

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

September 4, 2018

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, September 4, 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; Members: Stephanie Bailey, Jerry Hall, Shannon B. Hall, W. Todd Henry, and Stacey Rucker.

Vice Chair Christine Bradley and Members G. Thomas Curtis, B.R. Hall, Sr., 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 August 7, 2018. With no corrections, nothing further was noted and Shannon Hall 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 request, item 1 for the length of time as recommended. Jerry Hall moved for approval of the recommendation to approve the disability pension new request item 1 for the length of time as recommended. Stacey Rucker seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, item 2 as a medical disability pension for the length of time as recommended. He stated that the medical did not support the request for an injury on duty disability pension. Todd Henry moved for approval of the recommendation to approve the disability pension new request, item 2 as a medical disability pension for the length of time as recommended. Stacey Rucker seconded and the Board approved without objection.

The employee's spouse was present for item 3.

Dr. Gill Wright reported to the Board that on item 3 he recommends a denial of the disability pension new request based on the medical.

The employee's spouse addressed the Board regarding some additional medical information that was just obtained.

Dr. Gill Wright stated that he is in receipt of the information however, he has not received the entire dictated report suggested a deferral.

Jerry Hall moved to defer the disability pension new request, item 3, for one month. Stacey Rucker seconded and the Board approved without objection.

The employee and her spouse were present for item 4. She discussed her medical conditions and job duties.

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

Dr. Gill Wright reported to the Board that he recommends a deferral of the disability pension new request item 4, and approval of a functional capacity evaluation (FCE). He stated that there are multiple conditions which may create some level of disability, however, there are no limitations and that is why he is requesting the FCE to obtain further information regarding limitations, if any.

The employee described her work environment and expressed concerns within that environment.

After some discussion regarding the employees work environment within schools, Stephanie Bailey moved for approval of the recommendation to defer the disability pension new request, item 4 and approval of a FCE. Jerry Hall seconded.

There was clarification on obtaining an FCE and also to approve case management. The maker of the motion amended the motion to include case management.

A vote was taken on the motion on the disability pension new request, item 4, to defer the request with approval of an FCE and case management and the Board approved without objection.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 5 through 11 for the length of time as recommended. Jerry Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 11 for the length of time as recommended. Stacey Rucker seconded and the Board approved without objection.

Byron Grizzle, Sheriff's Office, was present for item 12.

Dr. Gill Wright reported to the Board that on item 12 he recommends approval of return to work.

Byron Grizzle stated they are prepared to return the individual to work, however, the individual has stated that there was an error in the medical record. Mr. Grizzle stated that upon return he will be re-evaluated by the CSME.

Jerry Hall moved for approval of the recommendation of return to work on item 12. 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.	Peggy J. Hendrix	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
2.	Jacob A. Paul	Police	Medical	As moved, seconded and approved, this disability pension request was approved as a medical disability pension for two months, (November 2018), with re-exam at that time.
3.	Janet R. Garmon	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was deferred.
4.	Rehana K. Hashimi	Health	Medical	As moved, seconded and approved, this disability pension request was deferred with vocational case management and a functional capacity evaluation approved.

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
5.	Christopher L. Clark	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for two months, (November 2018), with re-exam at that time.
6.	Linda M. Cook	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
7.	Mia T. Gordon	Health	Medical	As moved, seconded and approved, this disability pension was continued for one year, (September 2019), with re-exam at that time.
8.	Edith M. Hardemon	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for six months, (March 2019), with re-exam at that time.
9.	Juakeva M. Leonard	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (September 2019), 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, (March 2019), with re-exam at that time.
11.	Marion S. Reynolds	Metro Action Commission	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (September 2019), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
12.	Vincent L. Phillips	Sheriff	Medical	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. Jerry Hall moved for approval of the referrals. Shannon Hall seconded and the Board approved without objection.

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

SOCIAL SECURITY REFERRALS:

Item	Name	Department	Origin of Review	Referral Recommendation		Comments
				Case Management	CSME	
1	Clopton, Cynthia D.	MNPS	Pension Approval	No	No	Does not meet SSA guidelines
2	Lavigne, Steven J.	Social Services	Pension Approval	Yes	Yes	Meets Medical-Vocational guidelines
3	Sanders, Quinta D.	MAC	Pension Approval	Yes	Yes	Evaluation

