

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

October 2, 2018

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, October 2, 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 Stacey Rucker.

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 September 4, 2018. With no corrections, nothing further was noted and Stephanie Bailey 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.

Edna Jones noted that some additional information has been passed out regarding items 6 and 7.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new requests, items 1 through 5, for the length of time as recommended.

It was noted that the employee was present for item 3.

Jerry Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 5 for the length of time as recommended. Stephanie Bailey seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on the disability pension new request item 6 he is requesting a deferral pending review of additional medical information. Jerry Hall moved for approval of the recommendation to defer the disability pension new request, item 6. Stacey Rucker seconded and the Board approved without objection.

It was noted that the employee's husband was present for item 6.

On the disability pension new request, item 7, Dr. Gill Wright recommends denial of the request. Jerry Hall moved for approval of the recommendation to deny the disability pension new request, item 7. Shannon Hall 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 8 through 13 for the length of time as recommended. Dr. Wright also noted that on item 9, his condition, treatment and medications will not allow him to return to full duty and suggested a longer re-exam date.

There was some discussion regarding changing the recommendation to without stipulation, case management services and monitoring those who are approved without stipulation of scheduled re-exam.

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

Nicki Eke, Legal Department, stated that all individuals on a disability pension are required to fill out annual questionnaires and are required to provide information regarding their medical status. She stated that if that information changes that should alert staff.

There was some discussion regarding the process of how the disability pensioners are monitored.

Jerry Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 8 through 13 for the length of time as recommended with the recommendation on item 9 changed to without stipulation. 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.	Tracey Y. Fisher	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (April 2019), with re-exam at that time.
2.	Rehana K. Hashimi	Health	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (February 2019), with re-exam at that time.
3.	Joseph H. Leurs	Police	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (October 2019), with re-exam at that time.
4.	Titus E. Moore	Public Works	Medical	As moved, seconded and approved, this disability pension request was approved for two months, (December 2018), with re-exam at that time.
5.	Dorothy A. Phillips	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (April 2019), with re-exam at that time.
6.	Janet R. Garmon	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was deferred.
7.	Ezechial R. King	Parks	In Line of Duty	As moved, seconded and approved, this disability pension request was denied.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
8.	Scott C. Billingsby	Police	Medical	As moved, seconded and approved, this disability pension was continued for six months, (April 2019), with re-exam at that time.

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
9.	Michael B. Butler	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
10.	Sherron B. Chunn	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for six months, (April 2019), with re-exam at that time.
11.	Eric J. Hayes	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (June 2019), with re-exam at that time.
12.	Sean M. Souza	Water	Medical	As moved, seconded and approved, this disability pension was continued for one month, (November 2018), with re-exam at that time.
13.	David M. Tippitt	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for two months, (December 2018), 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	Origin of Review	CM	CSME	Comments
				Referral Recommendation		
1	Cook, Linda M.	MNPS	Pension Approval	Yes	Yes	Evaluation
2	Hardemon, Edith M.	Sheriff	Pension Approval	Yes	Yes	Meets Medical-Vocational Guidelines
3	Leonard, Juakeva M.	MNPS	Pension Approval	Yes	Yes	Meets SSA Guidelines

