MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***September 2, 2014***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, September 2, 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 August 5, 2014**.** With one correction, nothing further was noted and Tom Curtis moved for approval. Veronica Frazier 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 requests, items 1 through 7, for the length of time as recommended. Jerry Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 7 for the length of time as recommended. Tom Curtis seconded.

It was noted that the individuals on items 1 and 7 were present and declined to address the Board.

\*Denotes the arrival of Christine Bradley.

A vote was taken on the motion to approve the disability pension new requests, items 1 through 7 for the length of time as recommended and the Board approved with Christine Bradley abstaining.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 8 through 25, with the exception of items 11 and 19, for the length of time as recommended and changing item 8 to a medical disability pension. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 8 through 25 for the length of time as recommended, with the exception of items 11 and 19 and changing item 8 to a medical disability pension. Jerry Hall seconded and the Board approved without objection.

On item 11, the individual and his attorney, Joe Haynes, were present to address the Board regarding the recommendation on the disability pension.

Edna Jones reviewed the recommendation on item 11 to continue the disability pension for the length of time as recommended with vocational case management and a functional capacity evaluation.

Christine Bradley moved for approval of the recommendation on item 11 to continue the disability pension for the length of time as recommended with vocational case management and a functional capacity evaluation. Doug Clariday seconded and the Board approved without objection.

The individual was present on item 19. The individual stated that they did not understand why the pension was being changed from in line of duty to medical.

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

Dr. Susan Warner stated that the injury on duty is at maximum medical improvement and the condition(s) related to that injury are chronic degenerative changes and are not caused by the injury.

After some discussion of the medical record, Doug Clariday moved to defer item 19. B.R. Hall seconded.

Richard Riebeling amended the motion to defer item 19, with an independent medical evaluation.

After clarification on the length of time needed to complete the independent medical evaluation, a vote was taken on the motion to defer item 19 for two months with an independent medical evaluation and was approved with Stephanie Bailey opposing.

Dr. Susan Warner reported to the Board that on item 26, she requests a deferral with an independent medical evaluation.

The individual and her attorney, Worrick Robinson were present. The individual addressed the Board and the issues she has regarding the physicians chose for the independent medical evaluation.

Worrick Robinson requested that this item be deferred.

Todd Henry moved to defer item 26 with an independent medical evaluation.

After some discussion of the physician chose for the evaluation and them receiving the complete medical record Tom Curtis seconded.

After some discussion of what the treating physician states regarding her condition/injury on duty, a vote was taken on the motion to defer with an independent medical evaluation and the Board approved with B.R. Hall opposing.

Dr. Susan Warner reported to the Board that on item 27, she requests a deferral for one month. Doug Clariday moved for approval of the recommendation to defer item 27 for one month. Christine Bradley seconded and the Board approved without objection.

On item 28, Dr. Susan Warner reported to the Board that she recommends approval of return to work.

The individual’s attorney, Worrick Robinson was present and requested a deferral.

After discussion of the individual being cleared to return to work by his physician, Christine Bradley moved for approval of the recommendation of return to work. The motion was seconded and the Board approved without objection.

On item 29, Dr. Susan Warner reported to the Board that she has received additional medical information.

The individual and her mother were present.

Harold Finch, Metropolitan Nashville Public Schools, was present.

The individual’s mother addressed the Board regarding her daughters condition(s).

Dr. Susan Warner stated that in light of the information received and no mention in the medical file of any restrictive psychiatric problems and the ob/gyn’s physicians opinion that there were no psychiatric problems or functional restrictions she recommends a deferral with an independent psychological evaluation.

Todd Henry moved for approval of the recommendation on item 29 to defer with an independent psychological evaluation. Doug Clariday seconded.

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

Dr. Susan Warner also noted that there is no medical information that would indicate that her physical condition is limited as her neurologist has released her to work.

After some discussion of the basis for continuing the disability pension, a vote was taken on the motion to defer item 29 for two months, with an independent psychological evaluation and was approved with Stephanie Bailey and Jerry Hall abstaining.

Dr. Susan Warner reported to the Board that on item 30, she recommends the individual be removed from the return to work list and the disability pension changed from in line of duty to a medical disability pension based on the medical conditions.

Mark Young, union representative, questioned why the disability pension would be changed from in line of duty to medical based on him not passing the fitness test.

