MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***December 2, 2014***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, December 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 November 4, 2014**.** With one correction, nothing further was noted and Doug Clariday moved for approval. Jerry Hall seconded and the Board approved without objection.

### B. APPEAL ANNOUNCEMENT:

Christina Hickey announced the process and timeframe for appealing a decision made by this Board.

### 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 and 2, for the length of time as recommended. Jerry Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 and 2 for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends denial of the disability pension new request, item 3, based on the injury/condition not being related to a prior work related injury. Jerry Hall moved for approval of the recommendation to deny the disability pension new request, item 3. Tom Curtis seconded and the Board approved without objection.

\*Denotes the arrival of Stephanie Bailey.

On item 4, Dr. Susan Warner reported to the Board that she recommends denial of the disability pension new request.

The individual was present and addressed the Board regarding her conditions, restrictions and not being able to do her current job.

Dr. Susan Warner reviewed some of the medical record with the Board and stated that the individual is not keeping up with her prescribed treatments.

After some discussion regarding the individual’s course of treatment, medications being taken, and Dr. Warner’s opinion that the medical information does not support the restrictions, Richard Riebeling moved for approval of the recommendation to deny the disability pension new request, item 4. Stephanie Bailey seconded and the Board approved with B.R. Hall and Doug Clariday opposing.

Edna Jones noted that there has been a request to defer item 15 for one month.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 5 through 18, with the exclusion of item 15, for the length of time as recommended. Todd Henry moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 18, with the exclusion of item 15, for the length of time as recommended. Tom Curtis seconded.

There was some discussion on the basis for continuing the disability pension on items 8, 11 and 12 and there being no medical evidence in the record to support continuance of the disability pension on item 12.

After some discussion of changing the recommendation on item 12, item 12 was excluded from the motion.

A vote was taken on the motion to continue the disability pension reexaminations, items 5 through 18, with the exclusion of item 12 and deferral on item 15, for the length of time as recommended and the Board approved without objection.

B.R. Hall moved to defer the disability pension re-exam, item 15 for one month. Stephanie Bailey seconded and the Board approved without objection.

Stephanie Bailey moved to deny the disability pension re-exam, item 12. Veronica Frazier seconded.

Nicki Eke, Legal Department, stated that the individual is already on a disability pension. She stated that if the Board feels that this individual is able to resume work in the Metropolitan Government, then the motion should be to return the individual to work.

There was some discussion of the individual going through the return to work process and that the pension can not be terminated until they have been assigned work.

Harold Finch, Metropolitan Nashville Public Schools, (MNPS), was present to address the Board regarding a return to work.

There was some discussion of Dr. Warner’s original recommendation, the basis for that recommendation and the Board wanting an independent evaluation. Dr. Susan Warner stated that in her opinion the recommendation from the individual ‘s physician does not support a disability pension and the individual is capable of returning to work at their prior job. She also noted that obtaining an independent medical evaluation or a psychological evaluation would not provide any value from her perspective.

Harold Finch, MNPS, requested time to review the work restrictions to see if they are able to accommodate the individual.

After some discussion of the individual being notified of the original recommendation to continue the disability pension and requesting more definitive medical information from the primary care physician to support the disability, Stephanie Bailey changed her motion to defer item 12.

After clarification on the original recommendation to continue with an independent medical or a psychological evaluation not being part of the motion to defer, a vote was taken on the motion to defer item 12 and was approved without objection.

Dr. Susan Warner reported to the Board that on items 19 through 22, she requests a deferral for one month. Richard Riebeling moved for approval of the request to defer items 19 through 22 for one month. Stephanie Bailey seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 23 she recommends approval of return to work with restrictions**.**

Byron Grizzle, Sheriff’s Office, stated there may be some difficulty in accommodating the individual.

Richard Riebeling moved for approval of the recommendation of return to work. Tom Curtis seconded and the Board approved without objection.

On item 24, Edna Jones stated that she has received some information from the individual and suggested a deferral for one month.

Dr. Susan Warner requested a copy of the information.

