

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

March 6, 2018

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, March 6, 2018 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, *G. Thomas Curtis, B.R. Hall, Sr., Jerry Hall, W. Todd Henry and Mark Young.

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. 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 February 6, 2018 and the Special Called meeting held on February 20, 2018. With three corrections, nothing further was noted and Christine Bradley 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.

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.

Edna Jones informed the Board that item 3 has been withdrawn and the employee has returned to work.

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 and 2 for the length of time as recommended. Mark Young moved for approval of the recommendation to approve the disability pension new requests, items 1 and 2 for the length of time as recommended. Todd Henry seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 4 through 12, (with evaluations/case management where noted), for the length of time as recommended. Mark Young moved for approval of the recommendation to continue the disability pension reexaminations, items 4 through 12, (with evaluations/case management where noted), for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 13 he recommends approval of return to work.

The disability pensioner was present.

Alex Meriwether, General Hospital, was also present. He stated that they are not able to return the individual to work as they cannot accommodate the restrictions.

Dr. Gill Wright stated that if the department is unable to accommodate, he recommends approval for continuing the disability pension for one year. B.R. Hall moved for approval of the recommendation to continue the disability pension for the length of time as recommended. Jerry Hall seconded.

After some discussion regarding the length of the reexamination date, a vote was taken on the motion on item 13, to continue the disability pension for the length of time as recommended, (one year), and the Board approved without objection.

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

The disability pensioner was not present for item 14.

Randall Jones, General Services, was present.

Dr. Gill Wright reported to the Board that on item 14 he recommends approval of return to work.

Randall Jones stated that the department is not able to return the individual to work as they cannot accommodate the restrictions.

Dr. Gill Wright stated that if the department is unable to accommodate, he recommends approval for continuing the disability pension without stipulation of scheduled re-exam. Stephanie Bailey moved for approval of the recommendation to continue the disability pension for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

*Denotes the arrival of Tom Curtis.

The disability pensioner was present for item 15.

Ricki McQueen, Metro Action Commission, (MAC), was also present.

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

Ricki McQueen, MAC, stated that the department is not able to return the individual to work as they cannot accommodate the restrictions.

Dr. Gill Wright stated that the individual has had vocational rehab and if the department is unable to accommodate, he recommends approval for continuing the disability pension. He also stated that the individual may be able to work in another department but without being on the return to work list, she wouldn't be eligible. He also recommended a re-exam date of one year.

There was some discussion regarding Human Resources, (HR), helping to facilitate the individual finding another job in another department.

Christina Hickey stated that the individual has had vocational case management in the past and that would help with finding other positions.

There was some discussion regarding the individual continuing the disability pension along with vocational case management.

Amanda Herron, Eckman/Freeman & Associates, stated that she has done an assessment on the individual in the past.

The disability pensioner addressed the Board regarding her vocational case management. She stated that she has an Associates Degree and would like to utilize her administrative skills or maybe even attend a program at a Community College rather than the current computer illiteracy program.

Amanda Herron, Eckman/Freeman, stated that the individual has indicated she would like to have more formalized training. However, it was her understanding that the individual would have to be on the return to work list to proceed with any formal training and would like to get clarification from HR on how to proceed.

There was discussion regarding whether or not the individual would have to be on the return to work list to receive a more intensive training program and whether or not Eckman/Freeman utilizes the services at the Nashville Career Advancement Center, (NCAC).

Jerry Hall moved for approval of the recommendation on item 15 to continue the disability pension with vocational case management and or other avenues to help pursue employment, for the length of time as recommended. Stephanie Bailey seconded.

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

It was clarified that the Board can specifically approve vocational case management and individual does not have to be on the return to work list to obtain vocational case management.

It was also noted that if a disability pensioner is going to apply for an alternative position within Metro they would have to be on the return to work list in order to do that

Edna Jones stated that would need to be clarified by HR.

After clarification on a re-exam date, a vote was taken on the motion on item 15 to continue the disability pension with vocational case management and or other avenues to help pursue employment, for the length of time as recommended, (6 months), and the Board approved without objection.

The disability pensioner was present for item 16. He described his condition and the outlook of that condition.

Susan Drye, Library, was present.

