MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***October 7, 2014***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, October 7, 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., Veronica T. Frazier, B.R. Hall, Sr., Jerry Hall, W. Todd Henry, and Richard M. Riebeling.

Member G. Thomas Curtis was 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 September 2, 2014**.** With two corrections, nothing further was noted and Stephanie Bailey moved for approval. Doug Clariday 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 9, for the length of time as recommended, with the exclusion of item 9 and case management services for item 8. Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, items 1 through 9 for the length of time as recommended, with the exclusion of item 9 and case management services for item 8. Doug Clariday seconded and the Board approved without objection.

On item 10, Dr. Susan Warner reported to the Board that the individual does have medical issues, however, there is no evidence of a causal relationship to a previous injury on duty and the current conditions that would prevent them from working. She stated she recommends denial of the request for a disability pension.

The individual was present and addressed the Board regarding his conditions and an injury on duty.

The Board discussed the nature/extent of the injury, that injury being at maximum medical improvement, (MMI), and the individual being released to return to work.

Jennifer Dotson, General Services, was present and addressed the Board regarding the filing of the 101 form and the individual being treated the day of the injury.

Richard Riebeling moved for approval of the recommendation to deny the disability pension new request, item 10. Veronica Frazier seconded and the Board approved with B.R. Hall and Doug Clariday opposing and Jerry Hall abstaining.

Jennifer Dotson brought up whether or not the individual would qualify for a medical disability pension and if the action taken included that as well.

Edna Jones stated that Dr. Susan Warner reviewed both aspects of a disability pension and the vote was on both.

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

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 11 through 22 for the length of time as recommended with items 12 and 18 being deferred.

Christine Bradley requested clarification on item 10.

Edna Jones stated that Dr. Susan Warner has indicated that the individual did not qualify for a medical disability pension.

Dr. Susan Warner stated that she did not address the medical specifically. She stated that she only addressed the request for in line of duty.

Nicki Eke, Legal Department, stated that the vote was on the recommendation to deny the in line of duty disability pension. She stated the next step would be to determine if the individual qualified for a medical disability pension. She stated that when an individual applies for an in line of duty disability pension and the person is eligible for a medical disability pension it is usually also evaluated and communicated to the individual.

Dr. Susan Warner stated that she explained to the individual the basis for the denial of the in line of duty request and that he should contact HR staff to make the request for a medical disability pension, as she was not sure of the process.

Nicki Eke stated that in this case it is probably appropriate to defer the medical disability pension issue for one month so that Dr. Warner can make a recommendation as to whether or not the individual qualifies for a medical disability pension.

There was some discussion of whether or not Dr. Susan Warner was prepared to address the issue of a medical disability pension.

Dr. Susan Warner stated that she has not received any medical information to support granting a medical disability pension prior to the date he was terminated. She stated that at the time of the individual’s termination he was working with restrictions.

Richard Riebeling moved for approval of the recommendation to deny the request for a medical disability pension on item 10. Veronica Frazier seconded and the Board approved with B.R. Hall and Doug Clariday opposing and Jerry Hall abstaining.

On the disability pension reexaminations, Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 11 through 22 for the length of time as recommended with items 12 and 18 being deferred and item 19 being excluded. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 11 through 22 for the length of time as recommended and item 19 being excluded. Stephanie Bailey seconded and the Board approved without objection.

On item 19, Mark Young, union representative, addressed returning the individual to work in order to be re-tested on the physical agility exam.

Jamie Summers, Fire Department, stated that the department is prepared to return the individual to work in order to re-test the individual.

Nicki Eke reviewed the action taken at the previous meeting regarding this individual and concluded that the proper action at this time would be to place the individual on the return to work list.

Christine Bradley moved for approval of return to work on item 19. The motion was seconded and the Board approved without objection.

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

There was further discussion of the action taken at the last meeting regarding individual being placed on a medical disability pension and returning him to work in order to allow the individual to retake the test.

Dr. Susan Warner informed the Board that the individual is also in receipt of Social Security Disability Income, (SSDI), due to his medical conditions.

Mark Young, union representative, noted that the individual is willing to stop those benefits and return to work.

