

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

May 2, 2017

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, May 2, 2017 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, B.R. Hall, Sr., Jerry Hall, W. Todd Henry, John P. Kennedy and Talia Lomax-O'dneal.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. William Paul, Director of Health.

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 April 4, 2017. With one correction, nothing further was noted and Doug Clariday moved for approval. Jerry Hall seconded and the Board approved without objection.

B. APPEAL ANNOUNCEMENT:

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

Edna Jones recognized Debbie Sims, Blue Cross Blue Shield, for her service to the Metropolitan Government.

Edna Jones informed the Board that the July Board meeting will be held on July 5th.

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. William Paul, Director of Health, and Claire Cobb, Civil Service Medical Examiner Assistant, reviewed the disability pensions with the Board.

Dr. William Paul indicated that a new Civil Service Medical Examiner will start with the next meeting.

Dr. William Paul reported to the Board that he recommends approval of the disability pension new requests, items 1 through 7, for the length of time as recommended. Doug Clariday moved for approval of the recommendation to approve the disability pension new requests, items 1 through 7 for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

The employee was present for item 8.

Dr. William Paul reported to the Board that he recommends approval of the disability pension new request, items 8, for the length of time as recommended.

The employee addressed the Board.

James Gray, Parks, was present.

There was some discussion regarding any accommodations within the department for the individual.

James Gray discussed the individual's injury, the recommendations from the treating physicians and accommodating her restrictions, her injury on duty leave and her ability to return to work.

There was some discussion regarding assigning case management and the employee assistance program.

Jerry Hall moved for approval of the recommendation to approve the disability pension new requests, item 8, with continued case management for the length of time as recommended. Doug Clariday seconded and the Board approved without objection.

Edna Jones stated that there has been a request to defer item 9. B.R. Hall moved to defer item 9. Christine Bradley seconded and the Board approved without objection.

Dr. William Paul reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 10 through 17, (with the exception of items 11, 12 and 16), for the length of time as recommended. Tom Curtis moved for approval of the recommendation to continue the disability pension reexaminations, items 10 through 17, (with the exception of items 11, 12, and 16), for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

Dr. William Paul reported to the Board that on item 11 he recommends approval of continuing the disability pension as a medical disability pension for the length of time as recommended. Talia Lomax-O'dneal moved for approval of the recommendation to continue the disability pension as a medical disability pension for the length of time as recommended. John Kennedy seconded and the Board approved with Stephanie Bailey opposing.

Edna Jones noted that item 12 will be converting to a service pension.

The individual was present for item 16, however, declined to address the Board.

Dr. William Paul reported to the Board that on item 16 he recommends approval of continuing the disability pension as a medical disability pension for the length of time as recommended. Jerry Hall moved for approval of the recommendation to continue the disability pension as a medical disability pension for the length of time as recommended. Christine Bradley seconded and the Board approved without objection.

On items 18 and 19, Dr. William Paul reported to the Board that the individual was approved for a disability pension with a return to work. He stated she has requested to rescind the approval of the disability pension and approve an active employee salary supplement.

After some discussion regarding the return to work and the salary difference, Jerry Hall moved for approval of the request on items 18 and 19 to rescind the approval of the disability pension and approve an active employee salary supplement. Stephanie Bailey seconded and the Board approved without objection.

Dr. William Paul reported to the Board that on the late item he recommends approval for the length of time as recommended. B.R. Hall moved for approval of the recommendation on the late item. Stephanie Bailey seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Elizabeth M. Berry-Loucks	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for one year, (May 2018), with re-exam at that time.
2.	Kevin T. Cooley	Police	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
3.	Exie M. Harrington	Library	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for one year, (May 2018), with re-exam at that time.
4.	Mark E. Harris	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for two years, (May 2019), with re-exam at that time.

