

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**August 2, 2016**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, August 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: Charles D. Clariday, Sr., G. Thomas Curtis, \*\*Veronica T. Frazier, B.R. Hall, Sr., Jerry Hall and \*Talia Lomax-O'dneal.

Members Stephanie Bailey and W. Todd Henry were unable to be present.

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 July 5, 2016. With no corrections, nothing further was noted and Doug Clariday 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.

\*Denotes the arrival of Talia Lomax-O'dneal.

#### **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.

\*\*Denotes the arrival of Veronica Frazier.

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

It was noted that there was some additional information related to item 1 and it did not change the CSME's recommendation.

Dr. Matthew Hine reported to the Board that on item 1 he recommends approval of the disability pension new request with a return to work. He also stated that if the department can not accommodate the restrictions he recommends review in six months.

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

The individual was present and addressed the Board.

Harold Finch informed the Board that they are not able to accommodate the individual's restrictions.

B.R. Hall moved for approval of the recommendation to approve the disability pension new request item 1 for the length of time as recommended (six months). Doug Clariday seconded and the Board approved with Veronica Frazier abstaining.

Dr. Matthew Hine reported to the Board that on item 2 he recommends to deny the disability pension new request.

The individual was present with her attorney, Margaret Brook.

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

The individual addressed the Board regarding the request for a disability pension and Civil Service issues, which are not under the jurisdiction of this Board.

There was some discussion of the medical record.

Sue Bibb, Police Department, was present and discussed the individual's family medical leave status.

Dr. Matthew Hine further discussed the medical record and noted that there is no condition or diagnosis that would prevent the individual from doing her job.

There was some discussion regarding the individual being able to do all aspects of the job and that it is up to the Board to determine whether there are any medical conditions that prevent the applicant from performing the duties of a police officer.

Nicki Eke, Legal Department, stated that if there are no conditions that prevent them from the duties of a police officer, it is denied, if there are conditions then it would be approved. Ms. Eke stated that the pension issue is what needs to be decided and the issues related to human resources and civil service is in another arena. She stated that the issue for the Board is to determine based on the medical condition can they perform the duties of a police officer.

After further discussion of the medical record and whether or not the CSME examined the individual, Jerry Hall moved for approval of the recommendation to deny the disability pension new request item 2. Veronica Frazier seconded.

After further discussion of the medical record and clarification of what is before the Board, a vote was taken on the motion to deny the disability pension new request item 2 and the Board approved with Edna Jones and Tom Curtis abstaining.

Dr. Matthew Hine reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 3 through 10 for the length of time as recommended. Jerry Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 3 through 10 for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

Dr. Matthew Hine reported to the Board that on item 11 he requests a deferral for one month. Jerry Hall moved for approval of the request to defer items 11 for one month. Veronica Frazier seconded and the Board approved without objection.

Dr. Matthew Hine reported to the Board that on item 12 he requests a deferral for one month. B.R. Hall moved for approval of the request to defer item 12 for one month. Christine Bradley seconded and the Board approved without objection.

On item 13, Dr. Matthew Hine reported to the Board that he recommends approval of return to work with restrictions as outlined.

Alex Meriwether, General Hospital, was present and indicated that they are not able to accommodate the individual.

Dr. Matthew Hine informed the Board that if no accommodation is possible, he would recommend to continue the disability pension with reexam in two years.

It was also noted that the individual does not qualify for any other positions based on their education.

Veronica Frazier moved for approval of the recommendation on item 13 to continue the disability pension for the length of time as recommended. Christine Bradley seconded and the Board approved with Talia Lomax-O'dneal opposing.

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

On item 14, Dr. Matthew Hine reported to the Board that he recommends approval of return to work with restrictions as outlined.

Tom Curtis moved for approval of the recommendation on item 14 to return the individual to work with restrictions as outlined. Veronica Frazier seconded and the Board approved without objection.

Charles Bodie, Public Works, stated that they can return the individual to work, however, they have some concerns with the restrictions considering the nature of the job.

A vote was taken on the motion on item 14 to return the individual to work and was approved without objection.

On item 15, Dr. Matthew Hine reported to the Board that he recommends approval of return to work with restrictions as outlined.

The individual was present.

Harold Finch, MNPS, was present and stated that they are not able to accommodate the individual in his current position, however, they can in a different position, which will require a salary supplement.

The individual addressed the Board regarding returning to work.

Jerry Hall moved for approval of the recommendation on item 15 of return to work. Doug Clariday seconded and the Board approved without objection.

Edna Jones informed the Board that a deferral has been requested for item 16. B.R. Hall moved for approval of deferring item 16. Doug Clariday seconded and the Board approved without objection.

Dr. Matthew Hine reported to the Board that on late item 1 he recommends approval of the disability pension new request for the length of time as recommended. B.R. Hall moved for approval of the recommendation on late item 1 for the length of time as recommended. Doug Clariday seconded and the Board approved without objection.

