

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

November 7, 2017

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, November 7, 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, B.R. Hall, Sr., Jerry Hall, Shannon B. Hall, and W. Todd Henry.

Members G. Thomas Curtis 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. Gill Wright, 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 October 3, 2017. With no corrections, nothing further was noted and Jerry Hall 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.

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.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new requests, items 1 through 3, for the length of time as recommended. Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, items 1 through 3 for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

On item 4, the employee was present.

Dr. Gill Wright reported to the Board that there is additional information on item 4 and it does change the recommendation to approve as a medical disability pension with re-exam in four months.

The employee stated that when he filled out the application for a disability pension he was under distress from post-traumatic stress disorder (PTSD) and did not understand what he was signing up for. He stated that there is still medical information related to his case that needs to be turned in.

Dr. Wright stated that some of the medical information that has been submitted has been seen previously reviewed. He stated that the request for injury on duty medical care has been initially denied by Alternative Service Concepts, (ASC) and is in the appeal stage and at this time he can only support medical. He stated he would be willing to bring this back for injury on duty consideration after the appeal process. Dr. Wright also stated that he is requesting an independent psychological evaluation (IPE) and case management.

The employee addressed the Board regarding his injury. He stated that he has video from the accident and physical scars. He also stated that he wanted to start the process over.

Edna Jones explained to the employee that the recommendation is that he be approved for a medical disability pension and be seen by an independent physician to assess any other conditions. She also stated that the Board can either defer this request or accept this recommendation while the appeal process for the injury on duty medical care is completed.

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

The employee stated that he has to have injury on duty and not medical. He also stated that the Board is using antiquated laws when determining PTSD and if he does not get a PTSD pension he will litigate it.

There was discussion regarding what the employee applied for (medical and in line of duty) and if he wanted to defer this request.

Dr. Gill Wright stated that the individual does have leave time, however, he does not feel like he is safe to be at work and therefore recommended approval of the medical disability pension.

The employee stated he would rather run out his sick days.

Shannon Hall explained to the employee that if he is pursuing an injury on duty disability pension he can not run out his sick time. She stated that with the medical disability pension he can exhaust his sick time. She stated that with the injury on duty disability pension he would exhaust all other available leave (injury on duty leave and vacation) other than sick time. She also stated that the calculations for the disability pension, whether it is medical or injury on duty, is the exact same amount, the question is whether it is taxable or not. She stated that the amounts are the same, injury on duty is not taxable and medical is. Ms. Hall stated that she will request that someone from the Human Resources staff explain this in detail to him.

Nicki Eke, Legal Department, stated that the employee marked both injury on duty and medical on the application. She stated that the Board can approve the medical and defer the injury on duty to a later time. She stated that if the Board determines that there are enough facts to make a decision today on the medical pension, the Board can make that decision with the qualification that a decision on the injury on duty is being deferred.

There was some discussion regarding deferring this item, the individual possibly being in an unpaid status and Dr. Wright requested to at least approve the IPE and case management.

There was further discussion regarding that if all action on this item is deferred he will potentially go into a leave without pay status and if the Board votes on the medical it does not stop him from being able to have it changed to in line of duty.

The employee questioned what the amount of the pension would be.

Shannon Hall explained to the employee that the base amount is 50% of the last 12 months of earnings. She also explained that if he has a dependent child that qualifies there would be an additional 10%. Ms. Hall stated that if he decides to move forward with the medical disability pension, with the option to switch, that would keep him in a paid status and he could continue to exhaust his sick time. Ms. Hall further explained to the employee that if he pursues the medical now and continue to run out his sick time he would have the income protection and if the injury on duty is approved, he could switch at that time.

The employee was in agreement.

Mark Young, union representative, was present and questioned how much leave time the individual has and stated that he thinks the best interest for the employee would be to defer this.

Jamie Summers, Fire Department, was also present.

The Board discussed approving the medical disability pension for the employee.

Mark Young reiterated that he thinks it would be in the best interest of the employee to defer this item in order to keep 100% of his salary versus half if the pension is approved.

