MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***April 5, 2016***

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, April 5, 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., \*\*G. Thomas Curtis, \*Veronica T. Frazier, B.R. Hall, Sr., Jerry Hall, W. Todd Henry, and Talia Lomax-O’dneal.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Matthew Hine, 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 March 1, 2016**.** With two corrections, nothing further was noted and Christine Bradley moved for approval. Jerry Hall seconded and the Board approved without objection.

\*Denotes the arrival of Veronica Frazier.

### 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. Matthew Hine, Civil Service Medical Examiner, (CSME) and Claire Cobb, CSME Assistant, reviewed the disability pensions with the Board.

Dr. Matthew Hine reported to the Board that he recommends denial of the disability pension new request, item1 as the employee’s conditions have significantly improved with treatment currently causing no functional restrictions. Stephanie Bailey moved for approval of the recommendation to deny the disability pension new request, item 1. Veronica Frazier seconded.

The employee was present and addressed the Board regarding his request and work related stress.

\*\*Denotes the arrival of G. Thomas Curtis.

 There was some discussion regarding the criteria that applies to this case, which is for the Board to determine whether this individual based on their medical condition is able to perform the duties of their job.

There was some discussion regarding the treating physician’s opinion verses the CSME’s opinion.

Dr. Matthew Hine stated that he has not had direct communication with the treating physicians or examined him. He stated that he reviewed the records provided by the treating physicians and mental health providers. He also highlighted statements from those records.

There was some discussion of the medical record, possible conflicting medical information, what the policy states regarding conflicting medical information and having an independent medical evaluation performed.

After some discussion of the motion on the floor to deny the request and the maker of the motion not amending that motion to include an independent medical evaluation a vote was taken on the motion to deny the disability pension new request item 1 and failed with Stephanie Bailey, Talia Lomax-O’dneal, Veronica Frazier and Tom Curtis in favor and Jerry Hall, Christine Bradley, B.R. Hall, Doug Clariday, Todd Henry opposing and Edna Jones abstaining.

B.R. Hall stated that there appears to be conflicting medical information and moved that an independent medical evaluation or appropriate evaluation be conducted for the disability pension new request, item 1. Jerry Hall seconded.

There was some discussion on clarifying statements in the medical record related to the individual being retired and having a part-time job, which were statements by the treating physicians not the CSME’s office.

A vote was taken on the motion that an appropriate independent evaluation be conducted for the disability pension new request, item 1 and the Board approved with Stephanie Bailey abstaining.

Dr. Matthew Hine reported to the Board that he recommends approval of the disability pension new requests, items 2 through 6 for the length of time as recommended. Stephanie Bailey moved for approval of the recommendation to approve the disability pension new requests items 2 through 6 for the length of time as recommended. Christine Bradley seconded.

The individual on item 4 was present and addressed the Board regarding her request.

A vote was taken on the motion to approve the disability pension new requests items 2 through 6 for the length of time as recommended and was approved without objection.

Dr. Matthew Hine reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 7 through 15 for the length of time as recommended, with case management services and evaluations where noted. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 7 through 15 for the length of time as recommended with case management services and evaluations where noted. Jerry Hall seconded.

There was some discussion of the results of a prior functional capacity evaluation on item 12 and the request for another one.

After noting that items 12 and 8 need to be discussed separately, a vote was taken on the motion for continuing the disability pension reexaminations, items 7 through 15, (with the exception of items 12 and 8), for the length of time as recommended, with case management services and evaluations where noted and the Board approved without objection.

On item 8, there was discussion of the individual being re-examined in three months, however, based on policy once an individual is approved for Social Security disability benefits, they are not scheduled for reexamination.

Christine Bradley moved for approval of the recommendation to continue the disability pension reexamination, item 8 for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

After some discussion on item 12 of the individual’s current employment being similar in nature to the position held with Metro, conducting a functional capacity evaluation, the medical record showing no apparent medical conditions and the individual disclosing medical conditions that would preclude them from doing their current job, Christine Bradley moved to deny continuing the disability pension. Stephanie Bailey seconded.