Dr. Matthew Hine reported to the Board that on late item 2 he recommends approval of the disability pension new request for the length of time as recommended. Christine Bradley moved for approval of the recommendation on late item 2 for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

Christina Hickey reported to the Board that there is one item for reconsideration and it coordinates with item 1 under Benefit Board items. She stated that the individual is requesting that the Board reconsider the decision to return the individual to work.

The individual was present.

Jerry Hall moved for reconsideration of item 1 under reconsiderations. Doug Clariday seconded and the Board approved with Christine Bradley and Tom Curtis abstaining.

Dr. Matthew Hine reported to the Board that after review, he recommends the individual be removed from the return to work list and remain on a medical disability pension without stipulation of reexamination.

B.R. Hall moved for approval of the recommendation on item 1 under reconsiderations that the individual be removed from the return to work list and remain on a medical disability pension without stipulation of reexamination. Jerry Hall seconded and the Board approved without objection.

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

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	Lisa A. Crowell	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for six months, (February 2017), with re-exam at that time.
2.	Ada M. Thaxter	Police	Medical	As moved, seconded and approved, this disability pension request was denied.

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
3.	Kenneth D. Barnes	Fire	In Line of Duty	As moved seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
4.	Tammy L. Binkley	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (August 2017), with re-exam at that time.
5.	Linda M. Cook	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for three months, (November 2016), with re-exam at that time.
6.	Lullette R. Magalei	Health	Medical	As moved, seconded and approved, this disability pension was continued for six months, February 2017), with re-exam at that time.
7.	Lori L. McAlister	Fire	Medical	As moved, seconded and approved, this disability pension was continued for one year, (August 2017), with re-exam at that time.
8.	James K. Rice	Knowles	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
9.	Rhonda R. Sims	Knowles	Medical	As moved, seconded and approved, this disability pension was continued for two months, (October 2016), with re-exam at that time.
10.	Charlene M. Woods	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (August 2017), with re-exam at that time.

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

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
11.	David W. McNeil, Jr.	Public Works	Medical	As moved, seconded and approved, this disability pension was deferred/continued for one month, (September 2016), with re-exam at that time.
12.	Julie A. Sloan	Fire	Medical	As moved, seconded and approved, this disability pension was deferred/continued for one month, (September 2016), with re-exam at that time.

**RETURN TO WORK:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
13.	Dorothy E. Cox	General Hospital	Medical	As moved, seconded and approved, this disability pension was continued for two years, (August 2018), with re-exam at that time.
14.	Viva L. Farlow	Public Works	In Line of Duty	As moved, seconded and approved, this individual was placed on the return to work list.
15.	Robert W. Howse	Metropolitan Nashville Pubic Schools	Medical	As moved, seconded and approved, this individual was placed on the return to work list.
16.	DeJuan L. Daniels	Police	In Line of Duty	As moved seconded and approved, this disability pension was deferred/continued for one month, (September 2016), with re-exam at that time.

**LATE ITEM(S):**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
1.	Tammy L. Clay	Metro Action Commission	Medical	As moved, seconded and approved, this disability pension request was approved for three months, (November 2016), with re-exam at that time.
2.	Randy L. Smith	Library	Medical	As moved, seconded and approved, this disability pension request was approved for two months, (October 2016), with re-exam at that time.

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

**RECONSIDERATION(S):**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
1.	Vincent E. Feggins	Sheriff	Medical	As moved, seconded and approved, the individual was removed from the return to work list and placed on a medical disability pension without stipulation of scheduled re-exam at that time.

**SOCIAL SECURITY REFERRALS:**

Dr. Matthew Hine reported to the Board that the CSME 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.

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Briscoe, Rosie	Water	Pension Approval	Yes	Yes	CI meets SSDI listings
2	Oliver, Anthony	MNPS	Pension Approval	Yes	Yes	SSDI vs SSA RIB

