

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**November 6, 2018**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, November 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, 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.

Edna Jones informed the Board that the January Board meeting will need to be rescheduled and staff is looking at dates and room availability.

**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 October 2, 2018. With no corrections, nothing further was noted and Tom Curtis moved for approval. Stephanie Bailey 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 noted that additional information has been presented on item 5 and there is a late item. She also stated that items 2, 4, 5, and 7 will be discussed separately.

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 3 for the length of time as recommended and to deny item 6. Tom Curtis moved for approval of the recommendation to approve the disability pension new requests, items 1 and 3 for the length of time as recommended and to deny item 6. Stacey Rucker seconded and the Board approved without objection.

On item 2, Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, item 2 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to approve the disability pension new request item 2 for the length of time as recommended. Christine Bradley 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 4 for the length of time as recommended.

Phillip Jones and Sharonda Baker, Public Works, were present.

The employee was also present.

After some discussion regarding some safety issues, an upcoming procedure and returning the individual to work after that procedure, Jerry Hall moved for approval of the recommendation to approve the disability pension new request item 4 for the length of time as recommended. Stephanie Bailey seconded and the Board approved without objection.

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

Dr. Gill Wright reported to the Board that on item 5 he is requesting a functional capacity evaluation, (FCE). He stated that the additional medical information did not help in making a determination on approval for an in line of duty disability pension or the basis for any restrictions.

The employee was present and addressed the Board regarding the request.

Sue Bibb, Police Department, was present and stated that they can accommodate the individual in an administrative type position until a determination is made.

After some discussion regarding the additional medical information, accommodating the individual until the results of the functional capacity evaluation are received and his restrictions are clarified, Todd Henry moved for approval of item 5, with a functional capacity evaluation, if needed. B.R. Hall seconded.

After further discussion of properly documenting the restrictions by way of a functional capacity evaluation, returning to work and employment outside of Metro, a vote was taken on the motion on item 5 to approve an injury on duty disability pension for three months with a functional capacity evaluation and the Board approved without objection.

Chris Weber, Metropolitan Nashville Public Schools, (MNPS), was present for item 7.

The employee was not present.

On item 7, Dr. Gill Wright reported to the Board that he recommends a denial of the disability pension new request. Stephanie Bailey moved for approval of the recommendation to deny the disability pension new request, item 7. Tom Curtis seconded.

After some discussion regarding the restrictions and the department accommodating those restrictions, a vote was taken on the motion to deny the disability pension new request item 7 and the Board approved with B.R. Hall opposed.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 8 through 14, (with the exception of items 11 and 13) for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 8 through 14, (with the exception of items 11 and 13), for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

Byron Grizzle, Sheriff's Office, was present for item 11.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexamination, item 11 and to discontinue case management services as he has been somewhat resistant. Tom Curtis moved for approval of the recommendation to continue the disability pension reexamination, item 11, for the length of time as recommended and to discontinue case management. Stacey Rucker seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexamination, item 13, for the length of time as recommended with a functional capacity evaluation. Stacey Rucker moved for approval of the recommendation to continue the disability pension reexamination, item 13, for the length of time as recommended with a functional capacity evaluation. Jerry Hall seconded and the Board approved with B.R. Hall opposed.

Dr. Gill Wright reported to the Board that on item 15 he requests a deferral for three months. Shannon Hall moved for approval of the request to defer item 15 for three months. Todd Henry seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 16 he recommends denial of the approval of the return to work request and to continue the disability pension. Tom Curtis moved for approval of the recommendation to deny

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

the return to work request and to continue the disability pension. Christine Bradley seconded and the Board approved without objection.

On the late item, Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new requests, late item 1 for the length of time as recommended. Shannon Hall moved for approval of the recommendation to approve the disability pension new requests, late item 1 for the length of time as recommended. Jerry Hall seconded and the Board approved without objection.

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	Lisa M. Fink	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for two months, (January 2019), with re-exam at that time.
2.	Janet R. Garmon	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (May 2019), with re-exam at that time.
3.	Oscar Markham	Library	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (March 2019), with re-exam at that time.
4.	Eric C. Morgan	Public Works	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (May 2019), with re-exam at that time.
5.	Richard A. Lowry	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved with a functional capacity evaluation for three months, (February 2019), with re-exam at that time.
6.	Enoch E. Gunter	Public Works	Medical	As moved, seconded and approved, this disability pension request was denied.
7.	Zachery K. Phillips	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was denied.

