

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

June 5, 2018

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, June 5, 2018 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:34 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, W. Todd Henry, Talia Lomax-O'dneal and Mark Young.

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 informed the Board that there will be a Pension Committee meeting immediately following the Board meeting and invited all members to attend. She also requested that members let HR staff know if they will be in attendance for the July Board meeting.

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 May 1, 2018. With one correction, nothing further was noted and Mark Young 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.

Edna Jones suggested that the new requests be discussed individually.

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. Stephanie Bailey moved for approval of the recommendation to approve the disability pension new request, item 1 through for the length of time as recommended. Christine Bradley seconded and the Board approved without objection.

The employee and his attorney, Jack Byrd, were present.

Dr. Gill Wright reported to the Board that on item 2 he recommends denial of the request for an injury on duty disability pension.

Jack Byrd addressed the Board regarding the request, his diagnosis/condition, the presumption and meeting the criteria.

The employee addressed the Board regarding the request, his condition and meeting the criteria for the presumption.

Dr. Gill Wright stated that he has been diagnosed with essential hypertension and it is not a debilitating condition in and of itself. He stated that in reviewing the medical records he actually had blood pressures that extend back to 2014 that were elevated and could have made a diagnosis of hypertension that early. He stated that almost always when he has the very high pressures that is his chief complaint are accompanied by an increase in his pulse rate which indicates that he is getting an adrenalin release which is a post-traumatic stress

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

disorder (PTSD) response. He further stated that when his in line of duty medical care review was done the approval was made for the essential hypertension, but the elevated blood pressures were discussed and those pressures were pointed out to be unrelated to his essential hypertension and were related to other psychosomatic or psychological issues which would include the PTSD. He stated that based on those things (blood pressures) he does not find any medical information to support him from not being able to do his job. It was also noted that the PTSD was related to his military service.

There was some discussion regarding the medical record, the hypertension, PTSD, work related stressors/triggers associated with the PTSD and that the individual is currently being accommodated.

There was some discussion regarding the presumption, what it states and why it was written.

There was some discussion regarding the physicians' statements in the medical information.

Mark Young moved to grant the request for an in line of duty disability pension for item 2. B.R. Hall seconded.

There was some discussion of whether or not the employee's intent is to get the blood pressure under control and return to full duty.

The employee stated that he is concerned about his health and his ultimate goal is to become healthy. He stated that if he gets healthy and is able to come back then yes he will return to work.

Dr. Gill Wright stated that even presuming that any of his blood pressure spikes are due to stress at work, he has been accommodated in an administrative position for over nine months. He stated that since that time is when he has had all of the medical issues and not prior to that time.

There was some discussion regarding stress test results and medical records prior to 2014. It was noted that there are medical records dating back to 2010 and there were no pressure elevations prior to 2014.

A vote was taken on the motion on the disability pension new request, item 2, to grant the request for an in line of duty disability pension and failed with Jerry Hall, Todd Henry, Mark Young and B.R. Hall in favor and Christine Bradley, Edna Jones, Stephanie Bailey, Shannon Hall, and Talia Lomax-O'dneal opposed.

On the disability pension new request, item 2, Stephanie Bailey moved for approval of the recommendation to deny the request. Talia Lomax-O'dneal seconded and the Board approved with Edna Jones, Christine Bradley, Stephanie Bailey, Shannon Hall, and Talia Lomax-O'dneal in favor and B.R. Hall, Jerry Hall, Mark Young and Todd Henry opposed.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexamination, item 3, for the length of time as recommended. Jerry Hall moved for approval of the recommendation to continue the disability pension reexamination, item 3, for the length of time as recommended. Stephanie Bailey seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Scott C. Billingsby	Police	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (October 2018), with re-exam at that time.
2.	Joseph H. Leurs	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was denied.

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
3.	Tammy L. Binkley-Vanatta	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for two years, (June 2020), with re-exam at that time.

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.

Shannon Hall 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	Rainey, Delores A.	MAC	Pension Approval	Yes	Yes	Evaluation

