

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

December 4, 2018

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, December 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; Vice Chair: Christine Bradley; Members: Stephanie Bailey, B.R. Hall, Sr., Jerry Hall, Shannon B. Hall, W. Todd Henry, Talia Lomax-O'dneal and Stacey Rucker.

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.

Chair Edna Jones called the meeting to order and informed the Board that the January Board meeting is scheduled for Wednesday, January 2nd.

A. MINUTES: Chair Edna Jones asked if there were any amendments, corrections or questions of the minutes from the last regular meeting held on November 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, for the length of time as recommended. Stephanie Bailey moved for approval of the recommendation to approve the disability pension new requests, items 1 and 2, for the length of time as recommended. 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 3 and 4, for the length of time as recommended. Shannon Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 3 and 4, for the length of time as recommended. Stephanie Bailey seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that item 5 has withdrawn the request.

Byron Grizzle, Sheriff's Office, stated that the employee has been released to full duty without restrictions.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Ricky W. Hillis	Water	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (June 2019), with re-exam at that time.

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

NEW REQUESTS: (continued)

2.	Melissa A. Moore	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.
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REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
3.	Titus E. Moore	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for three months, (March 2019), with re-exam at that time.
4.	David M. Tippitt	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for two months, (February 2019), with re-exam at that time.

REQUEST TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
5.	James V. Roberts	Sheriff	In Line of Duty	This request was withdrawn.

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

Item	Name	Department	Origin of Review	Referral Recommendation Case Management CSME		Comments
1	Combs, Randall W.	Police	Pension Approval	Yes	Yes	Meets SSA Guidelines
2	Uselton, Richard S.	Fire	Pension Approval	Yes	Yes	Evaluation

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

B.R. Hall moved for approval of the pensions. Jerry Hall seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Rose Stokes *	Bordeaux Long Term Care	Envir Svcs Tech	B	10/23/2018	01/01/2005
Larry Price	Public Library	Library Svcs Asst Dir	B	11/14/2018	01/12/2019
Richard Thomopoulos	Codes Administration	Zoning Examiner	B	11/07/2018	01/04/2019
Becky Upchurch	MNPS	MGR - FOOD SERVICE IV	B	11/14/2018	12/22/2018
Austin Writesman	Fire	Fire Captain	B	11/14/2018	11/20/2018

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

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Constance Caudle	NCAC	Acct/HR Mgr/EEO-NCAC	B	11/14/2018	12/31/2018
Loretta Lang	Juvenile Court	Probation Officer 2	B	11/13/2018	12/01/2018
Mikell Wiggs	Police	Police Sergeant	B	11/14/2018	11/30/2018
Richard Riebeling	Mayor's Office	Chief Oper Off-Mayor's Office	B	11/08/2018	12/01/2018
Shelia Nidiffer	Police	Police Officer 2	B	11/14/2018	01/08/2019
Cheryl Harrington	Public Works	Admin Spec	B	11/07/2018	01/04/2019
Donna Blackbourne Jones	Criminal Justice Planning Unit	Director Crim Justice Planning	B	11/13/2018	11/17/2018
Gary Henry	Fire	Fire Engineer	B	10/31/2018	11/01/2018
Michael Dudley	Police	Police Officer 2	B	10/31/2018	11/16/2018
Evelyn Brown	Register of Deeds	Satellite position	B	11/07/2018	01/01/2019
David Smith	Police	Info Systems App Analyst 3	B	11/07/2018	01/16/2019
Janet Goss	Parks	Finance Spec	B	11/07/2018	12/14/2018
Carla Langley	Codes Administration	Admin Svcs Officer 4	B	11/07/2018	01/02/2019
Adrienne Brown	Codes Administration	Office Support Spec 1	B	11/07/2018	01/12/2019
Jeralyn Keeter *	Police	Police Sergeant	B	11/05/2018	01/01/2019
Craig Clifford *	Water Services	Info Systems App Analyst 3	B	11/02/2018	12/01/2018
Douglas Sanders *	Fire	Paramedic 2	B	11/06/2018	03/01/2015
Martis Brown *	MNPS	DRIVER - BUS	B	11/06/2018	01/01/2019
James Wilson Jr *	Sheriff	Correctional Officer 2	B	11/13/2018	04/01/2018
Ralph Davage *	Parks	Account Clerk 1	B	10/19/2018	11/01/2008
James Debose *	Metro Action Commission	Center Mgr 2	B	11/06/2018	04/01/2017
Roxann Brown *	Emergency Communication Center	Emerg Communications Dir	B	10/31/2018	09/01/2018
Philip Wharton *	Knowles Home	Group Care Worker- Certified	B	10/12/2018	10/01/2016
Trudy Sewell *	MNPS	ED ASST - EX ED ONE TO ONE	B	10/22/2018	03/01/2017
Thomas Roach Jr *	MNPS	WORKER - CUSTODIAL	B	11/19/2018	01/01/2019
Mildred Davis *	Election Commission	Judge Operator	B	10/21/2018	12/01/2018
Benford Williams *	Police	Police Operations Spec 1	B	10/24/2018	12/01/2018
Brenda Rice *	Sheriff	Correctional Officer 1	B	11/20/2018	01/01/2019

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Hilda Cobb	Health	B	11/01/2018