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

Susan Drye, Library, stated that the department is not able to return the individual to work as they cannot accommodate the restrictions.

Dr. Gill Wright stated that if the department is unable to accommodate, he recommends approval for continuing the disability pension with review in six months. He also recommended case management.

B.R. Hall moved for approval of the recommendation on item 16 to continue the disability pension with vocational case management for the length of time as recommended, (6 months). Jerry Hall seconded and the Board approved without objection.

The disability pensioner was not present for item 17.

Ricki McQueen, (MAC), was also present.

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

Ricki McQueen, MAC, stated that the department is able to return the individual to work.

Jerry Hall moved for approval of the recommendation on item 17 to continue return the individual to work. Tom Curtis seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Consuelo B. Claybon	Police	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (March 2019), with re-exam at that time.
2.	Edith M. Hardemon	Sheriff	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (September 2018), with re-exam at that time.
3.	Richard A. Lowry	Police	In Line of Duty	This request was withdrawn.

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

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
4.	Tammy L. Binkley Vanatta	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued with a functional capacity evaluation, for four months, (July 2018), with re-exam at that time.
5.	Cynthia D. Clopton	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued with vocational case management, for two months, (May 2018), with re-exam at that time.
6.	Monica S. Copeland	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for five months, (August 2018), with re-exam at that time.
7.	Joseph O. Haywood	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for two years, (March 2020), with re-exam at that time.
8.	Juakeva M. Leonard	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for six months, (September 2018), with re-exam at that time.
9.	David W. McNeil, Jr.	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for six months, (September 2018), with re-exam at that time.
10.	Deborah F. Parker	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for six months, (September 2018), with re-exam at that time.
11.	John W. Shelton, II	Public Works	Medical	As moved, seconded and approved, this disability pension was continued, with vocational case management, for four months, (July 2018), with re-exam at that time.
12.	Andrea N. Swisher	Police	Medical	As moved, seconded and approved, this disability pension was continued for one year, (March 2019), with re-exam at that time.

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

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
13.	Gregory O. Crockett	General Hospital	Medical	As moved, seconded and approved, this disability pension was continued for one year, (March 2019), with re-exam at that time.
14.	Jerry W. Jackson	General Services	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
15.	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 six months, (September 2018), with re-exam at that time.
16.	Randy L. Smith	Library	Medical	As moved, seconded and approved, this disability pension was continued for six months, (September 2018), with re-exam at that time.
17.	Monica M. Gregory	Metro Action Commission	In Line of Duty	As moved, seconded and approved, this individual was returned to work.

SOCIAL SECURITY REFERRALS:

Dr. 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. Jerry Hall seconded and the Board approved without objection.

Item	Name	Department	Review Originated From	Referral Recommendation		Comments
				Case Management	CSME	
1	Baltz, Jeana N.	Human Resources	Pension Approval	Yes	Yes	Meets SSDIB guidelines
2	Holland, Charles F.	Fire	Pension Approval	No	No	Younger Worker, does not meet SSA guidelines
3	Robbin, Jason A.	Fire	Pension Approval	No	No	Younger Worker, does not meet SSA guidelines

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.