Shannon Hall explained that if at any time he switches to an in line of duty disability pension or is granted one he will cease using any sick time at 100%, but if he is approved for a medical disability pension, he will continue to exhaust his sick time because you have to exhaust all available leave for any disability pension at full pay.

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

Mark Young stated that he thinks he should let the injury on duty medical care go through the process and he can exhaust his time that way.

There was some discussion that the employee applied for a medical and an in line of duty disability pension and if pursues the in line of duty disability pension, he will not be able to exhaust his sick leave. There was also some discussion regarding having a compensable injury on file to receive injury on duty leave from the department.

Shannon Hall stated that he could be approved for a medical disability pension and he could continue to exhaust his sick leave, appeal the injury on duty, at which time when that comes forward, he could use his sick time at 100% pay and then after the injury on duty appeal is considered it can come to the Board.

The employee indicated that is what he wanted to do.

Shannon Hall also stated that if he defers this request and only pursues the in line of duty disability pension, the use of sick leave stops and he would be in a non-pay status through the process after other leave is exhausted.

There was some discussion regarding the employee currently using sick leave.

Jamie Summers stated that his injury on duty was denied in October by ASC and he will continue to use sick leave until his appeal goes forward as just stated.

The employee stated the he is going to go with what is recommended.

Nicki Eke, Legal Department, stated that the Board can make a decision on the medical disability pension and refer the in line of duty disability pension to the In Line of Duty Committee.

On the disability pension new request item 4, Jerry Hall moved to approve a medical disability pension for the length of time (March 2018) as recommended with the injury on duty status being referred to the In Line of Duty Committee. Christine Bradley seconded.

Shannon Hall amended the motion to include an independent psychological evaluation and case management services.

Edna Jones restated the motion on item 4, to approve a medical disability pension for the length of time (March 2018) as recommended with the injury on duty being deferred and referred to the In Line of Duty Committee with an independent psychological evaluation and case management services.

Edna Jones asked the employee if he understood the motion and he stated yes.

A vote was taken on the motion on item 4 and the Board approved without objection.

Shannon Hall also requested that ASC follow up with the individual.

On item 5, the employee was present.

David Raybin, attorney, was also present.

Dr. Gill Wright reported to the Board that he recommends denial of the disability pension new request, item 5.

Sue Bibb, Christy James and Lieutenant William Watkins, Police Department, were present.

The employee addressed the Board regarding the injury on duty and being able to return to full duty status. He stated that he has returned to light duty, however, he has not been able to finish full weeks due to his pain. He also discussed what the Code and Charter states regarding the use of leave and disability pension payments

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

and how he thinks it's in conflict with the Civil Service rules. He also stated that he is not able to work as a police officer.

Dr. Gill Wright stated that the treating physician's statement indicates that the individual should be able to return to full duty.

The employee discussed his visits with the treating physician and specialists. He also discussed going to physical therapy and requested that the in line of duty disability pension be granted and then if he is able to, to process back in to full duty.

Dr. Gill Wright stated that the employee is seeing a special physical therapist and that none of the physicians have indicated that he is not able to do modified duty.

Edna Jones requested that the legal department clarify the alleged conflicts between the Civil Service rules and leave disability payments.

Nicki Eke, Legal Department, stated that the section of the Code 3.29.050 states that no pension payment shall be made due or payable until all sick leave, salary continuation of vacation benefits of any kind, which may be then provided to the employee by Metro are exhausted. She stated that it is basically saying that pensions can't commence until leave that's available and provided is exhausted. She stated that sick leave is not available for injury on duty. She stated that there is a limitation on the use of sick leave for injury on duty.

The employee bought up discrepancies with light duty and paid injury on duty leave and what the Civil Service rules state. The employee also stated that he thinks he should be still carried on injury on duty leave in an unpaid status.

Edna Jones reminded the employee that Civil Services rules are not before this venue.

There was some discussion regarding the employee being decommissioned and when he does report for light duty he is receiving his full salary while working light duty.