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

Mark Young moved for approval of the pensions. Christine Bradley seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Michael Henderson *	Sheriff	Admin Svcs Officer 2	B	05/21/2018	08/01/2018
William Dixon	Parks	Maint & Repair Worker 3	B	05/16/2018	06/29/2018
Virginia Brassell	MNPS	CASHIER - FOOD SVC	B	05/09/2018	05/25/2018
Judy Champ	MNPS	SECRETARY-CLERK	B	05/09/2018	06/02/2018
Mary Aldridge	MNPS	ASST - FOOD SVC	B	05/16/2018	05/25/2018
Mary Spurlock	MNPS	DRIVER - BUS	B	05/23/2018	05/25/2018
Ana Torres	MNPS	DRIVER - BUS	B	05/08/2018	05/02/2018
Lillian Pope	MNPS	MONITOR - IN-SCHOOL SUSPENSION	B	04/25/2018	05/25/2018
Bonita Whitehead	MNPS	ED ASST - EX ED PRE-K	B	04/25/2018	05/26/2018
Patricia Arnett	MNPS	SPEC - HR EMPL BENEFITS LEAD	B	05/23/2018	06/30/2018
Travis Russell	MNPS	OPER - PRINTING PRESS	B	05/23/2018	07/14/2018
Pamela Lynch	Health	Public Health Nurse 1	B	05/16/2018	05/25/2018
Angie Moore	Water Services	Treatment Plant Shift Supv	B	05/01/2018	05/03/2018
Joseph Callis	Public Library	Bldg Maint Mechanic	B	05/23/2018	06/30/2018
Linton Whaley	Water Services	Water Quality Analyst 2	B	05/02/2018	05/05/2018
Gary Martin	Health	Animal Care & Con Ken Asst 2	B	05/23/2018	05/29/2018
Vivian Hubble	Public Works	Safety Inspector 2	B	05/02/2018	06/30/2018
Linda Emerson	Public Library	Library Mgr 1	B	05/09/2018	06/23/2018
Ellen Colter	Public Library	Librarian 2	B	05/16/2018	07/12/2018
Calvin Jasper	Water Services	Indust Tech Master	B	05/23/2018	06/01/2018
Debbie Martin	Water Services	Treatment Plant Shift Operator	B	05/09/2018	05/12/2018
Ronald Cannon Jr	Water Services	Treatment Plant Asst Mgr	B	05/01/2018	05/05/2018
Terry Taylor	State Fair Board	Maint & Repair Leader 2	B	05/07/2018	05/12/2018
Roy Johnson	Fire	Fire Captain	B	05/16/2018	06/22/2018
Darryl Rogan	Fire	Fire Inspector 2	B	05/02/2018	05/01/2018
Micky Morgan	Fire	Emerg Medical Tech 2	B	05/02/2018	05/10/2018

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Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Christy Daniel	Clerk and Master	Supervisor Clerk & Maste	B	04/25/2018	07/02/2018
Richard Martin Jr	Police	Police Officer 2	B	05/23/2018	05/31/2018
Gary Osteen	Fire	Fire Maint Worker 1	B	04/25/2018	07/16/2018
Gregory Lewis	Information Technology Service	Information Systems Advisor 2	B	05/02/2018	05/05/2018
Thomas Franklin	Fire	Fire Asst Chief	B	04/25/2018	05/01/2018
James Springer Jr	Public Works	Maint & Repair Worker 1	B	04/27/2018	04/20/2018
David Smith	Juvenile Court Clerk	Juvenile Ct Clerk	B	05/10/2018	09/01/2018
Etheleen Kicker *	MNPS	ED ASST - EX ED PREK PIC INCLU	B	05/05/2018	05/01/2017
Jo Ross *	MNPS	ED ASST - EX ED MIP REGULAR	B	05/02/2018	09/01/2017
James Hill *	General Hospital	Environ Services Tech	A	04/25/2018	05/01/2018
Darrell Burnside *	Public Works	Parking Patrol Officer 1	B	05/16/2018	08/01/2018
Florence Adewole *	General Hospital	Registered Nurse	B	05/02/2018	04/01/2018
Michele Stratton *	Fire	Admin Svcs Officer 4	B	04/20/2018	01/01/2014
Horace Pulse *	MNPS	MONITOR - SCHOOL BUS	B	04/25/2018	06/01/2018
Jacqueline Slate *	Circuit Court Clerk	Ct Clerk	B	04/21/2018	06/01/2016
Dahli Perez-Whyte *	Caring for Children	Program Spec 3	B	05/09/2018	07/01/2018
Ronald Williams *	Sheriff	Correctional Officer Lieut	B	05/07/2018	05/01/2018
Beverly Cole *	Information Technology Service	Chief Info Officer	B	05/18/2018	06/01/2018

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Joe Hunt Jr	General Services	A	05/01/2018
Frank Driver	Water Services	A	05/01/2018
Sandra Custode	Codes Administration	B	05/01/2018

