

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**August 9, 2017**

**(rescheduled from August 1, 2017)**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Wednesday, August 9, 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; Members: Stephanie Bailey, Charles D. Clariday, Sr., B.R. Hall, Sr., Jerry Hall, Shannon B. Hall, W. Todd Henry, and \*Talia Lomax-O'dneal. Vice Chair Christine Bradley and Member G. Thomas Curtis was unable to be present.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Gill Wright, Civil Service Medical Examiner.

Edna Jones welcomed Shannon Hall to the Board and requested that members let staff know if they will be in attendance in order to have a quorum.

**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, 2017 and the July 18, 2017 Special Called meeting. With no corrections, nothing further was noted and Jerry Hall moved for approval. Doug Clariday seconded and the Board approved without objection.

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

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

Christina Hickey noted that additional information was passed out regarding item 16, however, it does not change the recommendation.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, item 1 for the length of time as recommended.

The employee's representative was present and declined to address the Board.

Todd Henry moved for approval of the recommendation to approve the disability pension new requests, item 1 for the length of time as recommended. Jerry Hall seconded and the Board approved with Stephanie Bailey opposed.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, item 2 for the length of time as recommended. Shannon Hall moved for approval of the recommendation to approve the disability pension new request, item 2 for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

Edna Jones stated that the individual for item 3 is present and it will be discussed separately.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 4 through 14, for the length of time as recommended with evaluations/case management where noted.

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

It was also requested to discuss item 8 separately.

Stephanie Bailey moved for approval of the recommendation to continue the disability pension reexaminations, items 4 through 14, (with the exception of item 8), for the length of time as recommended with evaluations/case management where noted. Jerry Hall seconded and the Board approved without objection.

On item 3, the disability pensioner addressed the Board regarding the medical record.

Dr. Gill Wright stated that the functional capacity evaluation is being requested to clarify/assess any restrictions.

Todd Henry moved for approval of the recommendation to continue the disability pension reexamination, item 3, with a functional capacity evaluation for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

On Item 8, Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexamination for the length of time as recommended. He also stated that case management can be offered if the Board chooses.

There was some discussion regarding the re-exam date and the physicians statement indicating the individual is capable of employment, just not the duties of the previous position.

There was also some discussion regarding the individual's condition and progress and whether or not it would be beneficial to assign case management.

Dr. Gill Wright suggested a vocational evaluation to determine whether or not the individual is ready to return to work in another capacity and if there are any other issues.

After further discussion regarding the re-exam date Talia Lomax-O'dneal moved for approval of the recommendation to continue the disability pension reexamination, item 3, for the length of time as recommended, (6 months), with a functional capacity evaluation. Jerry Hall seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 15 he requests a deferral for one month. B.R. Hall moved for approval of the request to defer item 15 for one month. Doug Clariday seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 16 he recommends approval of return to work based on the physicians/specialist statement.

The disability pensioner was present and addressed the Board regarding returning to work.

Charles Bodie, Public Works, was present and stated they are prepared to bring him back to work.

There was some discussion regarding whether the physician/specialist discussed going back to work with him.

Janel Donaldson, Case Manager with Eckman/Freeman, stated that the individual does have an upcoming appointment to review MRI results based on an ongoing pain complaint to rule out any other issues. Ms. Donaldson also stated that the physician/specialist did indicate he felt he could return to work.

It was noted that the additional information was the results of the MRI and Dr. Gill Wright stated that the information does not change his recommendation.

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

Dr. Gill Wright reported to the Board that on item 17 he recommends approval of return to work.

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

William Coleman, Water Services, was present and indicated they are ready to return the individual to work.

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

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	Michael L. Schlegel	Police	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
2.	Melinda F. Tankersley	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (August 2018), with re-exam at that time.