Nicki Eke, Legal Department, stated that this individual is on a pension and would have to be returned to work if the Board determines that they are able to perform the duties of the position based on the facts in the medical record.

After some discussion of the individual’s current employment status and conducting another functional capacity evaluation on item 12, Christine Bradley withdrew her motion to deny.

On item 12, B.R. Hall moved to continue the disability pension for the length of time as recommended with a functional capacity evaluation. It was also noted that if the functional capacity evaluation is completed prior to the re-exam date the individual would be brought back to the Board at that time. Todd Henry seconded and the Board approved with Christine Bradley and Stephanie opposing.

Dr. William Hine reported to the Board that on items 16 and 17 he recommends a deferral for one month. Talia Lomax-O’dneal moved for approval of the request to defer items 16 and 17 for one month. Stephanie Bailey seconded and the Board approved without objection.

On item 18, Dr. William Hine reported to the Board that he recommends approval of return to work.

Leslie Robeson, Health Department, stated that they are able to accommodate the individual, however, it would not be until the beginning of the school year as they do not start school nurses this late in the school year.

It was noted that after 60 days the department becomes responsible for paying the pension.

Jerry Hall moved for approval of the recommendation of return to work on item 18. Veronica Frazier seconded and the Board approved without objection.

On item 19, Dr. William Hine reported to the Board that he recommends approval of return to work.

Diane Marshall, Public Works, stated they are prepared to return the individual to work.

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

On item 20, Dr. William Hine reported to the Board that he recommends approval of return to work.

The individual was present.

Harold Finch, Metropolitan Nashville Public Schools, was present. He stated that they may not be able to accommodate the restrictions in his position and will be looking at other positions for him

Jerry Hall moved for approval of the recommendation of return to work on item 20. Tom Curtis seconded and the Board approved without objection.

Dr. William Hine reported to the Board that on item 21 he recommends approval of return to work.

Jamie Summers, Fire Department was present.

The individual was also present.

Jerry Hall moved for approval of the recommendation of return to work on item 21. Tom Curtis seconded and the Board approved without objection.

Dr. William Hine reported to the Board that on item 22 he recommends that the individual be removed from the return to work list and continued on a medical disability pension for the length of time as recommended.

After some discussion of the medical record, Jerry Hall moved for approval of the recommendation on item 22 that the individual be removed from the return to work list and continued on a medical disability pension for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

Dr. William Hine reported to the Board that on item 23, he recommends that the Board change the disability pension type from in line of duty to medical based on the further review of the medical record.

Mark Young, union representative, was present for the employee. He stated that the individual is currently on an in line of duty disability pension and this should go through the process to determine injury on duty or not.

There was some discussion of the individual’s injury on duty medical care being denied.

Vickie Hampton, Alternative Service Concepts, (ASC), stated that at the last Board meeting this individual was approved for an injury on duty disability pension, however, ReviewMed stated that the injury on duty should be denied and that is the basis for the recommendation from the CSME today.

There was some discussion regarding what the process should be for this case.

Nicki Eke, Legal Department, stated that this would come back as a review/re-exam. She stated that the Board would review the medical record and determine whether it should continue to be in line of duty or medical based on the medical evidence.

There was some discussion of this case going to the In Line of Duty Committee and what is brought before that Committee.

Nicki Eke stated that medical treatment requests is usually what goes to the In Line of Duty Committee. She stated that when someone appeals a determination by ASC that their request for injury on duty treatment should be denied because it is not injury on duty related, then when the individual appeals, it comes to the In Line of Duty Committee. She stated that pension decisions generally do not go to the In Line of Duty Committee unless the Board specifically refers it.

There was some discussion regarding why this was reviewed by ReviewMed, (which is the Board’s process) and this request being approved as injury on duty.

Dr. William Hine stated that the prior CSME presumptively recommended the approval and he stated that they were aware that the peer review was pending and he reviewed the notes from ReviewMed, which is the basis for the recommendation.

