

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**April 3, 2018**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, April 3, 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, \*Shannon B. Hall, W. Todd Henry, Talia Lomax-O'dneal and Mark Young.

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 March 6, 2018. With no 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.

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, (with evaluations/case management services where noted), for the length of time as recommended. Mark Young moved for approval of the recommendation to approve the disability pension new requests, items 1 through for the length of time as recommended. Jerry Hall seconded.

Items and 1 and 2 were discussed separately.

Mark Young moved for approval of the recommendation to approve the disability pension new request, item 1, with case management, for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

On item 2, Mark Young moved for approval of the recommendation to approve the disability pension new request, item 2, for the length of time as recommended. Jerry Hall seconded.

Dr. Gill Wright noted that on item 2 that they are expecting some additional medical information and that is the reason for the short re-exam length.

A vote was taken on the motion to approve the disability pension new request, item 2, for the length of time as recommended and the Board approved with Stephanie Bailey opposed.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 3 through 6, (with evaluations/case management services where noted), for the length of time as recommended.

Item 4 was discussed separately.

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

Jerry Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 3 through 6, (with the exception of item 4), for the length of time as recommended. Christine Bradley seconded and the Board approved without objection.

On item 4, Jerry Hall moved for approval of the recommendation to continue the disability pension reexam, item 4, with case management services, for the length of time as recommended. Talia Lomax-O'dneal seconded.

After some discussion of the reinstatement of case management and what medications the individual is currently taking, a vote was taken on the motion to continue the disability pension reexam, item 4, with case management services, for the length of time as recommended and the Board approved with Stephanie Bailey opposed.

**NEW REQUESTS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Dennis D. Adams	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved with case management, for six months, (October 2018), with re-exam at that time.
2.	Elizabeth A. Troupe	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for one month, (May 2018), with re-exam at that time.

**REEXAMINATIONS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
3.	Maco A. Hall-Haynes	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
4.	Tiffany S. Moore	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued with vocational case management, for six months, (October 2018), with re-exam at that time.
5.	Aaron B. Myers	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for two years, (April 2020), with re-exam at that time.
6.	Steven D. Ragland	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for two years, (April 2020), with re-exam at that time.

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

**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.

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

Item	Name	Department	Review Originated From	Referral Recommendation		Comments
				Case Management	CSME	
1	Claybon, Consuelo B.	Police	Pension Approval	No	No	Younger Worker, does not meet SSA durational requirements
2	Copeland, Monica S.	MNPS	Pension Approval	Yes	Yes	Evaluation
3	Gordon, Mia T.	Health	Pension Approval	Yes	Yes	Evaluation
4	McNeil, David W., Jr.	Public Works	Pension Approval	Yes	Yes	Evaluation
5	Smith, Randy L.	Library	Pension Approval	Yes	Yes	Meets SSDIB guidelines

\*Denotes the arrival of Shannon Hall

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

Mark Young moved for approval of the pensions. Todd Henry seconded and the Board approved without objection.

