **Survivor Name** | **Plan Membership** | Effective Date |
| Charlie Buchanan | BOE | Minnie Buchanan | A | 07/10/2014 |
| Thomas Shacklett | BOE | Anne Shacklett | B | 06/19/2014 |
| William Burke Jr. | Water | Grace Burke | A | 07/20/2014 |

## 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 Sheriff’s Office.

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

2. Disability pension return to work request for reconsideration - Applicant from Water.

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

3. Disability pension request for reconsideration - Applicant from Library.

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

4. Non-compliant disability pensioner - Pensioner from Metro Nashville Public Schools.

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

5. Domestic partnership policy and budget allocation.

Christina Hickey reported to the Board that at the July Study Session, domestic partnership benefits were reviewed and discussed. She stated that the domestic partnership benefits policy is being presented for the Board’s approval. She also stated that the Department of Human Resources is requesting an additional budget of $100,000 for the administration and technology process updates of the domestic partnership benefit implementation as well as $50,000 for one additional full time employee (FTE) to facilitate this implementation.

Kelley Lewis, Deloitte Consulting, and Christi Mayo, HR staff, were present and addressed the domestic partnership benefits policy.

Todd Henry moved for approval of the domestic partnership benefits policy. Jerry Hall seconded and the Board approved without objection.

Kelley Lewis reported to the Board that the request for a full time employee was deferred from the last meeting. She stated that an additional $100,000 is being requested from the medical trust fund budget for the systems technology. Ms. Lewis stated that after much discussion with the systems programming team on the system issues, it was concluded that the original estimate of $100,000 was necessary to update and program the systems technology for this benefit.

There was clarification that the $100,000 was not funded by Council and the $50,000 including fringe benefits.

There was discussion of these requests being funded from the medical trust fund, what the Charter states regarding recommendations from the Study and Formulating Committee and how those recommendations will be funded, and the Council funding whatever it passes.

5. Domestic partnership policy and budget allocation. (continued)

B.R. Hall stated that he would offer an amendment to the request that the $100,000 from the medical trust fund budget for the systems technology sunset at the next budget and let it be funded by whomever is suppose to fund it and not the medical trust fund.

Richard Riebeling moved for approval of the request for $50,000 for a full time employee and an additional $100,000 from the medical trust fund budget for the systems technology. Tom Curtis seconded.

B.R. Hall offered an amendment to the motion that the $100,000 from the medical trust fund budget for the systems technology sunset at the next budget.

After some discussion of adding this appropriation to the next budget and what is funded from the medical trust fund, a vote was taken on the motion to approve the request for $50,000 for a full time employee and an additional $100,000 from the medical trust fund budget for the systems technology, with sunset at the next budget, and was approved with Edna Jones abstaining.

6. Dependent eligibility verification (DEV) project.

Christina Hickey reported to the Board that Deloitte will be giving an overview of the dependent eligibility verification (DEV) project. She stated that as approved ineligible dependents will be removed after the August 12th deadline.

Kelley Lewis, Deloitte, reviewed the project timeline and the results of the project to date. Ms. Lewis stated those that are deceased have been terminated. She stated that staff is requesting that those deemed ineligible and the non or incomplete responders be removed from coverage effective August 12, 2014.

There was discussion of the claim status for those already terminated (deceased), the normal procedure for terminating someone deemed ineligible and the DEV process.

After discussion of the outreach done for the non or incomplete responders, accepting the documents after the deadline to establish eligibility and the appeal process, Richard Riebeling moved for approval of terminating those deemed ineligible during the DEV process. Veronica Frazier seconded and the Board approved with B.R. Hall opposed.

7. Correspondence:

1. Utilization report from Blue Cross Blue Shield.
2. Utilization report from CIGNA.

c. Utilization report from Alternative Service Concepts.

Items 7.-a. through 7.-c. were for information only and no action as required.

8. Reports for your information:

1. Return to work.
2. Social Security approvals.
3. Refund of pension contributions. (none to report)
4. Repayment of pension contributions.
5. Reports from Treasury. (reported quarterly)
6. Non-compliant disability pensioners.
7. Pending litigations. (reported quarterly)
8. Denial log from Alternative Service Concepts.
9. HIPAA notice.

Items 8.-a. through 8.-c. were for information only and no action as required.

9. Late item(s):

There were no late items reported at the meeting.

Christina Hickey noted that Tom Curtis has been re-appointed to the Benefit Board for another three year term.

With nothing further presented, the meeting adjourned at 10:57 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board