There was some discussion regarding changing the disability pension type.

Jamie Summers, Fire Department, stated that typically these come through as a medical request until they are deemed injury on duty.

After some discussion regarding this case, Jerry Hall moved to refer this to the In Line of Duty Committee for review. B.R. Hall seconded and the Board approved without objection.

Dr. William Hine reported to the Board that on item 24, he recommends that the individual be returned to work in a non-sworn position, (per the pensioners request).

Sue Bibb, Police Department, stated that they do have a few civilian vacancies, however, they are not sure of being able to accommodate the restrictions and requested clarification on some of them.

After some discussion regarding the restrictions and getting clarification on them from the physician, Todd Henry moved for approval of the recommendation of return to work on item 24. 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. | Michael D. Duncan | Juvenile Court | Medical | As moved, seconded and approved, an independent medical evaluation was ordered and this disability pension request was not approved. |
| 2. | Henrietta Garrett | Metro Action Commission | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for three months, (July 2016), with re-exam at that time. |
| 3. | Larry Nelson | Water | Medical | As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled 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** |
| 4. | Marion S. Reynolds | Metro Action Commission | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for six months, (October 2016), with re-exam at that time. |
| 5. | Michael G. Ryan, Jr. | Police | In Line of Duty | As moved, seconded and approved, this disability pension request was approved for six months, (October 2016), with re-exam at that time |
| 6. | Trina R. White | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension request was approved for one year, (April 2017), with re-exam at that time. |

**REEXAMINATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 7. | Lisa K. Addleman | Police | Medical | As moved, seconded and approved, this disability pension was continued for six months, (October 2016), with re-exam at that time. |
| 8. | William E. Dotson | General Services | Medical | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time. |
| 9. | Janell G. Driver | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for one year, (April 2017), with re-exam at that time. |
| 10. | Alonzo N. Giles | Juvenile Court | Medical | As moved, seconded and approved, this disability pension was continued with vocational case management for five months, (September 2016), with re-exam at that time. |
| 11. | Linda K. Hurt | General Hospital | Medical | As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time. |
| 12. | Robert W. Malley | Fire | Medial | As moved, seconded and approved, this disability pension was continued with a functional capacity evaluation for three months, (July 2016), with re-exam at that time. |

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

**REEXAMINATIONS:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 13. | Carol L. Smith | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued with an independent psychological evaluation for three months, (July 2016), with re-exam at that time. |
| 14. | Vernon D. Thomas, Jr.  | Public Works | Medical | As moved, seconded and approved, this disability pension was continued for six months, (October 2016), with re-exam at that time. |
| 15. | William D. Whitley | Police | Medical | As moved, seconded and approved, this disability pension was continued for one year, (April 2017), with re-exam at that time. |
| 16. | Jerry L. Jamison | Water | Medical | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (May 2016), with re-exam at that time. |
| 17. | James R. Shumate | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension re-exam was deferred for one month, (May 2016), with re-exam at that time. |

**RETURN TO WORK:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 18. | Gloria D. Ellison | Health | Medical | As moved, seconded and approved, this individual was placed on the return to work list. |
| 19. | Viva L. Farlow | Public Works | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list. |
| 20. | Lokman M. Rashid | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this individual was placed on the return to work list. |
| 21. | Mark A. Young | Fire | In Line of Duty | 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** |
| 22. | Billy J. Marlowe, Jr. | Police | Medical |  As moved, seconded and approved, this individual was removed from the return to work list and continued on a medical disability pension for one year, (April 2017), with re-exam at that time. |

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

**OTHER:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Name** | **Department** | **In Line of Duty (IOD) or Medical Disability** | **Recommendation** |
| 23. | Reginald D. Reed | Fire | In Line of Duty/**Medical** | As moved, seconded and approved, this individual will remain on an in line of duty disability pension with re-examination in March 2017. |
| 24. | Dennis R. Shepherd | Police | In Line of Duty | As moved, seconded and approved, this individual was returned to work in a non-sworn position. |

**SOCIAL SECURITY REFERRALS:**

Claire Cobb reported to the Board that the CSME concurs with the case management recommendations on the Social Security referrals.

