

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

February 2, 2016

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, February 2, 2016 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 Talia Lomax-O'dneal.

Member G. Thomas Curtis was unable to be present.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Deidra Parrish, Interim Civil Service Medical Examiner (CSME).

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 5, 2016 and the January 19, 2016 Special Called meeting. With no corrections, nothing further was noted and Jerry Hall moved for approval. Christine Bradley 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. Deidra Parrish, Interim Civil Service Medical Examiner, and Claire Cobb, CSME Assistant, reviewed the disability pensions with the Board.

Claire Cobb reported to the Board that the CSME 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. Todd Henry seconded and the Board approved without objection.

Claire Cobb reported to the Board that the CSME recommends approval for continuing the disability pension reexaminations, items 3 through 12 for the length of time as recommended and case management services where noted. Talia Lomax-O'dneal moved for approval of the recommendation to continue the disability pension reexaminations, items 3 through 12 for the length of time as recommended and case management services where noted. Christine Bradley seconded and the Board approved with B.R. Hall opposing.

Claire Cobb reported to the Board that the CSME recommends return to work on item 13.

Jackie Hoffman, Police Department, stated that they are prepared to return the individual to work, however, they will have to go through the required checks, examinations and then the academy.

Stephanie Bailey moved for approval of the recommendation of return to work on item 13. Jerry Hall seconded and the Board approved without objection.

NEW REQUESTS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Board Action Taken |
|----|------------------|---------------------------------------|--|--|
| 1. | Jerry R. Hudgens | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for four months, (June 2016), with re-exam at that time. |

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

NEW REQUESTS: (continued)

| | | | | |
|----|------------------|-------|---------|--|
| 2. | Jerry L. Jamison | Water | Medical | As moved, seconded and approved, this disability pension request was approved for two months, (April 2016), with re-exam at that time. |
|----|------------------|-------|---------|--|

REEXAMINATIONS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|-----|----------------------|-------------------------|---|--|
| 3. | Robert L. Chitwood | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2017), with re-exam at that time. |
| 4. | Linda D. Epps | Metro Action Commission | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2017), with re-exam at that time. |
| 5. | Viva L. Farlow | Public Works | In Line of Duty | As moved, seconded and approved, this disability pension was continued for five months, (July 2016), with re-exam at that time. |
| 6. | Lesia D. Hale | Finance | Medical | As moved, seconded and approved, this disability pension was continued for four months, (June 2016), with re-exam at that time. |
| 7. | Jesse W. Henry | Health | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2017), with re-exam at that time. |
| 8. | James C. Medley | Fire | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2017), with re-exam at that time. |
| 9. | Melissa N. Pinkelton | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (February 2017), with re-exam at that time. |
| 10. | Julie A. Sloan | Fire | Medical | As moved, seconded and approved, this disability pension was continued with an independent psychological evaluation for three months, (May 2016), with re-exam at that time. |
| 11. | Paul B. Sparkman | Public Works | In Line of Duty | As moved, seconded and approved, this disability pension was continued for three months, (May 2016), with re-exam at that time. |

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

REEXAMINATIONS: (continued)

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|-----|--------------------|------------|---|---|
| 12. | Paris M. Spraggins | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two years, (February 2018), with re-exam at that time. |

RETURN TO WORK:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Recommendation |
|-----|------------------|------------|---|---|
| 13. | Billy J. Marlowe | Police | Medical | As moved, seconded and approved, this individual was placed on the return to work list. |

SOCIAL SECURITY REFERRALS:

Claire Cobb reported to the Board that there were no case management recommendations for Social Security referrals.

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 |
|---------------------|------------------|------------------------------|----------|------------------|--------------------------|
| Ruby Bynum | Police | Police Operations Coord 1 | B | 12/30/2015 | 01/01/2016 |
| Judy Corfman * | Gen Hospital | Nurse Practitioner | B | 12/12/2015 | 11/01/2015 |
| John Lambert | Water | Treatment Plant Tech 2 | B | 01/05/2016 | 02/12/2016 |
| Ova Stewart * | Social Services | Van Driver | B | 01/07/2016 | 01/01/2013 |
| Betty S. Sharpe | Social Services | Homemaker | B | 01/07/2016 | 01/04/2016 |
| Sylvia Dapena | MAC | Family Svcs Spec 2 | B | 01/07/2016 | 01/15/2016 |
| Vernon Back | NCAC | Exec. Asst | B | 01/07/2016 | 01/08/2016 |
| Darrell Knight | Sheriff's Office | Sheriff Prisoner Processor 1 | B | 01/07/2016 | 02/19/2016 |
| Cathleen Martin | MNPS | Spec – Records | B | 01/07/2016 | 02/27/2016 |
| William G. Harmon * | Police | Police Officer 2 | B | 01/05/2016 | 03/01/2016 |
| Charlotte Pirtle | State Trial Ct | Judicial Asst 2 | B | 01/05/2016 | 02/01/2016 |
| Fantaye Gibato | MNPS | Asst-Food Svc | B | 01/10/2016 | 12/16/2015 |
| Laura L Norris | Sheriff's Office | Compliance Officer- DCSO | B | 01/14/2016 | 01/30/2016 |
| Judith Grimes | Health | Professional Specialist | B | 01/14/2016 | 03/01/2016 |
| Gary C. Luton | Water | Tech Master | B | 01/14/2016 | 02/13/2016 |
| Charles Harrison | Police | Police Sergeant | B | 01/14/2016 | 01/21/2016 |
| Thomas Rollins | Police | Police Officer 2 | B | 01/14/2016 | 01/22/2016 |
| John Onofua* | Social Services | Cook | B | 01/14/2016 | 01/01/2012 |
| Jackie Hoffman | Police-cvq | HR Administrator | B | 01/19/2016 | 02/01/2016 |
| Jacqueline Cox | MNPS | Bus Driver | B | 01/19/2016 | 03/01/2016 |
| Kenneth Jarvis | Fire | Fire Fighter 2 | B | 01/15/2016 | 02/05/2016 |
| Debra Beasley | MNPS | Bus Driver | B | 01/21/2016 | 02/01/2016 |