B.R. Hall moved to defer item 24 for one month. Doug Clariday seconded and the Board approved with Stephanie Bailey opposing.

Dr. Susan Warner reported to the Board that on item 25 she recommends approval of return to work.

Edna Jones noted that there are some issues with this item that related to Civil Service not this Board.

David Diaz-Barriga, Assessor’s Office, stated that they are prepared to return the individual to work.

Stephanie Bailey moved for approval of the recommendation of return to work. Veronica Frazier seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 26, her recommendation is approval of return to work, however, she has received medical information which shows the individual is taking a medication that would prevent the individual from going back to her previous position. She recommended that the individual be returned to work with restrictions.

The individual’s mother was present and addressed the Board regarding her daughters current condition and medications she is taking.

After some discussion of the individual being able to return to the previous position and additional medical information to consider, Jerry Hall moved to defer item 26 for one month. Todd Henry 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 based on the results of a psychological evaluation.

The individual was present and addressed the Board. She indicating that they do not have the complete medical record and reviewed her current medications.

Harold Finch, MNPS, was present and indicated that they can return the individual to work.

After some discussion of the condition/diagnosis from the original application, Nicki Eke, Legal Department, stated that since this is a medical disability pension, you would review the new conditions also.

B.R. Hall moved to defer item 27 for one month to review the additional medical information. Doug Clariday seconded and the Board approved without objection.

**NEW REQUESTS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 1. | William Brown, Jr. | Public Works | In Line of Duty | As moved, seconded and approved, this disability pension request was approved with case management for one year, (December 2015), with re-exam at that time. |
| 2. | Walter L. Owens | Public Works | Medical | As moved, seconded and approved, this disability pension request was approved with case management for six months, (June 2015), with re-exam at that time. |
| 3. | Cynthia D. Newby | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension request was denied. |

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

**NEW REQUESTS: (continued)**

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|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 4. | Marian D. Tyler | Social Services | Medical | As moved, seconded and approved, this disability pension request was denied. |

**REEXAMINATIONS:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 5. | Yolanda Alfaro | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for two months, (February 2015), with re-exam at that time. |
| 6. | Carolyn R. Beaird | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for three months, (March 2015), with re-exam at that time. |
| 7. | Michael E. Donaldson | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (December 2015), with re-exam at that time. |
| 8. | Aaron E. Gray | Justice Information Services | Medical | As moved, seconded and approved, this disability pension was continued with vocational case management for four months, (April 2015), with re-exam at that time. |
| 9. | Jerry D. Lee, Jr. | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued with an independent medical evaluation for two months, (February 2015), with re-exam at that time. |
| 10. | Vernon Longmire | General Services | Medical | As moved, seconded and approved, this disability pension was continued with case management for one year, (December 2015), with re-exam at that time. |
| 11. | Diantha S. McLeod | Nashville Career Advancement Center | Medical | As moved, seconded and approved, this disability pension was continued with case management services for two months, (February 2015), with re-exam at that time. |
| 12. | Mary E. Phillips | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2015), with re-exam at that time. |

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

**REEXAMINATIONS: (continued)**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 13. | Robert B. Richards | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued with for one year, (December 2015), with re-exam at that time. |
| 14. | James R. Shumate | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for six months, (June 2015), with re-exam at that time. |
| 15. | Julie A. Sloan | Fire | In Line of Duty/**Medical** | As moved, seconded and approved, this disability pension re-exam was deferred for one month. |
| 16. | Sheila M. Tidwell | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for four months, (April 2015), with re-exam at that time. |
| 17. | William D. Whitley | Police | Medical | As moved, seconded and approved, this disability pension was continued with for one year, (December 2015), with re-exam at that time. |
| 18. | Vera J. Williams | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for four months, (April 2015), with re-exam at that time. |