There was some discussion regarding what the Code states regarding disability when it applies to a policeman and that light duty is a form of injury on duty leave under the Civil Service rules.

David Raybin, attorney, stated that the issue is that his inability to work light duty at 40 hours per week is reducing his salary because he is not going to work. He also stated that because the pension is based on the last 12 months worked the numbers are shrinking. He stated that he is not able to do his job and can not perform light duty.

There was some discussion regarding the employee's light duty being consistent with his restrictions and Lieutenant William Watkins stated that he is currently performing an office job.

Dr. Gill Wright reiterated that he has not been given any restrictions that would prevent him from being able to work light duty.

There was some discussion regarding why the employee insists that he is not able to work when he is being accommodated, an upcoming appointment and that his chief complaints are not related to the injury on duty.

David Raybin, attorney, stated that he is unable to work full time and it is effecting his pay. He stated none of the issues he has today were in existence before the injury on duty and his current medical record on file supports that.

After discussion regarding the medical record and the lack of medical evidence to support the disability pension request, the narcotics no longer being an issue and the physician's anticipation of releasing the employee, Stephanie Bailey moved for approval of the recommendation to deny the disability pension new request, item 5. Edna Jones seconded and the motion failed with Stephanie Bailey and Edna Jones in favor and B.R. Hall opposed and Jerry Hall, Shannon Hall, Christine Bradley and Todd Henry abstaining.

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Shannon Hall moved to defer the disability pension new request, item 5 for one month with all parties obtaining any additional medical information they want considered for a final vote next month. Jerry Hall seconded and the Board approved with B.R. Hall, Jerry Hall, Shannon Hall, Todd Henry, Christine Bradley in favor and Stephanie Bailey and Edna Jones opposed.

Sue Bibb, Police Department, stated that they will continue to offer light duty to the employee.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 6 through 14 for the length of time as recommended. Todd Henry moved for approval of the recommendation to continue the disability pension reexaminations, items 6 through 14 for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

On item 15, it was noted that the individual and her attorney left the meeting.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexamination, item 15 for the length of time as recommended. Todd Henry moved for approval of the recommendation to continue the disability pension reexamination, item 15 for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

On item 16, Dr. Gill Wright reported to the Board that he recommends approval of return to work.

Byron Grizzle, Sheriff's Office, was present and stated they are ready to return the individual to work.

B.R. Hall moved for approval of the return to work on item 16. Jerry Hall seconded and the Board approved without objection.

The disability pensioner and his attorney, Daphne Davis, were present.

Dr. Gill Wright reported to the Board that item 17 is an update. He stated that he still recommends that the individual be returned to work. He also noted that he has contacted the specialist and asked for specifics that would prevent him from being able to return to the full duty of a police officer and she gave no medical evidence.

Daphne Davis addressed the Board regarding returning the individual to work and his condition. She reviewed the statement from the specialist that the Board requested he go see. She also noted that according to his treating physician the condition is uncontrolled and she reviewed the side effects of additional medications he is taking.

The individual declined to address the Board.

Dr. Gill Wright stated that there is no information in the medical record that would support the reason for not returning the individual to work.

There was some discussion regarding the previous action by the Board to return the individual to work with an update and if the Board is not going to modify the prior decision, then it stands.

There was some discussion regarding the individuals current activities, such as driving for Uber.

The individual stated that he no longer drives for Uber because of the side effects of his medications.

There was some discussion/clarification of the evaluation by the specialist and there being no reference to any issues with his medications in the record or medical information to support a change in the recommendation of returning the individual to work.

Nicki Eke, Legal Department, reminded the Board that the issue is whether or not the individual is able to perform the duties of a police officer based on the information provided. She stated that if the Board determines that the individual is not able to perform the duties of a police officer based on the information provided then the Board will need to take a different action.

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After some discussion regarding obtaining answers to specific questions related to returning the individual to work and an upcoming appointment, Todd Henry moved to defer item 17 for two months (January) pending clarification from the physician. Christine Bradley seconded.

