

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**July 5, 2017**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Wednesday, July 5, 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, and W. Todd Henry.

Members Shannon B. Hall and Talia Lomax-O'dneal were unable to be present.

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 June 6, 2017. With one correction, nothing further was noted and Jerry Hall moved for approval. Doug Clariday seconded and the Board approved without objection.

\*Denotes the arrival of G. Thomas Curtis.

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

Dr. William Paul reported to the Board that he recommends approval of the disability pension new requests, items 1 and 2 for the length of time as recommended. Doug Clariday moved for approval of the recommendation to approve the disability pension new requests, items 1 and 2 for the length of time as recommended. Christine Bradley seconded and the Board approved without objection.

On item 3, Dr. William Paul reported to the Board that he recommends denial of the disability pension new request. Stephanie Bailey moved for approval of the recommendation to deny the disability pension new request, item 3. Tom Curtis 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 4 through 13, for the length of time as recommended with vocational case management where noted. Stephanie Bailey moved for approval of the recommendation to continue the disability pension reexaminations, items 4 through 13 for the length of time as recommended with vocational case management where noted. Jerry Hall seconded and the Board approved with B.R. Hall opposed.

Dr. William Paul reported to the Board that he requests a deferral for one month on item 14. B.R. Hall moved for approval of the request to defer item 14 for one month. Doug Clariday seconded and the Board approved without objection.

Dr. William Paul reported to the Board that on item 15 he recommends approval of return to work.

The individual was present.

Paula Krebs, Eckman Freeman & Associates was present.

Harold Finch, Metropolitan Nashville Public Schools, was present and stated they are prepared to return the individual to work.

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

After some discussion of the revised job description, Jerry Hall moved for approval of the recommendation of return to work on item 15. Christine Bradley seconded and the Board approved without objection.

It was also noted that employees should receive proper training regarding the revision as it related to pushing/pulling.

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	Craig A. Christie	Police	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (July 2018), with re-exam at that time.
2.	Michael L. Harris	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.
3.	Lori J. Bentley	Emergency Communications Center	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>
4.	Sylvia D. Cobbins	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for eight months, (March 2018), with re-exam at that time.
5.	Timothy L. Crenshaw	Water	Medical	As moved, seconded and approved, this disability pension was continued for one year, (July 2018), with re-exam at that time.
6.	Deborah L. Dornan	State Fairgrounds	Medical	As moved, seconded and approved, this disability pension was continued for one year, (July 2018), with re-exam at that time.
7.	Michael G. Eby	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
8.	Alonzo N. Giles	Juvenile Court	Medical	As moved, seconded and approved, this disability pension was continued for one year, (July 2018), with re-exam at that time.
9.	Youza R. Khalaf	Metropolitan Nashville Public School	In Line of Duty	As moved, seconded and approved, this disability pension was continued with vocational case management for seven months, (February 2018), with re-exam at that time.

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

**REEXAMINATIONS: (continued)**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
10.	Steven D. Ragland	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for three months, (October 2017), with re-exam at that time.
11.	Sean M. Souza	Water	Medical	As moved, seconded and approved, this disability pension was continued for one year, (July 2018), with re-exam at that time.
12.	William K. Stone	Police	Medical	As moved, seconded and approved, this disability pension was continued for two years, (July 2019), with re-exam at that time.
13.	Cinthia A. Yates	Finance	Medical	As moved, seconded and approved, this disability pension was continued for one months, (August 2017), 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>
14.	Donald G. Borgeson, Jr.	Fire	In Line of Duty	As moved, seconded and approved, this return to work was deferred.
15.	Quinella R. Rigsby	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this individual was returned to work.

**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. Doug Clariday seconded and the Board approved without objection.