**REEXAMINATIONS - DEFER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 19. | Jack E. Copeland, Jr. | Sheriff | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2015), with re-exam at that time. |
| 20. | Janie M. Dabney | Metropolitan Nashville | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2015), with re-exam at that time. |
| 21. | Ronald S. Kenney | Fire | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2015), with re-exam at that time. |
| 22. | Chris D. Parker | Sheriff | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2015), with re-exam at that time. |

### 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** |
| 23. | Lamondo V. Brown | Sheriff | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list. |
| 24. | Zachery K. Phillips | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2015), with re-exam at that time. |
| 25. | Suzanne J. Catagnani | Assessor’s Office | Medical | As moved, seconded and approved, this individual was placed on the return to work list. |
| 26. | Shauna L. Lane | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2015), with re-exam at that time. |
| 27. | Cathey D. McCutcheon | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 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.

Doug Clariday moved for approval of the Social Security referrals. Stephanie Bailey seconded and the Board approved without objection.

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| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Recommendation for Referral** | **Comments** |
| 1 | Berryhill, Deborah A. | Police | Pension Approval | No | No | Younger Worker |
| 2 | Coates, Vincent C. | Police | Pension Approval | No | No | Younger Worker |
| 3 | Cook, Joseph E. | MNPS | Pension Approval | No | No | Receiving early SSA RIB benefits |
| 4 | Crews, Eleanor F. | Library | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 5 | Davis, Tracy L. | General Hospital | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 6 | Henry, Jesse W. | Health | Pension Approval | Yes | Yes | Evaluation |
| 7 | Krantz, Mary D. | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 8 | Kroeger, Mark A. | Fire | Pension Approval | No | No | Younger Worker |

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

**SOCIAL SECURITY REFERRALS: (continued)**

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| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Recommendation for Referral** | **Comments** |
| 9 | Ladd, Katherine D. | Sheriff | Pension Approval | Yes | Yes | Evaluation |
| 10 | Lauderdale, Dorothy C. | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 11 | Medley, James C. | Fire | Pension Approval | No | No | Younger Worker |
| 12 | Meihls, Eric E. | Police | Pension Approval | No | No | Younger Worker |
| 13 | Pointer, Karron | MNPS | Pension Approval | No | No | Cl does not meet SSDI guidelines |
| 14 | Shumate, James R. | MNPS | Pension Approval | No | No | Younger Worker |
| 15 | Temple, Horace J., Jr. | Police | Pension Approval | Yes | Yes | Evaluation |

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

Jerry Hall moved for approval of the pensions. Stephanie Bailey seconded and the Board approved without objection.

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Rosemary Dupree \* | BLTC | Nursing Asst-Certified 1 | B | 10/29/2014 | 11/01/2014 |
| Ronny D. Perry | Library | Library Manager 3 | B | 10/29/2014 | 11/30/2014 |
| Julie Hord | Trustee’s Office | Deputy-Tax Accounting | B | 10/29/2014 | 01/02/2015 |
| Susan J. Toothman | Juvenile Court | Admin Svc Officer 2 | B | 10/29/2014 | 11/21/2014 |
| Vickie Puryear | Gen Hospital | Secretary – Unit | B | 10/29/2014 | 01/09/2015 |
| Larry D. Grant \* | MNPS | Charter – Support | B | 10/29/2014 | 01/01/2015 |
| Emma Black \* | MNPS | Clerk-Guidance | B | 10/29/2014 | 11/01/2014 |
| Willie B. Parker \* | Police | School Crossing Guard | B | 10/08/2014 | 03/01/2012 |
| James McDowell | Sheriff | Admin Svcs Mgr | B | 11/06/2014 | 02/05/2015 |
| Albert Thomas | Water | Indust Maint Supv 1 | B | 11/06/2014 | 11/06/2014 |
| Eric W. Ericson | St. Trial Ct. | Judicial Asst 2 | B | 11/06/2014 | 01/01/2015 |
| Wanda Hand \* | Health | Office Assistant 3 | B | 11/06/2014 | 11/01/2010 |
| Virgel Dailey \* | Public Works | Equip Mechanic | B | 11/06/2014 | 01/01/2015 |
| Beverly Patterson | MAC | Bus Driver | B | 11/06/2014 | 11/06/2014 |
| Amy Barksdale | MNPS | Asst-Food Svc | B | 11/08/2014 | 10/24/2014 |
| Zhanna Kasparova | Library | Library Page | B | 11/08/2014 | 11/01/2014 |
| Earl Bell | Gen Services | Compliance Inspector 3 | B | 11/10/2014 | 11/07/2014 |
| James J. Tamulis | Water | Technical Svcs Coord | B | 11/13/2014 | 01/02/2015 |
| Melissa Johnson | Police | Police Officer 2 | B | 11/13/2014 | 01/05/2015 |
| James W. Perkins | MNPS | Bus Driver | B | 11/13/2014 | 12/20/2014 |
| Judy K. Allison | MNPS | Mgr-Food Service III | B | 11/13/2014 | 02/11/2015 |
| Julie Miller | MNPS | Spec-Boundry Planning | B | 11/13/2014 | 01/27/2015 |
| Leon Shannon | MNPS | Supervisor- Campus | B | 11/20/2014 | 12/20/2014 |
| Arlanders Hunter Jr. | MNPS | ISS Monitor | B | 11/20/2014 | 01/05/2015 |
| Gail Zelizer | MNPS | Gen School Asst | A | 11/20/2014 | 01/06/2015 |

