MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***February 3, 2015***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, February 3, 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 January 6, 2015**.** With no corrections, nothing further was noted and Stephanie Bailey moved for approval. Jerry Hall seconded and the Board approved without objection.

### B. APPEAL ANNOUNCEMENT:

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

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

The terms of the approval or extension of the items listed in the motions are specifically stated in these minutes.

Dr. Susan Warner reported to the Board that she recommends approval of the disability pension new requests, items 1 through 3, for the length of time as recommended. Jerry Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 3 for the length of time as recommended. Doug Clariday seconded and the Board approved without objection.

\*Denotes the arrival of Richard Riebeling

Dr. Susan Warner reported to the Board that she recommends approval of the disability pension new request, item 4, with no independent medical evaluation and re-exam in six months. Todd Henry moved for approval of the recommendation to approve the disability pension new request, item 4 for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 5 through 17, for the length of time as recommended, with case management services/evaluations and change in pension type where noted. Stephanie Bailey moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 17 for the length of time as recommended with case management services/evaluations and/or change in pension type where noted. Veronica Frazier seconded and the Board approved with Doug Clariday and B.R. Hall opposing.

After some discussion and clarification of having an independent medical evaluation conducted versus a consult on the disability pension reexamination, item 18, Veronica Frazier moved for approval of the recommendation to continue the disability pension reexamination, item 18, for the length of time as recommended with an independent medical evaluation. Richard seconded and the Board approved without objection.

\*\*Denotes the arrival of Tom Curtis.

Dr. Susan Warner reported to the Board that on items 19 through 22, she recommends a deferral for one month with case management services/evaluations where noted and to continue item 23 for the length of time as recommended.

After some discussion of a pattern of non-compliance on item 21, Jerry Hall moved for approval of the recommendation to defer items 19 through 22 for one month with case management services/evaluations where

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

noted and to continue item 23, with a functional capacity evaluation for the length of time as recommended. Doug Clariday seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 24 she recommends approval of return to work in an non-emergency setting based on the individual’s current treatment.

Jennifer Wade, Hospital Authority, reported to the Board that there is currently not a position available for the individual due to the restriction of working in an non-emergency setting.

After some discussion of the restriction of working in an non-emergency setting and the potential of the individual being in an emergency at any point, Dr. Warner noted that she does not think that would be a problem for the individual.

Todd Henry moved for approval of the recommendation of return to work on item 24. Stephanie Bailey seconded.

After noting that if the individual is unable to perform the duties due to the medical condition, she can be placed back on a disability pension, a vote was taken on the motion to return the individual to work, item 24, and the Board approved with B.R. Hall and Doug Clariday opposing.

On item 25, Edna Jones noted that at the February meeting she misspoke on this individual’s social security status, however, they are in the appeal/reconsideration status.

Dr. Susan Warner reviewed the information that was sent to the Social Security Administration and stated that she has not received any updated medical information from the treating physician.

Edna Jones stated that she has received an email from the individual indicating that there was some information omitted regarding her condition when it was sent to Social Security and that is what is being considered.

Jerry Hall moved to continue item 25 for three months. Doug Clariday seconded and the Board approved with Todd Henry, Edna Jones, and B.R. Hall in favor and Veronica Frazier, Tom Curtis, Stephanie Bailey and Richard Riebeling opposing.

On item 26, Dr. Susan Warner reported to the Board that the individual is non-compliant by refusing to comply with a request (vocational case management) by the Board.

The individual was present and addressed the Board regarding her condition and taking classes.

Harold Finch, Metropolitan Nashville Public Schools, (MNPS), was present.

Dr. Susan Warner reviewed the physicians statements, which indicate that the individual would be able to attend classes.

Harold Finch stated that without a general education diploma, (GED), it is very unlikely that she would find a position within schools. He stated that the job descriptions now require that you have at least a high school diploma or GED.

There was some discussion regarding the individual not signing the compliance agreement and being notified that she is non-compliant.