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

Jerry Hall moved for approval of the pensions. Talia Lomax-O'dneal 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
Joann Steele *	Police	Police Operations Coord 1	A	09/04/2018	12/01/2018
Daryl Lewis	Parks	Maint & Repair Leader 1	B	08/29/2018	09/21/2018
Vickie Black	Sheriff	Admin Svcs Mgr	B	09/12/2018	10/15/2018
William Miller	Police	Police Sergeant	B	09/19/2018	11/01/2018
Danny Satterfield	Police	Police Officer 2	B	09/19/2018	10/26/2018
Dennis Shepherd	Police	Police Operations Asst 3	B	09/05/2018	10/06/2018
William Freeman Jr	Sheriff	Sheriff Pretrial Screener	B	09/05/2018	09/15/2018
Roger Melton	Fire	Fire Engineer	B	09/12/2018	10/01/2018
Denise Stratz	Health	Public Health Nurse 3	B	09/19/2018	11/01/2018
Vesther Person	Social Services	Nutrition Site Coord	B	08/29/2018	09/29/2018
Kenneth Kik	Fire	Fire Fighter/Paramedic	B	08/29/2018	10/08/2018
David Upton	Fire	Emerg Medical Tech 2	B	09/19/2018	10/23/2018
Arosa Petre	MNPS	TECH - ACCTG ACCTS PAY II	B	09/19/2019	11/01/2018
Kenneth Wilburn	MNPS	MONITOR - SCHOOL BUS	B	09/12/2018	09/29/2018
Dennis Callies	Public Works	Sanitation Worker	B	08/29/2018	09/08/2018
Gwendolyn Sales	MNPS	SUPV - DRIVER	B	09/07/2018	02/28/2014
Silvia Buchanan	MNPS	MONITOR - SCHOOL BUS	B	09/05/2018	09/08/2018
Mary Koob	Health	Public Health Nurse 3	B	08/29/2018	09/29/2018
James Mallard Jr	Information Technology Service	Information Sys Oper Analyst 3	B	09/05/2018	10/01/2018
Cathleen Simpson	MNPS	SECRETARY-CLERK	B	09/05/2018	09/14/2018
Thomas Pickard	Sheriff	Sheriff Classification Cou	B	09/12/2018	10/08/2018
Stephen Burton *	State Fair Board	Facility Coord	B	08/29/2018	10/01/2018

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Byron Wilson	Water Services	B	09/01/2018
Thomas Owens Jr	General Services	B	09/01/2018
Virginia Gentry	General Services	A	09/01/2018
Frank Harrison	General Services	A	09/01/2018
William Dotson	General Services	B	09/01/2018
Sheila Drake	MNPS	B	07/01/2018
Vera Williams	MNPS	B	09/01/2018
Teresa Toole	MNPS	B	09/01/2018
Ricky Robinson	Sheriff	B	09/01/2018

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Michael Jones	State Trial Courts	Service Without Option	B	01/01/2018	Normal	
James Wheeler	MNPS	Service With Option	B	08/24/2018	Option A	3
David Smith	Juvenile Court Clerk	Service With Option	B	09/01/2018	Option E	3
Perita Bailey	MNPS	Service Without Option	B	08/07/2018	Normal	
Christy Tomlinson	Fire	P&F Service Pen With Option	B	08/12/2018	Option D	3
Jerry Pirtle Sr	Police	P&F Service Pen With Option	B	09/01/2018	Option D	3
William Vincion	Police	P&F Service Pen With Option	B	08/16/2018	Option E	3
Charles Carter II	Police	P&F Service Pen With Option	B	08/02/2018	Option E	
Philip Williams	Police	P&F Service Pen With Option	B	08/16/2018	Option F	2
Deborah Mason	Mayor's Office	Service Without Option	B	08/16/2018	Normal	
Kenneth Shipp	MNPS	Service With Option	B	08/07/2018	Option A	
Donna Darks	MNPS	Service Without Option	B	05/25/2018	Normal	
Russell Barr	Police	Early Service With Option	B	07/07/2018	Option E	
Lee Cheese	MNPS	Service With Option	B	08/07/2018	Option E	
Susan Dyer	MNPS	Service With Option	B	08/07/2018	Option F	
Judy Adams	MNPS	Service With Option	B	08/07/2018	Option E	
Elmer Lesure Jr	Sheriff	Early Service With Option	B	08/24/2018	Option E	
Charmayne Bell	MNPS	Early Service Without Option	B	08/17/2018	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
Lahonza Wright	General Hospital	Early Service Without Option	B	08/17/2018	Normal	
Faye Shepherd	Parks	Service With Option	B	08/04/2018	Option F	
Ellen Colter	Public Library	Service Without Option	B	07/21/2018	Normal	
Calvin Jasper	Water Services	Service With Option	B	08/25/2018	Option E	2
Kirk Saylor	Sheriff	P&F Service Pen With Option	B	09/08/2018	Option E	3
Marshall Warden	Sheriff	Service Without Option	B	08/23/2018	Normal	3
Nina Tucker	Criminal Court Clerk	Early Service With Option	B	08/12/2018	Option A	
Ronald Powers	MNPS	Service With Option	B	09/01/2018	Option D	
Michael Mooney	Police	Service With Option	B	09/01/2018	Option E	
Richard Richardson	MNPS	Service Without Option	B	06/01/2018	Normal	
Jerome Hall	Parks	Service With Option	B	08/01/2018	Option D	
Pennie Brooks	Health	Service With Option	B	08/01/2018	Option E	
Lee Kenderdine	Public Works	Service With Option	B	08/01/2018	Option E	