There was some clarification on how a deferral affects the return to work status.

Nicki Eke stated that the return to work date would also be deferred to the January meeting.

Shannon Hall noted that would also defer the cost of the pension from being assessed to the department.

A vote was taken on the motion to defer item 17 for two months (January) in order to clarify the questions from the CSME and was approved with Stephanie Bailey and Edna Jones opposed.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Monica M. Gregory	Metro Action Commission	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (March 2018), with re-exam at that time.
2.	Jennifer L. Lockhart	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.	Aaron B. Myers	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for five months, (April 2018), with re-exam at that time.
4.	Jason A. Robbin	Fire	Medical	As moved, seconded and approved, this disability pension request was approved with case management services and an independent psychological evaluation for four months, (March 2018), with re-exam at that time.
5.	Johnny R. Crumby, Jr.	Police	In Line of Duty	As moved, seconded and approved, this item was deferred.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
6.	Donald G. Borgeson, Jr.	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
7.	Thomas E. Brown, II	Emergency Communications	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.

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REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
8.	Richard T. Foley, III	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
9.	Napoleon A. Howell, Jr.	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for one year, (November 2018), with re-exam at that time.
10.	Mark Melman	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one month, (December 2017), with re-exam at that time.
11.	Tiffany S. Moore	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for three months, (February 2018), with re-exam at that time.
12.	Deborah F. Parker	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for four months, (March 2018), with re-exam at that time.
13.	Lawrence Taylor, Jr.	Police	Medical	As moved, seconded and approved, this disability pension was continued for six months, (May 2018), with re-exam at that time.
14.	Mary E. Thomas	Sheriff's Office	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
15.	Kimberly A. Towers	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
16.	Ralph J. Celentano, Jr.	Sheriff's Office	In Line of Duty	As moved, seconded and approved, this individual was returned to work.

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OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
17.	Christopher L. Clark	Police	In Line of Duty	As moved, seconded and approved, this item was deferred.

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.

Christine Bradley moved for approval of the referrals. Shannon Hall seconded and the Board approved without objection.

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Thomas, Vernon	Public Works	Pension Approval	No	No	Pensioner already retained representation

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

B.R. Hall 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
Andrew Smeltzer *	Police	Police Officer 2	B	10/12/2017	01/01/2018
Jerry Ashburn	Fire	Paramedic 2	B	10/04/2017	10/07/2017
Aubrey Allen	MNPS	ED ASST - EX ED MIP REGULAR	B	09/27/2017	09/29/2017
Raymond Huffines	Health	Environmental Health Spec 3	B	10/11/2017	01/27/2018
Ruth Yearout	General Hospital	Registered Nurse-CC	B	10/25/2017	11/01/2017
Charles Ingram	General Services	Admin Svcs Officer 4	B	10/11/2017	01/03/2018
Charlene Case	MNPS	SECRETARY-CLERK	B	10/11/2017	01/04/2018
Marcus Young	Public Works	Equip Operator 3	B	10/18/2017	10/18/2017
William Bowns	MNPS	PARA-PRO - EX ED	B	09/27/2017	09/08/2017
Susan Howard	MNPS	DRIVER - BUS	B	10/11/2017	10/17/2017
Grady Odom	Sheriff	Correctional Officer Lieut	B	10/04/2017	12/01/2017
Glendel Greer	Police	Police Operations Coord 2	B	10/11/2017	11/01/2017
Bobbye Burge	MNPS	ACCOUNTANT - SR	B	10/25/2017	10/21/2017
Tonya Jennings	MNPS	MONITOR - SCHOOL BUS	B	09/27/2017	09/23/2017
Constance Jackson	Metro Action Commission	PF& Comm Engagement Adv II-MAC	B	10/19/2017	10/16/2017
Azil Parker	MNPS	SUPV - CAMPUS	B	10/04/2017	11/13/2017
Jerry Gray	MNPS	SKILL LABORER - PLUMBING SR	B	10/18/2017	10/18/2017
Mary Lackey	Parks	Application Tech 2	B	09/27/2017	11/01/2017
Suzie Beverly	Juvenile Court	Probation Officer 3	B	10/04/2017	11/25/2017
Robert Griffiths	Juvenile Court	Warrant Officer 2	B	10/19/2017	11/18/2017
Michael Nieves	Police	Police Officer 2	B	09/27/2017	10/07/2017
Patricia Mcmillan	Juvenile Court	Office Support Rep 3	B	10/18/2017	12/30/2017
Jackie Eadie	Assessor of Property	Appraiser 3	B	09/27/2017	10/14/2017
Willie Anderson	Sheriff	Correctional Officer 2	B	10/18/2017	11/18/2017
Thomas Wright	Sheriff	Correctional Officer Sergeant	B	10/25/2017	02/01/2018
James Anderson	Public Works	Equip Operator 3	B	09/26/2017	09/30/2017
Ryan Casada	Police	Police Sergeant	B	10/11/2017	10/31/2017