Nicki Eke, Legal Department, stated that the Board needs to decide how it wants to proceed. She stated the Board can give the individual specific directions and additional time to comply with the requirement and then have the matter brought back to the Board.

Paula Krebs, Eckman/Freeman, reviewed the vocational case management process and how classes are arranged.

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

After some discussion of the individual signing the agreement, evidence of the individual attending the classes or at least putting forth a good faith effort, and terminating the disability pension if the individual does not comply, Jerry Hall moved to continue the disability pension, item 26, for one month to allow for compliance. Stephanie Bailey seconded.

There was discussion of the individual attending the classes after her scheduled surgery and it was noted that the treating physician has indicated that she would be able to attend classes.

After some discussion regarding acceptable absences and the individual providing a doctors excuse if classes are missed a vote was taken on the motion to continue the disability pension, item 26, for one month to allow for compliance and the Board approved with B.R. Hall opposing.

Dr. Susan Warner reported to the Board that on item 27 she recommends approval of return to work. She stated that the individual’s conditions are medical in nature and does not qualify for the in line of duty disability pension.

Harold Finch stated that in order to return the individual to work, the education level would need to be assessed and review of the restrictions.

Jerry Hall moved for approval of the recommendation of return to work on item 27. Veronica Frazier 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. She also stated that there is no longer an injury on duty condition present.

Leslie Robeson, Health Department, indicated that based on the vocational training and skill assessment and restrictions the department will see if there is a position for the individual.

Jerry Hall moved for approval of the recommendation of return to work on item 28. Stephanie Bailey seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that on item 29 the Board requested an independent psychological evaluation. She stated the results of the evaluation show that the injury on duty has resolved and the individual is at maximum medical improvement. She stated that there are some other psychological conditions that are present related to stress, however the individual can return to work with no exposure to potentially violent offenders.

Byron Grizzle, Sheriff’s Office, stated that with the current restrictions the individual can not function in his previous position. He stated there is always the threat of physical violence in the office, however, they should be able to return the individual to work.

Stephanie Bailey moved for approval of the recommendation of return to work on item 29. Jerry Hall seconded and the Board approved without objection.

\*\*\*Denotes the arrival of Christine Bradley.

Edna Jones stated that Benefit Board items 1 and 2 are reconsiderations.

Nicki Eke, Legal Department, reviewed who can make a motion for reconsideration.

Veronica Frazier moved to reconsider Benefit Board item 1, disability pension denial request for reconsideration – Applicant from Health Department. Jerry Hall seconded and the Board approved without objection.

Dr. Susan Warner reported to the Board that she recommends approval of disability pension. B.R. Hall moved for approval of Benefit Board item 1, disability pension denial request for reconsideration – Applicant from Health Department. Doug Clariday seconded and the Board approved with Christine Bradley abstaining.

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

Nicki Eke, Legal Department, reviewed who can make a motion for reconsideration.

Todd Henry moved to reconsider Benefit Board item 2, disability pensioner change from injury on duty to medical request for reconsideration – Applicant from Fire Department. Jerry Hall seconded and was approved with Veronica Frazier, Stephanie Bailey and Edna Jones opposing.

Dr. Susan Warner reported to the Board that the medical record does not warrant changing the disability pension type back to injury on duty.

After some discussion of the lack of medical information to support changing the pension type, Jerry Hall moved to continue the disability pension as a medical disability pension. Stephanie Bailey seconded and the Board approved with Doug Clariday abstaining.