Dr. Susan Warner stated that the conditions that limit the individual on the fitness test are not caused by a in line of duty injury.

Jamie Summers, Fire Department, stated that the department is willing to re-test the individual later in the year.

Mark Young stated that the individual was under the understanding that a time limit was not a factor during testing and still questioned the basis for changing the disability pension to a medical disability pension.

Dr. Susan Warner stated that the individuals injury on duty condition is not the disabling condition.

After discussion of the individual being informed at the last meeting that if the individual did not pass the test they would be placed on a medical disability pension and allowing the individual to retake the test.

Nicki Eke, Legal Department, stated that if the individual is unable to perform the duties of a firefighter due to a medical condition they a medical disability pension is appropriate. She also stated that if the reason they are unable to perform the duties of the job is related to an injury on duty, then an in line of duty pension is what is appropriate. Ms. Eke stated that with regards to testing, for the individual to go through the qualification process the procedure is to put them on the return to work list so that they can follow the procedure necessary for someone to be tested to return to work.

There was discussion of leaving the individual on the return to work list, the department becoming liable for the pension under the sixty day rule, the individual not completing the test within the time limit and extending the return to work period for 30 additional days.

Richard Riebeling moved to extend the return to work period for an additional 30 days for this case only and change the disability pension from in line of duty to a medical disability pension. Stephanie Bailey seconded.

There was some discussion of whether or not the day limit is a Benefit Board rule or in the Code.

Nicki Eke reviewed what the Code states returning an individual to work. She stated that the 60 days start once the Board has determined that an individual is capable of returning to work.

After some discussion of testing, when the next test will be given and the time limit, Christine Bradley suggested/amended the motion to remove the individual from the return to work list and place the individual on a medical disability pension for one month and at that time place the individual on the return to work list.

After clarification that the individual was already placed on the return to work list and would have to be removed, Stephanie Bailey withdrew her second to the motion.

Christine Bradley moved to remove the individual from the return to work list and place the individual on a medical disability pension for one month with review at that time place. Richard Riebeling seconded and the Board approved with B.R. Hall and Doug Clariday opposing.

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

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 1. | Eleanor F. Crews | Library | Medical | As moved, seconded and approved, this disability pension request was approved for two months, (November 2014), with re-exam at that time. |
| 2. | Edward B. Grubbs, Jr. | Library | Medical | As moved seconded and approved, this disability pension request was approved, with case management services, for one year, (September 2015), with re-exam at that time. |
| 3. | James R. Shumate | Metropolitan Nashville Public Schools | In Line of Duty | As moved seconded and approved, this disability pension request was approved, with an independent medical evaluation, for three months, (December 2014), with re-exam at that time. |
| 4. | Sheila Tidwell | Metropolitan Nashville Public Schools | Medical | As moved seconded and approved, this disability pension request was approved for three months, (December 2014), with re-exam at that time. |
| 5. | Teresa Toole | Metropolitan Nashville Public Schools | Medical | As moved seconded and approved, this disability pension request was approved, with case management services, for one year, (September 2015), with re-exam at that time. |
| 6. | Robert Valentine | Water | Medical | As moved seconded and approved, this disability pension request was approved, with case management services, for one year, (September 2015), with re-exam at that time. |
| 7. | Dionna N. Wilson | General Sessions Court | Medical | As moved seconded and approved, this disability pension request was approved, with an independent psychological evaluation, for three months, (December 2014), with re-exam at that time. |

**REEXAMINATIONS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 8. | Stephen E. Beck | Police | In Line of Duty/**Medical** | As moved, seconded and approved, this disability pension was changed to a medical disability pension and continued for one year, (September 2016), with re-exam at that time. |