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Robert Kane *	Sheriff	Correctional Officer 2	B	02/06/2018	06/01/2017
James Bowden *	Mayor's Office	Asst Dir-Emerg Management	B	03/18/2018	03/01/2015
Terry Cobb	Codes Administration	Codes Admin Dir	B	03/15/2018	03/31/2018
Michael Keaton	Water Services	Finance Officer 2	B	02/28/2018	04/14/2018
Betty Fannin	MNPS	DRIVER - BUS	B	03/14/2018	05/26/2018
Mary Mcclean	Health	Dental Hygienist 2	B	03/07/2018	04/14/2018
Millicent Watkins	Human Resources	Admin Svcs Officer 4	B	03/22/2018	05/19/2018
David Michon	Police	Police Officer 2	B	02/28/2018	04/01/2018
Rex Davenport	Police	Police Officer 2	B	03/21/2018	03/31/2018
Walter Messemer	Water Services	Admin Svcs Officer 4	B	02/26/2018	02/17/2018
Monroe Fannin Jr.	Sheriff	Correctional Officer 1	B	03/14/2018	03/31/2018
Deborah Pooler	MNPS	CASHIER - FOOD SVC	B	03/21/2018	04/13/2018
Kay Lander	MNPS	CLERK - LIBRARY	B	03/21/2018	05/24/2018
Nancy King	MNPS	ASST - SCHOOL GENERAL	B	03/21/2018	05/26/2018
Karen Mallory	Circuit Court Satellite	Satellite position	B	03/21/2018	03/30/2018
Carolyn Sanders	Farmer's Market	Office Support Rep 3	B	03/07/2018	03/31/2018
James Roberson	General Hospital	Metro Hospital Auth Employee	B	02/28/2018	02/24/2018
Cecil Clark Jr	Water Services	Painter 1	B	02/28/2018	03/24/2018
Gene King	Water Services	Technical Specialist 2	B	03/21/2018	04/21/2018
Doris Lester	Parks	Museum Spec 2	B	03/07/2018	05/16/2018
Jason Rosalia	Police	Police Sergeant	B	03/14/2018	04/07/2018

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

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Linda Wilson	Police	Crime Lab Forensic Scientist 3	B	03/21/2018	04/14/2018
Evangeline Bass	Sheriff	Admin Asst	B	01/31/2018	03/24/2018
Kenneth Smith	Juvenile Court	Warrant Officer 2	B	02/28/2018	04/01/2018
Tracy Mitchell	Criminal Court Clerk	Deputy Criminal Ct Clerk 2	B	03/07/2018	05/12/2018
Bobby Pratt	Fire	Fire Captain	B	03/07/2018	03/14/2018
James Holmes Jr	Fire	Fire Asst Chief	B	03/07/2018	03/31/2018
Eugene Nolan	Finance	Finance Deputy Dir	B	03/13/2018	05/01/2018
Robert Douglas Jr	General Services	Application Tech 3	B	03/14/2018	04/27/2018
Richard Byrd *	Mayor's Office	Dir-Emerg Management	B	03/20/2018	05/01/2018
Jackie Davis *	MNPS	DRIVER - BUS	B	03/14/2018	04/01/2018
Thomas Gammon *	MNPS	DRIVER - BUS	B	03/20/2018	12/01/2016
Eddie Britt *	Criminal Court Clerk	Deputy Criminal Ct Clerk 3	A	03/14/2018	04/01/2018
Cynthia Durham *	Police	Clerk	B	02/08/2018	01/01/2018
Armando Jarquin *	Health	Animal Care & Control Off 1	B	03/06/2018	03/01/2018

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Vernon Longmire	General Services	B	03/01/2018
Valda Bowers	MNPS	B	03/01/2018
Sherry Moss	MNPS	A	03/01/2018
Linda Claybrooks	Emergency Communication Center	B	03/01/2018
William Mcneil	Knowles Home	B	03/01/2018
William Tapley	MNPS	B	03/01/2018
John Alexander	MNPS	B	03/01/2018
Robert Watts	Police	A	03/01/2018

**QDRO – None to report**

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Leonard Mattingly	Water Services	Wilma Mattingly	B	02/18/2018
Albert Jaynes	Police	Shirley Jaynes	Closed	02/28/2018
James Sheets	Police	Connie Sheets	A	02/26/2018
Willie Lee	Bordeaux Long Term Care	Sonia Lee	B	03/13/2018
James Nixon	Parks	Birdie Nixon	B	03/01/2018
Otis Lewis Jr	Sheriff	Angela Lewis	B	03/15/2018