<b>Item</b>	<b>Name</b>	<b>Department</b>	<b>Review Originated From</b>	<b>Case Management Recommendation for Referral</b>	<b>CSME Recommendation for Referral</b>	<b>Comments</b>
1	Knowles, Jessie J., Jr.	MNPS	Pension Review	Yes	Yes	CI meets SSDI guidelines
2	Matlock, Michael E.	Water	Pension Review	Yes	Yes	CI meets SSDI guidelines
3	McNeill, William A., Jr.	Assessor of Property	Pension Review	Yes	Yes	CI meets SSDI guidelines
4	Reynolds, Marion Sue	MAC	Pension Review	No	No	CI does not meet SSDI guidelines
5	Valdes, Frances M.	MNPS	Pension Review	No	No	CI does not meet SSDI durational guidelines
6	Williamson, John L.	Water	Pension Review	Yes	Yes	CI meets SSDI vocational guidelines

**D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders, (QDRO's), and survivor)**

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

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Ernest Calloway *	MNPS	CUSTODIAN - LD	B	06/16/2017	08/01/2016
Karin Whitehead	Human Resources	Application Tech 3	B	06/20/2017	07/01/2017
Stephen Slater	Police	Police Officer 2	B	06/21/2017	07/06/2017
Kenny Davis	Fire	Fire Captain	B	06/07/2017	07/01/2017
Robert Stokely	Water Services	Water Maint Leader 2	B	06/21/2017	06/20/2017
Pamela Williams	Health	Public Health Nurse 1	B	05/31/2017	07/08/2017
James Blunkall Jr	Water Services	System Svcs Asst Mgr	B	06/14/2017	06/30/2017
Eddie Waynick Jr	Water Services	Indust Maint Supv 2	B	06/14/2017	07/07/2017
Harold Bryant	Water Services	Engineer Technician Senior	B	06/21/2017	07/06/2017
Jacqueline Miller	General Hospital	Registered Nurse	B	06/21/2017	07/30/2017
James Caruthers	Water Services	Indust Maint Supv 2	B	06/07/2017	06/08/2017
Dianne Carney	MNPS	MGR - FOOD SERVICE IV	B	06/21/2017	08/07/2017
Malinda Gilbert	Human Resources	Human Resources Analyst 3	B	06/07/2017	08/26/2017
Sara Davis	Parks	Special Projects Mgr	B	06/14/2017	06/30/2017
Laurie Schell	MNPS	DIR - MUSIC MAKES US	B	06/07/2017	06/30/2017
Jacqueline Edmison	MNPS	TECH - ACCTG ACCTS REC I	B	06/07/2017	06/10/2017
Frances Griffin	MNPS	SUPV - CAMPUS	B	06/21/2017	08/07/2017
Robert Leatherwood	MNPS	DRIVER - BUS	B	05/31/2017	11/12/2015
John Mcdougal	MNPS	DRIVER - BUS	B	05/30/2017	05/26/2017
William Prater	Sheriff	Work Release Monitor-DCSO	B	05/31/2017	05/23/2017
Lunette Pharr	MNPS	SECRETARY-CLERK	B	05/31/2017	06/03/2017
Cecilia Jones	MNPS	CASHIER - FOOD SVC	B	05/31/2017	05/26/2017
Erma Watkins	Metro Action Commission	Teacher Asst	B	06/14/2017	07/01/2017
Devery Moses	Police	Police Officer 2	B	06/14/2017	07/21/2017
Sandra Howard	MNPS	ED ASST - PRE-K	B	06/21/2017	08/07/2017
Andrea Davis	Health	Public Health Nurse 1	B	06/21/2017	08/26/2017
Glenda Gregory	MNPS	DIR - BUDGET & FIN REPORTING	B	06/07/2017	07/01/2017
David Kitchens	Police	Police Officer 2	B	06/21/2017	07/04/2017
Diane Ingram	MNPS	ED ASST - PRE-K	B	05/31/2017	08/07/2017
Frank Hayes	NCAC	Resource Center Asst-NCAC	B	06/02/2017	05/24/2017
Kathy Collins	MNPS	MGR - FOOD SERVICE III HS	B	06/06/2017	05/26/2017
Michael Wright	Sheriff	Correctional Officer Lieut	B	06/07/2017	07/04/2017
Leslie Robeson	Health	Human Resources Admin	B	06/20/2017	08/10/2017
Gary Gladney	Sheriff	Correctional Officer 1	B	05/31/2017	07/01/2017
Helen McClure *	Mayor's Office	Program Supv	A	06/06/2017	02/01/2008
Gina Richiuse *	MNPS	INTERPRETER - LANGUAGE	B	06/10/2017	08/01/2017
Gladys Burns *	MNPS	WORKER - CUSTODIAL	B	06/12/2017	07/01/2017
Adnan Atrushi *	MNPS	CUSTODIAN - SR	B	06/09/2017	07/01/2017
Chris Herrin *	Police	Police Officer 2	B	06/06/2017	07/01/2017
Jim Bellar *	NCAC	Career Coach-NCAC	B	06/08/2017	09/01/2017
Marcella Holloway *	Bordeaux Long Term Care	Dietary Tech	B	05/31/2017	08/01/2017