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

**REEXAMINATIONS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 9. | Lamondo V. Brown | Sheriff | In Line of Duty | As moved seconded and approved, this disability pension re-exam was continued, with vocational case management, for three months, (December 2014), with re-exam at that time. |
| 10. | Janie M. Dabney | Metropolitan Nashville Public Schools | In Line of Duty | As moved seconded and approved, this disability pension re-exam was continued for three months, (December 2014), with re-exam at that time. |
| 11. | Gary E. Daniel | Library | In Line of Duty | As moved seconded and approved, this disability pension re-exam was continued, with a functional capacity evaluation and vocational case management, for five months, (February 2015), with re-exam at that time. |
| 12. | Tracy L. Davis | General Hospital | Medical | As moved seconded and approved, this disability pension re-exam was continued for one month, (October 2014), with re-exam at that time. |
| 13. | Tracy A. Griffin | Bordeaux | Medical | As moved seconded and approved, this disability pension re-exam was continued, with case management services, for one year, (September 2015), with re-exam at that time. |
| 14. | Marshall E. Hammond | Health | In Line of Duty | As moved seconded and approved, this disability pension re-exam was continued, with vocational case management, for five months, (February 2015), with re-exam at that time. |
| 15. | Jesse W. Henry | Health | Medical | As moved seconded and approved, this disability pension re-exam was continued, with an independent medical evaluation, for two months, (November 2014), with re-exam at that time. |
| 16. | Mary D. Krantz | Metropolitan Nashville Public Schools | Medical | As moved seconded and approved, this disability pension re-exam was continued with vocational case management, for two months, (November 2014), with re-exam at that time. |

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

**REEXAMINATIONS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 17. | Katherine D. Ladd | Sheriff | Medical | As moved seconded and approved, this disability pension re-exam was continued with an independent psychological evaluation, for two months, (November 2014), with re-exam at that time. |
| 18. | Diantha S. McLeod | Nashville Career Advancement Center | Medical | As moved seconded and approved, this disability pension re-exam was continued, case management services, for two months, (November 2014), with re-exam at that time. |
| 19. | James C. Medley | Fire | In Line of Duty/**Medical** | As moved seconded and approved, this disability pension re-exam was continued with an independent medical evaluation, for two months, (November 2014), with re-exam at that time. |
| 20. | Gerald M. Napier | Information Technology Services | Medical | As moved seconded and approved, this disability pension re-exam was continued with an independent psychological evaluation, for two months, (November 2014), with re-exam at that time. |
| 21. | Karron Pointer | Metropolitan Nashville Public Schools | In Line of Duty | As moved seconded and approved, this disability pension re-exam was continued with an independent medical evaluation, for two months, (November 2014), with re-exam at that time. |
| 22. | Richard D. Rowe | Convention Center | Medical | As moved seconded and approved, this disability pension re-exam was continued for six months, (March, 2015), with re-exam at that time. |
| 23. | Tammy L. Sampson | Circuit Court Clerk | Medical | As moved seconded and approved, this disability pension re-exam was continued for one year, (September 2015), with re-exam at that time. |
| 24. | Carol L. Smith | Metropolitan Nashville Public Schools | Medical | As moved seconded and approved, this disability pension re-exam was continued for six months, (March, 2015), with re-exam at that time. |
| 25. | Nancy E. Young | Information Technology Services | Medical | As moved seconded and approved, this disability pension re-exam was continued for two months, (November 2014), with re-exam at that time. |

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

**REEXAMINATIONS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 26. | Kimberly A. Towers | Police | In Line of Duty | As moved seconded and approved, this disability pension re-exam was deferred, with an independent medical evaluation, for one month, (October 2014), with re-exam at that time. |
| 27. | Connie L. Whitley | Police | Medical | As moved seconded and approved, this disability pension re-exam was deferred for one month, (October 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** |
| 28. | Johnny R. Crumby, Jr. | Police | Medical | As moved, seconded and approved, this individual was placed on the return to work list. |
| 29. | Shauna L. Lane | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension re-exam was deferred, with an independent psychological evaluation, for two months, (November 2014), with re-exam at that time. |

**OTHER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 30. | Barry L. Morris | Fire | In Line of Duty/**Medical** | As moved, seconded and approved, the individual was removed from the return to work list and the disability pension was changed to a medical disability pension and deferred for one month, (October 2014), with review at that time. |

**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 referrals. Veronica Frazier seconded and the Board approved without objection.

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

**SOCIAL SECURITY REFERRALS:**

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| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Recommendation for Referral** | **Comments** |
| 1 | Binkley, Tammy | MNPS | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 2 | Catignani, Suzanne | Property Assessor | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 3 | Freistuhler, David | Water | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 4 | Nixon, Matthew | Police | Pension Approval | Yes | Yes | Evaluation |
| 5 | Rice, James | Bordeaux | Pension Approval | Yes | Yes | Evaluation |

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

Doug Clariday moved for approval of the pensions. Richard Riebeling seconded and the pensions were approved without objection.