<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

Employee	Alternate Payee	Plan A/B	Effective Date
Michael Henning	Polly Henning	B	9/1/2018
Earl Wall	Carolyn Wall	B	9/1/2018

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Richard Jones	Sheriff	Sherryl Jones	B	08/29/2018
Thomas Carrigan	Fire	Mary J Carrigan	A	09/19/2018
Horace Bass	Mayor's Office	Margaret Bass	A	08/08/2018
William Brooks Jr	Police	Jo Brooks	A	09/19/2018
Joe Kitts Jr	State Trial Courts	Phoebe Kitts	B	08/26/2018
Larry Bickel	Sheriff	Diane Bickel	B	08/30/2018

BENEFIT BOARD ITEMS

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

1. Benefits consulting services request for proposal (RFP) award.

Christina Hickey reported to the Board that at the September Study Session, Procurement updated the Board on the process and award for the benefits consulting services request for proposal. She stated that Procurement recommends that the contract for this RFP be awarded to Deloitte.

After some discussion regarding the bid process and the specifics of the RFP related to the pension calculation system that likely limited bidders, Jerry Hall moved for approval of the award. Tom Curtis seconded and the Board approved without objection.

2. Pension Committee report - Pension Review - Service Pensioner from Metropolitan Nashville Police Department (MNPB).

Christina Hickey reported to the Board that the Pension Committee met on September 18, 2018 to review requested information on the service pensioner from MNPB. She stated that the Board was previously updated by Metro Legal on the status of the investigation for the service pensioner from MNPB and the Board referred this item for review and discussion to the Pension Committee who met on June 5, 2018 to determine the information they would like to request for their review. Ms. Hickey stated that at the September 18th Pension Committee meeting the Committee reviewed the requested information and recommended to reduce the service pensioner's earnings used to calculate the pension by \$10,780.

Pension Committee Chair Todd Henry asked if there were any amendments, corrections or questions regarding the minutes from the Committee meeting. With no corrections, B.R. Hall moved for approval of the Pension Committee meeting minutes. Talia Lomax-O'dneal seconded.

After an explanation of earnings, a vote was taken on the motion to approve the Pension Committee minutes and the Committee minutes were approved without objection.

The pensioner and his attorney were present.

Pension Committee Chair Todd Henry reviewed the recommendation with the Board. He stated that the Committee recommends to the Board to reduce the earnings used to calculate the pension by \$10,780. He also reviewed Metro Code §3.08.230a (regarding overpayments) and stated that the pension will need to be adjusted from its commencement date (February 2018), thus any pension amounts overpaid from February 1, 2018 until October 2018, would need to be repaid. He also stated that the pension would need to be adjusted retroactively to February 1, 2018.

Talia Lomax-O'dneal moved for approval of the recommendation on the Pension review – Service pensioner from Metropolitan Nashville Police Department, (MNPB), to reduce the earnings used to calculate the pension by \$10,780 effective February 1, 2018. Tom Curtis seconded and the Board approved with Edna Jones opposed and Jerry Hall abstaining.

3. Reports for your information:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Humana pharmacy network 2019.
- d. Changes to Cigna's prescription drug list.

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

4. Reports for your information:

- a. Return to work. (none to report)
- 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 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 9:47 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board