**NEW REQUESTS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Board Action Taken** |
| 1. | Jenny H. Brown | Health | Medical | As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam. |
| 2. | Nicholas Marchese | Sheriff | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for three months, (May 2015), with re-exam at that time. |
| 3. | Lori L. McAlister | Fire | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (August 2015), with re-exam at that time. |
| 4. | Dennis R. Shepherd | Police | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for six months, (August 2015), with re-exam at that time. |

**REEXAMINATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **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 one year, (February 2016), with re-exam at that time. |
| 6. | Timothy L. Crenshaw | Water | Medical | As moved, seconded and approved, this disability pension was continued for six months, (August 2015), with re-exam at that time. |
| 7. | Eleanor F. Crews | Library | Medical | As moved, seconded and approved, this disability pension was continued for one month, (March 2015), with re-exam at that time. |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 8. | Linda G. Jones | Parks | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (February 2016), with re-exam at that time. |
| 9. | Jerry D. Lee, Jr. | Fire | In Line of Duty/**Medical** | As moved, seconded and approved, this disability pension was continued as a *medical* disability pension for two years, (February 2017), with re-exam at that time. |
| 10. | Billy J. Marlowe, Jr. | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2016), with re-exam at that time. |
| 11. | William A. McNeil, Jr. | Assessor of Property | Medical | As moved, seconded and approved, this disability pension was continued with vocational case management, for two months, (April 2015), with re-exam at that time. |
| 12. | Johnny R. Mercer | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two years, (February 2017), with re-exam at that time. |
| 13. | Piroz E. Omer | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued with an independent medical evaluation for two months, (April 2015), with re-exam at that time. |
| 14. | Zachery K. Phillips | Metropolitan Nashville Public Schools | In Line of Duty/**Medical** | As moved, seconded and approved, this disability pension was continued as a medical disability pension for two months, (May 2015), with re-exam at that time. |
| 15. | Melissa N. Pinkelton | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2016), with re-exam at that time. |
| 16. | Rhonda R. Sims | Knowles | Medical | As moved, seconded and approved, this disability pension was continued with vocational case management, for two months, (April 2015), with re-exam at that time. |
| 17. | Paris M. Spraggins | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (February 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** |
| 18. | Steven D. Ragland | Public Works | Medical | As moved, seconded and approved, this disability pension was continued with an independent medical evaluation, for two months, (April 2015), with re-exam at that time. |
| 19. | Gary E. Daniel | Library | In Line of Duty | As moved seconded and approved, this disability re-exam was deferred for one month, (March 2015), with re-exam at that time. |
| 20. | Joseph O. Haywood | Police | In Line of Duty | As moved seconded and approved, this disability re-exam was deferred for one month, (March 2015), with re-exam at that time. |
| 21. | Ronald S. Kenney | Fire | In Line of Duty | As moved seconded and approved, this disability re-exam was deferred for one month, (March 2015), with re-exam at that time. |
| 22. | Diantha S. McLeod | Nashville Career Advancement Center | Medical | As moved seconded and approved, this disability re-exam was deferred for one month, (March 2015), with re-exam at that time. |
| 23. | Jamal Sharif | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued with a functional capacity evaluation, for two months, (April 2015), with re-exam at that time. |

**RETURN TO WORK:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 24. | Tracy L. Davis | General Hospital | Medical | As moved, seconded and approved, this individual was placed on the return to work list. |
| 25. | Mary E. Phillips | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for three months, (May 2015), with re-exam at that time. |

**OTHER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 26. | Sylvia D. Cobbins | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for one month, (March 2015). |

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

**OTHER:**

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| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 27. | Janie M. Dabney | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list. |
| 28. | Marshall E. Hammond | Health | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list. |
| 29. | Chris D. Parker | Sheriff | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list. |

**RECONSIDERATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 1. | Phyllis M. Raines | Health | Medical | As moved, seconded and approved, this disability pension was approved for six months, (August 2015), with re-exam at that time. |
| 2. | Julie A. Sloan | Fire | In Line of Duty/**Medical** | As moved, seconded and approved, this disability pension was continued as a **medical** disability pension for one year, (February 2016), 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. Christine Bradley moved for approval of the referrals. Doug Clariday seconded and the Board approved without objection.