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

Service (continued)

| Employee | Department | Classification | Plan A/B | Application Date | Estimated Effective Date |
|----------------|--------------|------------------|----------|------------------|--------------------------|
| Sherry Johnson | MNPS | Bus Driver | B | 01/21/2016 | 02/01/2016 |
| Nancy Dobson | County Clerk | Deputy Clerk 3 | B | 01/21/2016 | 03/09/2016 |
| Jeff Weaver | Police | Police Officer 2 | B | 01/21/2016 | 01/30/2016 |

Disability to service – None to report

Options Elected

| Employee | Department | Pension Type | Plan A/B | Effective Date | Option | DROP Election |
|-----------------------|----------------------|---------------|----------|----------------|--------|---------------|
| Sorrow, Lou | Human Resources | Service | B | 12/19/2015 | C | |
| Taylor, Sandra | Health | Service | B | 12/12/2015 | B | 1 YR |
| Wingfield, Patricia R | Social Services | Service | B | 1/2/2016 | D | 3 YR |
| Hudley, Brenda | MNPS | Service | B | 11/3/2015 | F | 2 YR |
| Thompson, Philip E | Criminal Court Clerk | Service | B | 12/19/2015 | E | 1 YR |
| Brake, Lexie | Water | Service | B | 12/31/2015 | F | 1 YR |
| Raines, Phyllis | Health | Service | B | 12/15/2015 | Normal | 2 YR |
| Granberry, Marita L | Police | Service | B | 12/8/2015 | Normal | 3 YR |
| Bonnyman, Claudia | Chancery Court | Service | B | 12/1/2015 | B | |
| Gross, Theresa M | Police | Service | B | 12/31/2015 | Normal | |
| Fuenmayor, Jose | MNPS | Service | B | 12/18/2015 | Normal | |
| Birdsong, Michael | Health | Early Service | B | 12/29/2015 | F | |
| Hargrove, Karen | General Hospital | Service | B | 1/1/2016 | Normal | |
| Miller, James o | Sheriff's office | Service | B | 12/28/2015 | A | |
| Corlew, Stanley | Library | Early Service | B | 1/1/2016 | A | |
| Young, Nanacy E | MNPS | Service | B | 12/5/2015 | Normal | |
| Mofield, Melinda | Mayor Staff | Early Service | B | 12/19/2015 | Normal | |
| Huddleston, Patti S | MNPS | Early Service | B | 12/19/2015 | E | |
| Hudgins Jr, Freddie L | Police | Service | B | 1/1/2016 | A | |
| Frazier, Barbara | ECC | Service | B | 1/1/2016 | Normal | 2 YR |
| Liles, Barbara | MNPD | Service | B | 12/26/2015 | F | 3 YR |
| Beachboard, Andrew | DCSO | Service | B | 1/1/2016 | D | |
| Lawrence, Deborah K | General Hospital | Service | B | 12/17/2015 | E | |
| Anderson, Linda A | Health | Early Service | B | 12/19/2015 | F | |
| Jansen, Robert | Health | Early Service | B | 1/1/2016 | B | |
| Nwokebia, Karen I | General Hospital | Early Service | B | 1/2/2016 | Normal | |
| Pickens, Dale A | Fire | Service | B | 1/1/2016 | A | 3YR |

| 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)

Survivor

| Employee Name | Department | Survivor Name | Plan Membership | Effective Date |
|--------------------|--------------|-------------------|-----------------|----------------|
| James H. Reeves | BOE | Ruby Reeves | A | 12/30/2015 |
| Dennis R. Bryant | BOE (vested) | Ramona Bryant | B | 12/15/2015 |
| William G. Meadows | Police | L. Wilma Meadows | Closed | 12/31/2015 |
| Rick R. Holloway | Water | Victoria Holloway | B | 01/10/2016 |
| Jackie W. Gregory | Sheriff | Toni Gregory | B | 01/14/2016 |

BENEFIT BOARD ITEMS

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

1. 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. She 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 12.34%.

After some discussion of future trends and contributions, B.R. Hall moved for approval of the contribution rate of 12.34%. Doug Clariday seconded and the Board approved without objection.

2. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Alternative Service Concepts.
- d. Behavioral health correspondence.

Items 2.-a. through 2.-d. were for information only and no action was required.

3. Reports for your information:

- a. Return to work.
- b. Social Security approvals. (none to report)
- c. Refund of pension contributions. (none to report)
- d. Repayment of pension contributions.
- e. Non-compliant disability pensioners. (none to report)
- f. Pending litigations.
- g. Denial log from Alternative Service Concepts.
- h. Benefit Board budget reports.
- i. Health insurance portability and accountability act (HIPAA) notice.
- j. 2016 annual enrollment overview.

Items 3.-a. through 3.-j. were for information only and no action was required.

4. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 9:58 a.m.

ATTEST:

APPROVED:

Veronica T. Frazier, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board