Veronica Frazier moved for approval of the referrals. Jerry Hall seconded and the Board approved the referrals without objection.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Item** | **Name** | **Department** | **Review Originated From** | **Case Management Recommendation for Referral** | **CSME Recommendation for Referral** | **Comments** |
| 1 | Cantrell, Sheba M. | Police | Pension Approval | Yes | Yes | Evaluation |
| 2 | Reed, Reginald D. | Fire | Pension Approval | No | No | Younger Worker |
| 3 | White, Trina R. | MNPS |   | Yes | Yes | Meets SSA criteria |

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

Christine Bradley 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 |
| Meredith Corbin \* | Library | Library Mgr 1 | B | 02/23/2016 | 11/01/2011 |
| Gregory Pemberton | Police | Police Officer 2 | B | 02/23/2016 | 04/01/2016 |
| Kathy Culwell | MNPS | Secretary/Bookkeeper | B | 02/25/2016 | 04/15/2016 |
| Peggy Stewart | MNPS | Secretary | B | 02/25/2016 | 04/01/2016 |
| Thomas Jenkins | MNPS | Skill Laborer-Painting Sr | B | 02/25/2016 | 03/19/2016 |
| Michael Fondren \* | MNPS | Bus Driver | B | 02/25/2016 | 03/01/2016 |
| Cheryln Rader | MNPS | Asst-School General | B | 02/25/2016 | 03/23/2016 |
| Glenn Lewis | Water | Indust Maint Supv | B | 02/26/2016 | 02/27/2016 |
| Ronnie King \* | Sheriff’s Office | Sr Correction Officer | A | 02/26/2016 | 04/01/2016 |
| Cassandra Williams | MNPS | Ed Asst | B | 03/03/2016 | 05/27/2016 |
| Karen Vinson | Library | Application Tech 1 | B | 03/03/2016 | 05/14/2016 |
| William Bryant | Water | Environ Laboratory Mgr | B | 03/03/2016 | 04/01/2016 |
| Kenneth P. Vinson | Assessor’s Office | Admin Svcs Mgr | B | 03/03/2016 | 05/14/2016 |