After further discussion of the action taken at the last meeting, Dr. Susan Warner stated that the individual was placed back on a pension because he could not be placed prior to the next testing date.

Dr. Susan Warner reported to the Board that on items 23 through 25, she requests a deferral for one month. Todd Henry moved for approval of the request to defer items 23 through 25 for one month. Doug Clariday seconded and the Board approved without objection.

On item 26, there was discussion of Dr. Warner’s recommendation of returning the individual to work, SSDI status and whether or not the injury on duty is at MM. Dr. Susan Warner changed her recommendation to continue the disability pension, item 26, for four months with an independent medical evaluation. B.R. Hall moved for approval of the recommendation to continue item 26 for four months, with an independent medical evaluation. Doug Clariday seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 27 she recommends approval of return to work, however, the results of a functional capacity evaluation/independent medical evaluation indicate some restrictions, which would prevent him from returning to his previous position.

The individual was present, however, they did not want to address the Board.

Evan Bayliss, Sheriff’s Office, stated that they need to see what the restrictions are in order to place the individual.

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

Dr. Susan Warner reported to the Board that on item 28 she recommends approval of return to work. Christine Bradley moved for approval of the recommendation of return to work. Todd Henry seconded and the Board approved without objection.

Edna Jones stated that on item 29, Dr. Susan Warner recommends a return to work. She also stated the Board had requested an independent medical evaluation.

The individual was present with her attorney, Worrick Robinson.

Dr. Susan Warner reviewed the independent medical evaluation with the Board, some inconsistencies in the record and standards for independent medical evaluations.

There was discussion of the answer to the question asked of the independent medical evaluation and the fact that Dr. Warner disagrees with the results of the evaluation.

After some discussion of this independent medical evaluation, the Board was in agreement that there needs to be further discussion regarding independent medical evaluations.

Edna Jones stated that this will be discussed at a Pension Committee meeting.

Todd Henry moved to continue the disability pension, item 29, for six months. B.R. Hall seconded.

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

There was discussion of honoring the results of this evaluation and the quality of information and protocol/standards of what the Board expects.

Worrick Robinson, attorney, requested a longer examination date.

The employee addressed the Board regarding this process.

A vote was taken on the motion to continue the disability pension, item 29 for six months and was approved with Stephanie Bailey abstaining.

Dr. Susan Warner reported to the Board that on item 30 she recommends approval of return to work. Todd Henry moved for approval of the recommendation of return to work. Doug Clariday seconded and the Board approved without objection.

On the addendum, Dr. Susan Warner reported to the Board that she is requesting that the disability pension be continued for the length of time as recommended with case management services. Todd Henry moved for approval of the recommendation to continue the disability pension for the length of time as recommended with case management services. Doug Clariday seconded and the Board approved without objection.

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 1. | Timothy L. Crenshaw | Water Services | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (February 2015), with re-exam at that time. |
| 2. | Michael E. Donaldson | Police | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for two months, (December 2014), with re-exam at that time. |
| 3. | Aaron E. Gray | Justice Information Systems | Medical | As moved, seconded and approved, this disability pension request was approved for two months, (December 2014), with re-exam at that time. |
| 4. | Erskine F. Hyler | State Trial Court | Medical | As moved, seconded and approved, this disability pension request was approved with case management for one year, (October 2015), with re-exam at that time. |
| 5. | William J. Jackson | Police | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (October 2015), with re-exam at that time. |
| 6. | Linda G. Jones | Parks | In Line of Duty | As moved, seconded and approved, this disability pension request was approved with case management for four months, (February 2015), with re-exam at that time. |

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

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 7. | Robert E. Lee, Jr. | Water | Medical | As moved, seconded and approved, this disability pension request was approved with case management for one year, (October 2015), with re-exam at that time. |
| 8. | Cathey D. McCutcheon | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved with an independent psychological evaluation and case management for two months, (December 2014), with re-exam at that time. |
| 9. | Lynette D. Schnick | Fire | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for one month, (November 2014), with re-exam at that time. |
| 10. | Charles E. Yancey, Jr. | General Services | In Line of Duty | As moved, seconded and approved, this request for a disability pension (in line of duty or medical) was denied.  |

**REEXAMINATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 11. | Beverly A. Anderson | Parks | In Line of Duty/**Medical** | As moved, seconded and approved, this disability pension was changed to a medical disability pension and was continued for one year, (October 2015), with re-exam at that time. |
| 12. | Deborah A. Berryhill  | Police | In Line of Duty/**Medical** | As moved, seconded and approved, this disability pension was deferred for one month, (November 2014), with re-exam at that time.  |
| 13. | Sylvia S. Cobbins | Metropolitan Nashville Public Schools  | Medical | As moved, seconded and approved, this disability pension was continued for six months, (April 2015), with re-exam at that time. |
| 14. | Jack E. Copeland, Jr. | Sheriff | Medical | As moved, seconded and approved, this disability pension was continued for two months, (December 2014), with re-exam at that time. |
| 15. | Jeremy M. Davis | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (October 2015), 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** | **Board Action Taken** |
| 16. | David J. Freistuhler | Water | Medical | As moved, seconded and approved, this disability pension was continued for seven months, (May 2015), with re-exam at that time. |
| 17. | Jesse W. Henry | Health | Medical | As moved, seconded and approved, this disability pension was continued with an independent psychological evaluation for one month, (November 2014), with re-exam at that time. |
| 18. | James C. Medley | Fire | In Line of Duty/**Medical** | As moved, seconded and approved, this disability pension was deferred for one month, (November 2014), with re-exam at that time. |
| 19. | Barry L. Morris | Fire | Medical | As moved, seconded and approved, this individual was placed on the return to work list.  |
| 20. | Roy L. Tanksley | Fire | Medical | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam. |
| 21. | Rebecca L. Taylor | Fire | Medical | As moved, seconded and approved, this disability pension was continued for two years, (October 2016), with re-exam at that time. |
| 22. | Vera J. Williams | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for two months, (December 2014), with re-exam at that time. |

**REEXAMINATIONS – DEFER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 23. | Tracy L. Davis | General Hospital | Medical | As moved, seconded and approved, this disability pension was deferred for one month, (November 2014), with re-exam at that time. |
| 24. | Wade T. Hales | Sheriff | Medical | As moved, seconded and approved, this disability pension was deferred for one month, (November 2014), with re-exam at that time.  |
| 25. | Chris D. Parker | Sheriff | In Line of Duty | As moved, seconded and approved, this disability pension was deferred for one month, (November 2014), with re-exam at that time. |

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

**RETURN TO WORK:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 26. | Zachery K. Phillips | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued with an independent medical evaluation for four months, (February 2015), with re-exam at that time. |
| 27. | Daniel L. Steely | Sheriff | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list. |
| 28. | Bridget M. Galvin | General Services | Medical | As moved, seconded and approved, this individual was placed on the return to work list. |
| 29. | Kimberly A. Towers | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (April 2015), with re-exam at that time. |
| 30. | Connie L. Whitley | Police | Medical | As moved, seconded and approved, this individual was placed on the return to work list. |

**OTHER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 31. | Dionna N. Wilson | General Sessions Court | Medical | As moved, seconded and approved, this disability pension was continued with case management for one year, (October 2015), with re-exam 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.

Jerry Hall moved for approval of the referrals. Doug Clariday seconded and the Board approved without objection.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Rec for Referral** | **CSME Rec for Referral** | **Comments** |
| 1 | Beck, Stephen F. | Police | Pension Approval | No | No | Younger Worker |
| 2 | Crews, Eleanor F. | Library | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 3 | Dabney, Janie M. | MNPS | Pension Approval | No | No | Younger Worker |

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

**SOCIAL SECURITY REFERRALS:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 4 | Davis, Tracy L. | General Hospital | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 5 | Griffin, Tracey A. | Bordeaux | Pension Approval | Yes | Yes | Cl appears to meet SSDI guidelines |
| 6 | Grubbs, Edward B., Jr. | Library | Pension Approval | Yes | Yes | Cl appears to meet SSDI guidelines |
| 7 | McLeod, Diantha S. | NCAC | Pension Approval | Yes | Yes | Eligible for SSA RIB Benefits |
| 8 | Rowe, Richard D. | Convention Center | Pension Approval | Yes | Yes | Evaluation |
| 9 | Sampson, Tammy L. | Circuit Court Clerk | Pension Approval | No | No | Cl has filed for SSDI and has attorney |
| 10 | Tidwell, Sheila M. | MNPS | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 11 | Toole, Teresa L. | MNPS | Pension Approval | Yes | No | Cl has been approved for SSDI |
| 12 | Valentine, Robert  | Water | Pension Approval | Yes | Yes | Cl appears to meet SSDI guidelines |
| 13 | Young, Nancy E. | ITS | Pension Approval | No | No | Cl has filed for SSDI and has attorney |