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

###### Service (continued)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Kim Burnett | Police | Police Oper. Coord 1 | B | 11/20/2014 | 11/13/2014 |
| Jennifer Hunsicker | Library | Library Manager 2 | B | 11/20/2014 | 12/02/2014 |
| Lynn C. Pointer \* | Public Defender | Admin Svc Officer 4 | B | 11/20/2014 | 01/01/2013 |

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Howard R Harville | Police | A | 11/01/2014 |
| George A Walker | Parks | A | 11/01/2014 |
| Audrey K McMillan | MNPS | B | 11/01/2014 |
| Diane E Wakefield | MNPS | A | 11/01/2014 |
| Vanessa D Greer | Sheriff | B | 11/01/2014 |

###### Survivor

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee Name** | **Department** | **Survivor Name** | **Plan Membership** | Effective Date |
| Larry Riley | Fire | Shirley Riley | B | 10/24/2014 |
| Roy Holloway | Fire | Betty Holloway | B | 10/27/2014 |
| James Renfroe | BOE | Pauline Renfroe | B | 10/28/2014 |
| Michael J. Miller | Social Service | Judith S. Miller | A | 11/05/2014 |
| Nancy Sellars | Library | Emily Duvall | B | 11/06/2014 |
| Dorothy Anglea | Police | James Anglea | B | 11/13/2014 |
| Janice Layne | D.A. | Brown Layne III | B | 11/18/2014 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Age, Gayle J | NCAC | Early Service | B | 10/11/2014 | Normal |  |
| Barksdale, Amy L | MNPS | Early Service | B | 10/24/2014 | Option E |  |
| Black, Emma | MNPS | Service | B | 11/1/2014 | Normal |  |
| Bowie, Willie Lee | MNPS | Service | B | 9/20/2014 | Option A |  |
| Buchi-Fotre, Russanne | Health | Service | B | 10/11/2014 | Normal |  |
| Crim, Joy R. | Public Library | Early Service | B | 10/5/2014 | Option A |  |
| Debraganca, Maria L. | Water Services | Service | B | 10/18/2014 | Option A |  |
| Dupree, Rosemary O. | Bordeaux | Service | B | 11/1/2014 | Normal |  |
| Eldridge, Roger L | Fire | P&F Service | B | 11/1/2014 | Option D | 3 |
| Ewing, Clarence A | Fire | P&F Service | B | 10/15/2014 | Option B |  |
| Galluzzi, Michael F. | Police | Early Service | B | 10/4/2014 | Option E |  |
| Goodman, Rebecca M | MNPS | Service | B | 10/11/2014 | Normal |  |
| Guldeman, Bruce W. | Police | Early Service | B | 10/23/2014 | Option E |  |
| Horner, Nancy A | Health | Service | B | 10/24/2014 | Option A |  |
| Hunt, Terry L. | Water Services | Early Service | B | 10/1/2014 | Normal |  |
| Johnson, James D | Fire | P&F Service | A | 07/01/12 | Normal |  |
| Marks, Edward H | Sheriff | P&F Service | B | 9/30/2014 | Option A |  |
| McMurry, Rebecca J | Sheriff | Service | B | 11/1/2014 | Normal |  |
| Mech, Barbara A. | Health | Early Service | B | 10/4/2014 | Option D |  |
| Nightingal, Carolyn M | MNPS | Service | A | 1/1/2014 | Normal |  |
| Otis, Roberta L | MNPS | Early Service | B | 8/6/2014 | Option A |  |
| Parker, Willie B | Police | Service | B | 3/1/2012 | Option D |  |
| Pope, John D. | Public Works | Early Service | B | 10/7/2014 | Option D |  |
| Powell, Marvin L | Public Defender | Service | B | 10/7/2014 | Option A |  |