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

###### Service

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Classification** | **Plan A/B** | Application Date | Estimated Effective Date |
| Jacqueline Taylor | MNPS | Secretary/Bookkeeper | B | 03/03/2016 | 03/16/2016 |
| Philip N Clark\* | Police | Police/Sergaent | B | 03/09/2016 | 03/01/2016 |
| Carolyn Stewart | MNPS | Asst-Food Svc | B | 03/05/2016 | 03/18/2016 |
|  Pamela Davis | ECC | Emerg Telecomm Supv | B | 03/10/2016 | 04/27/2016 |
| Melinda Bimstein | Trustee’s Office | Deputy Tax Accounting | B | 03/10/2016 | 04/01/2016 |
| John Dawkins Jr. | Codes | Plans Examiner 2 | B | 03/10/2016 | 04/01/2016 |
| Randall Gannon Sr. | Water | Treatment Plant Tech 3 | B | 03/10/2016 | 03/12/2016 |
| Mary Auberson | MNPS | Asst-Food Svc | B | 03/10/2016 | 03/17/2016 |
| John Jones | Public Works | Maint & Repair Leader 1 | B | 03/14/2016 | 03/08/2016 |
| Emmas Jean-Pierre\* | MNPS | Worker-Custodial | B | 03/11/2016 | 04/01/2016 |
| Wanda Garrett | MAC | Food Svc Worker 2 | B | 03/17/2016 | 03/30/2016 |
| Cynthia Hodges | Health | Office Support Rep 3 | B | 03/17/2016 | 04/08/2016 |
| Kathy Carter | Health | Public Health Nurse 1 | B | 03/17/2016 | 07/30/2016 |
| Randal H. Jones \* | Water | Treatment Plant Asst Mgr | B | 03/17/2016 | 06/01/2016 |
| Teresa G. West | MNPS | Mgr-Food Svc IV | B | 03/17/2016 | 05/05/2016 |
| Ellen Warner | MNPS | Cashier-Cluster Ld | B | 03/17/2016 | 04/07/2016 |
| Reece Morehead | Library | Librarian 1 | B | 03/17/2016 | 03/11/2016 |
| Carolyn Prather | MNPS | Cafeteria Asst | B | 03/17/2016 | 03/16/2016 |
| Philip N. Clark \* | Police | Police Officer 2 | B | 03/14/2016 | 03/01/2016 |
| Anthony Cleveland | Library | Equip Operator 1 | B | 03/21/2016 | 05/07/2016 |
| Vanessa Gray | MNPS | Secretary | A | 03/24/2016 | 06/29/2016 |
| Henrietta Gibson | MNPS | Asst-Food Svc | B | 03/24/2016 | 04/09/2016 |
| Helen McCullough | MNPS | Secretary/Clerk | B | 03/24/2016 | 05/27/2016 |
| Doris Seely | MNPS | Asst-admin | B | 03/24/2016 | 06/01/2016 |
| Mary Crowder | MNPS | Asst-School General | B | 03/24/2016 | 05/27/2016 |
| Susan Ihrie | MNPS | Clerk-Library | A | 03/24/2016 | 05/26/2016 |
| Avis Adkins | MNPS | Secretary/Clerk | B | 03/28/2016 | 06/03/2016 |
| Beverly Sanders \* | Gen Hospital | Supv, Laboratory Section | B | 03/23/2016 | 01/01/2014 |
| John Tankersley \* | Police | Police Officer 2 | B | 03/21/2016 | 06/01/2016 |

###### Disability to service

|  |  |  |  |
| --- | --- | --- | --- |
| Employee | **Department** | **Plan A/B** | Effective Date of Conversion |
| John Patton | Fire | A | 02/01/2016 |
| Connie Meadors | Fire | B | 02/01/2016 |
| LV Jackson | Fire | B | 03/01/2016 |
| Mark Powell | Water | A | 04/01/2016 |

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Smith, Jerry C | Tax Assessor | Service | A  | 12/1/2010 | Normal |   |
| Bullion, Eddie M | MNPS | Early Service | B | 1/13/2016 | D |   |
| Pirtle, Charlotte A | St Trial Ct | Service | B | 1/30/2016 | F |   |
| Norris, Laura L  | Sheriff's Office | Early Service | B | 1/30/2016 | Normal |   |
| Bynum, Ruby | MNPD | Early Service | B | 1/1/2016 | Normal |   |
| Ray, Stevens S | MNPD | Service | B | 1/30/2016 | E | 3 Yr |
| Morton, Norma L | Crininal Ct clerk | Service | B | 2/13/2016 | D | 3 Yr |
| Castillo, Cesar | MNPD | Early Service | B | 2/2/2016 | B |   |
| Wakefield, Anna B | Genreal Hospital | Service | B | 1/30/2016 | B | 3 Yr |
| Beasley, Debra S | MNPS | Early Service | B | 1/30/2016 | Normal |   |