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

Christine Bradley moved for approval of the pensions. Veronica Frazier seconded and the Board approved without objection.

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Geraldine Murphy \* | Gen Hospital | Central Svcs Tech 2 | B | 08/28/2014 | 09/01/2014 |
| Barbara Johnson \* | BLTC | Nursing Asst-Certified | B | 08/28/2014 | 10/01/2014 |
| Carolyn Riviere | Health | Public Health Nurse 3 | B | 08/28/2014 | 10/01/2014 |
| Larry Lander | Police | Info Sys Analyst 2 | B | 08/28/2014 | 10/01/2014 |
| Michael Eva | Police | Police Officer 2 | B | 08/28/2014 | 09/15/2014 |
| Marvin Powell | Public Defender | Crim. Investigator Chief | B | 08/28/2014 | 10/06/2014 |
| Larry K. Borum \* | Water | Engineer Supervisor | A | 09/02/2014 | 12/01/2013 |
| June Walker | MNPS | Asst-School General | B | 09/03/2014 | 08/30/2014 |
| Rebecca McMurry \* | Sheriff’s Office | Admin Svcs Officer 2 | B | 09/04/2014 | 11/01/2014 |
| Janice Gillihan | Health | Public Health Nurse 1 | B | 09/04/2014 | 10/04/2014 |
| Judy K. Lowe | MNPS | Rep-Customer Svc II | B | 09/04/2014 | 09/25/2014 |
| Rebecca Goodman | MNPS | Secretary/Bookkeeper | B | 09/04/2014 | 10/10/2014 |
| Linda Harp | MNPS | Secretary/Bookkeeper | B | 09/04/2014 | 09/07/2014 |
| Andrea Farmer | MNPS | Spec-Support Apps | B | 09/04/2014 | 10/31/2014 |
| Jacqueline Dobbins | General Hospital | Registered Nurse | B | 09/11/2014 | 11/10/2014 |
| James Myres | Fire | Engineer | B | 09/11/2014 | 09/25/2014 |
| Earnest Hickerson Jr. | District Attorney | Asst. District Attorney | B | 09/11/2014 | 08/30/2014 |
| Sharon Reddick | District Attorney | Asst. District Attorney | B | 09/11/2014 | 10/08/2014 |
| Edward Marks | Sheriff | Sheriff Education Coord | B | 09/11/2014 | 09/23/2014 |
| Annette Flemings | MNPS | Asst. – School General | B | 09/11/2014 | 09/23/2014 |
| Mary McCormick | MNPS | Cashier-Cluster Lead | B | 09/10/2014 | 09/25/2014 |

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

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Terry Hunt | Water | Indust Master Tech | B | 09/18/2014 | 10/01/2014 |
| James Hudgins | Codes | Mech/Gas Inspection Chief | B | 09/18/2014 | 09/20/2014 |
| Russane Buchi-Fotre` | Health | Commun Disease Investigator | B | 09/18/2014 | 09/30/2014 |
| Gale Thomason | MNPS | Education Asst | B | 09/18/2014 | 09/12/2014 |
| Rosalyn Cox \* | General Hospital | Medical Technologist | B | 09/19/2014 | 08/01/2014 |
| Joy Crim | Library | Librarian 1 | B | 09/23/2014 | 01/01/2015 |
| Walter Grooms | Library | Library Associate | B | 09/25/2014 | 11/15/2014 |
| Bruce Guldeman | Police | Sergeant | B | 09/25/2014 | 10/23/2014 |
| Judy Killingsworth | MNPS | Library Clerk | B | 09/25/2014 | 09/25/2014 |