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
3.	Donald G. Borgeson, Jr.	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (November 2017), with re-exam at that time.
4.	Cynthia D. Clopton	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (November 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 for one year, (August 2018), with re-exam at that time.
6.	Charles F. Holland	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (February 2018), with re-exam at that time.
7.	Napoleon A. Howell, Jr.	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for three months, (November 2017), with re-exam at that time.
8.	Lori L. McAlister	Fire	Medical	As moved, seconded and approved, this disability pension was continued with vocational assessment for six 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>
9.	Marion S. Reynolds	Metro Action Commission	In Line of Duty	As moved, seconded and approved, this disability pension was continued with vocational case management for eight months, (April. 2018), with re-exam at that time.
10.	Patrice A. Rogers	Bordeaux	Medical	As moved, seconded and approved, this disability pension was continued for two years, (August 2019), with re-exam at that time.
11.	Randy L. Smith	Library	Medical	As moved, seconded and approved, this disability pension was continued with case management for seven months, (March 2018), with re-exam at that time.
12.	Tammy L. Vanatta	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for seven months, (March 2018), with re-exam at that time.
13.	Charlene M. Woods	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (August 2018), with re-exam at that time.
14.	Cinthia A. Yates	Finance	Medical	As moved, seconded and approved, this disability pension was continued with case management for seven months, (March 2018), with re-exam at that time.
15.	Mark Melman	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was deferred for one month, (September 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>
16.	Titus E. Moore	Public Works	In Line of Duty	As moved, seconded and approved, this individual was returned to work.
17.	Clifford D. Potts	Water	Medical	As moved, seconded and approved, this individual was returned to work.

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

Dr. Gill Wright reported to the Board that CSME's office concurs with the case management recommendations on the Social Security referrals.

Shannon Hall moved for approval of the referrals. Doug Clariday seconded and the Board approved without objection.

**SOCIAL SECURITY REFERRALS:**

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Christie, Craig	Police	Pension Approval	Yes	Yes	CI meets SSDI guidelines
2	Crenshaw, Timothy	Water	Pension Approval	No	No	CI can perform other work
3	Dornan, Deborah	State Fair	Pension Approval	Yes	Yes	CI meets SSDI guidelines
4	Eby, Michael	Police	Pension Approval	No	No	CI can perform other work
5	Gordon, Mia	Health	Pension Approval	No	No	CI does not meet SSDI duration requirements
6	Harris, Michael	Fire	Pension Approval	Yes	Yes	Evaluation
7	Stone, William	Police	Pension Approval	Yes	Yes	Evaluation

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

Doug Clariday 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
Harinder Ghumman *	MNPS	MGR - FOOD SERVICE III	B	07/19/2017	08/01/2017
Deborah Campbell	Fire	Fire District Chief	B	07/05/2017	07/07/2017
Deborah Knipfer	MNPS	CLERK - LIBRARY	B	07/05/2017	08/07/2017
Carol Varnell	MNPS	ASST - FOOD SVC	B	06/28/2017	08/07/2017
Janelle Heathman	MNPS	THERAPIST - OCCUPATIONAL	B	07/19/2017	08/07/2017
Maria Carter	Sheriff	Office Support Rep 2	B	07/19/2017	08/22/2017
Janis Cronin	MNPS	INTERPRETER - SIGN LANGUAGE	B	06/19/2017	05/26/2017
Annette Nabaa	Health	Program Spec 3	B	07/19/2017	09/23/2017
Carmina Howell	Codes Administration	Office Support Rep 3	B	07/12/2017	08/04/2017
Donna Neely	Sheriff	Sheriff Pretrial Screener	B	06/28/2017	08/12/2017
Lisa Reeves	Police	Police Operations Coord 2	B	07/05/2017	08/01/2017
Lewis Balch	Fire	Fire Engineer	B	06/28/2017	07/29/2017
Yvonne Ogren	Historical Commission	Admin Asst	B	07/19/2017	08/12/2017
Melnee Ransom	Sheriff	Sheriff Case Worker 1	B	07/05/2017	08/10/2017
Joe Williams	Police	Police Officer 2	B	07/12/2017	07/23/2017
Johnny Poff Jr	Fire	Fire Fighter/Paramedic	B	07/19/2017	07/16/2017
Paul Shrum Jr	Police	Info Systems App Analyst 3	B	07/12/2017	08/16/2017
Douglas Hamilton	Public Library	Library Assoc 1	B	06/23/2017	03/11/2017
Mary Miller	Metro Action Commission	Teacher Asst	B	07/12/2017	08/01/2017
Marsha Maga *	Bordeaux Long Term Care	Licensed Practical Nurse	B	06/12/2017	09/01/2017
Rickey Finchum *	State Trial Courts	Program Spec 1	B	07/05/2017	08/01/2017
Stephen Gordon *	Finance	Purchasing Agent	B	07/15/2017	04/01/2017