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Mary Taylor	Police	Police Officer 2	B	10/04/2017	11/10/2017
Alyce Simmons	MNPS	ADMIN - RECORDS SCH FIN PAY 1	B	10/25/2017	11/11/2017
Cheryl Frey	Juvenile Court	Admin Asst	B	10/18/2017	12/30/2017
Jennifer Hill	Water Services	Admin Svcs Division Manager	B	09/26/2017	11/01/2017
Bonnie Maynard	Fire	Fire District Chief	B	09/27/2017	10/07/2017
Deborah Robinson *	Finance	Finance Officer 1	B	10/25/2017	01/01/2018
Tommy Wright *	Parks	Maint & Repair Worker 2	B	10/25/2017	02/01/2017
Wilma Blair *	MNPS	WORKER - CUSTODIAL	B	09/20/2017	09/01/2017
Charles Cage *	Police	Police Officer 2	B	10/18/2017	11/01/2017
Christopher Hodges *	Health	Animal Care & Control Off 1	B	10/17/2017	11/01/2017

*deferred benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
George Perry	Sheriff	A	10/01/2017
Mark Chesnut	Police	B	10/01/2017
Brenda Brown	MNPS	A	10/01/2017
Terrence Deardorff	Public Works	B	10/01/2017
Clifford Potts	Water Services	B	10/01/2017
James Bryant	MNPS	B	10/01/2017
Quinella Rigsby	MNPS	B	10/01/2017
Brenda Lyons	MNPS	B	10/01/2017
Linda Cooper	BLTC	A	10/01/2017
Michael Kyle	Codes Administration	B	10/01/2017