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

###### Options Elected

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Employee | **Department** | **Pension Type** | **Plan A/B** | Effective Date | Option | DROP Election |
| Johnson, Sherry D | MNPS | Service | B | 1/30/2016 | F | 1 Yr |
| Manners, Herman E | St Trial Ct | Service | B | 1/2/2016 | E |   |
| Collingwood, Bradley | ITS | Early Service | B | 2/6/2016 | Normal |   |
| Lambert, John | Water | Service | B | 2/13/2016 | E |   |
| Martin, Cathleen | MNPS | Service | B | 3/1/2016 | Normal | 3 Yr |
| Bradley, Christine | NCAC | Service | B | 3/1/2016 | E |   |
| Luton, Gary | Water | Early Service | B | 2/13/2016 | C |   |
| Denton, Deborah | MAC | Early Service | B | 2/20/2016 | Normal |   |
| Lewis, Glenn | Water | Service | B | 2/27/2016 | F |   |
| Holmes, Wanda | BLTC | Service | B | 2/1/2016 | Normal |   |
| Ostermiller, Brent | MNPS | Service | B | 2/23/2016 | E |   |
| Batey, Brenda | Library | Service | A | 3/1/2016 | F |   |
| Stafford Sr, Ronnie W | Water | Service | B | 2/20/2016 | A | 2 Yr |
| Gesar, Douglas | DCSO | Early Service | B | 2/27/2016 | F |   |
| Harmon, William | Police | Service | B | 3/1/2016 | E |   |
| Leslie Jr, Ollie B | Fire | Service | B | 3/1/2015 | Normal |   |
| Shadowens, Jessie | General Services | Service | B | 2/13/2016 | A | 1 Yr |
| Jarvis, Kenneth L | Fire | Service | B | 2/13/2016 | A | 2 Yr |
| Bradford, Rosetta | Health | Service | B | 2/26/2016 | Normal |   |
| Stevenson, James M | DCSO | Early Service | B | 2/27/2016 | Normal |   |
| Aguilar, Jose A | MNPS | Service | B | 9/1/2015 | E |   |
| **Key Codes** |
| **Options** | **Drop Elections** |
| Normal Form - life annuity, no payments guaranteed | 1 - 1 year drop |
| Option A - Joint and 100% to Survivor | 2 - 2 year drop |
| Option B - Joint and 50% to Survivor | 3 - 3 year drop |
| Option C - Level Social Security option |   |
| Option D - Life Income, 120 payments guaranteed  |   |
| Option E - Joint and 100% to Survivor with popup |   |
| Option F - Joint and 50% to Survivor with popup |   |

###### Survivor

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee Name** | **Department** | **Survivor Name** | **Plan Membership** | Effective Date |
| Vickie Charleston | BOE | John Charleston  | B | 02/22/2016 |
| Lorraine W. Greene | Police | Henry Greene | B | 02/26/2016 |
| Stanley Milam | Water | Martha J. Milam | B | 02/19/2016 |
| Hilary D. Baker Jr. | Police | Wanda Baker | B | 02/29/2016 |
| Scott McMurtry | DA | Sarannah McMurtry | B | 02/28/2016 |
| Stephen Nelson | ITS | Kathy Nelson | B | 03/01/2016 |
| Ted M. Chapman | Fire | Edna Chapman | A | 03/02/2016 |
| Rachel E. Patterson | BOE | Ernest Ray Patterson | B | 03/04/2016 |
| Paul McMahan | Police | Janis McMahan | A | 03/11/2016 |
| Eddie Smith | BOE | Johnnie Smith | B | 02/11/2016 |
| Angelyn McCutcheon | BOE | Semetrice McCutcheon | B | 03/06/2016 |
| Marguerite E. Young | BOE | James Young | B | 03/11/2016 |
| Claude T. Binkley | Public Works | Wanda Binkley | A | 03/18/2016 |
| William Black | BOE | Virginia B. Black | B | 03/22/2016 |
| Billy W. Wair | Public works | Velma C. Wair | B | 03/24/2016 |

## BENEFIT BOARD ITEMS

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

1. In line of duty medical care claim request for reconsideration – Former employee from Fire Department.

Christina Hickey reported to the Board that the In Line of Duty Committee met on February 19, 2016 to deliberate on this former employee’s in line of duty medical care claim. She stated that at the March 2016 meeting, the Board upheld ASC’s determination to deny this in line of duty medical care claim and they have requested for the Board to reconsider their March 2016 decision.

There was no motion for reconsideration on this item.