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

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Suzanne Butler	Police	B	07/01/2017
David Vanderpool	Fire	B	07/01/2017

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Rhonda Harris	Police	Service Without Option	B	01/01/2017	Option D	
Randy Jones	Police	Early Service Without Option	A	11/01/2025	Option C	
Linda Demonbreun	MNPS	Service Without Option	B	05/27/2017	Normal	
Kelly Coltrin	General Services	Service With Option	B	06/03/2017	Option A	
Walter Sawyers Jr	Public Works	Early Service With Option	B	06/01/2017	Option F	
Jere Clark Jr	Police	Early Service With Option	B	06/16/2017	Option B	
Virginia Killingsworth	MNPS	Svr Ben - Death Of Active Ee	B	05/27/2017	Normal	
Harley Tatarsky	MNPS	Service With Option	B	06/23/2017	Option A	
Debra Ochoa	MNPS	Service Without Option	B	05/26/2017	Normal	
Mary Mcknight	MNPS	Service Without Option	B	05/26/2017	Normal	1
Linda Hollingsworth	State Trial Courts	Service Without Option	B	06/03/2017	Normal	
Denise Gray	MNPS	Service With Option	B	05/27/2017	Option E	
Ermelinda Mckinney	MNPS	Early Service With Option	B	05/27/2017	Option D	
Pamela Back	MNPS	Early Service Without Option	B	05/27/2017	Normal	
Robert Leatherwood	MNPS	Service Without Option	B	01/01/2017	Normal	
David Smith	MNPS	Service With Option	B	06/16/2017	Option F	
Lunette Pharr	MNPS	Service With Option	B	06/03/2017	Option E	
Cecilia Jones	MNPS	Early Service With Option	B	05/26/2017	Option D	
Don Stewart	Law	Service With Option	B	07/01/2017	Option A	
Shirley Hobson	MNPS	Service With Option	B	05/26/2017	Option B	
Deborah Caesar	MNPS	Service With Option	B	05/26/2017	Option D	
Rita Dawson	MNPS	Service Without Option	B	06/03/2017	Normal	
Nancy Biggs	MNPS	Service With Option	B	05/26/2017	Option A	
William Stevens	Water Services	Service Without Option	B	04/27/2017	Normal	
Danny Johnson	Police	Early Service With Option	B	06/16/2017	Option A	
Pamela Adams	MNPS	Service With Option	B	05/27/2017	Option A	1
Michael Moore	MNPS	Service With Option	B	05/26/2017	Option A	
Marsha Wheat	MNPS	Service With Option	B	05/26/2017	Option F	
Donna Franklin	MNPS	Service With Option	B	05/26/2017	Option A	
Teresa Hartley	MNPS	Early Service Without Option	B	05/27/2017	Normal	
Patsy Ayers	MNPS	Service With Option	B	05/27/2017	Option E	
Kathy Collins	MNPS	Service Without Option	B	05/27/2017	Normal	
Larry Neville	General Services	Service With Option	B	06/03/2017	Option B	
Michael Sawyer	Health	Service With Option	B	07/01/2017	Option E	1
Bryan Mayhew	Fire	Early Service With Option	B	05/30/2017	Option A	
James Caruthers	Water Services	Service Without Option	B	06/08/2017	Normal	3
James Lunn	Public Works	Service With Option	B	06/03/2017	Option E	
Larry Jones	State Trial Courts	Service With Option	B	06/01/2017	Option E	
Allen Corlew	Parks	Service With Option	B	05/27/2017	Option A	
Thomas Lynch	Parks	Service With Option	B	06/08/2017	Option F	3
Robert Stokely	Water Services	Service Without Option	B	06/20/2017	Normal	
Carlton Crutchfield	State Trial Courts	Service With Option	B	07/01/2017	Option D	
Terry Burnett	Police	Service With Option	B	06/02/2017	Option F	2
Terri Little	Police	P&F Service Pen Without Option	B	06/08/2017	Normal	3
Helen McClure	Mayor's Office	Service Without Option	A	01/01/2017	Normal	
Dennis Amick	MNPS	Service With Option	A	04/01/2017	Option A	
Michael Vanatta	State Trial Courts	Service With Option	A	07/01/2017	Option A	
John Williams	MNPS	Service With Option	B	07/01/2017	Option B	
Susan Waynick	General Hospital	Service Without Option	B	01/01/2017	Normal	