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Myrtle M Johnson | Bordeaux | B | 09/01/2014 |
| Michael K Austin | Traffic | B | 08/01/2014 |
| Cindy Abutrab | Parks | B | 09/01/2014 |
| James E Blakemore | Police | A | 09/01/2014 |
| Cynthia McCullough | Water | B | 08/08/2014 |
| Loretta Minnifee | Hospital | B | 09/01/2014 |
| Catherine Bown-Nesbitt | Bordeaux | B | 09/01/2014 |
| Robert C Hooberry | Water | B | 09/01/2014 |
| Robert D Ramsey | Police | A | 09/01/2014 |
| Billy Butler | Police | A | 09/01/2014 |
| Linda Kelso | Bordeaux | B | 03/01/2012 |
| Jeffrey P Houdyshelt | Police | B | 10/01/2014 |
| Joe E Caruthers | Water | B | 10/01/2014 |
| Nancy L Heath | Police-cv | B | 10/01/2014 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| ADGENT, TIMOTHY L | Juvenile Court | Service | B | 41860 | Option E | 3 |
| BULLARD, REBECCA A | MNPS | Service | B | 41858 | Normal |  |
| CAMPBELL, SANDRA K. | General Sessions Court | Service | B | 41881 | Option D | 2 |
| CARPENTER, CHERYL A. | Public Library | Early Service | B | 41867 | Normal |  |
| COVINGTON, WILLIAM | MNPS | Service | B | 41789 | Option E |  |
| DARKS, BARBARA J | MNPS | Service | B | 41858 | Option F |  |
| DUKER, VERONICA ANN | Fire | P&F Service | B | 41883 | Normal |  |
| EISENSTEIN, DANIEL B | General Sessions Court | Service | B | 41881 | Option B |  |
| EVANS, SUE MCKNIGHT | General Sessions Court | Service | B | 41881 | Option E |  |
| FAULK, SUYAPA N | MNPS | Service | B | 41860 | Normal |  |
| FINLEY, BONNIE A. | Public Library | Service | B | 41883 | Normal |  |
| GOOCH, MARY J | MNPS | Early Service | B | 41859 | Normal |  |
| HARVEY, CAROL LYNN | MNPS | Service | B | 41877 | Normal |  |
| HICKERSON JR, EARNEST H | District Attorney | Early Service | B | 41881 | Option F |  |

**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 |
| HOLLAND, LANNIE B | Finance | Service | B | 41878 | Option B |  |
| HUDSON, DARVIS | MNPS | Early Service | B | 41835 | Normal |  |
| HURLEY, JONATHAN S | General Sessions Court | Early Service | B | 41883 | Option E |  |
| JACKSON, CALVIN J | Water Services | Service | B | 41884 | Option A | 2 |
| JACKSON, DOLORES JEAN | General Sessions Court | Service | B | 41881 | Normal |  |
| JENNINGS, WAYNE H | MNPS | Service | B | 41858 | Normal |  |
| JONES, LERA ANN | MNPS | Early Service | B | 41867 | Option E |  |
| KENNAMER, RALPH B. | Register of Deeds | Service | B | 41881 | Normal |  |
| LAYMANCE, KIMBERLY HOUGHTON | Police | Early Service | B | 41867 | Option E |  |
| LEAKE JR, NORMAN J | MNPS | Service | B | 41789 | Option F |  |
| LIPSCOMB, GWENDOLYN J | MNPS | Service | B | 41858 | Normal | 2 |
| MILLER, MAE K. | General Hospital | Service | B | 41871 | Option D |  |
| MORAN, VINCENT | Sheriff | Service | A | 41883 | Option E |  |
| MURPHY. GERA:DOME | General Hospital | Service | B | 41883 | Normal |  |
| NELSON, INEZ ELIZABETH | MNPS | Early Service | B | 41858 | Normal |  |
| NEWMAN, JAMES P | Public Defender | P&F Service | A | 41883 | Option B |  |
| NORRIS, RICHARD LEE | General Sessions Court | Service | B | 41881 | Normal | 3 |
| OAKS, CURTIS D | Assessor of Property | Service | B | 41867 | Option A |  |
| RANDLE JR, JOE E | General Sessions Court | Service | B | 41883 | Normal |  |
| SCHLAPPI, DONNAMARIE | MNPS | Early Service | B | 41867 | Option F |  |
| SHUMPERT, LOUISE | Health | Service | B | 41874 | Normal |  |
| SIMPSON, LORRAINE P | MNPS | Early Service | B | 41859 | Option A |  |
| SMITH, GLORIA A | MNPS | Early Service | B | 41857 | Normal |  |
| SMITH, JOHNNY L | Water Services | Service | B | 41883 | Normal |  |
| SUMMERS, DONALD G | Police | Service | B | 41853 | Option E |  |
| TARADASH, HOWARD M | General Sessions  | Service | B | 41881 | Option E | 3 |
| TARKINGTON, JACKIE K | Codes Administration | Service | B | 41883 | Option E |  |
| THOMAS, GEORGE D | Assessor of Property | Early Service | B | 41867 | Normal |  |
| WILLIAMS, DINAH S | General Sessions Court | Service | B | 41881 | Normal |  |
| WORD, DEBRA D | MNPS | Early Service | B | 41858 | Option D |  |
| **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 |   |