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
Jeffery Rollings *	Parks	Account Clerk 1	A	11/08/2017	11/01/2017
Elnora Webb	MNPS	MONITOR - SCHOOL BUS	B	02/21/2018	02/24/2018
L Mccoy	MNPS	OPER - WHSE & DELIVERY SVC	B	12/20/2017	02/01/2018
Jo Stroud	MNPS	MONITOR - SCHOOL BUS	B	02/07/2018	03/01/2018
Rhonda Johnson	MNPS	PARA-PRO - EX ED	B	02/07/2018	03/31/2018
Delores Waters	MNPS	PARA-PRO - EX ED JOB COACH	B	02/14/2018	03/30/2018
Becky Dye	Circuit Court Satellite	Satellite position	B	02/07/2018	04/01/2018
Lisa Smith	Trustee	Deputy-Tax Accounting	B	02/14/2018	03/02/2018
Willie Wyatt	Sheriff	Correctional Officer 1	B	01/31/2018	02/01/2018
Brenda Hogan	MNPS	CASHIER - FOOD SVC	A	01/31/2018	04/01/2018
Felica Crenshaw	Sheriff	Sheriff Prisoner Processor 1	B	01/10/2018	01/09/2018
Donald Fox	Public Works	Maintenance & Repair Leader	B	02/07/2018	04/01/2018
Kay Kirkpatrick	Public Library	Admin Asst	B	02/07/2018	02/27/2018
Joe Mullican Jr	Emergency Communication Center	Emer Telecommunications Off 4	B	02/07/2018	01/30/2018
Eugene Scruggs	Water Services	Admin Svcs Officer 3	B	02/14/2018	03/03/2018
Gary Ragland	Water Services	Cust Svc Asst Mgr	B	01/31/2018	04/01/2018
Kenneth Crossland	Sheriff	Sheriff Warrant Officer 2	B	02/12/2018	01/31/2018
Hayes Williams	Sheriff	Sheriff Releasing Officer	B	01/31/2018	03/31/2018
Jeffrey Williams	Sheriff	Sheriff Case Worker 1	B	02/21/2018	03/31/2018
Anita Lockridge	Police	Police Operations Asst 3	B	02/21/2018	03/31/2018
Michael Hall	Fire	Paramedic 2	B	02/05/2018	03/01/2018
Louise Cothran	Fire	Fire Captain	B	02/21/2018	03/01/2018
Earl Wall	Fire	Fire Engineer	B	02/14/2018	03/01/2018
John Kennedy	Water Services	Water Svcs Asst Dir	B	02/14/2018	04/01/2018
William Whitworth Jr	Police	Police Officer 2	B	02/14/2018	03/17/2018
Danny Warren	Police	Police Officer 2	B	01/31/2018	03/24/2018
Daniel Orr	Police	Police Sergeant	B	02/21/2018	03/01/2018
David Loftis	Water Services	Engineer Technician Senior	B	02/21/2018	03/31/2018
Willie Stuart *	General Hospital	Coord, Infectious Disease	B	02/06/2018	01/01/2015
Willie Cameron *	General Hospital	Morgue Supervisor / MLT	B	02/14/2018	04/01/2018
William Covington *	Water Services	Maint & Repair Worker 3	B	02/27/2018	05/01/2013
Walter Messemer	Water Services	Admn. Svcs. Officer 4	B	02/26/2018	02/17/2018

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
John Osborne Jr	MNPS	B	10/01/2017
Tami Cantwell	Law	B	02/01/2018
Joe Pitts	Water Services	B	02/01/2018
Randall Knight	Public Works	B	02/01/2018
Shirley Adams	MNPS	B	02/01/2018
Sungjun Park	Police	B	02/01/2018
Dorothy Lauderdale	MNPS	B	02/01/2018

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Jerry Bluhm	General Hospital	Service With Option	B	02/01/2018	Option A	
Raymond Huffines	Health	Service With Option	B	01/27/2018	Option E	3
Danny Brown	MNPS	Service Without Option	B	01/06/2018	Normal	
Connie Deal	MNPS	Service With Option	B	01/06/2018	Option F	
Nancy Jones	MNPS	Service With Option	B	01/01/2018	Option D	
Sammie Menzies Jr	MNPS	Service Without Option	B	01/01/2018	Normal	
Mary Scruggs	MNPS	Early Service With Option	B	01/19/2018	Option E	
Frances Crafton	Juvenile Court Clerk	Service Without Option	B	12/30/2017	Normal	
Kathy Smith	MNPS	Service Without Option	B	01/01/2018	Normal	
L Mccoy	MNPS	Service With Option	B	02/01/2018	Option B	3
Charlene Case	MNPS	Service With Option	B	01/03/2018	Option E	