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

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

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Carole Miller *	Health	Public Health Nurse 2	B	06/09/2016	04/01/2013
William Williams	Public Works	Maint & Repair Worker 1	B	07/15/2016	07/15/2016
Teola Hegwood	MNPS	CASHIER - FOOD SVC ROV	B	07/05/2016	08/04/2016
John Mccullough	MNPS	SUPV - CAMPUS	B	06/07/2016	08/04/2016
Mary Mitchell	Public Library	Circulation Asst 2	B	06/07/2016	08/12/2016
Michael Clark	Police	Police Officer 2	B	06/13/2016	07/21/2016
Linda Simmons	MNPS	SUBSTITUTE - ED ASST	B	06/09/2016	07/06/2016
Sarah Bruner	Police	Police Officer 2	B	06/30/2016	08/16/2016
Wayne Taylor	MNPS	ED ASST - PRE-K	B	06/07/2016	08/04/2016
Kelvin Jenkins	Police	Police Sergeant	B	07/21/2016	08/01/2016
Edgar Utley	County Clerk	Deputy Clerk 1	B	07/08/2016	07/20/2016
Addie Baker	MNPS	ASST - FOOD SVC	B	07/07/2016	09/03/2016
Glenda Taylor	Police	Exec Asst To Chief-Police/Fire	B	06/13/2016	08/20/2016
Brenda Hickman	MNPS	SECRETARY/CLERK	B	07/05/2016	08/04/2016
Paul Haynes	NCAC	Executive Director - NCAC	B	07/14/2016	10/01/2016
Michael Garmon	Sheriff	Correctional Officer Lieut	B	06/01/2016	07/15/2016
Julia Clem	Social Services	Homemaker	B	04/14/2016	06/01/2016
Raymond Nash Jr	Fire	Firefighter 3	B	06/21/2016	07/05/2016
James Norman	Fire	Fire District Chief	B	06/17/2016	07/04/2016
Michael Duncan	Juvenile Court	Probation Officer 2	B	07/11/2016	09/01/2016
Daniel Wagonfield	Fire	Fire Engineer	B	06/17/2016	07/17/2016

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

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Trina Dotson	Sheriff	Correctional Officer Sergeant	B	07/05/2016	08/01/2016
Michael Turner	Fire	Fire Captain	B	07/22/2016	08/13/2016
James Arendall	Police	Police Officer 2	B	07/06/2016	07/30/2016
John Dunn	Health	Medical Admin Asst 2	B	06/10/2016	08/19/2016
Jeb Johnston	Police	Police Officer 2	B	06/14/2016	07/12/2016
Natalie Wiggins	Emergency Communication Center	Emer Telecommunications Off 4	B	05/17/2016	07/11/2016
Michael McDonald *	Election Commission	Admin Of Elections	B	06/02/2016	09/01/2016

\* Deferred Benefit

**Disability to service – none to report**

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
James Brown	Water Services	Service With Option	B	06/04/2016	Option A	
Alan Jordan	Police	P&F Service Pen With Option	B	07/01/2016	Option B	1
John Wheeler	Police	P&F Service Pen With Option	B	07/01/2016	Option A	
Daniel Crockett	Police	Early Service With Option	B	06/23/2016	Option F	
Nena Clark	Health	Service Without Option	B	07/01/2016	Normal	
Hazel Parmer	MNPS	Service Without Option	B	07/01/2016	Normal	
Denise Howard	MNPS	Early Service With Option	B	05/26/2016	Option B	
Billy Fryer	MNPS	Service With Option	B	05/28/2016	Option D	
Charles Roberts	Codes Administration	Service With Option	B	05/31/2016	Option A	
Linda Downum	MNPS	Service Without Option	B	06/16/2016	Normal	
Avis W Adkins	MNPS	Service Without Option	B	06/04/2016	Normal	
Virginia Upshaw	MNPS	Service With Option	B	05/27/2016	Option F	1
David Hill	Fire	P&F Service Pen With Option	B	06/29/2016	Option F	
Theresa Palmer	State Trial Courts	Early Service Without Option	B	06/17/2016	Normal	

**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	Department	Survivor Name	Plan A/B	Effective Date
Jeffrey Chatman	Parks	Lisa Chatman	B	07/19/2016
Arthur Pinkerton	Public Works	Dorothy Pinkerton	Closed	07/13/2016
Robert Carnahan	Water Services	Barbara Carnahan	B	07/20/2016
Kevin Chapman	Police	Elizabeth Chapman	B	06/14/2016
Johnny Young	MNPS	Faith Miller	B	07/13/2016
Deborah Victory	Unknown	Carl Victory	B	05/31/2016

**BENEFIT BOARD ITEMS**

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

1. Reconsideration on return to work.

This item was acted upon accordingly with the disability pensions.

2. Humana plan rates.

Christina Hickey stated that additional information was passed out to address some questions raised at the July Study Session.

Christina Hickey reported to the Board that at the July Study Session the actuary presented information related to the Humana plan rates for 2017. She stated that information is being presented for the Board's approval.

B.R. Hall moved for approval of a 1.7% increase in the Humana plan rates for 2017. Doug Clariday seconded and the Board approved without objection.

3. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Humana in home wellness information.

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

Christina Hickey made note of item 3.-c.

4. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Health Insurance Portability and Accountability Act (HIPAA) notice.
- d. Denial log from Alternative Service Concepts.
- e. Benefit Board budget reports.

Items 4.-a. through 4.-e. were for information only and no action was required.

5. Late item(s):

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

With nothing further presented, the meeting adjourned at 10:09 a.m.

ATTEST:

APPROVED:

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**Veronica T. Frazier, Director**  
**Human Resources**

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**Edna J. Jones, Chair**  
**Employee Benefit Board**