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| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Rec for Referral** | **Comments** |
| 1 | Carter, Mary | MNPS | Pension Approval | Yes | Yes | Cl meets/equal SSDI disability guidelines |
| 2 | Epps, Linda | MAC | Pension Approval | Yes | Yes | Evaluation |
| 3 | Medley, James | Fire | Pension Approval | No | No | Younger Worker |
| 4 | Sloan, Julie | Fire | Pension Approval | No | No | Younger Worker |
| 5 | Weaver, Jamoyra | MNGH | Pension Approval | Yes | Yes | Evaluation |

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

B.R. Hall moved for approval of the pensions. Doug Clariday seconded and the Board approved without objection.

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Felix Cedeno Diaz | Health | Comm. Dis. Investigator | B | 01/05/2015 | 12/31/2014 |
| Thomas Frensley | Fire | Fire Captain | B | 01/08/2015 | 01/09/2015 |
| Marivn H. Lanham Jr. | Fire | Fire Engineer | B | 01/08/2015 | 01/17/2015 |
| Susan A. Perry | Library | Library Mgr 3 | B | 01/08/2015 | 02/01/2015 |
| Emily M. Joshlin | MNPS | Asst-Employee Benefits | B | 01/08/2015 | 02/20/2015 |
| Willis T. Cater \* | Parks | Aquatics Coordinator | B | 01/08/2015 | 03/01/2015 |
| Donald Bryant \* | MNPS | Custodian Helper | B | 01/08/2015 | 02/01/2015 |
| Marian Tyler | Social Services | Homemaker | B | 01/09/2015 | 01/06/2015 |
| Majel Carr | Gen Services | Technical Spec. 2 | B | 01/14/2015 | 01/15/2015 |
| Willie Middleton | Police | Police Officer 2 | B | 01/15/2015 | 02/01/2015 |
| Tony Ross | Sheriff | Corr. Officer Lieutenant | B | 01/15/2015 | 01/16/2015 |
| Tracy Gatwood | Police | Police Officer 2 | B | 01/15/2015 | 01/16/2015 |
| Elaine S. Ragan | Criminal Ct. Clerk | Dep. Crim. Ct. Clerk 1 | B | 01/15/2015 | 03/01/2015 |
| Randall B. Toombs | MNPS | Skilled Laborer-HVACII | B | 01/15/2015 | 02/16/2015 |
| Katherine McDowell | MNPS | Ed Asst- PreK | B | 01/15/2015 | 01/06/2015 |
| Joseph D. Wyatt \* | Social Services | Program Specialist 2 | B | 01/16/2015 | 05/01/2013 |
| Frances Benton | MNPS | Secretary/Clerk | B | 01/22/2015 | 01/19/2015 |
| Deborah Howse \* | MNPS | Educational Asst | B | 01/22/2015 | 01/01/2015 |
| Rebecca Swanson | MNPS | Bus Driver | B | 01/22/2015 | 04/19/2015 |
| John R. Stone | Fire | Captain | B | 01/22/2015 | 02/07/2015 |
| Keith H. Claybrooks | Police | Sergeant | B | 01/22/2015 | 02/01/2015 |
| Randall A. Moore | Police | Police Officer 2 | B | 01/22/2015 | 02/23/2015 |
| Kenneth E. Maynard | Finance | Finance Admin | B | 01/22/2015 | 02/28/2015 |
| Christopher V. Utley | State Trial Ct | Judicial Asst 1 | B | 01/23/2015 | 02/01/2015 |