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
8.	Christopher L. Clark	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (February 2019), with re-exam at that time.
9.	Sherrie R. Davids	State Trial Courts	Medical	As moved, seconded and approved, this disability pension was continued for four months, (March 2019), with re-exam at that time.

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

**REEXAMINATIONS: (continued)**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
10.	Alonzo N. Giles	Juvenile Court	Medical	As moved, seconded and approved, this disability pension was continued for six months, (May 2019), with re-exam at that time.
11.	Napoleon A. Howell, Jr.	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued (with case management discontinued) for five months, (April 2019), with re-exam at that time.
12.	Jerry L. Jamison	Water	Medical	As moved, seconded and approved, this disability pension was continued for two years, (November 2020), with re-exam at that time.
13.	Jacob A. Paul	Police	Medical	As moved, seconded and approved, this disability pension was continued with a functional capacity evaluation, for five months, (April 2019), with re-exam at that time.
14.	Jacqueline D. Vincent	Emergency Communications Center	Medical	As moved, seconded and approved, this disability pension was continued for one year, (November 2019), with re-exam at that time.
15.	Sean M. Souza	Water	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for three months, (February 2019), with re-exam at time.

**RETURN TO WORK:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
16.	Rinona L. Taylor	Health	Medical	As moved, seconded and approved, this return to work request was denied and the pension continued without stipulation of scheduled re-exam at that time.

**NEW REQUESTS – LATE ITEM**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	Randall W. Combs	Police	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (May 2019), with re-exam at that time.

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

**SOCIAL SECURITY REFERRALS:**

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. Stacey Rucker seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	Referral Recommendation		Comments
				Case Management	CSME	
1	Fisher, Tracey Y.	MNPS	Pension Approval	No	No	Does Not Meet SSA Durational Requirements
2	Leurs, Joseph H.	Police	Pension Approval	No	No	Younger Worker, Does Not Meet SSA Guidelines
3	Phillips, Dorothy A.	MNPS	Pension Approval	Yes	Yes	Will Likely Meet SSA Guidelines

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

Christine Bradley moved for approval of the pensions. Stacey Rucker seconded and the Board approved without objection.

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Patricia Magee *	Metro Action Commission	Disabilities Coord	B	10/03/2018	12/01/2018
Mark Riley	Water Services	Indust Electrician 2	B	08/08/2018	09/01/2018
Betty Campbell	MNPS	ASST - FOOD SVC	B	10/17/2018	12/22/2018
Keith Hyman	Water Services	Service Rep 2	B	10/24/2018	09/13/2018
Charles Hassell	MNPS	TECH - MAINT & REPAIR - FNS	B	09/26/2018	10/26/2018
Reginald Miller	MNPS	SKILL LABORER - PAINTING SR	B	10/09/2018	11/09/2018
Milton Jenkinson	MNPS	COORD - HEALTH CARE INITIATIVE	B	09/26/2018	10/05/2018
Michael Collier	Parks	Maint & Repair Worker 3	B	10/10/2018	11/30/2018
Marsha Cole	Water Services	Office Support Rep 3	B	05/02/2018	11/17/2018
Kathy Mctear	Public Library	Circulation Asst 2	B	10/24/2018	12/17/2018
Dena Woodmore	General Hospital	LPN	B	10/10/2018	12/16/2018
Cleavland Blanton	Water Services	Cust Svc Field Rep 3	B	10/24/2018	11/21/2018
Terry Jackson	Parks	Program Coord	B	09/26/2018	09/29/2018
Willie Hargett	Water Services	Equip Mechanic	B	10/10/2018	10/09/2018
Gloria Bryant	Water Services	Admin Svcs Officer 3	B	10/17/2018	01/02/2019
Milton Reece Jr	Water Services	Treatment Plant Tech 3	B	09/26/2018	09/22/2018
Margo Cooper	Juvenile Court	Admin Asst	B	10/24/2018	12/29/2018
Riley Walton Jr	Sheriff	Sheriff Prisoner Processor 1	B	10/24/2018	12/08/2018
Charles Mohon	Fire	Emerg Medical Tech 2	B	10/17/2018	01/01/2019
Reggie Hampton	Fire	Fire Engineer	B	10/03/2018	11/01/2018
Michael Jackson	Fire	Fire Engineer	B	10/17/2018	10/30/2018
Carl Slater	Fire	Fire Captain	B	10/10/2018	10/13/2018
Willie Halliburton	Juvenile Court	Probation Officer 2	B	10/17/2018	11/01/2018
John Davis Jr	Police	Police Officer 2	B	10/03/2018	11/01/2018
Michael Birdsong	Water Services	Water Maint Leader 1	B	10/29/2018	10/24/2018
Brenda Williams	Trustee	Deputy-Tax Accounting	B	10/24/2018	12/29/2018
William Garrett	Trustee	Seasonal/Part-time/Temporary	B	09/19/2018	09/22/2018
Christopher Brooks *	Police	Police Officer 2	B	10/05/2018	01/01/2019
Jenny Bradford *	Caring for Children	Program Spec 3	B	10/03/2018	04/01/2017
Pamela Swett *	Caring for Children	Program Spec 3	B	10/03/2018	05/01/2017
Mary Leuzinger *	Health	Seasonal/Part-time/Temporary	B	09/28/2018	08/01/2016
Lillie Johnson *	Bordeaux Long Term Care	Nursing Asst -Certified 1	A	10/03/2018	10/01/2018