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Michele Stratton	Fire	Service With Option	B	01/01/2018	Option A	
Deborah Pooler	MNPS	Service With Option	B	04/13/2018	Option F	
Jessie Hewitt	MNPS	Service Without Option	B	04/05/2018	Option F	2
Sheryl Sawyer	MNPS	Early Service Without Option	B	04/07/2018	Normal	
Ana Torres	MNPS	Service Without Option	B	05/02/2018	Normal	
Sidney Bunch Iii	MNPS	Service Without Option	B	04/13/2018	Normal	
Angie Moore	Water Services	Early Service With Option	B	05/03/2018	Option A	
Linton Whaley	Water Services	Early Service Without Option	B	05/05/2018	Normal	
Carolyn Sanders	Farmer's Market	Service With Option	B	03/31/2018	Option D	
Donald Fox	Public Works	Service Without Option	B	04/01/2018	Normal	1
Ricky Lloyd	Public Works	Service Without Option	B	04/28/2018	Normal	3
M. Johnston	Water Services	Service Without Option	B	05/05/2018	Normal	
Sylvester Baines	Water Services	Service With Option	B	04/19/2018	Option A	1
Gene King	Water Services	Service With Option	B	04/21/2018	Option A	1
Gary Ragland	Water Services	Service Without Option	B	03/31/2018	Normal	3
Michael Bowers	Water Services	Service With Option	B	03/31/2018	Option B	1
Linda Wilson	Police	Service Without Option	B	04/15/2018	Normal	3
Jeffrey Williams	Sheriff	P&F Service Pen Without Option	B	09/01/2023	Option C	3
Kenneth Smith	Juvenile Court	Early Service With Option	B	03/31/2018	Option A	
Darryl Rogan	Fire	P&F Service Pen Without Option	B	05/01/2018	Normal	
Earl Wall	Fire	P&F Service Pen With Option	B	04/14/2018	Option B	
Carey Stribling	Fire	Service Without Option	B	04/24/2018	Normal	
Micky Morgan	Fire	P&F Service Pen With Option	B	05/10/2018	Option A	3
John Kennedy	Water Services	Service With Option	B	03/31/2018	Option E	3
Robert Douglas Jr	General Services	Service With Option	B	04/21/2018	Option A	
Jeffrey Thomas	Police	P&F Service Pen With Option	B	04/28/2018	Option E	3
David Michon	Police	P&F Service Pen With Option	B	04/01/2018	Option E	3
Mary Mcclean	Health	Service With Option	B	04/14/2018	Option F	
Thomas Franklin	Fire	P&F Service Pen With Option	B	05/01/2018	Option A	1

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
James Springer Jr	Public Works	Early Service With Option	B	04/20/2018	Option E	
Sylvia Rapoport	Parks	Service Without Option	B	05/02/2018	Normal	
Michael Keaton	Water Services	Early Service Without Option	B	04/14/2018	Normal	
Jackie Davis	MNPS	Service With Option	B	01/01/2018	Option A	
James Hill	General Hospital	Service Without Option	A	05/01/2018	Normal	
Jo Ross	MNPS	Service Without Option	B	01/01/2018	Normal	
Jacqueline Slate	Circuit Court Clerk	Service Without Option	B	01/01/2018	Normal	
Thomas Gammon	MNPS	Service Without Option	B	01/01/2018	Normal	

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

Employee	Alternate Payee	Plan A/B	Effective Date
Joseph Johnson III	Tina Davis	B	05/01/2018

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
James Plunkett	MNPS	Evelyn Plunkett	A	04/12/2018
Larry Allen Jr	MNPS	Carolyn Allen	B	05/12/2018
Mickey Avery	Fire	Moriah Avery	B	05/16/2018
Twanda Woodard	Health	Percy Woodard	B	05/14/2018
Anthony Lawrence	MNPS	Stephanie Lawrence	B	05/02/2018
Joe Pitts	Water Services	Vanessa Davis	B	04/19/2018
John Seaborn Sr	Public Works	Nina Seaborn	C	05/02/2018
Floyd Fry	Public Works	Norma Fry	C	05/01/2018

BENEFIT BOARD ITEMS

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

1. Cost of living adjustments for closed plans.

Christina Hickey reported to the Board that this cost of living adjustment is pursuant to Resolution No. RS2001-659 and applies to the plans references in Section 2 of the resolution – the former City of Nashville pension plan and the former Davidson County pension plan. She stated this increase is built into the Metro Code and cannot be adjusted without a change to the Code. She stated that as a result of the 2.36% increase in the Consumer Price Index, a cost of living adjustment increase of 2.50% should be granted to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2018.

B.R. Hall moved for approval of a cost of living adjustment increase of 2.50% to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2018. Todd Henry seconded and the Board approved without objection.

2. Administrative change of premium deductions.

Christina Hickey reported to the Board that at the May Study Session, Deloitte presented information on an administrative change of medical premium deductions for active employees. She stated that currently Metro pre-collects premiums from the 1st paycheck before the employee is eligible for coverage. She stated the new, proposed change would be to pay as you go, which would allow premiums to be deducted from the 1st paycheck after the employee is eligible for coverage. She stated this would reduce the need for refunds, provide ease in administration on the ACA employer reporting, and align with the new payroll system being implemented in 2019. She stated the Board will need to decide if they would like to implement this change effective January 1, 2019.

Kelley Lewis, Deloitte, was present for any questions.

After some discussion that the change would not have an effect on eligibility, Shannon Hall moved for approval of the change to pay as you go, which would allow premiums to be deducted from the 1st paycheck after the employee is eligible for coverage. Christine Bradley 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 and no action was required.

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 and no action was required.

5. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 9:56 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board