1. Medical and Life Committee: (Chair: Jerry Hall; Vice-Chair: Veronica Frazier; Members: Stephanie Bailey Christine Bradley, Charles D. Clariday, and B.R. Hall, Sr. Alternates: W. Todd Henry and Talia Lomax O’dneal)

Christina Hickey reported to the Board that the Medical & Life Committee met on March 9, 2016 to deliberate on two self-insured Choice Fund plan appeals. She also stated that the minutes are attached for approval.

Committee Chair Jerry Hall asked if there were any amendments, corrections or questions of the minutes from the March 9, 2016 Medical and Life Committee meeting. With no corrections, nothing further was noted and Stephanie Bailey moved for approval of the minutes. Doug Clariday seconded and the Board approved without objection.

Christina Hickey reviewed the recommendations with the Board.

On item 1, the Committee recommends to approve the out of network midwife for the homebirth for this particular member based on the specifics facts in this case.

The employee was present.

Stephanie Bailey moved for approval of the Committee’s recommendation on item 1, to approve the out of network midwife for the homebirth for this particular member based on the specifics facts in this case. Doug Clariday seconded.

On item 2, the Committee recommends to approve coverage one time only for these procedures for this particular member based on the specific facts in this case. It was also recommended that this item will be reviewed in one year.

Talia Lomax-O’dneal moved for approval of the recommendation on item 2, to approve coverage one time only one complete treatment for this particular member based on the specific facts in this case with review in one year. Doug Clariday seconded and the Board approved without objection.

1. General Hospital and Metropolitan Nashville Public Schools clinic incentive program review.

Christina Hickey reported to the Board that at the March Study Session, the Board considered the annual reviews of the General Hospital and MNPS clinic incentive programs. She stated that these programs are reviewed annually by the Board to ensure there is no adverse impact to the plans as a result of these incentive programs and the Board will need to determine whether they would like to continue these programs for the 2017 plan year.

There was some discussion regarding the General Hospital clinics and how it saves the plan money.

There was some discussion regarding the primary utilization for the MNPS clinics and the more those clinics are utilized they are costing the plan money.

There was some discussion of the costs at the MNPS clinics increasing and that the Board has no input in the selection or contracting process for the vendors that staff those clinics.

1. General Hospital and Metropolitan Nashville Public Schools clinic incentive program review. (continued)

There was discussion of how long the MNPS clinics have been in operation and the trends of the MNPS clinics.

Greg Drennan stated that the increases occurred after the change in vendors for the clinics.

Stephanie Bailey moved to continue the General Hospital incentive program. Veronica Frazier seconded and the Board approved without objection.

B.R. Hall moved to continue the MNPS clinic incentive program. Doug Clariday seconded and the Board approved with B.R. Hall, Doug Clariday, Todd Henry, Jerry Hall and Tom Curtis in favor and Veronica Frazier, Stephanie Bailey and Talia Lomax-O’dneal opposing and Edna Jones and Christine Bradley abstaining.

1. Benefit Board budget.

Christina Hickey stated that as discussed at the March Study Session, the proposed Benefit Board budget for fiscal year 2017 is being presented for review and approval.

Tom Eddlemon, Treasury, and Ginger Hall Human Resources, (HR), were present to address the Board’s questions regarding the budget.

After some discussion of some minor changes since presented at the Study Session, Talia Lomax-O’dneal moved for approval of the budget for the 2017 fiscal year. Jerry Hall seconded and the budget was approved without objection.

1. Correspondence:
2. Utilization report from Blue Cross Blue Shield. (not available)
3. Utilization report from CIGNA.
4. Cigna home delivery pharmacy.

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

1. Reports for your information:
2. Return to work. (none to report)
3. Social Security approvals. (none to report)
4. Refund of pension contributions. (none to report)
5. Repayment of pension contributions.
6. Non-compliant disability pensioners. (none to report)
7. Denial log from Alternative Service Concepts.
8. Benefit Board budget reports.

Items 6.-a. through 6.-g. were for information only and no action was required.

1. Late item(s):

There were no late items reported at the meeting.

 With nothing further presented, the meeting adjourned at 10:42 a.m.

ATTEST: APPROVED:

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

#### Human Resources Employee Benefit Board