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

Jerry Hall 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
Michael Jones *	State Trial Courts	Admin Svcs Mgr	B	08/27/2018	04/01/2016
Jimmy Stephens	Codes Administration	Plans Examiner 2	B	08/22/2018	09/01/2018
Sheryl Gentry	MNPS	DRIVER - BUS	B	08/01/2018	08/07/2018
Vicki Sovia	MNPS	REP - eTIME & COMP SVCS	B	08/01/2018	09/29/2018
Thomas Sealy	Register of Deeds	Satellite position	B	08/22/2018	09/19/2018
Charmayne Bell	MNPS	MONITOR - SCHOOL BUS	B	09/04/2018	08/18/2018
Lahonza Wright	General Hospital	Ctrl Svcs Invent Control Coord	B	08/06/2018	08/17/2018
Craig Owensby	Planning Commission	Planner 2	B	08/15/2018	09/15/2018
Kimberly Legate	Register of Deeds	Satellite position	B	08/15/2018	09/01/2018
Kevin Bridges	General Services	Office Support Spec 2	B	07/31/2018	07/27/2018
William Loucks Jr	Police	Police Officer 2	B	08/15/2018	08/22/2018
Teresa McDaniel	Metro Action Commission	Food Service Wkr 1 - Seasonal	B	08/01/2018	08/31/2018
Sadona Chance	Emergency Communication Center	Emer Telecommunications Trainer	B	08/22/2018	10/20/2018
Candy Rucker	State Trial Courts	Judicial Asst 2	B	08/15/2018	09/29/2018
Terry Jones	Health	Animal Care & Con Ken Asst 2	B	08/01/2018	09/06/2018
Jack Holt	Assessor of Property	Appraiser 2	B	08/01/2018	08/15/2018
Reynord Slusher	Sheriff	Sheriff Prisoner Processor 1	B	08/22/2018	09/04/2018
Marshall Warden	Sheriff	Sheriff Warrant Officer 1	B	08/16/2018	08/22/2018
Kathy Anderton	Police	Police Operations Coord 1	B	08/08/2018	09/15/2018
Rebecca Zachgo	General Services	Admin Svcs Officer 3	B	08/08/2018	10/13/2018
Patricia Estes	Police	Police Officer 2	B	08/08/2018	09/07/2018
Phillip Williams	Police	Police Sergeant	B	07/30/2018	08/16/2018
Anita Prather	Police	Police Officer 2	B	08/15/2018	08/20/2018
William Vincion	Police	Police Officer 2	B	07/29/2018	08/15/2018
Jerry Pirtle Sr.	Police	Police Officer 2	B	08/08/2018	09/01/2018
Christy Tomlinson	Fire	Fire District Chief	B	08/03/2018	08/11/2018
Brian Petty	Police	Police Sergeant	B	08/15/2018	09/25/2018
Sheila Upchurch	Human Resources	Application Tech 3	B	08/06/2018	09/08/2018
Kenneth Shipp	MNPS	DRIVER - BUS	B	08/03/2018	08/07/2018
James Wheeler	MNPS	EXEC DIR - SAFETY & SECURITY	B	08/08/2018	08/24/2018
Darrell Short *	MNPS	MONITOR - IN-SCHOOL SUSPENSION	B	07/30/2018	07/01/2018
Cathy Schaefer *	General Hospital	Secretary-Exe	B	08/22/2018	09/01/2018
Leroy Hamer *	MNPS	WORKER - CUSTODIAL	B	08/01/2018	09/01/2018
Belinda Johns *	MNPS	SECRETARY/BOOKKEEPER	A	07/24/2018	07/01/2018
Deborah Potter *	General Hospital	Central Services Tech 2	B	08/13/2018	09/01/2018
Richard Richardson *	MNPS	CHARTER - SUPPORT	B	08/17/2018	06/01/2018
Donna Kenerson *	Health	Medical Admin Asst 1	B	08/22/2018	10/01/2018
Susan Dulaney *	Bordeaux Long Term Care	Nursing Svc Asst Dir	B	07/16/2018	02/01/2018
Janice Neely	Juvenile Court Clerk	Office Support Rep 1	B	08/28/2018	05/01/2018
Sandra Pullen	Finance	Application Tech 3	B	08/28/2018	09/26/2018

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

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Nancy Phillips	Planning Commission	B	08/01/2018
Mary Whitley	General Hospital	B	08/01/2018
Robert Lee Jr	Water Services	B	08/01/2018