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Leeann Davis	Police	P&F Service Pen With Option	B	02/01/2018	Option F	
Daniel Orr	Police	P&F Service Pen Without Option	B	03/01/2018	Normal	3
Jo Stroud	MNPS	Service With Option	B	03/02/2018	Option B	
Harold Berry	MNPS	Service With Option	B	01/19/2018	Option E	
Linda Chandler	Register of Deeds	Service With Option	B	03/01/2018	Option E	2
Willie Wyatt	Sheriff	P&F Service Pen With Option	B	02/01/2018	Option A	
Brenda Hogan	MNPS	Early Service With Option	A	02/17/2018	Option F	
Loyd Mcginnis Jr	Parks	Early Service With Option	B	03/01/2018	Option A	
Kenneth Crossland	Sheriff	Early Service With Option	B	01/30/2018	Option F	
Samuel Molokwu	Sheriff	Service With Option	B	02/24/2018	Option B	
Sharon Martin	Police	Service Without Option	B	03/01/2018	Normal	3
Michael Hall	Fire	P&F Service Pen With Option	B	03/01/2018	Option E	3
Michael Hall	Fire	P&F Service Pen With Option	B	03/01/2018	Option E	3
Louise Cothran	Fire	P&F Service Pen With Option	B	03/01/2018	Option D	
Addie Degraphenreed	Social Services	Service Without Option	B	02/01/2018	Normal	
Walter Messemer	Water Services	Service With Option	B	02/17/2018	Option A	

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

**Options Elected (continued)**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Johnnie Woods	MNPS	Service Without Option	B	02/01/2018	Normal	
Patricia Jack	Circuit Court Satellite	Service Without Option	B	03/01/2018	Normal	
Cynthia Durham	Police	Service Without Option	B	01/01/2018	Normal	
Suzanne Gannon	Bordeaux Long Term Care	Service With Option	B	01/01/2018	Option A	
David Bridges	Public Works	Service Without Option	B	01/01/2018	Normal	
Armando Jarquin	Health	Service With Option	B	03/01/2018	Option F	
William Covington	Water Services	Service With Option	B	01/01/2018	Option D	

**Key Codes**

<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	

**BENEFIT BOARD ITEMS**

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

1. Review process timeline – Service pensioner from MNPD.

Christina Hickey reported to the Board that at the March 20, 2018 Study Session, Metro Legal updated the Board on the status of investigations on the service pensioner from MNPD. She stated that the Board will need to consider appropriate next steps including whether the Board would like to review this pension with the information available currently or wait until the Metro Council investigation (which includes review by Internal Audit) concludes. She stated that at the appropriate time determined by the Board, this item will be sent first to the Pension Committee for their review and recommendation, which will then be presented to the full Board for action.

Edna Jones moved to refer this item to the Pension Committee. Stephanie Bailey seconded.

Shannon Hall informed the Board that from an administrative standpoint, it was the intent that this would go to the Pension Committee, however, clarification needs to be made regarding sending it now based on the information available or wait until the investigations are completed.

Edna Jones stated to wait until additional information is received but not necessarily until all the investigations/audits are completed.

Shannon Hall suggested that the Board determine what the timeline should look like for HR staff.

There was some discussion regarding when the audit will be completed.

Nicki Eke, Legal Department, stated that she does not know when it will be completed.

There was some discussion of not setting a date until information is available and making it pending completion of the audit.

There was discussion regarding the timeline for the internal investigation/audit and what information would the Board need in order to make a decision.

1. Review process timeline – Service pensioner from MNP. (continued)

Edna Jones informed the Board that she would not like this issue to be prolonged and that a reasonable time would be 2 months and at that time send it to the Pension Committee.

Edna Jones so moved.

Stephanie Bailey seconded.

There was some discussion regarding the Pension Committee determining what they need in order to make a determination on this matter, what information is available, the right to revisit the issue, if necessary, and the Board's subpoena rights.

Nicki Eke, Legal Department, stated that the Board really does not have subpoena rights.

Todd Henry stated that whatever information is available that the Pension Committee feels the need for the Police Department will make sure that it is available.

There was discussion regarding the timeline/completion of the audit and that could determine the timeline for the Pension Committee.