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Robert Howse *	MNPS	MONITOR - SCHOOL BUS	B	10/10/2018	10/01/2018
Theresa Caden *	Bordeaux Long Term Care	Exec Asst	B	09/18/2018	11/01/2018
Robin Edwards *	Bordeaux Long Term Care	Licensed Practical Nurse	B	09/29/2018	12/01/2018
Denise Bentley *	MNPS	MGR - OPERATIONS SECURITY	B	10/10/2018	11/01/2018
Fred Reid *	MNPS	WORKER - CUSTODIAL	B	09/07/2018	09/01/2018
Jennie Lee *	Knowles Home	Cook's Assistant	B	09/26/2018	05/01/2018

\*deferred benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Camella Gammons	General Hospital	B	10/01/2018
Cheryl Jackson	MNPS	B	10/01/2018
Charles Smith	Water Services	B	10/01/2018
Suprenia Bond	General Hospital	B	10/01/2018
Patricia Gardner	MNPS	B	10/01/2018
Vincent Phillips	Sheriff	B	10/01/2018
Rita Murphy	MNPS	B	10/01/2018

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Stephen Burton	State Fair Board	Service With Option	B	10/01/2018	Option E	
Mark Riley	Water Services	Service With Option	B	09/01/2018	Option B	1
Cathleen Simpson	MNPS	Service With Option	B	09/14/2018	Option A	
Kenneth Wilburn	MNPS	Early Service With Option	B	09/29/2018	Option B	
Janice Reed	Health	Early Service With Option	B	08/11/2018	Option F	
Jimmy Stephens	Codes Administration	Early Service With Option	B	09/08/2018	Option E	
Dennis Callies	Public Works	Service With Option	B	09/08/2018	Option F	
Gwendolyn Sales	MNPS	Service With Option	B	01/01/2018	Option F	1
Rosia Powell	MNPS	Service With Option	B	08/07/2018	Option F	3
Vicki Sovia	MNPS	Early Service Without Option	B	10/12/2018	Normal	
Paul Luna	MNPS	Early Service With Option	B	07/28/2018	Option E	
Charles Smith	MNPS	Service Without Option	B	09/29/2018	Normal	3
Travis Russell	MNPS	Early Service With Option	B	07/14/2018	Option F	
Sandra Pullen	Finance	Service With Option	B	10/06/2018	Option A	
Kimberly Legate	Register of Deeds	Early Service With Option	B	09/01/2018	Option F	
William Loucks Jr	Police	Early Service With Option	B	08/22/2018	Option A	
Janice Neely	Juvenile Court Clerk	Service Without Option	B	05/01/2018	Normal	
Teresa Mcdaniel	Metro Action Commission	Early Service Without Option	B	08/31/2018	Normal	
Silvia Buchanan	MNPS	Early Service Without Option	B	09/07/2018	Normal	
Barbara Roberts	General Hospital	Service Without Option	B	08/01/2018	Normal	2
Terry Jackson	Parks	Service Without Option	B	09/29/2018	Normal	2
Mary Koob	Health	Service With Option	B	09/29/2018	Option E	
Terry Jones	Health	Early Service With Option	B	09/07/2018	Option D	
James Mallard Jr	Information Technology Service	Service With Option	B	10/02/2018	Option F	
Cheryl Brown	Parks	Service Without Option	B	09/14/2018	Normal	2
Milton Reece Jr	Water Services	Service Without Option	B	09/22/2018	Normal	3
Jack Holt	Assessor of Property	Early Service Without Option	B	08/04/2018	Normal	
Henry Lehman Jr	Sheriff	P&F Service Pen With Option	B	10/06/2018	Option A	3
Reynord Slusher	Sheriff	Service Without Option	B	09/05/2018	Normal	
Kathy Anderton	Police	Early Service With Option	B	09/16/2018	Option A	
Vesther Person	Social Services	Service Without Option	B	09/29/2018	Normal	
William Freeman Jr	Sheriff	P&F Service Pen With Option	B	09/16/2018	Option B	2
Patricia Estes	Police	P&F Service Pen With Option	B	09/07/2018	Option F	3
Anita Prather	Police	P&F Service Pen With Option	B	09/08/2018	Option F	3
Herbert Kajihara	Police	P&F Service Pen With Option	B	09/22/2018	Option A	3
Carey Adkerson	Police	P&F Service Pen With Option	B	09/01/2018	Option A	
Brian Petty	Police	P&F Service Pen With Option	B	09/25/2018	Option A	
William Garrett	Trustee	Early Service With Option	B	09/22/2018	Option F	
Vickie Black	Sheriff	Service With Option	B	10/15/2018	Option E	3
Sheila Upchurch	Human Resources	Service Without Option	B	09/08/2018	Normal	
Jenny Bradford	Caring for Children	Service Without Option	B	01/01/2018	Normal	