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Stephen Gordon	Finance	Service With Option	B	01/01/2017	Option B	
Aubrey Allen	MNPS	Service Without Option	B	09/30/2017	Normal	
Toby Culp	MNPS	Early Service With Option	B	09/19/2017	Option A	
Sara Davis	Parks	Service Without Option	B	09/15/2017	Normal	
Ronnie Pugh	Public Library	Early Service With Option	B	10/01/2017	Option B	
Lou Edwards	Planning Commission	Service Without Option	B	09/30/2017	Normal	
Leonard Rowan	General Hospital	Early Service Without Option	B	10/01/2017	Normal	
Patricia Day	MNPS	Service Without Option	B	09/01/2017	Normal	
Linda Dove	Health	Service With Option	B	10/06/2017	Option E	
Karen Lowe	MNPS	Service With Option	B	09/29/2017	Option E	
Viva Farlow	Public Works	Early Service With Option	B	08/31/2017	Option A	
Thomas Nelson	General Sessions Court	Service Without Option	B	09/01/2017	Normal	
William Bowns	MNPS	Early Service With Option	B	09/09/2017	Option E	
Annette Nabaa	Health	Service Without Option	B	09/23/2017	Normal	3
Kimberly Uselton	MNPS	Early Service With Option	B	10/06/2017	Option E	
Phyllis Knox	MNPS	Early Service With Option	B	10/07/2017	Option A	
Katrina Broughton-Stokes	General Hospital	Service With Option	B	10/01/2017	Normal	3
Tonya Jennings	MNPS	Early Service With Option	B	09/28/2017	Option D	
Raymond Overton	Register of Deeds	Service With Option	B	09/16/2017	Option F	3
Mary Gooch	MNPS	Service Without Option	B	10/06/2017	Normal	
Richard Hill	MNPS	Early Service With Option	B	09/20/2017	Option E	
Kevin Meadors	Fire	Service With Option	B	09/13/2017	Option A	
Jessie Oliver	Sheriff	Service With Option	B	09/30/2017	Option D	3
Michael Nieves	Police	P&F Service Pen With Option	B	10/06/2017	Option B	
David Birdwell	Fire	P&F Service Pen With Option	B	10/12/2017	Option E	3
Steven Buchanan	Sheriff	Service With Option	B	10/06/2017	Option D	
Douglas Wright	Water Services	Early Service With Option	B	09/01/2017	Option A	
Mattie Greer	Health	Service With Option	B	08/26/2017	Option F	1
James Anderson	Public Works	Service Without Option	B	09/30/2017	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
Marsha Banda	Health	Service Without Option	B	09/30/2017	Normal	
Eva Lawrence-Morris	Fire	P&F Service Pen Without Option	A	10/03/2017	Normal	3
Geoffrey Thiede	Police	P&F Service Pen With Option	B	09/09/2017	Option B	3
Donald Beasley	Emergency Communication Center	Service Without Option	B	09/19/2017	Normal	3
Victoria Ross	Public Library	Service With Option	B	09/02/2017	Option D	3
Hugh Garrison	Water Services	Service With Option	B	09/23/2017	Option D	
Mary Dowell	MNPS	Service With Option	B	09/19/2017	Option E	
Jacquelyn Korley	MNPS	Service With Option	B	10/01/2017	Option D	
Douglas Eckert	Information Technology Service	Service With Option	B	05/01/2017	Option A	
Charles Malcolm Sr	General Services	Service With Option	B	10/01/2017	Option A	
Susan Quinn	MNPS	Service Without Option	B	07/01/2017	Normal	
Robert Epley	MNPS	Service With Option	B	10/01/2017	Option A	
James Goodman	MNPS	Service Without Option	B	10/01/2017	Normal	
Mahmut Muhammet	MNPS	P&F Service Pen With Option	B	02/01/2015	Option D	
Leonard Jones	MNPS	Service With Option	B	08/01/2017	Option A	
Annette Jackson	Health	Service With Option	B	10/01/2017	Option F	
Clarence Phillips	Public Works	Service With Option	B	10/01/2017	Option E	
Bruce Farrar	Public Library	Service With Option	B	01/01/2017	Option A	

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	

QDRO – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Trina White	MNPS	Bradford White	B	10/13/2017
Wallace Cathey	Water Services	Darlene Cathey	B	10/13/2017
Herman Parker	Public Works	Mary Parker	B	10/14/2017
James Holland	Bordeaux Long Term Care	Annie Holland	B	10/20/2017
Thomas Henning	Public Works	Betty Henning	B	09/19/2017
Barbara Sweatt	MNPS	Donovias Sweatt	B	09/25/2017
Carl Bates	Fire	Florence Bates	B	10/02/2017
George Otto	General Hospital	Ursula Otto	B	09/23/2017
David Torrence	Criminal Court Clerk	Bonnie Torrence	B	10/20/2017
Thomas Gentry	Police	Patricia Gentry	A	10/23/2017
Michael Matlock	Water Services	W. Michelle Matlock	A	10/14/2017

BENEFIT BOARD ITEMS

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

1. Medical and Life Committee report: (Chair: Jerry Hall; Vice-Chair: Christine Bradley; Members: Stephanie Bailey, B.R. Hall, Sr., Talia Lomax-O'dneal. Alternates: Shannon B. Hall and Edna J. Jones)

Christina Hickey reported to the Board that the Medical & Life Committee met on October 17, 2017 to deliberate on one medical care appeal. She also stated that the Committee recommended to approve

1. Medical and Life Committee report. (continued)

the in network charges for this particular member only based on the specific facts in this case. She also stated the minutes from that meeting are being presented for approval.