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

###### Survivor

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee Name** | **Department** | **Survivor Name** | **Plan Membership** | Effective Date |
| Eric Duncan | Sheriff | Shagayla Duncan | B | 09/01/2014 |
| Jackulyn Rucker | BOE | Nichelle Smith | A | 08/30/2014 |
| James Vanatta | Water | Sherry Vanatta | A | 08/19/2014 |
| Joseph McCarthy | Sheriff | Carrick McCarthy | B | 09/09/2014 |
| Jimmy Sells | Police | Carolyn Sells | Closed | 09/04/2014 |
| Undradge Jamison | ITS | Kinya Jamison | B | 09/21/2014 |
| Richard Alexander Jr. | Bordeaux Hospital | Phyllis Alexander | B | 09/24/2014 |
| George McLaurine | Water | Willie Mae McLaurine | B | 09/24/2014 |

## BENEFIT BOARD ITEMS

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

1. Medical and Life Committee report.

Christina Hickey reported to the Board that the Medical and Life Committee met on Monday, September 8, 2014 to deliberate on one self-insured Choice Fund plan appeal and has one recommendation. She also stated the minutes from this meeting are being presented for approval.

Committee Chair Jerry Hall asked if there were any amendments, corrections or questions of the September 8, 2014 Medical and Life Committee minutes. With no corrections on the minutes, Stephanie Bailey moved for approval of the September 8, 2014 Pension Committee minutes. Doug Clariday seconded and the Committee minutes were approved without objection.

Jerry Hall reviewed the recommendation from the Committee with the Board that on item 1, the Self-insured Choice Fund plan appeal, the Committee recommends that the Board approve coverage for these procedures for this particular member only based on the specific facts in this case. Doug Clariday moved for approval of the recommendation on the Self-insured Choice Fund plan appeal, to approve coverage for these procedures for this particular member only based on the specific facts in this case. B.R. Hall seconded and the Board approved without objection.

1. Revision of suspension of and adjustment to pension payments policy.

Christina Hickey reported to the Board that HR staff is requesting a revision to the Suspension of and Adjustments to Pension Payments Policy to include Board mandated exams, evaluations and rehabilitation programs. She stated that as the Board continues to approve more independent exams

and mandate more programs for pensioners to comply with, Human Resources felt it was necessary to update the policy to reflect the Board actions. She also stated that Human Resources will report any suspensions on a monthly basis instead of quarterly and Legal has reviewed this revised policy.

Richard Riebeling moved for approval of the revisions to the Suspension of and Adjustments to Pension Payments policy. Jerry Hall seconded and the Board approved without objection.

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 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.
10. Voluntary insurance annual reports.

Items 4.-a. through 4.-i. were for information only and no action was required. Christina Hickey made note of item 4.-i., voluntary insurance annual reports.

There was further discussion regarding the independent medical evaluations process and it was requested that the process be outlined regarding these evaluations and who pays for these evaluations.

1. Late item(s):

Items to be listed under this section have been reported at the meeting and incorporated into these minutes.

 With nothing further presented, the meeting adjourned at 10:43 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board