Nicki Eke, Legal Department, informed the Board that a decision can be made based on the information you have and then if later on further information becomes available, you can revisit the issue and determine whether or not there needs to be additional action.

There was some discussion of how certain things pertaining to this case were determined, discussing this at the Committee level in approximately 2 months and at that time see what information the Board has and if there is specific information needed it will be requested from the appropriate entities.

There was also some discussion regarding what information will be available when the Committee convenes.

Nicki Eke, Legal Department, stated that when the Committee convenes, the Committee can request information from Human Resources and any other Metro Department.

There was discussion regarding whether or not the Committee would have to convene to request information.

Nicki Eke, Legal Department, stated that if this has been referred to Committee, then the Committee can convene and make a decision regarding what it needs and how it wants to proceed. She also stated that she is not sure a request for information can be made in this forum at this time. She stated that this is not the Committee convened to look at the matter.

There was also some discussion regarding making a decision upon the settlement now, adjust the pension accordingly and then revise the amount if necessary.

Nicki Eke, Legal Department, stated that if someone is underpaid, that underpayment can be revised within six years to correct the error regarding underpayment. She stated that overpayment, however, there is a one year window where you have one year within discovery to reach back.

A vote was taken on the motion to send this item to the Pension Committee in approximately two months and the Board approved with Shannon Hall, Todd Henry, Edna Jones, Stephanie Bailey and Talia Lomax-O'dneal in favor and Christine Bradley, B.R. Hall, Mark Young and Tom Curtis opposed and Jerry Hall abstaining.

2. Cigna health reimbursement account, (HRA), incentives.

Christina Hickey reported to the Board that at the February and March Study Sessions, information was presented by Deloitte and Cigna on expanding the types of chronic health and lifestyle conditions eligible for an incentive in the Cigna Choice Fund plan for Metro members. She stated that currently Metro's Cigna plan only awards an incentive for 3 chronic health conditions. She stated this would expand the eligibility for a \$100

2. Cigna health reimbursement account, (HRA), incentives. (continued)

incentive from “cardiac, diabetes and COPD” to “any chronic health condition available for coaching in Cigna’s chronic condition coaching program”. She also stated that for the Board’s consideration would be to expand the types of lifestyle conditions eligible for a \$50 incentive from “tobacco cessation” to “tobacco cessation, stress and weight loss”. She stated that the Board will need to consider whether they would like to approve expanding the incentives as outlined above in Metro’s Cigna plan document.

Hope Wiggins, Cigna, was present for any questions.

Todd Henry moved to expand the eligibility for a \$100 incentive from “cardiac, diabetes and COPD” to “any chronic health condition available for coaching in Cigna’s chronic condition coaching program. Talia Lomax-O’neal seconded and the Board approved with Edna Jones abstaining.

Todd Henry moved for approval to expand the types of lifestyle conditions eligible for a \$50 incentive from “tobacco cessation” to “tobacco cessation, stress and weight loss. Stephanie Bailey seconded and the Board approved with Edna Jones abstaining.

3. Hospital Authority clinic incentive program review.

Christina Hickey reported to the Board that at the March Study Session, the Board considered the annual review of the Hospital Authority clinic incentive programs. She stated this program is reviewed annually by the Board to ensure there is no adverse impact to the plans as a result of the incentive program and the Board will need to determine whether they would like to continue this program for the 2019 plan year.

Shannon Hall moved to continue the Hospital Authority clinic program for the 2019 plan year. Jerry Hall seconded and the Board approved without objection.

4. Metropolitan Nashville Public Schools, (MNPS), clinic incentive program review.

Christina Hickey reported to the Board that following the Board’s feedback at the March Study Session, Deloitte and the Metro Benefit team contacted David Hines, MNPS clinic program director, regarding the proposed discounts for the MNPS clinic. She stated that Human Resources and Deloitte are currently working with the Metro medical carriers on the proposed discounts. She also noted that Human Resources is currently waiting for MNPS to respond so that we can move forward.