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Denise Bentley	MNPS	Service Without Option	B	11/01/2018	Normal	
Kenneth Kik	Fire	Early Service With Option	B	10/20/2018	Option E	
David Upton	Fire	P&F Service Pen With Option	B	10/22/2018	Option A	3
Keith Hyman	Water Services	Service Without Option	B	09/13/2018	Normal	
Michael Birdsong	Water Services	Early Service With Option	B	10/24/2018	Option D	
John Davis Jr	Police	P&F Service Pen With Option	B	11/01/2018	Option F	
Dennis Shepherd	Police	Early Service With Option	B	10/06/2018	Option A	
Roger Melton	Fire	P&F Service Pen With Option	B	10/15/2018	Option A	3
Denise Stratz	Health	Early Service Without Option	B	10/13/2018	Normal	
Rebecca Zachgo	General Services	Service Without Option	B	10/06/2018	Normal	
Carl Slater	Fire	P&F Service Pen Without Option	B	10/14/2018	Normal	3
Gary Henry	Fire	P&F Service Pen With Option	B	10/31/2018	Option E	
Reginald Miller	MNPS	Early Service With Option	B	10/10/2018	Option E	
Milton Jenkinson	MNPS	Service With Option	B	10/06/2018	Option E	
Candy Rucker	State Trial Courts	Service With Option	B	09/29/2018	Option F	
Willie Hargett	Water Services	Early Service Without Option	B	10/09/2018	Normal	
Daryl Lewis	Parks	Service With Option	B	10/20/2018	Option E	3
Thomas Pickard	Sheriff	P&F Service Pen Without Option	B	11/01/2018	Option C	2
Charles Hassell	MNPS	Early Service Without Option	B	10/26/2018	Normal	
Mary Leuzinger	Health	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
Darrell Short	MNPS	Service With Option	B	11/01/2018	Option E	
James Debose	Metro Action Commission	Service Without Option	B	01/01/2018	Normal	
Theresa Caden	Bordeaux Long Term Care	Service Without Option	B	11/01/2018	Normal	
Robin Edwards	Bordeaux Long Term Care		B	12/01/2018		

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

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Edward King	Fire	Rhonda King	B	11/03/2018
James Davis	MNPS	Mary Davis	B	11/13/2018
Judy Schnurbusch	Finance	Dennis Schnurbusch	B	11/14/2018

BENEFIT BOARD ITEMS

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

1. In Line of Duty Committee report.

Christina Hickey reported to the Board that the In Line of Duty (IOD) Committee met on November 20, 2018 to deliberate on 3 IOD medical care appeals. She stated that items 2 through 7 were deferred until the next IOD Committee and item 8 was withdrawn.

Committee Chair Jerry Hall asked if there were any amendments, corrections or questions of the minutes from the In Line of Duty Committee meeting. With two corrections, Edna Jones moved for approval of the In Line of Duty Committee minutes. Stacey Rucker seconded and the Committee minutes were approved without objection.

Committee Chair Jerry Hall reviewed the recommendations with the Board. He stated that on Committee item 1, the IOD medical care appeal for the Pensioner from the Police Department, the Committee recommended to uphold the denial by ASC.

It was noted that the pensioner was not present for Committee item 1.

Stephanie Bailey moved for approval of the recommendation on Committee item 1, the IOD medical care appeal for the Pensioner from the Police Department to uphold the denial by ASC. Christine Bradley seconded and the Board approved with Todd Henry abstaining.

1. In Line of Duty Committee report. (continued)

It was noted that the employee was not present for Committee item 9.

Committee Chair Jerry Hall reported to the Board that on item 9, the IOD medical care appeal for the employee from MNPS, the Committee recommended to uphold the denial by ASC. Stephanie Bailey moved for approval of the recommendation on Committee item 9, the IOD medical care appeal for the employee from MNPS to uphold the denial by ASC. Edna Jones seconded and the Board approved without objection.

It was noted that the employee was not present for Committee item 10.

Committee Chair Jerry Hall reported to the Board that on item 10, the IOD medical care appeal for the employee from the Sheriff's Office, the Committee recommended to uphold the denial by ASC. Stephanie Bailey moved for approval of the recommendation on Committee item 10, the IOD medical care appeal for the employee from Sheriff's Office, to uphold the denial by ASC. Edna Jones seconded and the Board approved with Todd Henry abstaining.

2. Election of Metropolitan Employee Benefit Board Chair and Vice Chair for 2019.

Christina Hickey reviewed the procedures as outlined in the by-laws under Section 1 to conduct the election of Chair and Vice-Chair for 2019 and opened the floor to nominations.

B.R. Hall nominated Edna Jones for Metropolitan Employee Benefit Board Chair for 2019.

Shannon Hall nominated Christine Bradley for Metropolitan Employee Benefit Board Vice-Chair for 2019.

A vote was taken on the nominations of Edna Jones for Chair, and Christine Bradley for Vice-Chair, and was approved without objection.

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. (none to report)
- c. Refund of pension contributions. (none to report)
- d. Repayment of pension contributions. (none to report)
- e. Denial log from Alternative Service Concepts.
- f. Benefit Board budget reports.
- g. Annual report to Council.
- h. Voluntary insurance annual reports.
- i. Investment Committee minutes.

Items 4.-a. through 4.-i. 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 9:43 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board