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| Cathey D McCutcheon | MNPS | B | 01/07/2015 |
| Karron Pointer | MNPS | B | 01/07/2015 |
| Brenda Carroll | MNPS | B | 12/01/2014 |
| Wilma Perry | MNPS | A | 02/01/2015 |
| Roy Tanksley | MNPD | B | 01/01/2015 |
| William Moore | MNPD | A | 02/01/2015 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Allen, Steven J | Criminal Court Clerk | Service | B | 1/1/2015 | Option D |  |
| Barrera, David L | Police | P&F Service | B | 1/1/2015 | Option A |  |
| Coursey, Ronald G | Information Technology Service | Service | B | 1/1/2015 | Option E |  |
| Dailey, Virgel R | Public Works | Service | B | 1/1/2015 | Normal |  |
| Gooch, Roslyn J | Health | Service | B | 12/20/2014 | Normal | 1 |
| Grant, Larry D | MNPS | Service | B | 1/1/2015 | Normal |  |
| Hazzard, Lylia Jane | MNPS | Service | B | 12/20/2014 | Normal |  |
| Holliman, Lowanna D. | Sheriff | Early Service | B | 12/6/2014 | Normal |  |

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

###### Options Elected

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | | Effective Date | Option | DROP Election |
| Hunsicker, Jennifer L. | Public Library | Early Service | B | | 12/3/2014 | Normal |  |
| Hunter Jr, Arlanders | MNPS | Service | B | | 12/20/2014 | Option F |  |
| Irwin, Joseph S. | Public Works | Early Service | B | | 12/27/2014 | Option D |  |
| Jackson, Brenda R. | Bordeaux | Service | B | | 1/1/2015 | Option D |  |
| Jarrett, Sylvester M | MNPS | Early Service | B | | 11/26/2014 | Normal |  |
| Jones, Mary J. | General Hospital | Early Service | B | | 11/23/2014 | Normal |  |
| McKee, Albert T | Water Services | Service | B | | 12/2/2014 | Option B | 3 |
| McMurtry, Patricia A | MNPS | Service | B | | 12/20/2014 | Option D |  |
| Perkins, James W | MNPS | Service | B | | 12/20/2014 | Option A |  |
| Perry, Ronny D | Public Library | Service | B | | 11/29/2014 | Option E |  |
| Pointer, Lynn | Public Defender | Service | B | | 1/1/2013 | Option E |  |
| Shannon, Leon W | MNPS | Service | B | | 12/20/2014 | Option E |  |
| Struder, Guy R | Police | P&F Service | B | | 12/16/2014 | Normal |  |
| Tamulis, James J | Water Services | Service | B | | 1/2/2015 | Normal | 2 |
| Woods, Lorrie R | MNPS | Service | B | | 12/3/2014 | Option F |  |
| Zelizer, Gail R | MNPS | Service | A | | 12/20/2014 | 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 | |  | |

###### Survivor

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee Name** | **Department** | **Survivor Name** | **Plan Membership** | Effective Date |
| Denoris E. Hamer | MNPS | Henry L. Hamer | B | 12/30/2014 |
| Laura Bratten | Knowles Home-Hospitals | David Bratten | B | 01/03/2015 |
| L.F. West Jr. | Water | Peggy West | Closed | 12/30/2014 |
| Zinnie V. Burris | Police | Elaine Burris | Closed | 01/09/2015 |
| Donnie R. Bobbitt | MNPS | Valeeta Bobbitt | B | 01/08/2015 |
| Chester f. Puckett | Water | Brenda Puckett | B | 01/09/2015 |
| Jack A. Stafford Sr. | Fire | Sara Stafford | Closed | 01/10/2015 |
| George W. Johnson | Water | Deidre Johnson | B | 01/16/2015 |

## BENEFIT BOARD ITEMS

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

1. Disability pension denial request for reconsideration – Applicant from Health Department.

This item was acted upon accordingly with Section C.

1. Disability pensioner change from injury on duty to medical request for reconsideration – Applicant from Fire Department.

This item was acted upon accordingly with Section C.

1. In Line of Duty Committee report: (Committee members: Chair: Jerry Hall; Vice-Chair: Veronica Frazier; Members: Charles D. Clariday and Richard Riebeling. Alternates: Christine Bradley and Edna J. Jones)

Christina Hickey reported to the Board that the In Line of Duty Committee met on Friday, January 23, 2015 to deliberate on 7 in line of duty medical care requests. She stated that the Committee deferred one item at the request of the appellant and the minutes are being presented for approval.