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Ralph Kennamer | Register of Deeds | Deputy Register of Deeds | B | 07/31/2014 | 09/01/2014 |
| Kimberly Laymance | Police | Police Officer 2 | B | 07/31/2014 | 08/16/2014 |
| Jeanette Baird | Library | Circulation Asst 2 | B | 07/31/2014 | 09/06/2014 |
| Nancy A. Horner | Health | Bureau Director | B | 07/31/2014 | 08/01/2014 |
| Rebecca Bullard | MNPS | Mgr-Food Service IV | B | 07/31/2014 | 08/07/2014 |
| Mary Gooch | MNPS | Bus Monitor | B | 07/31/2014 | 08/07/2014 |
| DonnaMarie Schlappi | MNPS | Asst-Therapy Physical | B | 07/31/2014 | 08/15/2014 |
| Norman Leake | MNPS | ISS Monitor | B | 07/31/2014 | 05/31/2014 |
| Donald W. Adams | Public Works | Equipment Operator 3 | B | 08/01/2014 | 08/01/2014 |
| Ronald A. Wilson \* | Police | Police Officer 2 | B | 08/02/2014 | 01/01/2010 |
| Gehard Bock \* | Knowles | Res. Care Administrator | B | 08/07/2014 | 10/01/2014 |
| Joe E. Randle Jr. \* | Gen Sessions Ct. | Social Work Associate | B | 08/07/2014 | 09/01/2014 |
| Bonnie Finley | Library | Circulation Asst 2 | B | 08/07/2014 | 09/01/2014 |
| Randy B. Toombs | MNPS | Skilled Laborer- HVAC II | B | 08/07/2014 | 08/07/2014 |
| Dolores J. Jackson | Gen Sessions Ct | Judicial Asst 1 | B | 08/07/2014 | 09/01/2014 |
| Shawn Parris | Police | Lieutenant | B | 08/07/2014 | 09/16/2014 |
| Louise Shumpert | Health | Public Health Nurse 2 | B | 08/07/2014 | 08/30/2014 |
| Cheryl Carpenter | Library | Library Manager 3 | B | 08/11/2014 | 08/16/2014 |
| Howard Taradash | Gen Sessions Ct | Judicial Commissioner | B | 08/14/2014 | 09/01/2014 |
| Johnathan S Hurley | Gen Sessions Ct | Judicial Asst | B | 08/14/2014 | 09/01/2014 |
| Betty J. Conyers \* | Mayor’s Office | Chief Admin Officer | B | 08/14/2014 | 10/01/2014 |
| Johnny L. Smith \* | Water | M & R Worker 3 | B | 08/14/2014 | 09/01/2014 |
| Peggy Goad \* | MNPS | Secretary/Clerk | B | 08/14/2014 | 10/01/2014 |
| Mary McCarroll \* | MAC | Head Start Teacher | B | 08/14/2014 | 02/01/2005 |

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

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Robert Wilkerson | Public Works | Signal Tech 3 | B | 08/14/2014 | 10/01/2014 |
| Lera Jones | MNPS | Library Clerk | B | 08/14/2014 | 08/16/2014 |
| Jacquelyn Farris | MNPS | Bus Driver | B | 08/14/2014 | 09/28/2014 |
| Gloria Dumas | Gen Sessions Ct | Judge | B | 08/14/2014 | 09/01/2014 |
| Richard Norris | Gen Sessions Ct | Judicial Asst | B | 08/14/2014 | 09/01/2014 |
| Mae Miller | Gen Hospital | Info. Desk Operator | B | 08/19/2014 | 08/19/2014 |
| Darvis Hudson | MNPS | Skilled Laborer-HVAC 3 | B | 08/19/2014 | 07/12/2014 |
| Carol Harvey | MNPS | Supv- Driver | B | 08/21/2014 | 08/23/2014 |
| Joann Jones-Smith | MNPS | Education Asst | B | 08/21/2014 | 09/26/2014 |
| Veronica Duker | Fire | Fire Inspector 2 | B | 08/21/2014 | 08/28/2014 |
| Magdalena Balbas | Sheriff’s Office | Case Worker 1 | B | 08/21/2014 | 09/26/2014 |
| George Hickey | Fire | Fire District Chief | B | 08/21/2014 | 09/03/2014 |
| James A. Cross Sr. | Public Works | Equip Operator 2 | B | 08/21/2014 | 09/06/2014 |
| Zelma Stalworth \* | Caring for Children | Program Specialist 3 | B | 08/21/2014 | 10/01/2014 |