B.R. Hall moved to continue the Metropolitan Nashville Public Schools, (MNPS), clinic program. Mark Young seconded.

There was some discussion regarding continuing the program for another year, the timeline for MNPS to respond to Human Resources regarding the clinics, the adverse effect on the plan and working with MNPS before continuing a program that does not begin until the first of the year.

There was discussion/clarification on approving the program for 6 months, that the plan is already approved for the remainder of 2018, and does anything need to be approved/continued at this time due to the adverse effect on the plan.

There was some discussions of deferring this item for one month to obtain the additional information from MNPS.

Nicki Eke, Legal Department stated that action needs to be taken in order to continue the program.

It was reiterated that this program has already been approved for 2018 and continuing it would be for 2019.

It was also clarified that the Board discussed having MNPS work with HR in regards to the programs adverse impact on the medical plans.

David Hines informed the Board that a meeting has been scheduled and that he will also have to take the information back to the school Board as well.

4. Metropolitan Nashville Public Schools, (MNPS), clinic incentive program review. (continued)

There was discussion that there was an adverse impact last time the program was reviewed and a question of whether or not this has to be reviewed on a yearly basis versus a plan year basis.

Nicki Eke, Legal Department, stated that the resolution states that the Board shall review the incentive program annually. She stated that whatever calendar the Board has adopted for reviewing this program is that annual review. She stated that each time you have an annual review, you continue it for the next year and then when that timeline comes you review it again. She stated that it does not necessarily coincide with the plan year.

After clarification of whether or not there was a motion on the floor, Edna Jones seconded the motion to continue the program.

After some discussion regarding the Board having to take an action regarding the program and that if additional information is received it can be reviewed again, B.R. Hall withdrew his motion. Edna Jones withdrew her second.

B.R. Hall moved to continue Metropolitan Nashville Public Schools, (MNPS), clinic program for six months (June 2019). Edna Jones seconded.

It was requested that this item be reviewed within 60 days and not to hamper negotiations.

A vote was taken on the motion to continue the Metropolitan Nashville Public Schools, (MNPS), clinic program for six months (June 2019)?, with review of the program negotiations within 60 days and the Board approved with Christine Bradley abstaining.

5. Fiscal Year 2019 Metropolitan Employee Benefit Board budget.

Christina Hickey reported to the Board that as discussed at the March Study Session, the proposed Benefit Board budget for fiscal year 2019 is being presented for review and approval.

Jerry Hall moved for approval of the 2019 Benefit Board budget. Stephanie Bailey seconded and the Board approved without objection.

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

Christina Hickey reported to the Board that at the March 6, 2018 Medical and Life Committee meeting, PRIA Healthcare appealed on behalf of a dependent of an employee from State Trial Courts for laparoscopic anti-reflux surgery utilizing LINX reflux management system. Blue Cross Blue Shield has denied this this procedure as it is considered investigational. She stated that the Committee recommended denying the requested procedure.

Committee Chair Jerry Hall asked if there were any amendments, corrections or questions of the minutes from the Medical and Life Committee meeting. With no corrections, Christine Bradley moved for approval of the Medical and Life Committee meeting minutes. Edna Jones seconded and the Committee minutes were approved.

Committee Chair Jerry Hall reviewed the recommendation with the Board. He stated that the Committee recommendation was to deny the medical care appeal.

Edna Jones moved to uphold the Committee's recommendation to deny the medical care appeal – dependent of employee from State Trial Courts. Stephanie Bailey seconded and the Board approved without objection.



7. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Cigna pharmacy management correspondence.

Items 7.-a. through 7.-c. 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.

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

9. Late item(s):

There were no late items reported at the meeting.

Christina Hickey informed the Board that there will be a change of venue for the April Study Session.

With nothing further presented, the meeting adjourned at 10:08 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**