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

###### Options Elected (continued)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | | Effective Date | Option | DROP Election |
| Riviere, Carolyn L | Health | Service | B | | 10/11/2014 | Option E |  |
| Scales, Wilbur L | Water Services | Service | B | | 10/9/2014 | Option B | 2 |
| Talley, Gloria M | MNPS | Early Service | B | | 10/4/2014 | Option F |  |
| Walker, June | MNPS | Service | B | | 9/2/2014 | Normal |  |
| Wallace, Charles T | State Trial Courts | Service | B | | 9/27/2014 | Normal |  |
| Yancey Jr, Charles E | General Services | Early Service | B | | 10/8/2014 | Option A |  |
| **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 | |  | |

## BENEFIT BOARD ITEMS

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

1. Election of Metropolitan Employee Benefit Board Chair and Vice Chair for 2015.

Christina Hickey reviewed the procedures as outlined in the by-laws under section 1 to conduct the election of Chair and Vice-Chair for 2015 and opened the floor to nominations.

Jerry Hall nominated Edna Jones for Metropolitan Employee Benefit Board Chair for 2015. Doug Clariday seconded.

Richard Riebeling nominated Christine Bradley for Metropolitan Employee Benefit Board Vice-Chair for 2015. Stephanie Bailey seconded.

Richard Riebeling moved that nominations cease. Stephanie Bailey seconded and a vote was taken on the nominations of Edna Jones for Chair and Christine Bradley for Vice-Chair and was approved without objection.

1. Cost of living adjustments for Division A and B pension plans.

Christina Hickey reported to the Board that cost of living adjustments for Division A and B pension plans are offered in accordance with Metro Code Sections 3.08.170 and 3.08.171. She stated that as a result of the 1.658% increase in the Consumer Price Index, an increase of 1.50% under Division A should be granted to all retirees eligible to receive a cost of living increase beginning January 1, 2015. She also stated that retirees eligible to receive a cost of living increase under Division B shall receive a cost of living increase of .50% beginning January 1, 2015.

Tom Curtis moved for approval of an increase of 1.50% under Division A and .50% for Division B beginning January 1, 2015. Doug Clariday seconded and the Board approved without objection.

1. Medical and Life Committee report: (Chair: Jerry Hall; Vice-Chair: Stephanie Bailey; Members: Charles D. Clariday, Veronica T. Frazier, B.R. Hall, Sr. and Richard Riebeling. Alternate members(s): Christine Bradley and W. Todd Henry).