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

NEW REQUESTS: (continued)

5.	Charles F. Holland	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for three months, (August 2017), with re-exam at that time.
6.	Michael B. Meeks	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
7.	Deborah F. Parker	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for five months, (November 2017), with re-exam at that time.
8.	Tammie M. Smith	Parks	In Line of Duty	As moved, seconded and approved, this disability pension request was approved with case management for one year, (May 2018), with re-exam at that time.
9.	Cynthia D. Bledsoe	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension request was deferred.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
10.	Ralph J. Celentano, Jr.	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension was continued for four months, (September 2017), with re-exam at that time.
11.	Bryan A. Doersam	Police	Medical	As moved, seconded and approved, this disability pension was continued as a medical disability pension without stipulation of scheduled re-exam.
12.	Robert L. Isom	Water	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
13.	Jerry L. Jamison	Water	Medical	As moved, seconded and approved, this disability pension was continued for seven months, (December 2017), with re-exam at that time.
14.	Sung Jun Park	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
15.	Michael G. Ryan, Jr.	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.

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

REEXAMINATIONS: (continued)

16.	Paul B. Sparkman	Public Works	Medical	As moved, seconded and approved, this disability pension was continued as a medical disability pension for one year (May 2018), with re-exam at that time.
17.	Mary E. Thomas	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for six months, (November 2017), with re-exam at that time.

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
18.&19.	Donna J. Allen-Scruggs	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, the approval of the disability pension was rescinded and an active employee salary supplement was approved.

LATE ITEM

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
1.	Janice R. Johnson Ingro	Circuit Court Clerk	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.

SOCIAL SECURITY REFERRALS:

Dr. William Paul reported to the Board that he concurs with the case management recommendations on the Social Security referrals. Christine Bradley moved for approval of the referrals. John Kennedy seconded and the Board approved without objection.

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Adams, Helen	MNPS	Pension Approval	Yes	Yes	Evaluation
2	Boner, Thomas	Parks	Pension Approval	Yes	Yes	CI meets SSA Guidelines
3	Dobbs, Victor Henry ¹	Public Works	Pension Approval	Yes	Yes	CI meets SSA Listings
4	Drake, Sheila	MNPS	Pension Approval	Yes	Yes	Evaluation
5	Hall-Haynes, Maco	MNPS	Pension Approval	No	No	CI has filed for SSDI and has an attorney
6	Seay, David	Fire	Pension Approval	Yes	Yes	Evaluation

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

B.R. Hall moved for approval of the pensions.

It was asked of the Legal Department for clarification on how to handle one of the requests.

Nicki Eke, Legal Department, stated that the Board has two options. She stated that the Board can defer the item for a reasonable time to enable the Board to obtain information regarding allegations against the individual. She also stated that if there are pending investigations or criminal proceedings the Board can take action and revisit the matter of pension eligibility when the investigations or criminal proceedings are completed.

There was some discussion of state law and what the Metro Code states regarding losing a pension.

Nicki Eke stated that in order to lose a pension state law requires a conviction of a felony and the Metro Code requires malfeasance, which is essentially an unlawful act for which someone could be indicted, but may not have been indicted for that act.

There was some discussion of obtaining information regarding the proceedings.

Nicki Eke stated that the HR staff can work with the Legal Department to obtain any information available.

Doug Clariday seconded and the Board approved with Stephanie Bailey, Christine Bradley, Tom Curtis and Talia Lomax-O'dneal opposed and Jerry Hall abstaining.

Nicki Eke also noted that when information becomes available that requires that this be revisited in order to comply with state law or the Code then the Board is required to re-visit it.

There was further discussion that under state law the pension would have to be terminated upon a conviction and if so, the information would be brought to the Board so the Board can take the appropriate action.