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Danny Beard	General Hospital	Service With Option	B	08/01/2018	Option D	
Ronnie Blea	Fire	P&F Service Pen With Option	B	07/16/2018	Option A	3
Ruby Smith	MNPS	Service Without Option	B	08/07/2018	Normal	
Barbara Steele	MNPS	Service With Option	B	08/07/2018	Option D	
Sheryl Gentry	MNPS	Service With Option	B	08/07/2018	Option F	
Janice Ferguson	MNPS	Service With Option	B	07/14/2018	Option F	3
Dianne Petersen-Jeske	MNPS	Service With Option	B	08/07/2018	Option F	2
Betty Whiteside	MNPS	Early Service With Option	B	08/01/2018	Option F	
George Stephens	MNPS	Early Service With Option	B	08/03/2018	Option E	
Don Woods	MNPS	Service With Option	B	07/06/2018	Option E	3
Patricia Arnett	MNPS	Service With Option	B	06/30/2018	Option F	
Kevin Bridges	General Services	Early Service With Option	B	07/27/2018	Option A	
Amanda Crutchfield	MNPS	Service Without Option	B	06/30/2018	Normal	1
Vivian Hubble	Public Works	Early Service Without Option	B	07/17/2018	Normal	
Linda Emerson	Public Library	Early Service Without Option	B	06/24/2018	Normal	
Ann Quarterman	Trustee	Service With Option	B	07/28/2018	Option E	3
Rebecca Weiser	Health	Service With Option	B	07/28/2018	Option F	1
Charles Robinson Jr	Water Services	Service Without Option	B	07/07/2018	Normal	
Barry Gager	Parks	Early Service With Option	B	07/27/2018	Option D	
Donna Jones	MNPS	Service Without Option	B	07/06/2018	Normal	2
William Dunn	Fire	P&F Service Pen Without Option	B	07/31/2018	Normal	1
Nathan Marsh	Fire	P&F Service Pen Without Option	B	07/30/2018	Normal	3
Gary Osteen	Fire	Service With Option	B	07/17/2018	Option E	2
Harry Tinsley Iii	Fire	P&F Service Pen With Option	B	08/01/2018	Option B	
Theresa Starkey	General Hospital	Service Without Option	B	06/01/2018	Normal	
Darrell Burnside	Public Works	Service Without Option	B	08/01/2018	Normal	
Sarah Scruggs	MNPS	Service Without Option	A	01/01/2018	Normal	
Michael Henderson	Sheriff	Service Without Option	B	08/01/2018	Normal	
Belinda Johns	MNPS	Service Without Option	A	07/01/2018	Normal	
Ernest Simpson	Police	P&F Service Pen With Option	B	01/01/2018	Option E	
Susan Dulaney	Bordeaux Long Term Care	Service With Option	B	02/01/2018	Option F	

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	

QDRO – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Neil Brown	Sheriff	Stacy Brown	B	08/02/2018
Brenda Inglis	MNPS	Richard Inglis	B	07/02/2018

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

Employee	Department	Survivor Name	Plan A/B	Effective Date
Joseph Walton III	MNPS	Barbara Walton	B	08/07/2018
Paul Graves	General Services	Davis Graves	B	07/21/2018
Patricia Brown	Election Commission	Harold Brown	A	07/29/2018
Ralph Kimbro	Police	Shirley Kimbro	C	07/31/2018
Wanda Patten	Juvenile Court Clerk	Paul Patten	B	07/27/2018
James Smith	Sheriff	Charlon Abernathy	B	08/11/2018
Fred Cantrell	State Trial Courts	Minta Cantrell	B	08/10/2018
James Nash	Police	Pamela Nash	B	08/13/2018
Sandra Stokes	Parks	Pamela Smartt	B	08/05/2018
Mark Powell	Water Services	Richard Douglas	A	08/22/2018

BENEFIT BOARD ITEMS

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

1. Metropolitan Nashville Public Schools Clinics Incentive Program review.

Christina Hickey reported to the Board that at the March 2018 Study Session, Deloitte presented the annual analysis and review of the MNPS clinics incentive program. As in previous years, the analysis reflected the allowed charges from the MNPS clinics providers are higher than other network providers for the same types of procedures. To prevent the incentive program from adversely impacting the Metro medical plans' claims experience, Deloitte's report to the Board recommended the Board request the MNPS clinics provide the Metro medical plans with a modified (discounted) fee schedule to reduce or eliminate the program's impact on the Metro's plans. Per the Board's direction, Deloitte and the Metro benefit team requested a discounted fee schedule from David Hines, MNPS clinics program director.

Ms. Hickey stated that at their meeting on August 22, 2018, the MNPS Medical Trust Board agreed to a discounted fee schedule for members of Metro's medical plans, subject to the acceptance by the Metro Employee Benefit Board. Effective January 1, 2019, certain charges incurred by BCBST and Cigna members will be reduced approximately 36% and 38%, respectively. The fee reduction would apply to the majority of services provided. She stated that the Board must decide if it would like to accept the discounted fee schedule offered by the MNPS Medical Trust Board and continue offering the Incentive Program to members for the 2019 plan year.

Shannon Hall moved for approval of the discounted fee schedule offered by the MNPS Medical Trust Board effective January 1, 2019, for certain charges incurred by BCBS and Cigna members to be reduced approximately 36% and 38% and to continue offering the incentive program to members for the 2019 plan year. Stephanie Bailey seconded and the Board approved without objection.

2. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Blue Cross Blue Shield network change.
- d. Resolution RS2018-1309.

Items 2.-a. through 2.-d. were for information only and no action was required.

Christina Hickey made note of items 2.-c. and 2.-d.

3. 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.
 - g. Privacy notice.

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

4. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 9:53 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board