Committee Chair Jerry Hall asked if there were any amendments, corrections or questions of the minutes from the Medical and Life Committee meeting. There being none, B.R. Hall moved for approval of the Medical and Life Committee minutes. Shannon Hall seconded and the Committee minutes were approved without objection.

On the recommendation for the self-insured Choice Fund plan appeal, B.R. Hall moved for approval of the recommended to approve the in network charges for this particular member only based on the specific facts in this case. Todd Henry seconded and the Board approved without objection.

2. Request for reconsideration – In Line of Duty medical care appeal – Employee from Police Department.

Christina Hickey reported to the Board that at the September 2017 Board meeting, the Board denied this employee's in line of duty medical care appeal. She stated the employee is requesting for the Board to reconsider that September 2017 decision.

The employee was present.

Daphne Davis (Daphne Davis filled in until Kim Gilleland's arrival) and Kim Gilleland, attorneys, were present.

Vickie Hampton, Alternative Service Concepts, ASC, was present.

After review of the new medical information (an updated letter from the physician) and that information not changing ASC's decision, there was no motion for reconsideration and therefore no action was taken on this item.

3. In line of duty medical care reexamination – Employee from Police Department.

Christina Hickey reported to the Board that at the November 2016 Board, the Board approved this employee for an in line of duty medical care appeal for hypertension. She stated the Board had requested to revisit this claim in one year and will need to decide if they would like to continue covering this claim for this employee.

The employee and his attorney, Daphne Davis were present.

Vickie Hampton, ASC, was also present.

After some discussion as to why this claim was approved for one year and the condition not changing, Todd Henry moved to continue to cover the claim. Jerry Hall seconded and the Board approved with Stephanie Bailey abstaining.

4. Non-compliant disability pensioners.

Christina Hickey reported to the Board that there is one disability pensioner who is non-compliant due to not completing and returning all aspects of their annual questionnaire requirements. She stated that as of October 20, 2017, this one individual remains in a non-compliant status and no Board action is required. She also reviewed HR's efforts to obtain the questionnaires.

Lori Meyer, HR Disability Management, was also present for any questions.

Shannon Hall moved for approval of the report. Jerry Hall seconded.

The Board commended the staff on educating the pensioners on how important completion of the questionnaires is.

5. BlueCross BlueShield compound drugs.

Christina Hickey reported to the Board that at the October Study Session, Blue Cross Blue Shield (BCBS) presented information on compound prescriptions. She stated that the Board will need to determine if they would like to adopt the new program changes for excluding all compounds (grandfathering existing pediatric compounds) or continuing with the current program and monitoring claims for 2018.

Kim Fryar, BCBS, was present.

B.R. Hall moved to continue the current program and monitor the claims for 2018. Todd Henry seconded and the Board approved without objection.

6. Request for reconsideration – Determination of pension plan status – Employee from Department of Emergency Communications.

Christina Hickey reported to the Board that at the September 2017 Benefit Board meeting, the Board found that the employee did not make the requisite election to transfer to Division B during the transfer window. This employee has requested for the Board to reconsider their September 2017 decision. She also stated that in addition to reconsideration request, the individual was advised to provide additional information in support of this reconsideration and that has been included in the documentation. The Board will need to make a decision if they would like to reconsider.

The employee was not present.

There was no motion for reconsideration and therefore no action was taken on this item.

7. Correspondence:

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

Items 7.-a. and 7.-b. were for information only and no action was required.

8. Reports for your information:

- a. Return to work.
- b. Social Security approvals. (none to report)
- 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.
- g. Voluntary insurance reports.

Items 8.-a. through 8.-g. were for information only and no action was required.

Christina Hickey made note of item 8.-g.

9. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:55 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board