There was also some discussion regarding if pension payments would be recouped if the pension is terminated.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Jane Reynolds *	Health	Social Worker Senior - Health	B	04/03/2017	05/01/2017
Joseph Vanderveen	MNPS	DIR - CENTRAL SVCS & INVENTORY	B	04/05/2017	07/07/2017
Donna Jones	MNPS	MONITOR - SCHOOL BUS	B	04/05/2017	04/20/2017
Denise Gray	MNPS	SECRETARY/CLERK	B	03/29/2017	05/27/2017
Mary Garfinkle	MNPS	ED ASST - EX ED PRE-K	B	04/19/2017	05/26/2017
Pamela Back	MNPS	SECRETARY/CLERK	B	04/19/2017	05/27/2017
Linda Dove	Health	Public Health Nurse 1	B	04/05/2017	05/27/2017
Linda Powers	MNPS	ED ASST - EX ED RESOURCE	B	04/12/2017	06/02/2017
Marcia Burton	MNPS	MGR - FOOD SERVICE V	B	04/12/2017	05/01/2017
Don Stewart	Law	Claims Rep 2	B	04/19/2017	07/01/2017
Linda Walters	MNPS	ED ASST - EX ED LIFE SKILLS	B	04/19/2017	05/26/2017
Caleb Darwin III	Water Services	Customer Service Field Rep	B	04/05/2017	04/15/2017
Roy Gleaves Jr	Codes Administration	Mech/Gas Inspector 2	B	03/29/2017	04/15/2017
Michael Moore	MNPS	ED ASST - EX ED MIP REGULAR	B	03/29/2017	05/26/2017
Diane Gustavsen	General Hospital	Pre-Admission Testing Nurse	B	04/20/2017	04/15/2017
Donna Franklin	MNPS	ED ASST - EX ED REGULAR	B	04/19/2017	05/26/2017
Shirley Fairchild	Sheriff	WO Data Entry Specialist-DCSO	B	04/12/2017	06/01/2017
Robert Cogdill	Sheriff	Correctional Officer Sergeant	B	04/12/2017	07/30/2017
Michael Sawyer	Health	Commun Disease Investigator	B	03/29/2017	07/01/2017
Sarah Rucker	Police	Police Operations Asst 3	B	04/04/2017	04/11/2017
Andrea Daniels	Police	Police Operations Coord 2	B	03/29/2017	04/15/2017
Rickey Walker	Sheriff	Correctional Officer 2	B	04/05/2017	04/24/2017
Bryan Mayhew	Fire	Fire Fighter 2	B	04/04/2017	05/30/2017
Stacy Smotherman	Fire	Admin Svcs Officer 4	B	04/18/2017	04/18/2017
Larry Jones	State Trial Courts	Judicial Asst 2	B	04/19/2017	06/01/2017
Thomas Lynch	Parks	Parks & Recreation Dir	B	03/29/2017	07/01/2017

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

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Thomas Spain	Water Services	Indust Mechanic 2	B	04/12/2017	06/03/2017
Connie Milligan	Emergency Communication Center	Emer Telecommunications Off 4	B	04/05/2017	04/15/2017
Paul Flournoy	Police	Police Officer 2	B	03/29/2017	04/17/2017
Mark Byrne	Police	Police Sergeant	B	04/19/2017	05/01/2017
Robert Collins Jr	Police	Police Officer 2	B	04/12/2017	05/01/2017
Casey Moreland	General Sessions Court	General Session Judge	B	04/13/2017	04/05/2017
Jimm Sengthavongsouk *	MNPS	WORKER - CUSTODIAL	B	03/29/2017	03/01/2015
Christine Bell *	Public Library	Library Assoc 2	B	04/07/2017	02/01/2016
Jeffrey Livers *	Police	Police Officer 2	B	04/17/2017	06/01/2017
Lynda Ezzell *	Police	Police Operations Asst 3	B	03/01/2017	04/01/2017
Henry Nickens *	Public Works	Equip Mechanic	A	04/05/2017	05/01/2017

*deferred benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Ronald Sanders	MNPS	B	04/01/2017
William Brown	Public Works	A	04/01/2017
Sharon Phillips	MNPS	B	04/01/2017
Thomas Cannon	Sheriff	A	03/01/2017
Kim Greer	Sheriff	B	04/01/2017