\*deferred benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Michael Cantrell	Water Services	B	06/01/2017
Linda Craighead	Information Technology Service	A	06/01/2017
Richard Madden	Water Services	B	06/01/2017
Matthew Nixon	Police	B	06/01/2017

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Jeffrey Livers	Police	P&F Service Pen With Option	B	06/01/2017	Option B	
Jerrilyn Manning	Public Defender	Service Without Option	B	05/05/2017	Normal	

**D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders, (QDRO's), and survivor)**

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Ronald Beulke	General Services	Early Service Without Option	B	04/27/2017	Normal	
Thomas Spain	Water Services	Service Without Option	B	05/31/2017	Normal	3
Mae Wortham	MNPS	Service Without Option	B	05/26/2017	Normal	
James Capps	Police	Early Service Without Option	B	05/01/2017	Normal	
Linda Powers	MNPS	Service With Option	B	05/26/2017	Option B	
William Prater	Sheriff	Service With Option	B	05/23/2017	Option A	
Linda Walters	MNPS	Service With Option	B	05/26/2017	Option E	
Brenda Hatcher	MNPS	Early Service Without Option	B	05/12/2017	Normal	
Newsome Ramsey	MNPS	Service With Option	B	05/26/2017	Option D	
Darryl Morton	Police	Early Service With Option	B	04/13/2017	Option D	
Pamela Shane	MNPS	Service Without Option	B	05/27/2017	Normal	2
Shirley Fairchild	Sheriff	Service Without Option	B	05/27/2017	Normal	
Sarah Rucker	Police	Service Without Option	B	04/11/2017	Normal	3
Jeffrey Ackerman	Fire	P&F Service Pen Without Option	B	06/01/2017	Normal	
Christine Bell	Public Library	Service Without Option	B	01/01/2017	Normal	
Ahmed Numan	MNPS	Service With Option	B	01/01/2017	Option E	
Jameel Amedi	MNPS	Service Without Option	B	01/01/2017	Normal	
Deborah Upchurch	Caring for Children	Service Without Option	B	06/01/2017	Normal	
James Shaw	Public Works	Service With Option	B	06/01/2017	Option A	

<b>Key Codes</b>	
<b>Options</b>	<b>Drop Elections</b>
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	

**QDRO – None to report**

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Kevin Cooley	Police	Wendy Cooley	B	06/19/2017
Donna Neighbors	MNPS	Bobby Neighbors	B	06/07/2017
Richard Stamps	Public Works	Carol Stamps	B	06/03/2017
Thomas Jones Jr	Police	Jennifer Jones	B	05/30/2017
Thomas Dorman	Police	June Dorman	Closed	06/12/2017
Wilford Buchanan Jr	Water Services	Latanya Buchanan	B	06/08/2017
George Harper	Election Commission	Jennie Harper	A	06/05/2017

**BENEFIT BOARD ITEMS**

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

1. Humana plan rates.

Christina Hickey reported to the Board that this information is not available and will be presented at the July Study Session.

2. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Correspondence to Metropolitan Nashville Public Schools.
- d. Blue Cross Blue Shield correspondence regarding dental claims.

Christina Hickey made note of items 2.-c. and 2.-d.

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.
- c. Refund of pension contributions.
- d. Repayment of pension contributions.
- 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 will be reported at the meeting.

With nothing further presented, the meeting adjourned at 9:40 a.m.

ATTEST:

APPROVED:

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**Shannon B. Hall, Director**  
**Human Resources**

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