**QDRO – None to report**

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

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
James Fyke	Mayor's Office	Rebecca Fyke	B	06/21/2017
Georgia Doku	MNPS	Des' Ree White	B	07/12/2017
Linda Reid	MNPS	Phillip Reid Sr.	B	07/20/2017
William Miller	Fire	Wilma Miller	C	06/29/2017
Nancy Smith	Police	Lawrence Smith	B	06/17/2017
Robert Crowder	Sheriff	Deborah Crowder	B	07/15/2017
John McGlasson	Police	Paulette McGlasson	A	07/16/2017
Thomas Coursey	Finance	Lorelle Coursey	C	07/08/2017
Herschel Thomas	Police	Jennifer Boone	B	06/24/2017
Fred Gore	Parks	Janet Gore	B	07/29/2017
William Ives	Finance	Judith Ives	B	06/27/2017
Rufus Slay	Police	Janie Slay	B	06/17/2017

**BENEFIT BOARD ITEMS**

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

1. Cigna enhanced drug management program.

Christina Hickey reported to the Board that at the July Study Session Deloitte provided information on this program and it is being presented for review and options to implement the essential protection package. She also stated that Deloitte will be providing answers to questions posed at the Study Session regarding the program.

Kelley Lewis, Deloitte, was present and addressed the Board regarding the pharmacy program and drug management. She gave some history regarding the step therapy program for Cigna and reviewed the cost savings. She stated that with the new program would add three more drugs to the step therapy program and impact approximately 27 members. She stated the Board needs to decide whether or not to add the three additional drugs. She also described scenarios related to the quantity limits, prior authorization and step therapy.

The Board discussed specialty drugs being used to treat different conditions and mapping the appropriate specialty drug to the appropriate conditions.

The Board also discussed the quantity limits.

Shannon Hall moved for approval of the quantity limits. Jerry Hall seconded and the Board approved without objection.

Jerry Hall moved for approval of prior authorization. Talia Lomax-O'dneal seconded and the Board approved with B.R. Hall opposed.

Stephanie Bailey moved for approval of the three additional drugs to the step therapy program. Jerry Hall seconded and the Board approved with B.R. Hall opposed.

2. Determination of pension plan status.

B.R. Hall moved to refer this item to the Pension Committee. Doug Clariday seconded and the Board approved without objection.

3. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.

Items 3.-a. and 3.-b. were for information only.

4. 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.
- e. Denial log from Alternative Service Concepts.
- f. Benefit Board budget reports.

Items 4.-a. through 4.-f. were for information only.

5. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:10 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**