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Tennie Childress	MNPS	Service Without Option	B	01/01/2017	Normal	
Rosario Lucio	MNPS	Early Service With Option	B	03/01/2017	Option A	
Insa Kelly	MNPS	Early Service Without Option	B	02/25/2017	Normal	
Keith Stewart	Police	Service Without Option	B	03/01/2017	Normal	
Bobby Crook	State Trial Courts	Service With Option	B	03/01/2017	Option A	
Betty Barnard	MNPS	Service With Option	B	02/18/2017	Option A	3
Sharon Rucker	MNPS	Early Service Without Option	B	03/03/2017	Normal	
Robert Bradshaw Jr	Circuit Court Satellite	Early Service Without Option	B	03/01/2017	Normal	
Wesley Goad	MNPS	Early Service With Option	A	03/08/2017	Option E	
James Trollinger	Fire	P&F Service Pen With Option	B	03/16/2017	Option E	3
Lewis Walsler	Sheriff	Early Service With Option	B	03/25/2017	Option A	
Thomas Hale	Water Services	Early Service Without Option	B	01/01/2017	Normal	
Steve Turner	Police	P&F Service Pen With Option	B	03/04/2017	Option E	3
Gaynell Bowman	General Hospital	Early Service With Option	B	03/01/2017	Option A	
Walter Jumper Jr	Water Services	Service With Option	B	03/04/2017	Option F	3
Gary Moore	Water Services	Service Without Option	B	03/01/2017	Normal	
Bonita Cornwell	Water Services	Service With Option	B	03/25/2017	Option A	
Terry Gleaves	Parks	Service Without Option	B	03/24/2017	Normal	3
Perry Eddlemon	General Services	Early Service With Option	B	03/08/2017	Option A	
Pauline Greer	Health	Service With Option	B	03/17/2017	Option F	
James Wilson	General Hospital	Service Without Option	B	03/01/2017	Normal	
Lawrence Lacy Iii	Police	P&F Service Pen With Option	B	02/23/2017	Option D	
Cheryl Kinnard	General Hospital	Service With Option	B	01/01/2017	Option D	
Michael Hornsby	Bordeaux Long Term Care	Service Without Option	B	02/01/2017	Normal	
Lannie Nichols	Sheriff	P&F Service Pen With Option	B	01/01/2017	Option F	
Freddie Freeman	MNPS	Service With Option	B	04/01/2017	Option B	
Wanda Tackett	MNPS	Service With Option	B	02/01/2017	Option E	

Key Codes

Options

Normal	Life Annuity	No Option Elected
Option A	Joint & Survivor	100% to Surviving Beneficiary
Option B	Joint & Survivor	50% to Surviving Beneficiary
Option C	Social Security	
Option D	120 Payments	Certain and Life
Option E	Joint & Survivor	100% to Surviving Beneficiary with Pop-Up Feature
Option F	Joint & Survivor	50% to Surviving Beneficiary with Pop-Up Feature

Drop Elections

1	1 Year Drop
2	2 Year Drop
3	3 Year Drop

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

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Vincent Feggins	Sheriff	Debra Feggins	B	03/25/2017
Henry Stevens	Police	Diane Stevens	A	04/09/2017
George Fisher	Fire	Debra Fisher	B	03/27/2017
Ruth Judson	Public Library	Lisa Dirienzo-Mcclung	B	03/27/2017
Danny Mcneil	Public Works	Rosie Mcneil	B	04/05/2017
Jesse Lipscomb	MNPS	Mary Lipscomb	B	04/03/2017
Victor Dobbs	Public Works	Anita Dobbs	B	04/06/2017
Anthony Taylor	MNPS	Georgeann Heithcock	B	03/26/2017

BENEFIT BOARD ITEMS

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

1. Case management authorization request.

Christina Hickey reported to the Board that the Human Resources Director is requesting authorization to refer members for case management when there are rare and unusual circumstances and due to timing of Board meetings, could result in a delay of vital services to members. She stated that the policy is being presented for your review and approval.

Christine Bradley moved for approval of the policy. Stephanie Bailey seconded and the Board approved with b.R. Hall, Doug Clariday and Edna Jones opposing.

2. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Alternative Service Concepts (ASC).

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

3. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Refund of pension contributions. (none to report)
- d. Repayment of pension contributions. (none to report)
- e. Denial log from Alternative Service Concepts.
- f. Benefit Board budget reports.

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

4. Late item(s):

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

It was noted that there needs to be a report back to the Board when case management has been authorized.

With nothing further presented, the meeting adjourned at 10:05 a.m.

ATTEST:

APPROVED:

John P. Kennedy, Interim Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board