Committee Chair Jerry Hall asked if there were any amendments, corrections or questions of the minutes from the In Line of Duty Committee meeting. With no corrections, Doug Clariday moved for approval of the Committee minutes. Richard Riebeling seconded and the Committee minutes were approved without objection.

Committee Chair Jerry Hall stated that two of the items may be deferred and item 2 is present. He reviewed the recommendations with the Board.

On item 1, the IOD medical care request for the employee from the Fire Department, the Committee recommends that the Board uphold ASC’s determination to deny this IOD medical care claim. Richard Riebeling moved to uphold the determination to deny the in line of duty medical care claim. Stephanie Bailey seconded and the Board approved with Doug Clariday opposing.

On item 2, the IOD medical care request for the pensioner from the Fire Department, the pensioner stated that his representative is not present and requested that this item be deferred.

Christine Bradley moved to defer item 2, the IOD medical care request for the pensioner from the Fire Department. Doug Clariday seconded and the Board approved without objection.

Jerry Hall stated that on item 3, the IOD medical care request for the employee from the Police Department, the individual has requested a deferral.

Todd Henry moved to defer item 3, the IOD medical care request for the employee from the Police Department. Doug Clariday seconded and the Board approved with Richard Riebeling abstaining.

On item 4, the IOD medical care request for the employee from Metro Nashville Public Schools and item 6, the IOD medical care request for the employee from Public Works, the Committee recommends that the Board uphold ASC’s determination to deny these IOD medical care claims. Richard Riebeling moved to uphold the determination to deny the in line of duty medical care claims, items 4 and 6. Stephanie Bailey seconded and the Board approved with Doug Clariday and B.R. Hall opposing.

On item 7, the IOD medical care request for the employee from Emergency Communications Center (E911), the employee was present and addressed the Board regarding her visit to the IOD clinic.

After some discussion on item 7 of the information received from the physicians and the diagnosis not being related to work, Richard Riebeling moved to uphold ASC’s determination to deny this IOD medical care claim. Christine Bradley seconded.

There was some discussion of how examinations are conducted at the IOD clinic and Vickie Hampton stated that the claim was denied based on that examination and diagnosis.

A vote was taken on the motion on item 7, the IOD medical care request for the employee from Emergency Communications Center, (E911), to uphold the determination to deny the claim and was approved with Doug Clariday and B.R. Hall opposing.

B.R. Hall requested to change his vote to the affirmative.

3. In Line of Duty Committee report: (continued)

The Board requested having the materials that are presented to the Committee be included for the full Board to review.

The Board also discussed feedback/surveys related to the clinic.

Veronica Frazier stated that Steve Cain, Human Resources, is working/coordinating with the clinic on a survey.

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

Items 4.-a. through 4.-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.
8. Pending litigations. (reported quarterly)
9. Denial log from Alternative Service Concepts.
10. Health Insurance Portability and Accountability Act (HIPAA) privacy regulations.

Items 5.-a. through 5.-i. were for information only and no action was required.

1. Late item(s):

Pension plan valuation – final results.

Christina Hickey reported to the Board that Bryan, Pendleton, Swats and McAllister (BPSM) will be presenting the final results of the annual actuarial valuation on the pension plans. He stated that in accordance with Metro Code Section 3.16.050, the Board will need to adopt the contribution rate for next year by the end of February.

Kevin Sullivan, Bryan, Pendleton, Swats & McAllister, gave a summary of the plan provisions and employee data statistics of the plans (open and closed). He reviewed the plans assets and liabilities.

Mr. Sullivan reviewed the future trends and projected contribution assumptions and stated that the recommended contribution rate is 15.510%.

After some discussion of future trends and contributions, Tom Curtis moved for approval of the contribution rate of 15.510%. Christine Bradley seconded and the Board approved without objection.

With nothing further presented, the meeting adjourned at 10:47 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board