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| James P Smith Jr | Water | B | 08/01/2014 |
| Mary A Rathburn | MNPS | B | 08/01/2014 |
| Myrtle Johnson | Bordeaux | B | 09/01/2014 |

###### Options Elected

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| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Adams, Donald W. | Public Works | Early Service | B | 8/2/2014 | Option D |  |
| Anderson, Rebecca L | MNPS | Service | B | 7/19/2014 | Option F |  |
| Belcher, David L | MNPS | Service | B | 7/1/2014 | Option B |  |
| Bennett, Lela D | MNPS | Service | B | 7/1/2014 | Option F | 1 |
| Bratten, Laura R | Knowles Home | Early Service | B | 7/1/2014 | Option F |  |
| Brewer, Marvin | Knowles Home | Early Service | B | 7/1/2014 | Option A |  |
| Bright, Gerald L | Knowles Home | Early Service | B | 7/1/2014 | Option E |  |
| Brown, Kenneth Darrel | MNPS | Service | B | 7/3/2014 | Option F | 3 |
| Brown, Rickie Lee | MNPS | Service | B | 7/1/2014 | Option A |  |
| Brown, Robert H. | Police | P&F Service | B | 7/22/2014 | Option A |  |
| Brown, Stephen Andre | MNPS | Early Service | B | 7/1/2014 | Option F |  |
| Cantwell, John N | Water Services | Service | B | 8/1/2014 | Option D |  |
| Champlin, Rosalind D. | Knowles Home | Early Service | B | 7/1/2014 | Normal |  |
| Cleveland, Christine T. | Knowles Home | Early Service | B | 7/1/2014 | Normal |  |
| Cook, Ronnie D. | Water Services | Service | B | 6/21/2014 | Option F |  |
| Davis, Randy E | Sheriff | P&F Service | B | 7/12/2014 | Normal | 2 |
| Deharde, Gailrena C | Sheriff | P&F Service | B | 7/1/2014 | Option E |  |
| Dumas, Deborah L. | Knowles Home | Early Service | B | 6/28/2014 | Normal |  |
| Dyer, William K. | Police | P&F Service | B | 7/17/2014 | Normal | 3 |
| Fitzsimmons, Tina | MNPS | Early Service | B | 5/31/2014 | Option F |  |
| Fulghum, Deborah Jane | MNPS | Service | B | 7/1/2014 | Normal |  |
| Galea, Viorel | Metro Action Commission | Service | B | 8/1/2014 | Option B |  |