**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
Pamela Swett	Caring for Children	Service Without Option	B	01/01/2018	Normal	
Lillie Johnson	Bordeaux Long Term Care	Service Without Option	A	10/01/2018	Normal	
Gerald Melet Sr	General Hospital	Service With Option	B	08/01/2018	Option D	
Cathy Schaefer	General Hospital	Service With Option	B	09/01/2018	Option A	
Sara Miller	MNPS	Service Without Option	B	04/01/2018	Normal	
Fred Reid	MNPS	Service Without Option	B	09/01/2018	Normal	
Leroy Hamer	MNPS	Service Without Option	B	09/01/2018	Normal	
Wanda Hutchison	MNPS	Service Without Option	B	08/01/2018	Normal	
Deborah Potter	General Hospital	Service Without Option	B	09/01/2018	Normal	
Jennie Lee	Knowles Home	Service With Option	B	05/01/2018	Option D	
Donna Kenerson	Health	Service With Option	B	10/01/2018	Option A	

<b>Key Codes</b>	
<b>Options</b>	<b>Drop Elections</b>
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
Lakisha Hicks	General Hospital	Clarence Pewitt	B	09/25/2018
Ricky Taylor	Water Services	Deborah Taylor	B	10/11/2018
Brenda Gibson	Water Services	Kenneth Gibson	B	09/23/2018
William Lovell	Water Services	Marion Lovell	B	09/24/2018
Harry Byrd	Fire	Dalton Byrd	B	10/17/2018
Jane Bussell	Human Resources	Thomas Bussell	B	10/18/2018
John Corban	Health	Martha Corban	B	10/19/2018
Deborah Frierson	General Hospital	James Frierson	B	10/20/2018
Thomas Hobson	MNPS	Landon Hobson, Tristen Hobson	B	10/21/2018

**BENEFIT BOARD ITEMS**

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

1. Cost of living adjustments for Division A and B pension plans.

Christina Hickey reported to the Board that cost of living adjustments for Division A and B pension plans are offered in accordance with Metro Code Sections 3.08.170 and 3.08.171. She stated that this adjustment is built into the Metro Code and cannot be adjusted without a change to the Code. Ms. Hickey stated that as a result of the 2.277% increase in the Consumer Price Index, an increase of 2.50% under Division A (the percentage rounded to the nearest one-half percent) should be granted to all retirees eligible to receive a cost of living increase beginning January 1, 2019 and eighty percent of the excess of 2.277% over 1.00% is 1.022%, so eligible retirees under Division B should receive a 1.00% cost of living increase in January 2019.

Stephanie Bailey moved for approval of the cost of living adjustments for eligible retirees under Division A of 2.50% and 1.00% for eligible retirees under Division B beginning in January 2019. Tom Curtis seconded and the Board approved without objection.

2. Non-compliant disability pensioners.

Christina Hickey reported to the Board that as of October 15, 2018, there are zero disability pensioners in a non-compliant status due to not returning there 2018 Annual Disability Questionnaire.

3. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Cigna correspondence – Tenet Health.

Items 3.-a. through 3.-c. 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.
- 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):

Items to be listed under this section were reported at the meeting and have been incorporated into these minutes.

Edna Jones informed the Board that the January 2019 Board meeting will be on Wednesday, January 2<sup>nd</sup> and if there are any members that can not attend notify HR staff.

With nothing further presented, the meeting adjourned at 10:15 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**