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
Phyllis Smith	MNPS	Service Without Option	B	01/05/2018	Normal	1
Melissa Floyd	MNPS	Service With Option	B	01/01/2018	Option F	1
Ricky Deatherage	Circuit Court Satellite	Service Without Option	B	02/01/2018	Normal	
Debra Harris	MNPS	Service With Option	B	01/19/2018	Option F	3
Charles Ingram	General Services	Service With Option	B	01/03/2018	Option E	
Sherry Burton	MNPS	Service Without Option	B	01/01/2018	Normal	
George Smith	Codes Administration	Service With Option	B	01/27/2018	Option E	
Felica Crenshaw	Sheriff	Early Service With Option	B	01/09/2018	Option D	
Richard Cawood	Public Works	Service With Option	B	01/01/2018	Option B	
Joe Mullican Jr	Emergency Communication Center	Early Service With Option	B	01/30/2018	Option A	
Katherine Mumphrey	Health	Service With Option	B	01/01/2018	Option F	3
Wesley Gullatte	Water Services	Service With Option	B	02/02/2018	Option B	3
Teresa Radford	Police	Service Without Option	B	02/01/2018	Option C	
Julie Hoffman	Police	Service Without Option	B	01/03/2018	Normal	
Mitchell Kornberg	Police	P&F Service Pen With Option	B	01/18/2018	Option B	
Thomas Pillow Jr	Sheriff	Service With Option	B	01/21/2018	Option A	
Thomas Wright	Sheriff	Service With Option	B	02/02/2018	Option A	
Michael Brady	Fire	P&F Service Pen With Option	B	01/01/2018	Option F	
Jeffrey Carter	Fire	P&F Service Pen With Option	B	01/30/2018	Option A	3
James Kieffer	Fire	P&F Service Pen With Option	B	01/14/2018	Option A	
John Morton	Fire	P&F Service Pen With Option	B	01/16/2018	Option E	3
Madelyn Burford	Police	Service Without Option	B	01/03/2018	Normal	
Donald Black	Police	P&F Service Pen With Option	B	01/13/2018	Option E	3
Robert Forrest Jr	Police	P&F Service Pen With Option	B	02/01/2018	Option A	
Brad Carlisle	General Services	Service Without Option	B	01/06/2018	Normal	
Jeffrey Elkins	Public Works	Service Without Option	B	02/01/2018	Normal	2
Deborah Robinson	Finance	Service With Option	B	01/01/2018	Option A	
Anthony Burnett	Parks	Service With Option	B	02/01/2018	Option E	
Willie Stuart	General Hospital	Service Without Option	B	01/01/2018	Normal	
Jeffery Rollings	Parks	Service With Option	A	01/01/2018	Option D	
Richard Hartman	Law	Service With Option	B	01/01/2018	Option B	
David Hallock	General Hospital	Service With Option	B	02/01/2018	Option E	
Jesse Burchwell Jr	Police	P&F Service Pen With Option	B	02/01/2018	Option D	

<u>Key Codes</u>	
<u>Options</u>	<u>Drop Elections</u>
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
James Abson	Public Works	Betty Abson	B	02/02/2018
William Noland	Fire	Donna Noland	C	02/04/2018
Billy Merryman	Fire	Dorothy Merryman	C	02/01/2018
Mary Owens	MNPS	Lilbert Owens	A	01/18/2018
Jeffrey Debusk	Parks	Gail Debusk	B	11/16/2017
Annie Whitley	MNPS	James Whitley	B	01/23/2018
Charles Walker	Public Works	Helen Walker	A	01/23/2018
William Hall	Public Works	Rhonda Hingst	A	01/28/2018

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
Thad Manning Jr	Parks	Idella Manning	A	01/29/2018
Elva Isbell	MNPS	Charles Isbell	B	01/23/2018
Frank Pennington	MNPS	Evelyn Pennington	B	02/26/2018
William Reed	Election Commission	Shirley Reed	B	01/14/2018
Linda Hurt	General Hospital	Emerson Edwards	B	01/21/2018
Malcolm Ayers	MNPS	Keene Ayers	B	02/13/2018

BENEFIT BOARD ITEMS

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

1. Update to plan document and plan provision.

Christina Hickey reported to the Board that as a result of Equal Employment Opportunity Commission's (EEOC) final regulations under the Genetic Information Non-Discrimination Act (GINA), Human Resources is required to amend the Cigna plan document which allows an incentive to be paid when dependents take the health risk assessment. She stated that employees and spouses may continue to receive an incentive for completing the assessment.

Mark Young moved for approval of the amendment to the Cigna plan document. Jerry Hall seconded and the Board approved without objection.

2. Correspondence:

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

Items 2.-a. and 2.-b. 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.
- g. Investment Committee minutes.

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

Christina Hickey made note of item 3.-g.

4. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 9:58 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board