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

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Gentry, Darlene J | MNPS | Service | B | 7/5/2014 | Option E | 3 |
| Gentry, Patricia F | MNPS | Service | B | 7/1/2014 | Option E |  |
| Gervais, Cheryl D | Knowles Home | Early Service | B | 7/1/2014 | Normal |  |
| Gordon, George M | MNPS | Early Service | B | 7/1/2014 | Normal |  |
| Greer, Greta H | Metro Action Commission | Early Service | B | 7/1/2014 | Normal |  |
| Harris, Bertha I | Assessor of Property | Service | B | 7/26/2014 | Normal | 1 |
| Hayes, David B | Finance | Service | B | 2/1/2013 | Option A |  |
| Hickman, Phyllis J | Police | Service | B | 12/1/2011 | Normal |  |
| Hicks, Vince J | Fire | P&F Service | B | 7/1/2014 | Option F |  |
| Hill, Naomi A | MNPS | Service | B | 7/1/2014 | Option F | 2 |
| Honeycutt, Jimmy Z | MNPS | Early Service | B | 7/1/2014 | Option A |  |
| Howse, Avia E | Knowles Home | Early Service | B | 7/1/2014 | Option F |  |
| Ide, Steve N | MNPS | Service | B | 7/1/2014 | Option A |  |
| Jackson, Deborah A | Metro Action Commission | Early Service | B | 7/1/2014 | Normal |  |
| Johnson, Cleveland B | MNPS | Service | B | 7/1/2014 | Option F |  |
| Lawrence, Anthony A | MNPS | Early Service | B | 7/1/2014 | Option E | 2 |
| Lee, Gregory G. | Police | P&F Service | B | 8/1/2014 | Option A | 3 |
| Long-Woods, Veronica J. | Knowles Home | Early Service | B | 7/1/2014 | Normal |  |
| Mcgee, Sherry Denice | Knowles Home | Early Service | B | 7/1/2014 | Normal |  |
| Neal, Deborah D. | Knowles Home | Early Service | B | 7/1/2014 | Normal |  |
| Newman, Travis Denton | MNPS | Service | B | 7/1/2014 | Normal | 3 |
| Page, Samuel A. | Public Library | Service | B | 7/26/2014 | Normal |  |
| Petre Jr, James | Police | Early Service | B | 7/17/2014 | Normal |  |
| Poff, Janis K | MNPS | Service | B | 7/1/2014 | Option E |  |
| Reeves, Mark S | MNPS | Service | B | 7/1/2014 | Option A |  |
| Roberts, Barbara L | Knowles Home | Service | B | 7/1/2014 | Option B |  |
| Rollins, Karen A | Water Services | Early Service | B | 6/26/2014 | Option F |  |
| Rosenberg, Steven P | MNPS | Service | B | 8/1/2014 | Normal |  |
| Ryan, Edward S | General Sessions Court | Service | B | 7/1/2012 | Option E |  |
| Schwarz, James Victor | MNPS | Service | B | 7/1/2014 | Option D |  |
| Scott, Gail | General Sessions Court | Service | B | 7/5/2014 | Normal |  |
| Simmons, Tommy L | MNPS | Service | B | 4/13/2014 | Option E | 1 |
| Singh, Gita | County Clerk | Service | B | 8/2/2014 | Normal |  |
| Spore, Mike P. | Finance | Service | B | 7/1/2014 | Option A |  |
| Stanford, Cecilia Antoinette | MNPS | Early Service | B | 7/1/2014 | Option D |  |
| Street, Earl Roy | MNPS | Service | B | 7/1/2014 | Normal | 1 |
| Taylor, Debra I | MNPS | Service | B | 7/1/2014 | Option E | 2 |
| Terry, Fatima S | MNPS | Service | B | 7/1/2014 | Option B |  |
| Tribue-Barbee, Linda G | MNPS | Service | B | 7/1/2014 | Option E |  |
| Vardaman, George T | Public Works | Service | B | 8/1/2014 | Normal |  |

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

###### Options Elected

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | | Effective Date | Option | DROP Election |
| Veach, Carl D | Metro Action Commission | Service | B | | 6/21/2014 | Option A |  |
| Wall, John P | Water Services | Service | B | | 7/17/2014 | Option E |  |
| Watkins, Ann Alvey | MNPS | Early Service | B | | 5/31/2014 | Option B |  |
| Watkins, Shelia S | Knowles Home | Early Service | B | | 7/1/2014 | Option E |  |
| White Iii, Robert W. | Police | P&F Service | B | | 8/1/2014 | Option E |  |
| Wilson, Ronald A | Police | P&F Service | B | | 1/1/2010 | Option F |  |
| Woodall, E Jane | Sheriff | Service | B | | 8/2/2014 | Option E |  |
| Woodard, Ronnie L | MNPS | Service | B | | 7/1/2014 | Option A |  |
| Woodcock, Mary | MNPS | Service | B | | 7/1/2014 | Option F |  |
| Woods, David M. | Police | P&F Service | B | | 8/1/2014 | Option B | 2 |
| Word, Ronald E | Sheriff | P&F 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 |
| Stephany Wilson | Police | Jamison E.G. Wilson | B | 07/30/2014 |
| Paul E. Goodwin | Hospital | Emma Goodwin | B | 08/04/2014 |
| Ovella Loftis | BOE | Robert Loftis | B | 08/10/2014 |
| Robert E. Barry | Fire | Myrna Barry | Closed | 08/09/2014 |
| Otis Burns | BOE | Peggy Cunningham | Closed | 07/25/2014 |
| David L. Thompson | Police | Betty Thompson | Closed | 08/14/2014 |
| Thomas M. Smith | BOE | LaTanja Thomas | B | 08/26/2014 |

## BENEFIT BOARD ITEMS

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

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

Items 1.-a. through 1.-c. were for information only and no action was required.

1. Reports for your information:
2. Return to work.
3. Social Security approvals.

2. 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 2.-a. through 2.-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 10:24 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board