Christina Hickey reported to the Board that the Medical and Life Committee met on Monday, November 10, 2014 to deliberate on two self-insured Choice Fund plan appeals. She stated that the Committee has two recommendations: on item 1, the self-insured Choice Fund plan appeal, the Committee recommends that the Board approve coverage (home birth by a licensed and certified participating mid-wife) for this particular member only based on the specific facts in this case; and on item 2, the self-insured Choice Fund plan appeal, the Committee recommends that the Board approve coverage for and retroactively cover the lift and sling based on medical necessity (safety issues, severity of the illness and size of the individual) and the ambulance services for this particular member only based on the specific facts in this case. 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 November 10, 2014 Medical and Life Committee minutes. With no corrections on the minutes, B.R. Hall moved for approval of the November 10, 2014 Medical and Life Committee minutes. The motion was seconded and the Committee minutes were approved without objection.

Jerry Hall reviewed the recommendation from the Committee that on item 1, the self-insured Choice Fund plan appeal the Committee recommends that the Board approve coverage (home birth by a licensed and certified participating mid-wife) for this particular member only based on the specific facts in this case. Doug Clariday moved for approval of the recommendation to approve coverage (home birth by a licensed and certified participating mid-wife) for this particular member only based on the specific facts in this case. Stephanie Bailey seconded and the Board approved without objection.

Jerry Hall reviewed the recommendation from the Committee that on item 2, the self-insured Choice Fund plan appeal the Committee recommends that the Board approve coverage for and retroactively cover the lift and sling based on medical necessity (safety issues, severity of the illness and size of the individual) and the ambulance services for this particular member only based on the specific facts in this case. Doug Clariday moved for approval of the recommendation to approve coverage for and retroactively cover the lift and sling based on medical necessity (safety issues, severity of the illness and size of the individual) and the ambulance services for this particular member only based on the specific facts in this case. Veronica Frazier seconded and the Board approved without objection.

1. Pension Committee report: (Chair: W. Todd Henry; Vice-Chair: Stephanie Bailey; Members: B.R. Hall, Sr., and Richard Riebeling. Alternate member(s): Christine Bradley and Edna J. Jones)

Christina Hickey reported to the Board that the Pension Committee met on October 27, 2014 to discuss the Independent Medical Evaluation (IME) process. She stated that after discussion there needed to be additional revisions to the policy. She also stated the Legal Department has reviewed this policy.

Stephanie Bailey noted a grammatical correction on the IME policy.

Stephanie Bailey moved for approval of the revised IME policy. Doug Clariday seconded and the Board approved with B.R. Hall opposing.

1. Pension system administration budget request.

Christina Hickey reported to the Board that based on previous Board actions from 2011 where the Board approved moving forward with a dedicated pension administration system and a request for information, it is requested that the Board approve the system recommendation and projected budget. She stated that the funding request includes both the $6.5 million to be used to purchase the software/technology and to cover the implementation and data readiness costs as well as the $400,000 annual cost for the first year’s support and hosting fee. She also stated that the Board understands that there will be a need for an additional staff member to manage the ongoing operations of the pension administration system and specific details as well as the request for this resource will be discussed at a future Board meeting.

1. Pension system administration budget request.

There was some discussion of a contract already in place to purchase the software and hosting, similar systems and implementation.

Richard Riebeling suggested that Finance Department and IT staff review this in more detail and moved to defer this request.

There was some discussion of Deloitte having experience with implementation of pension systems and/or Oracle systems, the timeline of approximately 18 months to implement, and any possible savings with pension administration.

Todd Henry seconded the motion.

There was some discussion of the previous action taken and whether or not it was for the actual system or to move forward with one and not the actual system.

After some discussion regarding what the minutes from 2011 states, Nicki Eke, Legal Department, stated that what is before the Board today is a particular system and proposal with associated costs. She stated that she is not aware that this particular proposal has been voted upon before. She stated that in terms of what has happened in the past she would have to review the minutes to see what was authorized.

A vote was taken on the motion to defer action on this item and was 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.

Items 6.-a through 6.-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. Annual report to Council.

Items 7.-a through 7.-f. were for information only and no action was required.

1. Late item(s):

There were no late items reported at the meeting.

Christina Hickey noted that Todd Henry was re-elected to a three year term and Stephanie Bailey will be Board advisor to the medical request for proposal.

With nothing further presented, the meeting adjourned at 10:16 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board